



MOWBRAY
Education Trust

Health & Safety Policy

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This policy covers all our educational establishments:

- Ab Kettleby Primary School
- Brownlow Primary School
- The Grove Primary School
- John Ferneley College
- Oasis Family Centre
- Sherard Primary School
- Somerby Primary School

Where this policy states 'school' this means any of our educational establishments and the wider Trust.

Where this policy states 'Headteacher' this also includes 'Head of School' and 'Centre Manager'.

Where this policy states 'Lead Estates Staff' this means the lead estates/premises staff member at each site.

1.0 Statement of Intent

- 1.1. As a responsible employer, the Mowbray Education Trust (the Trust) will honour their legal obligations, in particular the requirements of the Health and Safety at Work Act 1974 and associated regulations and codes of practice.
- 1.2. The Trust Board recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of employees, pupils and visitors so far as is reasonably practicable.
- 1.3. In compliance with the Management of Health and Safety at Work Regulations, risk assessments will be undertaken and arrangements will be made, where significant risks are identified, the necessary preventative and protective measures will be put into place so far as is reasonably practicable using a sensible risk management approach.
- 1.4. The Trust is committed to the prevention of accidents and ill health.
- 1.5. The Trust will work towards continual health and safety improvement.
- 1.6. To achieve these objectives, we will:
 - Conduct all our activities safely and in compliance with legislation and where possible, best practice
 - Provide safe working conditions and safe equipment
 - Ensure a systematic approach to identifying risks is developed and implemented and sufficient resources are allocated to control them
 - Provide suitable information, instruction, training and supervision
 - Promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and welfare
 - Promote the principles of sensible risk management
 - Monitor, review and modify this policy and any arrangements as required.
- 1.7. All of the Trust's employees have a responsibility to take reasonable care of themselves and others, and to co-operate with their employer to ensure statutory duties and obligations are fulfilled.

Signed by:

Chair of Mowbray Education Trust Board	Rachel Roberts
CEO of Mowbray Education Trust	Christine Stansfield
Ab Kettleby & Somerby Primary School - Headteacher	Ian Toon
Brownlow Primary School - Headteacher	Damien Turrell
Grove Primary School - Headteacher	Steve Nash
John Ferneley College - Head of School	Lara Hall
Sherard Primary School - Headteacher	Gayle Bacon
Oasis Family Centre - Centre Manager	Victoria Conyers

2.0 Organisation – Roles and Responsibilities

Academy Trust

- 2.1. The Trust has overall responsibility as the employer to ensure compliance with health and safety legislation and to ensure the health, safety and welfare employees, pupils, visitors and contractors and the self-employed.
- 2.2. The Trust is responsible for:
 - determining the health and safety policy and its implementation
 - allocating sufficient funds for health and safety
 - establishing clear lines of accountability for health and safety
 - periodically assessing the effectiveness of the policy and ensuring that any necessary changes are made
 - identifying and evaluating risks relating to possible accidents and incidents connected with each school
 - providing access to competent health and safety advice.

Headteachers at each school

- 2.3. Without limiting the responsibility of the Trust, the Headteacher will generally oversee the day-to-day management of safety and implementation of this policy within each school.
- 2.4. The Headteacher will comply with the Trust's health and safety policy and in particular will:
 - make themselves familiar with any documentation and/or instruction referring to the health and safety arrangements for staff, building maintenance or operation of their school and maintain an up to date system of policies, procedures and risk assessments
 - ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties, working with trade unions and employee health and safety representatives as applicable
 - in the event of any hazard or risk to health and safety of any persons under their control, take appropriate action to control the hazard/risk
 - ensure the health and safety policy, procedures, action plan and risk management programmes are implemented as an integral part of business, operational planning and service delivery
 - liaise with the Trust Board, CEO, Group Operations Manager and Group Estates and Safety Manager
 - undertake monitoring and ensure the provision of adequate resources to achieve compliance
 - ensure that local procedures for the selection and monitoring of contractors are in place
 - in conjunction with the Group HR Manager take appropriate action under the Trust's disciplinary procedures against anyone under their control found not complying with health and safety policies and/or procedures
 - ensure their school has access to competent health and safety advice.
- 2.5. In addition to their statutory duties, Headteachers and teachers have a common law duty of care for pupils which stems from their position in law "in loco parentis".

