

HEALTH AND SAFETY POLICY

THIS POLICY IS REVIEWED ON AN ANNUAL BASIS

This Policy has been reviewed and approved by: Robin Greenwood & Graeme Delaney

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Please note: 'School' refers to Chatsworth Schools and Hall School Wimbledon; 'parents' refers to parents, guardians and carers.

This is a whole school policy, which also applies to the Early Years Foundation Stage.

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Statement of Intent

Chatsworth Schools and Hall School Wimbledon (HSW) recognise and accept the responsibility of delivering teams in accordance with the best practice in health and safety and, the Chatsworth Schools Group Director of Operations has the responsibility of ensuring, as far as reasonably practicable, the health, safety and welfare at work of all employees, under the *Health and Safety at Work Act (1974)*. Chatsworth Schools and HSW aim to promote, actively, health and safety in the school. It is also recognised that incidents, accidents and occupational ill health result from a variety of circumstances and are not necessarily the fault of an individual.

This commitment is extended to all people who may be affected by the education team's activities, including pupils, team users, contractors and members of the public. The achievement of high standards of health and safety will be at the forefront of the team's policy, strategy, planning and activity.

The Operations team both at Chatsworth Schools and HSW will put in place the appropriate organisational arrangements to ensure the delivery of our obligations in meeting all legislative requirements as a minimum standard. Resources, either financial or otherwise, will be made available to achieve this requirement. We have paid due regard to the DfE guidance '*Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head teachers, Staff and Governing Bodies*' 2013. An annual report of our performance in health and safety will be published.

All senior managers, Heads, school admin staff, team leaders and supervisors at Chatsworth Schools are accountable for the management of health and safety within their area of responsibility and this will be reflected in the annual performance management scheme. In particular, risk assessments must be completed and action plans developed for individual teams within the team, which will be monitored by management teams.

The results of audits and the annual report will feed into the setting of annual targets for the team. Achievement of these targets will demonstrate the commitment for improved performance.

Chatsworth Schools values the contribution of health and safety representatives within the schools and the joint health and safety committee in the development of procedures and practices. They also have a key role in monitoring regimes through the inspections and investigations they undertake. All managers should assist them in fulfilling their roles.

It is recognised that high standards of health and safety can only be achieved with the active participation of all employees. Everyone is encouraged to co-operate in developing and delivering safe systems of work.

This Policy will be reviewed in the light of organisational changes, changes in working practices, but at least annually. Failure to comply with this health and safety policy and any guidance notes may result in disciplinary action being taken.

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Organisation for Health and Safety

This part of the policy outlines the responsibilities of all staff in relation to health and safety. There are also details of specific roles that are undertaken in order to manage health and safety within Chatsworth Schools Team.

Chatsworth Schools Group Director of Operations

The Chatsworth Schools Group Director of Operations is the person ultimately responsible for health and safety management within the education team. In order to ensure that the team's health and safety policy is implemented, the Group Director of Operations will:

- Incorporate health and safety considerations into the department's team plans, including targets for improving health and safety performance
- Set a positive example to staff by actions
- Promote good health and safety practice in schools and to ensure that Heads of Schools meet their responsibilities
- Hold individuals at all levels within the team accountable for their health and safety performance.
- Ensure that adequate arrangements are made to consult with employees
- Ensure that all staff receives adequate training, instruction and supervision to enable them to effectively carry out their responsibilities
- Ensure that suitable resources are provided to implement health and safety measures within their department
- Seek guidance from relevant competent staff or external consultants to ensure compliance with health and safety standards
- Ensure that any contractors are adequately vetted, selected and monitored as regards their health and safety performance
- Ensure all Heads and Managers are suitably trained
- Advise and encourage the Heads of all schools to meet the objectives of this policy statement - responsibility for health and safety has been delegated to them
- Provide health and safety guidance to Heads of all schools emphasising the need for staff to be adequately trained in their health and safety responsibilities
- Ensure that Heads and other managers are informed of the relevant changes in the legislation
- Audit annually the effectiveness of health and safety arrangements in all schools

A Head of an establishment is to produce for that establishment a written statement of local arrangements to ensure the implementation of this Health and Safety Policy. The Head must ensure that all employees are aware of the contents of the local policy and review and revise it as necessary.

