



# **Health & Safety Policy**

St Catherine's C of E Voluntary Controlled Primary  
School, Hoddesdon

**Approved: Autumn 2025**  
**Review date: Autumn 2026**

## UPDATES

Page number	Section	Details of change
<b>October 2023 updates highlighted in yellow</b>		
P12	Risk Assessment	Updated reference to BS 4163 minor amendment in 2022
P13	Offsite Visits	Made clearer that use of Evolve is recommended for all visits, should be ensured school are clear on how its used locally.
P14	Monitoring	Cross reference to App 10 included for premises compliance issues
P16	First aid - AEDs	Minor update to reflect DfE guidance and recommendation schools register AEDs nationally
P21	Premises compliance	Minor change to wording and links to GEMS and HCC trackers updated
P23	Radioactive Sources	Updated reference to L93 to reflect Sept 2022 minor revision
P24	Asbestos	Link to incident procedure added, made clearer that an annual review of asbestos management plan required as a minimum
P29	Stress	Minor change to risk assessment wording
P30	Legionella	Minor change to risk assessment wording, assessments to be reviewed on a regular cycle and specifically where whenever there is reason to suspect it is no longer valid.
P31	Swimming	Hyperlink to Swim England training updated
<b>August 2022 update</b>		
P 9	Responsibilities	Outline of considerations if there are 3 <sup>rd</sup> party providers on site, ensure H&S responsibilities are clear
P11	Risk assessment	Added retention of risk assessments for minimum of 5 years, any relevant risk assessments linked to pupil incidents to be retained for a minimum of 3 years after their 18 <sup>th</sup> birthday
P13	Fire	Added that Fire risk assessments are to be undertaken by a competent person
P15	First aid	Footnote updated to reflect DfE defibrillator scheme
P17	Accidents	Schools should aim to report pupil / non-employee RIDDOR reportable incidents to the HSE within 10 days of the incident occurring.
P21	COSHH	Added that Records of exposure to hazardous substances in the workplace should be kept for up to 40 years
P25	Work at height	Updated link to LA455 Safe Use of Ladders and Stepladders – new guidance jointly produced by the Ladder Association and the Health and Safety Executive (HSE).
P27	Lettings	Hyperlink updated removed reference to COVID-19 supplementary conditions of hire
P28	Stress / wellbeing	Updated text and reference to DfE wellbeing Charter
P31	Infection Control	New section added, DfE H&S responsibilities and duties for schools suggests inclusion of 'proportionate control measures for health infections' within policy
<b>April 2022 update</b>		
P11	Risk assessment	Updated reference to BS 4163 (Health and safety for design and technology in schools) new standard was published 31/10/21
	Addendum to H&S policy for COVID-19	Removal of pages 32/33 overarching statement on management of COVID risks
<b>August 2021 update</b>		
	Throughout	Hyperlinks to Grid updated. References to the Education H&S manual replaced with links to H&S pages of the Grid
P6	Organisation	Reference to HSE Managing for H&S HSG 65 (Plan, Do Check, Act) added

P11	Risk assessment	Updated link to 2020 version of Safe Practice in Physical Education, School Sport and Physical Activity.
P16	First Aid	NHS Direct number (111) added
P19	Consultation	Additional line added to reflect employees will be consulted on H&S matters.
P22	COSHH	Additional line on PPE for staff added
P26	Hire/lettings	Section updated
P30	School swimming	Updated hyperlinks added Swimming teaching qualification details added.
P32	Addendum to H&S policy for COVID-19	Text amended to reflect current DfE guidance and Step 4 of roadmap

# HEALTH AND SAFETY POLICY

St Catherine's C of E Voluntary Controlled Primary School, Hoddesdon

## PART 1. STATEMENT OF INTENT

The Governing Board of St Catherine's School will strive to achieve the highest standards of health, safety, and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and/or issued to, all members of staff - a reference copy is kept on the shared drive and displayed in the staff room.

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

Hertfordshire County Council's (HCC) Health and Safety Policy.