Senior Leadership Team/Heads of Departments

- 2.6. The Senior Leadership Team/Heads of Department at each school will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control. This will be done under the direction of the Headteacher. Any member of staff with supervisory responsibilities will: -
- make themselves familiar with and conform to this policy, including any instructions and requirements for safe methods of work
 - identify new and existing hazards, initiate risk assessments, record the significant findings, implement any necessary control measures and review these to ensure that they remain relevant
 - check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
 - inform, instruct, train, supervise and communicate with employees and provide them with equipment, materials and clothing as is necessary to enable them to work safely
 - ensure a health and safety induction including a checklist has been completed for all new employees at the commencement of their employment
 - ensure all accidents, incidents and near miss events are reported, and investigations into the causes are undertaken; with appropriate remedial action to prevent recurrence
 - be responsible for aspects of health and safety included in their job description
 - organise risk assessments where significant risks are identified and ensure as far as is reasonably practicable the implementation of any control measures
 - ensure that all statutory registers and records are adequately kept
 - ensure all persons under their control are aware of the reporting procedure.

Group Estates & Safety Manager / Lead Estates Staff and School Business Managers

In addition to the responsibilities above the Group Estates & Safety Manager / Lead Estates Staff and School Business Managers have specific duties:

- to maintain an understanding of the Health and Safety Policy arrangements and the responsibilities detailed within them
- to maintain an awareness of the relevant premises related health and safety legislation, issues and procedures
- to control contractors working on the premises and ensure that hazard information has been exchanged and suitable risk control measures implemented
- ensuring adequate security arrangements are maintained
- ensuring the general cleanliness of the premises and that adequate welfare facilities are maintained
- arranging for regular inspection of the areas of the premises for which they are responsible; that workplace health and safety standards are in effective working order and that a safe means of access and egress is maintained
- ensuring that adequate fire safety arrangements and emergency procedures are implemented and maintained

- ensuring that plant and equipment is adequately maintained in line with statutory requirements and best practice
- arranging for the regular testing and maintenance of electrical equipment
- maintaining suitable records of plant and equipment maintenance and tests
- ensure fire risks are formally assessed and adequate fire safety arrangements are provided, maintained, monitored and recorded including; fire risk assessments fire evacuation drills, fire officer inspections and the maintenance of fire extinguisher/blankets, emergency lighting, fire alarm (including detectors and sensors) and any other fire safety equipment devices
- ensuring first aid requirements for the premises are formally assessed and adequate provision is provided, maintained and monitored
- ensuring that all premises related hazards are adequately identified, assessed and suitable and sufficient control measures implemented and monitored
- ensuring the adequate provision of health and safety notices and warning signs are prominently displayed and comply with the Health and Safety (Safety Signs and Signals) Regulations 1996
- maintaining a health and safety file on the premises in relation to any construction work covered by the Construction (Design and Maintenance) Regulations 2015 and make this available to contractors upon request
- ensuring that adequate systems are in place for the management of asbestos through the Local Asbestos Management Plan (LAMP) and control of legionella and excessive hot water temperatures
- to respond promptly to a notification of a defect that could affect the health and safety of building occupants/visitors
- liaise and co-operate with other staff members where premises/equipment monitoring and maintenance responsibilities are held elsewhere within the Trust.

All Staff

2.7. All employees, agency and peripatetic workers and contractors must comply with the school's health and safety policy and associated arrangements, in addition to any specific responsibilities which may be delegated to them. All staff are required to:

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior management to work safely
- comply with health and safety instructions and information and undertake appropriate health and safety training as required
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support the Trust and each school in embedding a positive safety culture that extends to pupils and any visitors to the site.

Pupils

2.8. All pupils are expected to behave in a manner that reflects each school's behaviour policy and in particular are expected to: -

- take reasonable care for their own health and safety and of their peers, teachers, support staff and any other person that may be at their school
- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to a teacher or other member of school staff any health and safety concerns that they may have.

Shared site users

2.9. Where two or more employers share a workplace, each employer shall co-operate with the other employers concerned to enable them to comply with their duties under health and safety legislation. Each individual school as the primary site user will have the lead responsibility.

All users of the shared site must agree to:

- co-operate and co-ordinate with each school on health and safety matters
- provide information relating to any additional risks or procedures which will be new or unusual to those of the individual school that may arise from their activities
- maintain a standard of health and safety which is reasonably practicable and at least equivalent to the standard maintained by the individual school so as to ensure the health, safety and welfare of all school staff and users
- meet the insurance requirements of the Trust and the Trust's Insurance provider
- familiarise themselves with and communicate to their employees/users the Trust's health and safety arrangements.