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The Chatsworth Schools Contact for Health and Safety

The appointment of a Chatsworth Schools Office Contact for Health and Safety does not change the responsibilities, both individually and collectively, of the Group Director of Operations or other members of Chatsworth Schools Education Management Team. The responsibilities of the Chatsworth Schools Office Contact for Health & Safety are to:

- Be first contact for Chatsworth Schools who wish to report to the Chatsworth Schools Office a Health & Safety issue requiring immediate attention
- Communicate health, safety and welfare information, as directed by the Group Director of Operations to Chatsworth Schools
- Receive monthly and annual Health & Safety, accident and violent incident reports from schools.

This position will be taken by the Chatsworth Schools Operations Manager.

Heads of Schools and Team Leaders

Heads and team leaders are responsible for the implementation of the health and safety policy and action plans into operational practice in their own areas of responsibility. They consult appropriately with all employees on Health and Safety matters. They will:

- Ensure that there are adequate arrangements in place to implement the Chatsworth Schools policy
- Ensure that all members of staff are held accountable for their health and safety performance
- Ensure their management team takes full account of health safety and welfare issues when planning developing or introducing new working methods, systems, equipment or premises
- Set a positive example to their staff by their actions
- Appoint a sufficient number of risk assessors and ensure that they are trained to carry out risk assessments. (See the First Aid and Fire Safety Policies)
- Ensure that risk assessments are undertaken within their area, records are kept and an action plan produced in order to monitor and review the progress of the measures necessary to eliminate or control the risk
- Ensure that all staff receive adequate information, instruction and training to enable them to undertake their responsibilities. (See the First Aid and Fire Safety Policies)
- Ensure that health and safety issues are adequately addressed in specifications prepared or contracts let and that operational aspects of contracts are adequately monitored
- Ensure that there is an effective system for communication within their area of responsibility for health and safety issues
- Seek advice from competent advisers on health and safety matters, if necessary, and act appropriately on the advice received

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A Head of an establishment is to produce for that establishment a written statement of local arrangements to ensure the implementation of this Health and Safety Policy. A Head must ensure that all employees are aware of the contents of the local policy and review and revise it as necessary.

Heads of Schools are responsible for the overall management of schools, including health and safety responsibilities towards staff, students and visitors and control of the school premises. Heads of Schools and Chatsworth Schools must work together to establish their health and safety objectives using legal requirements as a minimum standard. Each school has a legal obligation to provide:

- A safe environment for students, staff, and visitors
- Safe plant, equipment and systems
- Safe arrangements for the transport, storage and use of articles and substances
- Safe and healthy conditions that take account of:
 - Local statutory requirements
 - Approved Codes of Practice
 - Chatsworth Schools Guidance
- Adequate information, instruction, training and supervision
- All necessary safety and protective equipment

The responsibility for ensuring that health and safety procedures within the school are adequate rests with the Head. Heads need to ensure that all necessary procedures are devised, implemented, monitored and reviewed to ensure their effectiveness and that they remain appropriate. In particular, they should:

- Ensure that the school has a current health and safety policy
- Ensure that the school complies with the Chatsworth Schools health and safety policies, both in school and on all school activities
- Have in place procedures to identify hazards and evaluate risk control measures
- Ensure a monthly inspection is carried to identify hazards and that hazards identified are removed or controlled
- Create management arrangements for health and safety and periodically monitor their effectiveness
- Ensure that an annual health and safety audit is carried out by a qualified person
- Have health and safety on the agenda at SLT meetings
- Ensure the School Health and Safety officer carries out the appropriate responsibilities

Line Managers / Supervisors

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Line managers and supervisors are responsible for ensuring the successful operation of the health and safety management system on a day-to-day basis. They are responsible for:

- Ensuring that they are aware of the health and safety legislation relevant to the work activities for which they have responsibility
- Setting a positive example to their staff by their actions
- Ensuring that the contents of the Chatsworth School's health and safety policy and safety plans as well as guidance notes are communicated to their staff and that these are followed
- Carrying out inspections of the workplace at least once every month
- Taking action on health and safety issues reported to them
- Ensuring that risk assessments are carried out and that any actions arising to improve and implement control measures are taken
- Providing support and assistance to risk assessors as required and ensuring that records of relevant risk assessments are kept and easily accessible by all staff
- Ensuring that the staff they are responsible for are held accountable for their health and safety performance via routine performance management
- Ensuring their staff receive sufficient information, instruction, training and supervision to undertake their work safely
- Ensuring that induction training for all staff, including temporary staff, is carried out on their first day to ensure that they are aware of the emergency procedures and risks within the workplace
- Ensuring that all incidents, including verbal abuse and accidents are reported and investigated
- Ensuring that all equipment supplied for use at work is suitable for its intended use and is maintained in good working order
- Seeking advice from the education health and safety team if necessary

Management Absence

All Heads with responsibilities outlined in the school health and safety policy must ensure that effective arrangements are made to ensure that these functions are provided for in their absence.

Employee Responsibilities

Health and safety is the responsibility of **all** employees; the support and involvement of all staff is needed if high standards of health and safety are to be achieved. Every employee should:

- Report hazards or potential hazards to line management
- Act responsibly so as not to put themselves or others at risk
- Work in accordance with any safety training provided and follow established safe working practices

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- Co-operate with management to enable them to carry out any health and safety responsibilities
- Assist in any risk assessment or safety inspection process
- Not interfere with or misuse anything provided in the interests of health and safety
- Disclose details of any medical condition or medication that makes them unfit for or specifically at risk from any particular work activity
- Immediately report any situation which represents a serious and imminent danger to health and safety to the manager in control of the process / area

Facilities and Compliance Manager

For staff who have responsibility for the control of a building, in addition to their other health and safety responsibilities, they must:

- Ensure risk assessments are carried out and subsequent actions are taken in respect of those areas of the building they are responsible for
- Co-ordinate inspections of those areas of the building they are responsible for to ensure that the building and equipment are safe and properly maintained and that access and egress is safe with no obstructions
- Ensure that any statutory checks of equipment / plant in those areas of the building they are responsible for are undertaken as necessary
- Maintain an up-to-date statutory documents file containing records of statutory tests and inspections
- Ensure that those areas of the building they are responsible for are suitable for access by all as required by people with disability
- Ensure suitable security measures are in place and operating
- Ensure there are emergency procedures in place and that they are practised as necessary
- Ensure a fire risk assessment is carried out
- Ensure that fire extinguishers and fire warning system, if fitted, are properly maintained and tested
- Co-ordinate the first aid arrangements within the building

School Safety Committees

Each Chatsworth School shall have a School Health & Safety Committee. The Committee shall be attended by management, staff and parent representatives and meet regularly throughout the year to discuss health and safety issues, approve school risk assessments and recommend courses of action. The committee will be chaired by the School Health & Safety Officer.

Local health and safety issues should be resolved within the relevant school, where possible in

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consultation with the Chatsworth Schools Health & Safety Manager. Matters with service implications and those that cannot be resolved locally should be referred to the Chatsworth Schools Health & Safety Committee. Any matters that relate to Chatsworth Schools responsibilities and cannot be resolved through the Committee or that have strategic implications will be referred to the Chatsworth Schools Senior Management for consideration.

Monitoring of Performance Standards

Standards and procedures are reviewed and monitored by the Chatsworth Schools Health & Safety Committee. Where required, advice is published in the form of guidance notes and information for employees, by the Chatsworth Schools Office. Guidance on legal requirements and Chatsworth Schools Health & Safety Policy are to be contained within the Chatsworth Schools Operations Handbook.

Arrangements for Managing Health and Safety in the Education Team

This part of the Policy describes the arrangements that are in place to manage health and safety within the Chatsworth Schools education team. It sets out the minimum standards to be achieved on any specific issue. In some cases, these standards are supported by checklists and forms, which are available from the Chatsworth Schools Head Office, and have been approved by the Executive Management Team (EMT) and the Chatsworth Schools Health and Safety Committee.

Reporting Health and Safety Issues

The responsibility for resolving operational health and safety issues lies with the normal line management chain, with its established lines of communication and accountability.