Thomas Dowle **Chair of Governors**

September 2024

Dorothy Marlow **Headteacher**

September 2024

## **PART 2. ORGANISATION**

As the employer the Local Authority has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

**At a school level duties and responsibilities have been assigned to staff and governors as detailed below.**

### **Responsibilities of the Governing Board**

The Governing Board are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day-to-day management of the school.

As a minimum these management systems should adhere to the LA's health and safety policy, procedures and standards as detailed on the H&S pages of the [Hertfordshire Grid](#) and follow the HSE's '[Managing for health and safety](#)' (HSG65) ([hse.gov.uk](http://hse.gov.uk)), namely:

- **Plan**-set the strategic direction for effective H&S management.
- **Do**-ensure management systems deal with risks sensibly, responsibly and proportionately.
- **Check**-monitoring and reporting processes are in place to ensure the school is compliant.
- **Act**-undertake a formal review of health and safety performance.

A Health & Safety Governor, Jim Nicolson has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Board.

The Governing Board will receive regular reports from the Headteacher and School Business Manager in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing Board will seek specialist advice on health and safety which the establishment may not feel competent to deal with.

HCC's Health and Safety Team, Tel: 01992 556478 [healthandsafety@hertfordshire.gov.uk](mailto:healthandsafety@hertfordshire.gov.uk) provide competent health and safety advice for Community, Community Special and VC schools.

### **Responsibilities of the Headteacher**

Overall responsibility for the day-to-day management of health and safety in accordance with the [LA's health and safety policy and procedures] rests with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the LA and Governing Board to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.

- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing Board on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the LA any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

**Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.**

The task of overseeing health and safety on the site has been delegated by the head to Tracey Fisher, School Business Manager.

#### **Responsibilities of other staff holding posts of special responsibility**

The Head Teacher, Dorothy Marlow, Business Manager, Tracey Fisher, Site Manager, Steve Whorlow and Breakfast and After school Club Manager, Samantha Jacobs will;

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the head or business manager of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

## **Responsibilities of employees**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

The day-to-day management of health and safety within The Ark Children's Centre and St Catherine's Private Nursery is the responsibility of the Centre manager for each establishment, namely Ms Sarah Regent for The Ark and Mrs Jackie Stevens for the Nursery. Here the settings have alternative procedures in place (e.g. for risk assessment, first aid provision etc.) the setting managers will develop their own local health and safety arrangements to supplement those of the school. Each Setting has been provided with the current Health & Safety Policy.

### **PART 3. LOCAL ARRANGEMENTS**

Further detailed information and guidance on the LA's expectations are provided via [Health and safety - Hertfordshire Grid for Learning \(thegrid.org.uk\)](http://thegrid.org.uk)

- Appendix 1 - Risk Assessments
- Appendix 2 - Offsite visits
- Appendix 3 - Health and Safety Monitoring and Inspections
- Appendix 4 - Fire Evacuation and other Emergency Arrangements
- Appendix 5 - Fire Prevention, Testing of Equipment
- Appendix 6 - First Aid and Medication
- Appendix 7 - Accident Reporting Procedures
- Appendix 8 - Health and Safety Information and Training
- Appendix 9 - Personal safety / lone Working
- Appendix 10 - Premises Work Equipment
- Appendix 11 - Flammable and Hazardous Substances (COSHH)
- Appendix 12 - Asbestos
- Appendix 13 - Contractors
- Appendix 14 - Work at Height
- Appendix 15 - Moving and Handling
- Appendix 16 - Display Screen Equipment
- Appendix 17 - Vehicles
- Appendix 18 - Lettings
- Appendix 19 - Minibuses
- Appendix 20 - Stress
- Appendix 21 - Legionella
- Appendix 22 - School Swimming and pools
- Appendix 23 - Work Experience
- Appendix 24 - Infectious diseases

<b>RISK ASSESSMENTS</b>
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**General Risk Assessments**

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by Tracey Fisher following guidance contained on the H&S pages of the [Hertfordshire Grid](#) and are approved by the Headteacher.

<http://www.thegrid.org.uk/info/healthandsafety/manual.shtml>

Risk assessments are available for all staff to view and are held centrally centrally in the shared drive 'staff/staff admin/risk assessments'. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

As part of the review process previous versions of risk assessments are clearly dated and securely kept. Risk assessment records will be kept for a minimum of 5 years (any relevant risk assessments linked to pupil incidents and subsequent investigations will be retained for a minimum of 3 years after their 18<sup>th</sup> Birthday).