Each school will ensure that:

- the premises are in a safe condition for the purpose of use
- adequate arrangements for emergency evacuation are in place and communicated
- users are consulted on health and safety matters
- each school's health and safety local arrangements are communicated and coordinated with shared users.

Lettings

2.10 Each school will have a lettings policy. The policy covers procedures for fire evacuation and security arrangements and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid.

Persons/organisations letting the site must agree to:

- co-operate and co-ordinate with each school on health and safety matters
- agree to the terms of the lettings policy in relation to health and safety arrangements
- provide information relating to any additional risks or procedures which will be new or unusual to those of each school that may arise from their activities.

Each school will ensure that:

- the premises are in a safe condition for the purpose of use
- the health and safety arrangements detailed in the lettings policy are fully explained and communicated to all individuals or groups letting a space/area of the school premises
- adequate arrangements for emergency evacuation are in place and communicated.

3.0 Organisational Arrangements for Health and Safety

3.1. The following arrangements will be adopted to ensure that the Trust and Headteachers fulfil their responsibilities and provide the foundation for securing the health and safety of employees and all users of the site.

Setting health and safety objectives

3.2. The Trust Board will specifically review progress of health and safety objectives at least termly at meetings of the Trust Audit Committee. Headteachers will also review specific progress of health and safety objectives at least termly at Headteacher meetings where necessary health and safety improvements will be identified and included within each school's action plan.

Provision of effective health and safety training

3.3. The Group Estates & Safety Manager and the Headteachers will consider health and safety training on an annual basis in line with the Trust's health and safety training matrix focussing on mandatory training as a priority.

Provision of an effective oversight process

3.4. Estates team meetings will take place at least termly. The Group Estates & Safety Manager will report to the MET Audit Committee at least termly and the respective school Headteacher as appropriate, who will ensure that concerns are considered and addressed within a clear action plan, with identified responsibilities and target dates.

Establishing adequate health and safety communication channels

3.5. Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:

- Senior Leadership team meetings and staff meetings
- Estates team meetings
- Local Governing Body agenda item
- provision of information relating to safe systems of work and risk assessments
- training provided
- communications with relevant specialist advisors and bodies.

3.6. Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure, as appropriate.

Financial resources

- 3.7. The Trust along with the Group Estates & Safety Manager and Headteachers will review the respective school's budget to determine, in the light of past performance, if adequate resources are being deployed to ensure adequate health and safety management and control.

Specialist advice/support

- 3.8. The Trust will ensure that access to competent technical advice on health and safety matters is available to assist each school in complying with statutory duties and meeting health and safety objectives; the Trust will do this by;
- Accessing the services of a competent Health and Safety Advisor through Leicestershire County Council Health, Safety and Wellbeing Service.

4.0 Organisation - Other Arrangements

Accident and assaults

- 4.1. All accidents, assaults and near miss incidents will be reported in the accident book or agreed reporting form within 24 hours of occurrence; RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) reportable incidents, as per the HSE's Information Sheet (EDIS1), will be reported to the HSE within the required timescales.
- 4.2. All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.
- 4.3. Accident, assaults and near miss incidents will be monitored and reviewed by the Group Estates & Safety Manager and lead estates staff at each school, and escalated to the Senior Leadership Team / Headteacher as required.
- 4.4. Accident records will be retained for the following periods;
- Pupil's records will be retained for a period of Date of Birth + 25 years
 - Employee records will be retained from the date of incident + 7 years;
 - and forms relating to work related ill health is current year + 10 years or longer (40 years where there has been potential exposure to asbestos; where radiation is the cause retention is last action + 50 years).

Audit

- 4.5. The Trust's and each school's health and safety management will be audited by Leicestershire County Council every two years. The Trust reviews this process as a positive assessment of our health and safety management system and will take appropriate action to continually improve health and safety across the Trust.

