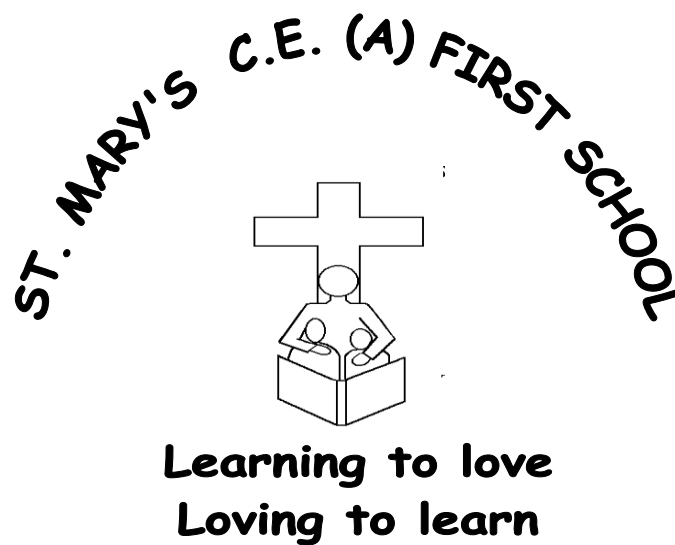


Health, Safety and Wellbeing Management Arrangements

Core | Consider | Complex

Health, Safety and Wellbeing Policy



St Mary's CE(A) First School

October 2025

Review October 2026

Health, Safety and Wellbeing Service

Supporting you in managing Health, Safety & Wellbeing



The policy has 4 parts;

Part A - Introduction

Part B - The Health and Safety Policy Statement

Part C - Management Arrangements

Part D - The detailed arrangements & procedures for Health, Safety and Wellbeing within the school.

Part E - The Key Performance Indicators.

1. Success Indicators

The school has a Health, Safety and Wellbeing policy which:

- Provides an overview of the school policy on health, safety and wellbeing.
- Outlines the arrangements the school has in place for health, safety and wellbeing.
- Assigns roles and responsibilities to key staff in the school.
- Is monitored and reviewed regularly by senior leaders.

2. Overview

All schools are required to have a Health, Safety and Wellbeing Policy in place.

The School's Health, Safety and Wellbeing Policy should be developed by the Headteacher, members of the School Leadership team in conjunction with the Governing Body/Trust/Academy Board.

3. Employer responsibilities

Where the school/sponsor/board of governors is the direct employer of school staff (such as in Academies, Trust Schools, Foundation Schools and Voluntary Aided (VA) Schools) the school must have a Health and Safety Policy in place to comply with the Health and Safety at Work Act. This can be in any format.

Where a County Council is the employer of school staff, such as in Maintained or Community Schools, Voluntary Controlled (VC) or Short Stay Schools it is recommended that schools use the Health, Safety and Wellbeing Policy template to develop their Health, Safety and Wellbeing Policy.

4. Day to day management of Health, Safety and Wellbeing

The organisation and arrangements which support the Policy (day to day management of Health & Safety) are the responsibility of the Headteacher/Principal and the School Senior Leadership Team (supported and monitored by the Governing Body).

Note that the Management of Health and Safety at Work Regulations requires employers to appoint one or more competent people to support their management of health and safety. This may be done by appointing an external provider to provide this advice.

Occupiers Liability

Regardless of the status of the employer, all school governing bodies have health and safety responsibility as the **occupier** of the premises and therefore must take steps to ensure that the premises are managed effectively to reduce risk to those using, entering or accessing the premises at any time for any reason.

A. Introduction This policy statement complements (and should be read in conjunction with) the Staffordshire County Council Health and Safety Policy. It records the local organisation and arrangements for implementing the County policy.

B. Policy Statement The requirement to provide a safe and healthy working environment for all employees is acknowledged and the school, St Mary's CE(A) First School Governing Body, recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work etc. Act 1974.

The Governing Body will ensure so far as is reasonably practicable that:

- all places and premises where staff and pupils are required to work and engage in school activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on the premises or taking part in educational activities elsewhere.)
- all plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work.
- appropriate safe systems of work exist and are maintained.
- sufficient information, instruction, training and supervision is available and provided to ensure that staff and pupils can avoid hazards and contribute in a positive manner towards their own health and safety and others.
- a healthy working environment is maintained including adequate welfare facilities.

In addition to the above, the school will ensure that so far as is reasonably practicable that the health and safety of other non-employees is not adversely affected by its' activities. Employee involvement is an important part of managing safely, and consultation on health and safety with employees and employee representatives, forms part of this policy.