**Individual Risk Assessments**

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by Tracey Fisher. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

**Curriculum Activities**

Risk assessments for curriculum activities will be carried out by subject leaders using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use.

All LA schools have a subscription to [CLEAPSS](#) and their publications are used as sources of model risk assessment within Science, Art and DT.

See

- CLEAPSS technology site <http://dt.cleapss.org.uk/>;
- CLEAPSS science site <http://science.cleapss.org.uk/>
- CLEAPSS primary school's site <http://primary.cleapss.org.uk/>

In addition, the following publications are used within the school as sources of model risk assessments:

- Be Safe! Health and Safety in primary science and technology, 4th Edition ASE] ISBN ISBN 978-0-86357-426-9
- Safe Practice in Physical Education, School Sport and Physical Activity 2020' Association of PE 'AfPE' <http://www.afpe.org.uk/>

### OFFSITE VISITS

HCC has adopted the Outdoor Education Advisory Panel's (OEAP) [national guidance](#) for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance available via <https://oeapng.info/>

Responsibilities of key roles are outlined by the OEAP here:

[Visit leader](#)

[EVC](#)

[Headteacher](#)

See HCC's policy for the [management of Learning outside the classroom and offsite visits](#)

The LA's Offsite Visits Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system.

Evolve will be used for the planning and approval of **all** offsite visits apart from those in the **immediate** locality, for which a 'Local Trips and Visits' form must be completed. Relevant risk assessments, participant's names etc. will be attached electronically as required.

The member of staff planning the trip (visit leader) will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) Lorna Maud who will check the documentation and planning of the trip and if acceptable refer the visit for approval to the headteacher for approval.

HCC recommends that the EVC should attend training and refresher training every 3 -5 years.

### HEALTH AND SAFETY MONITORING AND INSPECTION

A formal inspection of the site will be conducted on termly basis and be undertaken by the site manager in the presence of the Business Manager and/or Headteacher and where possible accompanied by the Health and Safety Governor.

The business manager will complete the inspection paperwork and submit this to the Headteacher, Health and Safety Governor and copy in the site Manager Responsibility for following up items detailed in the safety inspection report will rest with the Site Manager. The headteacher will share this with the resources committee of the Governing Board.

A named governor, Jim Nicolson, will be involved in monitoring the school's health and safety management systems on at least an annual basis and report back to both the relevant sub-committee and full Governing Board meetings.

Advice and pro forma inspection checklists to assist the monitoring process can be found on the [Grid](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

See Appendix 10 for details of monitoring premises compliance issues.

<b>FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS</b>
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The headteacher is responsible for ensuring the school's fire risk assessment is undertaken by a competent person and implemented following guidance contained in ['Fire safety risk assessment: Educational premises'](#) and the [Grid](#)

The fire risk assessment is located in the school's fire log book and will be reviewed on an annual basis.

### **Emergency Procedures**

Fire and emergency evacuation procedures are detailed in Disaster Recovery Plan & Emergency Evacuation Procedure and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process. This training is supported by regular termly drills.

Evacuation procedures are also made available to all contractors / visitors.

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained by Tracey Fisher and updated to the LA via Solero.

### **Fire Drills**

- Fire drills will be undertaken termly and results recorded in the fire logbook.

### **Fire Fighting**

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.
- Staff are made aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use at induction.

**Details of service isolation points** (i.e. gas, water, electricity)

**Gas – Main supply external unit by Sainsburys garage**

**Electricity – Infant building – cupboard in Hazlewood (inclusion) room  
Junior building – plant room**

**Water – Main supply inlet top carpark junior building**

### **Details of chemicals and flammable substances on site.**

An inventory of these will be kept by Site Manager as appropriate, for consultation.  
(See COSHH Appendix 11)

<p><b>INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT</b></p>
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Steve Whorlow is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in School Office.

**FIRE ALARM SYSTEM**

Fire alarm call points will be tested weekly in rotation. This test will occur on Friday morning between 6.30 – 7.30am

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer ADT Fire & Security Ltd. account number 1000587074 contact number 0844 800 1999.