Contractor management

4.6. The Trust will comply with the HSE's approved code of practice Construction (Design and Management) Regulations 2015' (L153) relating to the management and control of contractors. Each school will ensure that:

- roles of client, principal designer, designer, principal contractor, contractor are understood and formally allocated
- competent contractors are used
- clear specifications of works are drawn up by a competent person to include phases of the work, duration, separation of building and school site, delivery times and locations, tapping into utilities, site security, fire and emergency coordination, fire escape routes, accident reporting etc.
- pre-start meetings take place to discuss how works will be managed, responsibilities, codes of conduct and to assess new hazards that may be introduced to the site
- key contacts are identified
- regular update meetings take place throughout any works/projects
- works are visually monitored and any concerns immediately reported
- works are signed off and any associated certification and documentation is obtained
- all staff/pupils and other users of site remain in a safe environment for the duration of the works
- all contractors are given access to the asbestos register
- all contractors complete a contractor site induction sheet before work can proceed
- the principles of prevention are applied to all construction work.

Control of hazardous substances

4.7. The Trust will comply with the HSE's approved code of practice Control of Substances Hazardous to Health (L5) (COSHH) relating to the management and control of hazardous substances on site. Each school will ensure:

- an inventory of all hazardous substances on site is kept and updated regularly
- wherever possible non-hazardous substances are used and if this is not possible the least harmful substance is used
- a COSHH risk assessment will be completed for all hazardous substances used and shared with relevant staff
- wherever possible the least hazardous substances should be purchased, exposure to hazardous substances is prevented, where exposure cannot be prevented, a risk assessment will be carried out and controls measures implemented
- where identified as part of the risk assessment, appropriate PPE (Personal Protective Equipment) will be provided to staff
- any requirement for exposure monitoring or health surveillance will be carried out
- sufficient information, instruction and training is given to staff to ensure full understanding of the hazards to health posed by substances in the workplace and the importance of control measures provided
- training records are maintained for those who receive training
- information will also be given to others who may be affected, such as contractors, temporary staff and visitors

- only substances purchased through the school's procurement systems can be used on site
- substances are stored correctly and those that are no longer used are disposed of as per the substances safety data sheet
- COSHH risk assessments are monitored quarterly and reviewed annually.

Dealing with health and safety emergencies - procedures and contacts

- 4.8. As per legal requirements all dangerous occurrences and near miss incidents that are RIDDOR reportable incidents, will be reported to the HSE within the required timescale.
- 4.9. All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, pupils etc.

Defect reporting

- 4.10. Each School will have a defect reporting procedure whereby any damage or defect to the premises, equipment or furnishings is reported. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

Display screen equipment (DSE)

- 4.11. The Trust acknowledges that staff who use DSE should have suitable equipment to undertake the tasks that they are required to carry out, knows how to safely use the equipment and have a DSE assessment which is reviewed at suitable intervals. Each school ensures that:
- all static workstations used by staff meet the minimum standards required
 - equipment is maintained in good working condition
 - staff are aware of best practice in using DSE and issued with relevant information
 - staff whose roles require significant use of DSE are prioritised for individual assessment
 - assessments are reviewed at least bi-annually, earlier if there are significant changes to equipment/layout individual health
 - a trained DSE assessor is available via the Trust.

Driving

- 4.12. All staff that drive their own cars for work purposes must have a full UK driving licence, business insurance and maintain their vehicle in a road worthy condition. Annual licence, MOT (where applicable) and insurance checks are undertaken and documented.
- 4.13. Minibus driving will conform with OEAP (Outdoor Education Adviser Panel) national guidance 4.5b (available through the EVOLVE system).

Electrical systems and equipment

- 4.14. Each school maintains and services electrical systems and equipment in line with statutory guidance and best practice. Electrical systems (hard wiring) is periodically inspected at least every 5 years by a

competent contractor and records maintained; any remedial works recommended are acted upon in a timely manner.

- 4.15. Portable electric appliances have a portable appliance test (PAT) carried out, in line with HSE guidance '*Maintaining portable electrical equipment in low risk environments*' (INDG236), by a competent contractor with records maintained.
- 4.16. Formal termly workplace inspections will be undertaken whereby all equipment is visually inspected. Staff are instructed to undertake a visual inspection of equipment prior to use and not to use any equipment that appears damaged or defective. Each school's defect reporting procedure is followed as required.