This policy statement and the accompanying organisational arrangements supersede any previously issued.

<i>[Signature]</i>	<i>[Signature]</i>
Chair of Governors	Headteacher
<i>20th October 2025</i>	<i>20th October 2025</i>

C. Management Arrangements

The following procedures and arrangements have been established within our school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

Competent Health and Safety Advice

<i>The school obtains competent health and safety advice from</i>	<i>Staffordshire Health & Safety Wellbeing Service</i>
<i>The contact details are</i>	<i>01785 355777 shss@staffordshire.gov.uk</i>
<i>In an emergency we contact: 01785 355777</i>	

Monitoring Health and Safety

<i>Name of person(s) responsible for the overall monitoring of health and safety in school:</i>	<i>Joanne Moulton</i>
<i>Our arrangements for the monitoring of health and safety are (include here how performance is measured), reported upon when these are reported and how:</i> <i>Annual Report to Governing Body – December 2024 Health & Safety Self Audit and Action Plan – March 2025 Health & Safety Evaluation Checklist - March 2025</i>	
<i>The school carries out formal evaluations and audits on the management of health and safety (frequency).</i>	<i>Annually</i>
<i>The last County Audit took place</i>	<i>Date: 21.9.2022 By: Verena Bartram-Rose</i>
<i>Name of person responsible for monitoring the implementation of health and safety policies</i>	<i>Joanne Moulton (HT) Lesley White (COG)</i>
<i>All staff are aware of the key performance indicators in part E and how they are monitored</i>	
<i>Workplace inspections - type</i>	<i>Name of person who carries these out</i>
<i>Water Hygiene Fire Call Points Emergency Lighting Fridge Temperature Asbestos Visual Inspection Accident and Injuries Ladder Checks</i>	<i>Gary Webster Gary Webster Gary Webster Gary Webster Jo Moulton/Gary Webster Debbie Pyatt Gary Webster</i>

D. Detailed Health and Safety Arrangements

For further information from the Health, Safety and Wellbeing Service in any of these areas you may also wish to view the information on the SLN

<https://education.staffordshire.gov.uk/School-Admin/HealthSafetyWellbeing/Health-Safety-and-Wellbeing-Service.aspx> or consult with your Health and Safety Adviser / Other Specialist Adviser.

1. Accident Reporting, Recording & Investigation

Our arrangements for recording and investigating:

Major Accidents are reported to the Head Teacher and the School Office Manager who will contact County and complete and return the required forms. In addition, the accident book held on site must be completed. The accident must be investigated to determine cause and establish what can be done, if anything, to prevent reoccurrence.

Minor Accidents must be recorded in the accident book/pupil's accident log held on site. These accidents should be investigated but the amount of time spent in investigating should be relative to the accident. Where a pupil has received a bump to the head a note must be completed and given to the parent / carer at the end of the day. The parent will be informed by telephone immediately after the injury, they may come and check on the child or allow school to monitor the injury. Where a pupil has had a significant bump elsewhere on their body, a note must be provided for the parent and teacher (if not present).

pupil accidents: *All accidents must be recorded in the accident book/pupil's accident log held on site. Where a pupil has received a bump to the head a note must be completed and given to the parent / carer at the end of the day. The parent will be informed by telephone immediately after the injury, they may come and check on the child or allow school to monitor the injury. Where a pupil has had a significant bump elsewhere on their body, a note must be provided for the parent and teacher (if not present).*

staff accidents: *Accidents should be reported to the Head Teacher and the School Office Manager. The necessary accident reporting form will be completed and an investigation carried out to determine if changes in procedures need to be adopted.*

visitor accidents: *Accidents should be reported to the Head Teacher and the School Administration Officer. The necessary accident reporting form will be completed and an investigation carried out to determine if changes in procedures need to be adopted.*

The person responsible for reporting accidents to the Health and Safety Executive (under RIDDOR) is: Debbie Pyatt

Our arrangements for reporting to the Governing Body or Academy Board are: Once each term to the committee responsible for monitoring health and safety arrangements in school.

Our arrangements for reviewing accidents and identifying trends are: Through the termly report produced by the Clerical Assistant.