A fire alarm maintenance contract is in place with ADT Fire & Security and the system tested annually in February by them.

**FIRE FIGHTING EQUIPMENT**

Weekly in-house checks by site manager that all firefighting equipment remains available for use and operational.

Chubb Fire & Security Ltd, Account number 50930894, contact number 0344 879 1755 undertakes an annual maintenance service in October of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Steve Whorlow / Tracey Fisher

**EMERGENCY LIGHTING SYSTEMS**

Emergency lighting will be checked for operation monthly in house and these tests recorded.

**MEANS OF ESCAPE**

Daily checks are carried out by Steve Whorlow, Site Manager, for any obstructions on exit routes and he ensures all final exit doors are operational and available for use.

**FIRST AID AND MEDICATION**

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities).

**TRAINED TO FIRST AID AT WORK LEVEL (3 days /18 hrs):**

[Insert Names/ date of training /Extension Numbers]

**TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 2 days/ 12 hrs):**

Georgia Bennett 5<sup>th</sup> Jan 24 & 9<sup>th</sup> March 24 Ext 213  
Michelle Holly 5<sup>th</sup> Jan 24 & 9<sup>th</sup> March 24 Ext 213  
Sarah Thompson-Storey 9<sup>th</sup> March 24 Ext 218  
Debbie Tripp 6<sup>th</sup> March 24 – Midday Supervisor  
Sam Jacobs 9<sup>th</sup> December 2025 – Afterschool Club Manager  
Claire Pettifer 9<sup>th</sup> December 2025 – Midday Supervisor  
Jeanine Percival 18<sup>th</sup> April 2023 – Afterschool Club

**TRAINED TO EMERGENCY FIRST AID AT WORK (1 day / 6 hrs):**

All staff 1<sup>st</sup> May 24 & 8<sup>th</sup> May 24

**OTHER TRAINING IN EMERGENCY FIRST AID <sup>1</sup> (6 hr):**

[Insert Names/ date of training /Extension Numbers]

First aid qualifications remain valid for 3 years. Louise Steiger will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

**FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:**

**Infant Building**

Medical Room  
Lower Hall  
Staff Room + Burns Kit  
Burns kit in Bagel Bar

**Junior Building**

Site Managers Room  
Outside Site Managers Room  
Burns kit in Nurture room

**Canteen Building**

Dining Area  
Kitchen Area + Burns kit  
Out of school club area

**Swimming Pool Area**

1 x First Aid kit  
1 x Eye Wash kit

Clare Pettifer is responsible for regularly checking (termly) that the contents of first aid boxes are complete and replenished as necessary.

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<sup>1</sup> Supplementary first aid training focussed on pupil needs and could include other specific risks e.g., sports first aid for PE staff etc.

**[AEDs (automated external defibrillators) ARE LOCATED AT THE FOLLOWING POINTS<sup>2</sup>:**

Infant Building outside Reception

In external box outside changing rooms

Steve Whorlow checks the AED on a weekly basis (modern AEDs self-test and will indicate a problem via a warning light / audible alarm)

Defibrillators are registered on [The Circuit](#) to ensure they are visible to local ambulance services.

**Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 111) and, in the case of pupil with the parents/carers.

**Minor Injuries Unit Cheshunt Community Hospital**, King Arthur Court, Cheshunt EN8 8XN  
www.cheshuntmiu.nhs.uk 8am – 9pm daily 01992 622157 01992 780419

**Princess Alexandra Hospital**

Hamstel Road, Harlow, Essex, CM20 1QX A&E unit 01279 444455

**School Nurses** 01992 818532

**NHS Direct** 0845 4647

**Administration of medicines**

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate school policy.

No member of staff will administer **any** medication (prescribed or non-prescribed) to children under 16 without a parent's written consent except in exceptional circumstances.

Louise Steiger/ Denise Lynch are responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept by Claire Pettifer in the first aid room.