Fire safety

- 4.17. The Trust is committed to providing a safe environment for both staff and pupils. Each school manages the risk of fire by ensuring:
- a comprehensive fire risk assessment is in place, reviewed annually and any actions/improvements identified are progressed given consideration to risk and cost
 - a detailed fire and emergency evacuation plan is developed that clearly details actions to be taken when a fire is identified or suspected, individual responsibilities and arrangements for safe evacuation, this will include the development of a Personal Emergency Evacuation Plan (PEEP) for any person requiring assistance in an evacuation
 - statutory inspections are carried out on all fire related systems and equipment either by competent contractors or in house by trained staff
 - all staff receive fire awareness training that is regularly updated and fire marshals receive role specific instruction
 - a fire drill is undertaken at least termly to practice evacuation arrangements and to ensure that the evacuation procedure is carried out successfully and as expected
 - A fire log book is kept and maintained.

First-aid and supporting pupils' medical conditions

- 4.18. Adequate first aid arrangements are assessed, maintained and monitored at each school and for all activities that each school leads. Each school ensures that:
- the number of first aiders and appointed persons meets recommendations and adequate cover is available to cover for annual leave and unexpected absences
 - all first aiders and appointed persons hold a valid certificate of competence; each school maintains a register of all qualified staff and will arrange re-training as necessary
 - first aid notices are clearly displayed around each school
 - sufficient numbers of suitably stocked first aid boxes are available and checked periodically to ensure they are adequately stocked
 - a suitable area is available for the provision of first aid
 - staff are regularly informed of first aid arrangements within each school, through induction, teacher training days, signage and the staff handbook which is published annually
 - where first aid has been administered this is recorded in the first aid treatment book
 - correct reporting procedures are followed including those required under RIDDOR regulations

- individual risk assessments will be carried out which consider first aid provision for lone workers and employees who travel in works vehicles that carry passengers
- information, instruction and training will be provided to staff on any specific medical conditions of pupils and the procedures to follow in case of an emergency
- children with medical conditions will be cared for in line with the medical conditions policy
- medication shall be kept securely in line with the medical conditions policy.

Glass & Glazing

- 4.19. Each school will comply with the Workplace (Health, Safety and Welfare) Regulations 1992 and the Approved Code of Practice L24 as it relates to glass and glazing.
- 4.20. Each school will survey its glass surfaces in doors, windows and door side panels for the presence of safety glass and where appropriate will make remedial actions to install safety glass or film and have it suitably marked to that effect.

Grounds - Safety/Security

- 4.21. **Safety** - Each school will ensure that there is safe access and egress from the buildings and grounds including balancing the need for security with the need for emergency escape. Each school will ensure that there is a regime for maintaining the grounds, perimeter demarcation (where owned) and equipment e.g. outdoor play equipment.
- 4.22. **Security** - Please refer to each school's site security procedures.

Housekeeping - storage, cleaning & waste disposal

- 4.23. Each school will ensure that there is suitable and sufficient storage including systems for ensuring that items are included on an inventory and checked periodically where necessary for safety.
- 4.24. Each school will ensure that there are systems in place for cleanliness, to minimise the accumulation of rubbish, for the removal and disposal of controlled waste and for the cleaning of spills/wet floors to minimise the risk of slips. Each school will ensure that there are suitable and sufficient external waste bins secured from the risks of arson and tampering.
- 4.25. Where applicable and to accommodate the requirements of environmental legislation each school will arrange for suitable disposal/recycling of relevant items e.g. fluorescent lighting and waste electrical appliances.
- 4.26. Suitable arrangements will be made for the clearing of snow as part of winter preparedness.

Jewellery

- 4.27. Please refer to each school's site procedures.

Lone working

- 4.28. Each school will ensure through risk assessment that all staff who work alone are given suitable instruction on lone working procedures including communications, emergency procedures, escalation and any restrictions during lone working e.g. working at height.

Management of asbestos

- 4.29. The Trust will comply with the HSE's approved code of practice *'Managing and working with asbestos, Control of Asbestos Regulations 2012, Approved Code of Practice & Guidance (L143)*. The Trust is committed to preventing exposure to asbestos fibres to all persons that enter onto its premises. Each school will have a whole site asbestos 'management survey' (previously known as Type 2 survey) from which a Local Asbestos Management Plan (LAMP) will have been developed. The LAMP along with the asbestos register will be kept up to date.
- 4.30. A minimum six monthly visual inspections of all identified asbestos containing materials (ACMs) that are not encapsulated or in restricted access areas will be undertaken and documented; where necessary more frequent checks of ACMs will be undertaken. Any concern relating to known or suspected ACMs are addressed as per the procedures detailed in the school's LAMP.
- 4.31. Prior to any works that will or has the potential to alter the fabric of the building; a 'refurbishment and demolition survey' (previously known as a Type 3 survey) will be procured in order to undertake a comprehensive assessment of the materials being disturbed prior to any works commencing. Where necessary works that are likely to disturb asbestos will be planned so as to avoid disturbance (re-routed) or the asbestos will be removed by competent licensed contractors prior to building works commencing.
- 4.32. Note: School buildings built post 2000 are unlikely to contain asbestos – a check should be made with the Health and Safety File (CDM 2015) for confirmation.