2. Asbestos

Name of Premises Manager responsible for Managing Asbestos.	Joanne Moulton
Location of the Asbestos Management Log or Record System.	School Office (in cupboard above the pupil records)
Our arrangements to ensure contractors have information about asbestos risk prior to starting any work on the premises are: All contractors need to report to school office and will be given the Asbestos Manual to read and sign when quoting for work and when undertaking work. A hazard exchange form must be completed and the asbestos register is presented to each individual team member before they commence any work, whether intrusive or not, to ensure they are aware of potential hazards. All contractors sign and record the area within the school they are working.	
Our arrangements to ensure all school staff such as class teachers or caretakers have information about asbestos risk on the premises: All staff must read and sign the asbestos register annually. All staff have been informed that they are not to undertake or ask anyone other than the site supervisor to undertake on their behalf any work within school without discussion with Head Teacher. Site Supervisor has completed Asbestos Management training (May 2024)	
Staff must report damage to asbestos materials to:	Gary Webster/Joanne Moulton
Staff must not drill or affix anything to walls without first obtaining approval from the premises manager.	

3. Communication

Name of SLT member who is responsible for communicating with staff on health and safety matters:	Joanne Moulton
Our arrangements for communicating about health and safety matters with all staff are: Annual update at first inset day, weekly staff meetings and Teams updates relaying any changes.	
Staff can make suggestions for health and safety improvements by: Raising concerns or making suggestions during staff meetings.	

4. Construction Work *See also Contractor Management

Name of person coordinating any construction work / acting as Client for any construction project.	Joanne Moulton
Our arrangements for managing construction projects within the scope of the Construction Design and Management Regulations are: Contractors are chosen from the County Approved Register where possible. Larger work is to be managed by County Property Unit. The Head Teacher or Officer Manager is responsible for monitoring Contractors during school hours and the Site Supervisor at other times. Staff should report concerns to the Head Teacher, Assistant Head Teacher or Officer Manager. It is the responsibility of the Head Teacher (Assistant Head Teacher or Officer Manager when Head unavailable) to liaise with County Property & Estates. Duty holders will be identified and named as part of any Construction project.	

Our arrangements for the exchange of health and safety information / risk assessments/safe working arrangements/monitoring are:
<i>All contractors report, at the commencement of work, to School Office and are given Hazard Checklist and Code of Conduct / Health and Safety sheet. Prior to work commencing the premise manager, project manager and contractors exchange paperwork and discuss safe working practise.</i>
Our arrangements for the induction of contractors are:
<i>Initially, they are accompanied to the correct area of work where access and safe working practise is discussed.</i>
Staff should report concerns about contractors to:
<i>Joanne Moulton or Debbie Pyatt</i>
We will review any construction activities on the site by:
<i>Regular meetings with the project manager and construction lead. All activities will be monitored daily and safety to all will be priority.</i>

5. Consultation

Name of SLT member who is responsible for consulting with staff on health and safety matters:	<i>Joanne Moulton</i>
The name of the Trade Union Health and Safety Representative is:	<i>N/A</i>
Our arrangements for consulting with staff on health and safety matters are:	<i>Annual update at first inset day, weekly staff meetings, Teams updates and any other time staff feel there is a need for change.</i>
Staff can raise issues of concern by:	<i>Discussing health and safety individually through a meeting with either the head teacher or office manager or through team or staff meetings. Staff can highlight concerns/issues via Teams with the Site Supervisor, or with the Headteacher or Staff Governor. Health and Safety documentation is stored in the HT office.</i>

6. Contractor Management

Name of person responsible for managing and monitoring contractor activity	<i>Joanne Moulton</i>
Our arrangements for selecting competent contractors are:	<i>Contractors are chosen from the County Approved Register where possible and via Entrust Property Services.</i>
Our arrangements for the exchange of health and safety information / risk assessments/safe working arrangements/monitoring are:	<i>Prior to work commencing the premise manager, project manager and contractors exchange paperwork and discuss safe working practise. Regular meetings are organised</i>
Our arrangements for the induction of contractors are:	<i>Initially, they are accompanied to the correct area of work and access and safe working practise discussed.</i>
Staff should report concerns about contractors to:	<i>Joanne Moulton or Debbie Pyatt</i>

7. Curriculum Areas – health and safety

Name of person who has overall responsibility for the curriculum areas: Science D&T PE	Head of Dept. or Curriculum Lead Name Nicky Malkin Evan Richardson Victoria Williams
Risk assessments for these curriculum areas are the responsibility of: The Health & Safety Co-ordinator: Joanne Moulton	<i>Risk Assessments have been completed for school activities and discussed with staff. If a member of staff is undertaking an activity that has not been assessed, then they must speak with the Health and Safety Co-ordinator so that an assessment can be completed.</i> <i>Teaching Staff have completed a written risk assessment of their own classroom which includes equipment, storage and pathways.</i> <i>Safety in PE - BALPE is available in school for staff.</i>