Any employee who believes that a health and safety hazard exists with their particular work or workplace, should inform their immediate line manager, who is responsible for resolving the issue, where possible. In the event that the matter cannot be resolved at this level, it should be referred to senior management. Issues still remaining unresolved should be referred to the Chatsworth Schools Health and Safety Committee. The advice from Chatsworth Schools is available at any stage in this procedure.

Incident / Accident Reporting and Investigation

All incidents and accidents at work must be reported using the Chatsworth Schools incident / accident forms. An incident includes verbal abuse, threatening behaviour, physical violence and fire incidents as well as accidents. An investigation must be carried out into any incident. Any accidents to staff, pupils and visitors, including those which are reportable under RIDDOR, must also be recorded in the appropriate place.

Trips and slips tend to be the most frequent source of accidents in many schools, and staff, pupils and visitors should be made aware of these dangers. There is more information on slips and trips in The Risk Assessment Policy.

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- There should be no running in corridors or on stairways
- Signs must be displayed prominently if floors are wet and the area closed off, if necessary
- Signs should be prominent where the ground is uneven
- Stairs and steps should have the leading edge in a different colour
- All corridors and stairways must have sufficient lighting

First Aid

Heads, in conjunction with the Facilities and Compliance Manager, for all locations will undertake an assessment to determine an adequate and appropriate level of first aid provision.

Based on the assessment, Heads of Schools will ensure that:

- There are an adequate number of trained first aiders and that there are clear arrangements in place to contact them in the event of first aid being needed
- Adequate equipment and facilities (e.g. first aid boxes) are available and readily available at all times
- Clear arrangements are in place to contact the emergency medical teams
- All staff are informed of the arrangements

Safety Inspections

Formal health and safety inspections will be carried out monthly. Heads and school safety officers should be involved. Records of such inspections should be kept on site and sent with the Head's monthly report to the Chatsworth Schools Office. To assist there are inspection checklists for monthly and annual inspections. Common areas of buildings must be inspected by the Head / Facilities and Compliance Manager. Where chemicals or radioactive materials are stored, for use in Chemistry or Physics lessons, for example, their storage must also be checked monthly. Their use also needs to be monitored. The Bursar or Compliance Manager is responsible for preparing, storing and monitoring the records of the maintenance, testing and other activities referred to in this policy, and making them available for inspection by the Health and Safety Committee.

Health and Safety Audits

Every school should have an audit carried out every year, which should be carried out by a competent person. Schools can appoint an external competent person to carry out an audit. This audit will form the basis of the school's annual health and safety report.

All managers must:

- Assist in the audit process
- Implement the findings of the audit

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Training

All Chatsworth Schools and HSW staff will be provided with appropriate training to enable them to carry out their responsibilities and work in a safe and efficient manner.

Specific job-related health and safety training will be identified by Heads during performance management interviews. Where practicable employees should be provided with training before being required to carry out new or unfamiliar task or operations and / or when required to use new equipment, plant or machinery.

The Bursar or Compliance Manager will ensure that details of health and safety training are kept on personnel files.

Heads/ Bursar/ Compliance Manager must ensure that all new members of staff are provided with essential health and safety induction information on their first day at work.

Risk Assessments

Heads of schools are responsible for appointing enough risk assessors to assess the risks to health, safety, business arising out of work activities or workplaces under their control. Risk assessments will only be carried out by trained, competent staff who may be managers.

Assessors will:

- Carry out risk assessments of all activities undertaken within their area
- In conjunction with the Head develop a prioritised local action plan

Heads will:

- Assist appointed assessors in undertaking assessments on activities within their control or carry out assessments
- Implement action plans developed as a consequence of the assessment
- Inform staff of any significant findings that may affect them
- Ensure that staff are trained in any procedures or work practices introduced as a result of the risk assessment process
- Review risk assessments annually or if there is a change in the process

Anyone likely to be affected by a risk assessment may consult the relevant risk assessment documentation at any time on application to the appropriate person.