Moving and handling

- 4.33. The Trust will comply with the HSE's approved code of practice *'Manual Handling. Manual Handling Operations Regulations 1992 (as amended). Guidance on Regulations (L23)*.
- 4.34. Within each school there are a variety of moving and handling tasks that may be necessary; this could range from moving files to assisting an individual with mobility issues. Each school manages the risk associated with moving and handling tasks by ensuring that:
- moving and handling is avoided whenever possible
 - if it cannot be avoided, moving and handling is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
 - those undertaking specific moving and handling tasks have received appropriate training and training records are maintained
 - any equipment provided to assist with moving and handling tasks is maintained and serviced in accordance with statutory requirements

- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking moving and handling tasks, these may result in some moving and handling task being restricted
- any accidents resulting from manual handling operations will be investigated to identify root causes and implement additional controls as required.

Noise

4.35. Each school will make arrangements for the assessment of risk, protection and other control measures where the noise levels reach the action values as detailed within the Control of Noise at Work Regulations 2005.

Occupational health services and work-related stress

4.36. The Trust acknowledges that there are many factors both work related and personal that may contribute to staff being absent from work through injury and ill health including stress.

4.37. The Trust will follow the principles of the HSE guidance '*Managing the causes of work-related stress*' (HS(G) 218). The following arrangements are in place to locally manage staff health issues:

- employees are advised that it is their responsibility to inform HR, their line manager, the Headteacher or another member of the senior leadership team of any ill health issues
- an appropriate senior member of staff will meet and discuss the ill health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels
- the member of staff may be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc.
- the member of staff will be advised that support can also be provided through their trade union
- review meetings will be scheduled to monitor ill health and stress levels where they have been identified, as appropriate
- if it is identified that there is a high occurrence of staff ill health or stress within each school, HR and the Headteacher will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

Off-site visits including school-led adventure activities

4.38. Each school adopts the National Guidance for the Management of Off-site visits (OEAP) and Learning Outside the Classroom (LOtC) activities.

Risk assessment

4.39. Risk assessments are undertaken for tasks/activities where significant hazards have been identified or where there is a foreseeable risk of injury/ill health.

4.40. Within each school as per section 2.6 staff are tasked with the development of risk assessments based on their knowledge, experience and competence. Relevant staff will develop the risk assessments prior to consultation with all staff to which they are relevant prior to sign off. Risk assessments are accessible to staff at all times.

4.41. New and expectant mothers risk assessments will be conducted in line with HSE guidance.

4.42. Young person's risk assessments will be carried out for staff working on site falling within this age range, as applicable.

Smoking

4.43. The Trust will comply with UK law on smoking in both indoor and external spaces. The Trust has a no smoking policy which extends to the limits of the curtilage of every school site. The policy extends to the use of substitute inhalers and all types of vaping devices including e-cigarettes. Each school will have signage on site and will ensure that persons seen smoking onsite are instructed not to do so.

Statutory Inspections

4.44. Each school ensures that statutory inspections are undertaken at required intervals for all plant and equipment required. A table detailing required inspections, date of last inspection, date of next inspection and who is undertaking the inspection will be developed which is implemented by the Lead Estates staff at each site and monitored by the Group Estates & Safety Manager and MET Audit Committee.

Preventing workplace harassment and violence

4.45. The Trust is committed to providing a safe and secure working and educational environment for staff, pupils and any other persons on its site. Where applicable, in addition to the control measures identified in the site specific lone working risk assessment, the following procedures are in place:

- Staff are advised to:
 - avoid confrontation if possible
 - withdraw from a situation or escalating situation
 - arrange seating so that a clear escape route from the room to a place of safety is available. Sit near the door, or use a room with two doors
 - contact emergency services, as appropriate
 - inform the Headteacher or a member of the senior management team if confrontation has taken place.
- Each school will:
 - ensure the Headteacher or member of the Senior Leadership Team attends the site of an incident on being informed of an incident, if considered necessary
 - have in place procedures for the reporting of incidents
 - offer counselling/ support through Occupational Health
 - debrief individuals following any incident
 - provide training on how to manage conflict and aggression as required
 - review the appropriate risk assessments following any incident.