All non-emergency medication kept in school is securely stored lockable cupboard in first aid room, refrigerated meds kept in clearly labelled container within locked fridge in first aid room with access strictly controlled. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens are always readily available to children and not locked away. Key stage one children are stored in classrooms and are clearly labelled and key stage two pupils are responsible for their own inhalers. The school have chosen to hold an emergency salbutamol inhaler for use by pupils who have been prescribed a reliever inhaler and for whom parental consent for its use has been obtained stored in the first aid room

**Individual Health Care Plans (IHCP)**

Parents / carers are responsible for providing the school with up to date

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<sup>2</sup> See [DfE guidance on AEDs](#) defibrillator provided to all schools without one by end of 22/23 academic year.

information regarding their child's health care needs and providing appropriate medication.

IHCPs are in place for those pupils with significant medical needs e.g., chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc.

The IHCP is developed with the pupil (where appropriate), parent/carer, designated named member of school staff, specialist nurse (where appropriate) and relevant healthcare services. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by Jess Fitzgerald, Assistant Headteacher

All staff are made aware of any relevant health care needs and copies of health care plans are available from the main office, filed in the child's individual personal file. Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

## APPENDIX 7

### ACCIDENT REPORTING PROCEDURES

#### **Accidents to employees**

Employees must report all accidents, violent incidents and near misses.

Where HCC is the employer then **all** employee incidents must be reported to HCC using the online accident/incident reporting system hosted on Solero.

Employee accident / incident forms are to be retained for a minimum of 3 years.

#### **Accidents to pupils and other non-employees (members of public / visitors to site etc.)**

A local accident book in the first aid room is used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

Parents / carers will be notified immediately of all major injuries.

Pupil / student accident forms are to be retained for a minimum of 3 years after their 18<sup>th</sup> Birthday.

#### **All Accidents**

All major incidents will be reported to the Headteacher and the Governing Board. Accidents will be monitored for trends and a report made to the Governing Board as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible. Any relevant learning points will be communicated to relevant staff and pupils / students.

#### **Reporting to the Health and Safety Executive (HSE)**

The Headteacher is responsible for ensuring all RIDDOR reportable incidents are reported.

Incidents involving a fatality or major injury will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/>

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc. within 10 days of the incident occurring.
- Employee absence or inability to carry out their normal duties as the result of a work-related accident, for periods of 7 days or more (including W/E's and holidays), within 15 days of the incident occurring.

See the HSE information sheet '[Incident reporting in schools](#)' EDIS1 REV 3

**For VC and Community schools any incident notified to the HSE must also be reported to the LA's Health and Safety Team.**

## APPENDIX 8

### HEALTH AND SAFETY INFORMATION & TRAINING

#### Consultation

Employees and/or their representatives will be consulted on all matters that affect their health, safety and welfare.

The Resources Committee meets termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

Staff meetings are held weekly and Health and Safety is a standing agenda item.

#### Communication of Information

Information and guidance on how to comply with the LA's health and safety policy is given via the [H&S pages of the Grid](#).

The Health and Safety Law poster is displayed in the entrance to the infant and junior buildings.

The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools.

#### Health and Safety Training

All employees will be provided with:

- a copy of and induction training in the requirements of this policy.
- update training in response to any significant change.
- training in specific skills needed for certain activities (e.g., use of hazardous substances, work at height etc.) matched to their work and responsibilities
- refresher training where required.

Any new instructions or restrictions will be communicated to all staff via staff meetings and highlighted as part of the standard cycle of policy review.

Training records will be kept in the school office by Dan Wallis.

Tracey Fisher is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received and ensuring staff are competent to undertake their duties.

Each member of staff is also responsible for drawing the Headteacher's / line managers attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

## APPENDIX 9

### PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

#### **Lone working**

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

**Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.**

Staff working outside of normal school hours must obtain permission of the Headteacher.

Where lone working cannot be avoided, staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc. Staff will never conduct home visits alone.

#### **School staff responding to alarm call outs**

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so. Should a key holder be alerted to an alarm activation, they must contact a colleague to attend with them or wait for police to accompany them inside the premises.

### PREMISES AND WORK EQUIPMENT

All staff are required to report to Steve Whorlow any problems found with the premises or plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Where premises defects are identified, a dynamic assessment is conducted to determine if the area should be isolated / cordoned off whilst awaiting repair.