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New or Expectant Mothers

- Heads should ensure that a risk assessment is carried out on any new or expectant mother, as soon as they are aware of the situation, in order to identify any work activity, which may adversely affect their health and safety or that of the baby. The manager and risk assessor should review this assessment every six weeks (because pregnancy is a progressive state), to ensure that unacceptable risks have not arisen
- Where unacceptable risks to a new or expectant mother are identified, the Head of School, in conjunction with Human Resources, must find alternative duties for that individual. This action should be recorded in the relevant risk assessment. In cases where safe, alternative work cannot be found the pregnant member of staff should be given leave on full pay, in line with Human Resources Policy

Manual Handling Operations

- Heads / line managers responsible for work areas where manual handling occurs will avoid the need for manual handling wherever practicable by changes in work processes or by the introduction of mechanisation
- Heads / line managers are responsible for ensuring risk assessments are carried out by a competent risk assessor and will implement any significant findings from the assessment. They will inform all relevant staff of the assessment and its findings, ensuring staff undertake any training identified
- The risk assessment will be reviewed annually or when there is a change in the work process or equipment

Emergency Procedures

For each location, each Head must have suitable procedures in place to deal with any identifiable emergency, following the guidance in the guidance notes provided by Chatsworth Schools.

Specifically, in relation to fire or other emergency where evacuation of the building is considered the best response, the Head/ Facilities and Compliance Manager must:

- Carry out a fire risk assessment or ensure that one is carried out by competent assessor, implement any identified measures
- Establish and practise at least termly an evacuation plan
- Ensure that any means of escape is clearly marked and kept free from obstruction
- Provide suitable training and written details of evacuation and emergency procedures to all members of staff
- Ensure that appropriate fire alarms, firefighting, and fire detection equipment is installed in all workplaces and regularly inspected, tested and maintained by a competent person
- Specifically, in relation to an emergency where evacuation of the building is not considered the best response i.e. lockdown, severe weather warning

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- Establish and practice at three monthly intervals the plan
- Provide suitable training and written details of the emergency procedures to all members of staff

Electricity at Work

- The Facilities (Maintenance) and/ or Compliance Manager will ensure that all electrical installations, systems and appliances are safe for use and free from mechanical and electrical defect when in use
- The Facilities and/ or Compliance Manager will ensure that the statutory checks of the electrical system are carried out (PAT testing), in accordance with local requirements by a competent person, and that a record of this test is kept
- Users of electrical equipment should carry out a visual inspection of the equipment before being used. Heads will ensure that risk assessments consider the location, fitness for purpose, and maintenance of electrical equipment
- Repairs to electrical equipment will only be undertaken by trained and competent persons. Any member of staff identifying broken, damaged or faulty electrical equipment should ensure that the equipment is not used and report the matter to their line manager
- Portable appliance testing: Heads are responsible for maintaining an inventory of portable electrical equipment used in their area of control and for keeping this inventory up to date when new equipment is procured

The Facilities and/ or Compliance Manager will ensure that:

- An inventory of electrical equipment used in the areas they are responsible for is prepared and maintained
- Portable electrical equipment is inspected and tested by competent persons at regular intervals appropriate to the level of risk but at least every two years
- Records of maintenance and repair are kept
- Such maintenance is carried out in accordance with the manufacturer's or supplier's instructions

Provision & Use of Work Equipment

- The Facilities and/ or Compliance Manager will ensure that all equipment supplied for use at work is suitable for its intended purpose and maintained in good working order, with records of maintenance being kept
- Head / line managers of operational areas will provide staff with adequate information, instruction, training and supervision when permitting them to work with equipment. Heads / line managers will document safe operating procedures and bring these to the attention of staff

Staff are responsible for:

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- Working in accordance with safety procedures
- Not tampering with any safety equipment provided
- Staff and students are not permitted to bring or use any personal portable electrical equipment on School site, unless permission is granted from the Facilities and/ or Compliance Manager and PAT testing of the equipment was carried out by an authorised person
- Reporting any faulty equipment to their line manager and clearly identifying the equipment as being out of service

Personal Protective Equipment

All employees are required to wear footwear and clothing that is appropriate to the nature of their work.