8. Display Screen Equipment use (including PC's, laptops and tablets)

The school assesses the risk of the use of computers/laptops by carrying out a DSE assessment for staff using this type of equipment continuously and regularly for over an hour.	
Our arrangements for carrying out DSE assessments are: Complete the DSE Assessment Checklist in full (HSF 7 which is on the intranet), hand it to the office support manager or head teacher for them to investigate and take the corrective action, if the assessment shows areas of concern it will be passed to the local DSE assessor, complete the assessment every two years or if the work station changes.	
Name of person who has responsibility for carrying out Display Screen Equipment Assessments	Debbie Pyatt
DSE assessments are recorded and any control measures required to reduce risk are managed by	Joanne Moulton

9. Early Years Foundation Stage (EYFS)

Name of person who has overall responsibility for EYFS	Joanne Moulton/Victoria Williams
Our arrangements for the safe management of EYFS are: Annual risk assessments are carried out for each learning area. EYFS staff carry out risk assessments and a record is kept within the Nursery and Reception EYFS areas.	

10. Educational visits / Off-Site Activities

Name of person who has overall responsibility for Educational Visits	Joanne Moulton
The Educational Visits Coordinator is	Joanne Moulton
Our arrangements for the safe management of educational visits: Staff must submit appropriate documents through EVOLVE as stated by County. Risk assessments must be obtained before a visit is undertaken and this must be added to EVOLVE. Prior to taking part in a visit: the week before and day before checklists need to be completed by the visit leader. Signature of person with Parental Responsibility must be obtained for visits out of the local area. All paperwork around a visit needs to be added to Evolve for future reference. Parents sign for children to use the local environment on entry to school. A plan A and plan B needs to be made prior to the visit. Basic First Aid items are taken by group leaders when on school trip. Staff use First Aid provision of transport being used and venues being visited. If no provision is available first aid kit to be taken by Lead Teacher. School is to be contacted immediately in the case of an emergency.	

11. Electrical Equipment [fixed & portable]

Name of person responsible for arranging Fixed Electrical Wiring Tests and taking any remedial action required:	Debbie Pyatt
Fixed electrical wiring test records are located:	In the school office
All staff visually inspect electrical equipment before use.	
Our arrangements for bringing personal electrical items onto the school site are: Staff are informed that they must not bring in personal equipment unless it is new or has been PAT tested or the head teacher has approved the use of the equipment.	
Name of person responsible for arranging the testing of portable electrical equipment (PAT):	Debbie Pyatt
Name of person responsible for defining the frequency of portable electrical equipment (PAT) testing:	Joanne Moulton
Portable electrical equipment (PAT) testing records are located:	In the school office
Staff must take defective electrical equipment out of use and report to:	Debbie Pyatt
The portable electrical equipment on the school site owned and used by contractors is the responsibility of the contractor, who must provide records of this if requested.	

12. Fire Precautions & Procedures [and other emergencies incl. bomb threats]

Name of competent person responsible for undertaking & reviewing fire risk assessment in addition to any associated action planning	Joanne Moulton
The Fire Risk Assessment is located	Within the health and safety folder in head teacher's office
When the fire alarm is raised the person responsible for calling the fire service is OR The site has a fire alarm which activates a response from an alarm company.	Debbie Pyatt
Name of person responsible for arranging and recording	Debbie Pyatt

of fire drills	
Name of person responsible for creating and reviewing Fire Evacuation arrangements	Joanne Moulton
Our Fire Evacuation Arrangements are published ...	In all classrooms and areas within the school
Our Fire Marshalls are listed	Joanne Moulton – Fire Marshall
Results of the testing and maintenance of fire equipment and installations is recorded in a Fire Log Book located at	The school office
Name of person responsible for training staff in fire procedures	Joanne Moulton
All staff must be aware of the Fire Procedures in school	

13. First Aid *see also Medication

Name of person responsible for carrying out the First Aid Assessment	Joanne Moulton
The First Aid Assessment is located	Within the health and safety folder in the head teacher's office
First Aiders are listed	Within the health and safety folder in the head teacher's office. On the playground at the First Aid station.
Name of person responsible for arranging and monitoring First Aid Training	Debbie Pyatt
Location of First Aid Box	Staff Toilets/Classrooms
Name of person responsible for checking & restocking first aid boxes	Allocated First Aiders in school
In an emergency staff are aware of how to summon an ambulance	
Our arrangements for dealing with an injured person who must go to hospital are (who is contacted/ who accompanies staff or children to hospital): Next of kin are contacted. If a child's parents cannot get to school before an ambulance arrives then a key member of staff will accompany the child in the ambulance.	
pupils	Parents
staff	Next of kin as indicated on an individual's emergency contact sheet
visitors	Next of kin as indicated on an individual's emergency contact sheet
Our arrangements for recording the use of First Aid are: Accident book/Accident record	

14. Forest School

Name of person in school who leads on outdoor learning	Nicky Malkin
Name of person in school who leads on Forest School	Bal Benning & Laura Hobbs
Our arrangements for developing, organising and running outdoor learning and Forest School. Include here any details with regard to risk assessment, communication and supervision etc. A risk assessment is developed prior to the commencement of any outdoor learning activities. A timetable of activities must be provided and agreed with the school lead prior to an activity taking place. Risk assessments are in place for Forest School.	