Steve Whorlow is responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

Records of such monitoring will be kept in the site manager's office by Steve Whorlow (Key areas for compliance are outlined on the [Grid](#) and the DfE's [Good Estate Management for schools](#) )

#### **Planned maintenance / inspection**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors.

Oversight of premises compliance issues is the responsibility of [school business manager / site manager] this is achieved by the use of detail the specific system used e.g. [[GEMS compliance tracker](#) / [HCC compliance tracker](#)/ specific compliance software etc]

#### **Curriculum Areas**

Subject Co-ordinators/ leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

#### **Electrical Safety**

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to Steve Whorlow.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in).

All earthed equipment (class 1) and cables attached to such equipment will be tested annually. This inspection and testing will be conducted by Steve Whorlow, Site Manager, annually.

Steve Whorlow is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) will be conducted by FX3000 on a 5-year cycle last carried out 28th May 2025. Records of these inspections and certification will be maintained and remedial works arising acted upon in a timely manner.

#### **External play equipment**

External play equipment will only be used when appropriately supervised.

This equipment will be checked daily before use for any apparent defects, and

Steve Whorlow will conduct and record a formal termly inspection of the equipment.

PE and Play equipment is subject to an annual inspection J H Gym Inspections annually, last completed 3rd March 2025

<b>COSHH (FLAMMABLE AND HAZARDOUS SUBSTANCES)</b>
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Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the “**Control of Substances Hazardous to Health Regulations 2002**” (COSHH Regulations).

Within curriculum areas (in-particular science and DT) subject leaders are responsible for COSHH and ensuring that an up-to-date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health Steve Whorlow, Site Manager.

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all substances are appropriately and securely stored out of the reach of children.
- all substances are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Records of exposure to hazardous substances in the workplace should be kept for up to 40 years

### **PPE**

All staff required to wear PPE will be provided with suitable information, instruction and training in its use and will use PPE provided accordingly, reporting any defects to their manager.

Where persons may be affected by their use on site, Steve Whorlow is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).

An asbestos survey and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted on September 2023

The school's asbestos log (including school plans, asbestos survey data and a site-specific management plan) is held in the Site Manager's Office by Steve Whorlow.

The Headteacher will ensure that **all** school staff (and others such as catering and cleaning staff who may not be employed directly by the school) are made aware of the location of asbestos containing materials (ACM) within their work areas.

**Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g., affixing anything to walls without first obtaining approval from an Asbestos Authorising Officer.** (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos authorising officers and the area immediately evacuated and closed / locked off. (The school has a incident procedure for dealing with an unplanned disturbance of asbestos-containing materials see <https://thegrid.org.uk/Restricted-assets/asbestos-incident-management-july-2023.pdf>)

Professional advice will be sought and details of the incident reported to HCC's asbestos team [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk).

The school's asbestos authorising officers are Tracey Fisher and Steve Whorlow and refresher training is required 3 yearly. Asbestos training last completed - TF @ 11<sup>th</sup> November 2025 SW 23<sup>rd</sup> October 2025

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g., boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum) as part of the school's asbestos management plan.
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g., areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years).
- The school's asbestos management plan is kept up to date, reviewed at least annually and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk).
- Where more invasive works and / or works which go beyond the limitations of the management survey are planned, a refurbishment / demolition survey will be commissioned

to obtain a comprehensive assessment of all ACMs that could be affected prior to the works commencing.

## APPENDIX 13

### CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to the school reception where they will be asked to sign in and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

Tracey Fisher is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

#### **School managed projects**

The [Construction \(Design and Management\) Regulations 2015](#)<sup>3</sup> applies to all building, demolition, repair and maintenance or refurbishment work.

Where the school undertakes projects direct the Governing Board are considered the 'client' and therefore have additional statutory obligations. These projects are managed by Tracey Fisher on the school's behalf who will ensure landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at [Property contractors and consultants - Hertfordshire Grid for Learning \(thegrid.org.uk\)](http://thegrid.org.uk) when considering the appointment of contractors outside of Hertfordshire frameworks Tracey Fisher will undertake appropriate competency checks prior to engaging a contractor i.e. they have sufficient skills, knowledge and experience) to do the job safely, the degree of competence required will depend on the work to be done.

Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe systems of work to be used prior to works commencing on site.

Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The school, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

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<sup>3</sup> Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/ or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the school's behalf.

## WORK AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a **task specific** risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

Storage above head height is minimised as far as possible, where this cannot be avoided only lightweight and rarely used items are stored there.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders / stepladders.

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff, drama, ICT technician etc. See also [LA455 - The Ladder Association](#)

The establishments nominated person(s) responsible for work at height is (are) Steve Whorlow.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised.
- the use of access equipment is restricted to authorised users.
- all those involved in work at height are trained and competent to do so.
- the risks from working at height are assessed and appropriate equipment selected.
- a register of access equipment is maintained, all equipment is regularly inspected and maintained with any defective equipment taken out of use until repaired / replaced.
- any risks from fragile surfaces is properly controlled.

## LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

**Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.**

Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to Tracey Fisher and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

### **Paediatric Moving and Handling**

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6 monthly basis by a competent contractor.

## APPENDIX 16

### DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g., admin / office staff shall have a DSE assessment carried out. Tracey Fisher stores in electronic file.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available via the [Grid](#)

## APPENDIX 17

### VEHICLES ON SITE

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / carers when bringing children to school or collecting them, unless they hold a blue disabled badge.

Access to the school must be kept clear for emergency vehicles.

Separate pedestrian and vehicle gates are provided.

A risk assessment is in place for pedestrian / vehicle segregation. Vehicles are not permitted to move or given access to the service road between 8.30 – 8.50 and 15.05 – 15.30.

All vehicles visiting site must gain access via the electric gated entry system giving access to the service road and staff car park. Any industrial vehicles needing entry to internal areas of school are only permitted during lesson time. Site manager will direct all such vehicles.

## APPENDIX 18

### LETTINGS / SHARED USE OF PREMISES

Lettings are managed by Louise Steiger following the HCC guidance.

They will ensure a signed letting agreement is completed specifying the school's terms and conditions for hire. ( See [Hiring agreements and third party access - Hertfordshire Grid for Learning \(thegrid.org.uk\)](#))

Relevant public liability cover must be in place and checked by the school.

The school will provide hirers with a site induction to ensure they are clear on emergency procedures and any specific risks or restrictions relating to the use of the site.

A risk assessment (proportionate to the activity) will be completed before the event, the school reserves the right to impose restrictions in order to ensure health and safety.

[reference any other school policy / detail any specific restrictions on use of equipment, staffing requirements, first aid provision, fire and emergency arrangements, emergency lighting, public entertainment license etc.]

## APPENDIX 19

### MINIBUSES

Not applicable

## APPENDIX 20

### STRESS / WELLBEING

The school and Governing Board are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors in line with the [HSE management standards](#)

The school will

- demonstrate good practice through a step-by-step risk assessment approach, ensuring the systems in place to support school staff are reflected in a risk assessment.
- allow assessment of the current situation using pre-existing data, staff surveys etc.
- promote active discussion with staff and their UNION representatives, to help decide on practical improvements that can be made

The school's wellbeing / mental health lead<sup>4</sup> is Rebecca Wild

[The school has signed up to the DfE's education staff wellbeing charter, which sets out commitments to the wellbeing and mental health of everyone working in education. [Education staff wellbeing charter - GOV.UK \(www.gov.uk\)](#)]

Detail systems in place within the school for responding to individual concerns and monitoring staff workloads e.g. [Performance Management, mentoring, personal development plans, membership of an Employee Assistance Programme, access / referral to Occupational Health etc.]

## APPENDIX 21

### LEGIONELLA

A water risk assessment of the school has been completed on 5<sup>th</sup> April 2023 by Chiltern Water. Steve Whorlow, Site Manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water log book.

This risk assessment will be reviewed on a regular cycle and specifically where whenever there is reason to suspect it is no longer valid, e.g., significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are undertaken and recorded.

- Water is heated and stored to 60 deg C at calorifiers (any vessel that generates heat within a mass of stored water).