Where the need for Personal Protective Equipment (PPE) has been identified as required by risk assessment, the Head / line manager responsible for the work area will ensure that:

- The PPE selected is appropriate to protect the wearer from the hazards
- The PPE is compatible with other items of PPE and is comfortable to use
- The PPE is used
- The PPE is maintained and cleaned to ensure effective use
- Appropriate storage is provided for equipment when not in use
- Sufficient stock of PPE is provided to protect staff and any visitors to the area
- Staff are trained in the use of PPE
- The cost of providing PPE will be borne by the department.
- All employees should ensure that where provided, all such protective clothing and equipment is worn, used and stored correctly and that damage or loss is reported.

Workplaces

Heads / line managers are responsible for ensuring that:

- Workplaces are kept tidy and free from hazards
- Access and egress routes, particularly fire escape routes, are kept clear and free from any obstructions
- Staff have sufficient space for the purposes of health and safety

Heads / the Facilities and/ or Compliance Manager, in conjunction with local management, are responsible for ensuring that workplaces are maintained in an efficient state, in good working order and in good repair. To achieve this, they will:

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- Provide sufficient ventilation to all workplaces
- Ensure that all workplaces have a reasonable temperature during working hours
- Provide suitable lighting
- Ensure the workplace is clean
- Maintain floors and traffic routes
- Ensure that, where necessary for reasons of safety, glazing is protected against breakage and has, where necessary, visible signs to prevent accidents
- Provide suitable and sufficient toilet facilities, washing facilities and drinking water
- Provide suitable rest facilities and facilities for changing clothing if required for work

Violence at Work

Violence at work is described as any incident in which an employee is abused, threatened or assaulted by a member of the public, staff or contractor while they are at work. Such incidents should be reported through the services incident reporting procedure. Each incident must be investigated by the Head or line manager to prevent a re-occurrence of a similar incident.

Every Head / line manager should assess every activity that may result in violence and ensure measures are taken to reduce the likelihood of a violent act occurring. Where it is identified that there is a potential for violence arising from the activity the measures taken could include additional security and/ or training for staff. Staff and their representatives must be consulted on any measures introduced.

Lone Working

All Chatsworth Schools follows the Chatsworth Schools Lone Working Policy.

The term “lone working” applies to staff where working practices mean that they are solitary and/or when there is no close or direct supervision.

Heads / the Facilities and/ or Compliance Manager of lone workers will:

- Ensure that risk assessments are carried out to identify any special risk to lone workers and implement any actions arising out of the assessment
- Ensure that there are suitable systems in place to supervise lone workers
- Ensure that lone workers have adequate access to first aid provision

External / Off-Site Visits

Any organised visit involving young people or students that occurs away from a school or another establishment is termed an external visit. These visits must be authorised by the Head who must ensure that:

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- A risk assessment is carried out for the visit, identifying all measures necessary to control the risks identified and this is documented and filed
- Chatsworth Schools and HSW guidance is followed in arranging the visit
- Details of any possible emergency are detailed and the actions necessary in the emergency outlined
- Sufficient supervision by competent people is available

See also section in First Aid Policy for a more detailed description.

Site Traffic / Vehicles

- The Heads / the Facilities and/ or Compliance Manager for each location will ensure that, where appropriate, arrangements are made at each site to segregate vehicles and people
- Heads / line managers must ensure that there are safe working practices for loading and unloading vehicles
- All staff bringing vehicles onto Chatsworth Schools school premises must comply with site speed restrictions and signage. Vehicles must only be parked in designated parking spaces
- Pedestrians should only use pathways or designated pedestrian routes and keep clear of traffic routes
- The school may provide all staff and, where appropriate, regular visitors a suitable decal to be displayed in the car so that the vehicle may be identified

Asbestos

- Heads / the Facilities and/ or Compliance Manager must carry out a risk assessment of each location to identify appropriate actions to control the risk. All known asbestos-containing materials shall be clearly marked and details of location, type (if known) and condition recorded in a site asbestos register, which shall be kept onsite and made available to anybody who needs to know where asbestos is located
- Heads / the Facilities and/ or Compliance Manager will develop a management plan to control and manage asbestos-containing materials on site. The plan must include an emergency procedure to be followed in the event of a suspected release of asbestos containing materials or where asbestos containing materials are damaged
- Any work on or with asbestos-containing materials shall be carried out in accordance with the appropriate legislation and with good working practice. Any material suspected of being asbestos must be treated as asbestos until proven otherwise