Vehicles on Site Separation of vehicular and pedestrian movement

4.46. Each school will ensure that:

- car parking arrangements including those for disabled persons do not compromise the safety of pedestrians
- when contractors are on site that their activities and vehicular movements do not compromise the safety of pedestrians
- pedestrian access will be delineated so far as far as reasonably practicable to remove the risk of contact with moving vehicles and where possible separate access will be provided.

Water hygiene management

4.47. The Trust will comply with the HSE approved code of practice '*Legionnaires' disease - The control of legionella bacteria in water systems*' (L8).

Each school will:

- employ an external person with relevant knowledge and competence to obtain initial advice on any necessary actions
- employ a competent external contractor to provide a suitable survey/risk assessment; with the risk assessment being reviewed at least every two years or whenever there is reason to suspect it is no longer valid
- address any remedial actions identified by the survey including dead leg removal or drain down
- employ a competent external contractor to undertake water sampling and routine cleaning, maintenance and disinfection of water systems and thermostatic mixing valves (TMV's) as applicable
- ensure regular flushing of little used outlets is completed by a competent individual on a weekly basis
- employ a competent person to undertake monthly monitoring of water systems including temperature readings.

Working at height

4.48. The Trust will follow the principles of the HSE guidance '*The Work at Height Regulations 2005 (as amended) A brief guide*' (INDG401). Each school uses a variety of access equipment for working at height tasks including ladders, step ladders and kick stools. Each school ensures that:

- work at height is avoided whenever possible
- if it cannot be avoided, work at height is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking work at height have received appropriate training and training records are maintained
- all access equipment (ladders, step ladders, tower scaffolds etc.) is identifiable and inspected as required
- any equipment provided to assist with working at height tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced

- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking working at height tasks, these may result in some working at height tasks being restricted
- any accidents resulting from working at height will be investigated to identify root causes and implement additional controls as required.

Workplace inspections

4.49. The Trust recognises the importance of undertaking regular formal workplace inspections to ensure that the premises remain a safe working and educational environment for staff and pupils. A formal termly workplace (whole school site) inspection will be undertaken with findings documented and any actions allocated with remedial actions. The termly inspection findings will be reviewed with actions monitored by the Group Estates & Safety Manager and the Headteacher at each site. It is recognised that termly inspections alone will not keep premises safe and there is an expectation that staff will report any defects/damage to premises and equipment as per each school's defect reporting procedure.

Monitoring and review

4.50. This Health and Safety Policy together with the associated procedures and health and safety performance, will be reviewed by the MET Board and Headteachers on a regular basis (every two years as a minimum), or as required.

4.51. In order to substantiate that health and safety standards are actually being achieved, the Trust will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

4.52. The Trust will use different types of systems to measure health and safety performance:

Active monitoring systems

- spot checks and termly site inspections will be undertaken
- documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
- appropriate statutory inspections on premises, plant and equipment will be undertaken
- where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health.

Reactive monitoring systems

- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property, etc.

Reporting and response systems

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- MET Audit Committee, Local Governing Bodies and Headteachers will receive and consider reports on health and safety performance.

Investigation systems

- investigations will be implemented for incidents/complaints proportionate to the severity of the incident/complaint. The investigation will incorporate systems to identify both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated
- where complaints relating to occupational health and safety are to be recorded and investigated
- where accidents/incidents and assaults with the potential to cause injury, ill-health or loss are to be reported, recorded and appropriately investigated.

Third Party Monitoring/ Inspection

- each school will be subject to third party inspection and monitoring, as part of Ofsted requirements. Actions arising from third party audit/inspection will be incorporated within each school's action plan with appropriate target dates for completion.

5.0 Log of changes to Health & Safety Policy

Version	Date	Page	Change	Approver:
V1.0	20/11/18	All pages	Biennial Review for MET Audit Committee approval as delegated by MET Board of Governors	M Twitney, Group Operations Manager
V1.0	28/11/18	All pages	None required - Approved	MET Audit Committee