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<sup>4</sup> **consider suitable training for this role such as mental health first aid training or senior mental health training** The DfE have a grant application process to train a senior mental health lead in schools. See guidance on how to [access and apply for your grant.](#) [senior mental health training lead guidance.](#) This is a whole school approach with one of the learning outcomes being on staff development / supporting staff with their own mental wellbeing and the importance of staff looking after their own mental health.

- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods).
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifiers).
- Quarterly disinfection / descaling of showers.
- Stored cold water tanks – N/A mains fed .

All records relating to the management of Legionella must be kept for 5 years.

If water sampling for bacteria levels is undertaken provide details of frequency.

<b>SCHOOL SWIMMING</b>
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**Primary school swimming in public / secondary schools**

These will be planned as an offsite visit in line with the school's policy.

The school will obtain a copy of the pool's standard operating procedure (PSOP), sometimes referred to as a normal operating procedure (NOP) and emergency action plan (EAP) which identify the safety arrangements for the host pool.

In addition, the school will obtain assurance over:

- The level of training of the swimming teacher(s) (Swim England level 2 Teaching Swimming (formerly ASA level 2)).
- Pupil / swimming teacher ratios.
- Rescue / lifeguard provision provided.
- Changing provision / arrangements

**For schools with swimming pools**

The Headteacher will ensure that the pool is managed in accordance with the LA's guidance [Safe Practice in School Swimming](#), HSE Managing Health & Safety in Swimming Pools publication (MHSSP) <https://www.hse.gov.uk/pubns/priced/hsg179.pdf> and [PWTAG](#) (Pool Water Treatment Advisory Group) Standards and Guidance.

A swimming pool risk assessment has been carried out by Steve Whorlow (Site Officer) and is reviewed annually.

The PSOP (Normal Operating Procedures (NOP) and Emergency Action Plans (EAP)) are available from the school office and reviewed annually.

All staff are to ensure that they are familiar with the PSOP for the swimming pool, check that rescue equipment is available and that the swimming pool is secured to prevent unauthorised access when not supervised.

All independent individuals / companies, and who will ensure that the water quality meets the standards identified by the Pool Water Treatment Advisory Board (PWTAG). Saite Manager, Steve Whorlow completed 23<sup>rd</sup> June 2025 Pool Plant Maintenance Refresher. Chiltern Water will ensure that bacterial testing is carried out and, where necessary, carry out any remedial actions.

**At primary level** the Headteacher will ensure that all lessons are taught by a qualified swimming teacher and any teachers expected to undertake swimming teaching activities have completed swimming teaching as part of their Initial Teacher Education (ITE) and have experience and confidence which is appropriate for the level of swimming instruction [TOPS swimming]

Louise Steiger will ensure adequate training/staffing provision is made for lifesaving, first aid and resuscitation cover appropriate to the type of swimming sessions.

Lettings agreements are managed by Louise Steiger who will ensure that a lettings agreement has been completed, risk assessments for the activity have been completed by the hirer and returned to the school and that the hirer knows and understands the NOP

**WORK RELATED LEARNING**

Not applicable

**INFECTION CONTROL**

The school follows UKHSA guidance [‘Health protection in education and childcare settings’](#) and the recommended [exclusion periods](#) for specific infectious diseases detailed in this guidance.

In the event of an outbreak the school will review and reinforce existing baseline infection prevention and control measures.

This will include:

- encouraging all staff and students who are unwell not to attend the setting.
- ensuring all eligible groups are enabled and supported to take up the offer of [national immunisation](#) programmes including coronavirus (COVID-19) and flu
- ensuring occupied spaces are well ventilated and let fresh air in
- reinforcing good hygiene practices such as frequent cleaning
- considering communications to raise awareness among parents and carers of the outbreak or incident and to reinforce key messages, including the use of clear hand and respiratory hygiene measures within the setting such as [E-Bug](#)

Specialist advice from UKHSA East of England Health Protection Team will be sought in the event of any outbreak or serious or unusual illness as listed in Chapter 4 of [‘Health protection in education and childcare settings’](#) for example

- a higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection or diarrhoea and vomiting.
- evidence of severe disease due to an infection, for example if a pupil, student, child, or staff member is admitted to hospital.
- more than one infection circulating in the same group of students and staff for example chicken pox and scarlet fever.