Water Hygiene

Heads/ Facilities and/ or Compliance Manager must:

- Ensure that water quality checks are carried out at regular intervals to ensure that the water is safe and free from dangerous bacteria or chemicals

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- The School shall have a site-wide Legionella Risk Assessment carried out, recommendations of which will be used to formulate an action plan and an on-going monitoring schedule
- Control measures shall include: monthly monitoring of hot and cold outlets, dipslide testing and calorifier temperatures, quarterly cleaning of shower heads and dipslide testing of calorifiers, six monthly dipslide testing of cold water storage tanks and tank inspections, annual temperature testing to at least 10% of outlets and Legionella testing to random locations
- The Legionella monitoring regime and implementation of Risk Assessment recommendations are the responsibility of the school, through a professional company
- Arrange for any actions arising out of the quality checks to be taken, to ensure the safety of staff and visitors

Safety of Pressure Systems

- The School recognises that the regulations will apply to all pressure systems on site containing steam at any pressure, or gas, or liquid, or a mixture of both at a pressure greater than .5bar (7psi)
- The School will use information available from their competent person who carries out current thorough examinations and tests of pressure systems, to establish the safe operating limits of its pressure systems

PAT Testing

- PAT testing is carried out annually by an external company
- All electrical equipment has a PAT tested dated and labelled certificate

Stress

Heads / line managers should:

- Be aware of the symptoms of stress
- Identify working practices likely to cause stress in their risk assessments
- Implement measures to reduce stress

Contractors

Only contractors who have been assessed for competency may undertake work. The Facilities and/ or Compliance Manager is responsible for ensuring that:

- Contractors selected and employed to carry out work are competent to undertake the work safely
- The contractor's health and safety system is assessed
- The contractor's insurance is in place and up to date

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- The contractors conduct their operations in accordance with the CS's Health and Safety Policy and also any relevant local procedures
- The contractor is not put at risk by the school's own activities
- The contractor is informed of any known risks and the precautions to be taken
- Where applicable the contractor is informed of relevant emergency procedures
- Effective methods of managing contractors and monitoring on-site performance are put in place

Contractors will be expected to:

- Carry out their work in a manner which does not put their staff, education department or members of the public at risk
- Display warning signs and notices as appropriate
- Carry out risk assessments for the work to be undertaken and provide the school with method statements, training records, etc., as appropriate

Visitors

All visitors should be asked to report initially to an appropriate reception point. The visitor should sign in and wear a security pass/ lanyard at all times on Chatsworth Schools and HSW premises.

The member of staff who greets, or escorts the visitor:

- Is responsible for informing them of any hazards that are likely to affect them
- Must ensure that the visitor is informed of the action to take in the event of fire or another emergency

Site Security

- The School places great importance on the safety and security of its pupils, staff and visitors. Whilst an open site is challenging to secure, there are strict procedures and protocols in place which are intended to prevent unauthorised access (keypad code systems), yet allow free and uninterrupted use to those authorised as members and part of our School Community
- The School's own in-house support and teaching staff are responsible for security duties as part of their duties
- All procedures are to be kept under constant review and amended as necessary and appropriate

Smoking

- The whole School is a non-smoking site

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Supervision

For supervision of pupils to ensure their Health and Safety so far as is practicable, see separate Supervision Policy.

Interpretation

In this policy, the term “senior manager” means a School Head and their designated deputies; line manager means a Head of Department or Head of Year for educational matters, and line manager for administrative matters..

This policy applies to all employees in all Schools and other work environments within Chatsworth Schools

This policy applies within all companies, which are wholly owned subsidiaries of Chatsworth Schools Ltd, a company registered in England, registered number 10830542.

The registered office of all companies is Crimea Office, The Great Tew Estate, Great Tew, Chipping Norton, Oxfordshire, OX7 4AH. Any enquiries regarding the application of this policy should be addressed to the Director of Operations at the above address.

This policy does not form part of any employee's contract of employment and may be amended at any time.