15. Glass & Glazing

All glass in doors and side panels are constructed of safety glass	
All replacement glass is of safety standard	
A glass and glazing assessment took place in (year) and the record can be found	To be arranged

16. Hazardous Substances (COSHH)

Name of person responsible for carrying out risk assessment for hazardous substances (COSHH Assessments)	Debbie Pyatt
Our arrangements for managing hazardous substances (selection, storage, risk assessment, risk control etc.) are: Hazardous Substances in school are kept by the Site Supervisor in appropriately locked room/cupboard. Risk assessments / data sheets are in the upper building boiler room and school office. The Site Supervisor has attended Site Supervisor training and is responsible for selecting and using the correct Protective Clothing and for placing a request for replacements to the school office The school uses CLEAPPS as a resource and all staff must be aware of how to access this information.	

17. Health and Safety Law Poster

The Health and Safety at Work poster is located:	Staff Room & Office Area
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18. Housekeeping, cleaning & waste disposal

All staff and pupils share the responsibility for keeping the school/academy site clean, tidy and free from hazards	
Our waste management arrangements are: Cleaning services are in house, employed by SCC. The Site Supervisor and Janitor are responsible for areas not covered by the cleaning service.	
Our site housekeeping arrangements are: Aspens staff are responsible for the safe disposal of catering waste and for the clearing of the school hall after lunch time. All staff are responsible for ensuring that spills are cleared or that sharp objects are removed and disposed of. The Site Supervisor is responsible for clearing snow and making a safe access pathway from each open gate to each building during inclement weather on his working days. The Head Teacher is responsible on other days. The Site Supervisor is responsible for ensuring that external waste bins are in an agreed safe area.	
Site cleaning is provided by: In-house cleaners, employed by SCC	Name and contact details SCC - St Mary's CE(A) First School
Cleaning staff have received appropriate information, instruction and training about the following and are competent:	
work equipment	
hazardous substances	
Waste skips and bins are located away from the school building.	
All staff and pupils must be aware of the arrangements for disposing of waste and the location of waste bins and skips.	
Staff in all Depts. who generate waste (e.g.catering/cleaning/curriculum areas) must be aware of the risk assessments and control measures in place for their role.	

19. Infection Control

Name of person responsible for managing infection control:	Joanne Moulton
Our infection control arrangements (including communicable diseases/hand hygiene standards) are: <i>The office manager is responsible for alerting vulnerable users as necessary. The office support manager will report any concerns to the health authority. The head teacher will seek advice from the school nurse and the H&S team.</i>	

20. Lettings

Name of Premises Manager or member of Leadership team responsible for Lettings	Joanne Moulton
Our arrangements for managing Lettings of the school/rooms or external premises are: <i>There is a Lettings policy and checklist for the use of the Hall, classrooms, playground and field. The school is not responsible for the First Aid needs of those who lease the premises. Information regarding evacuation is posted in all rooms and is discussed at commencement of lease. Groups who leave their equipment in the store are responsible for correct storage and labelling. Groups using the school hall do not have access to school equipment, except for tables and chairs. When a letting is made, an exchange of hazards form is completed and is reviewed annually, or sooner if circumstances change. Parents are informed of emergency procedures at the start of family learning events and productions. At events taking place during the school day, pupils remain the responsibility of the school and the adult in charge.</i>	
The health and safety considerations for lettings are considered and reviewed annually.	
Hirers have their own risk assessments in place including first aid arrangements/ fire procedures and emergency procedures.	
Hirers are responsible for obtaining the necessary local authority licenses for their activities and these must be provided to the school on request.	
Hirers must provide a register of those present during a letting upon request.	

21. Lone Working

Our arrangements for managing lone working are <i>Staff may undertake some work alone during holiday periods or by agreement at a weekend. Any tasks being undertaken must be in agreement with the head teacher or office manager and risk assessments discussed. This will include arrangements for contact during that working period. Contractors working during non-school opening hours should risk assess and plan for lone working and carry out their own risk assessment.</i>

22. Maintenance / Inspection of Equipment (including selection of equipment)

NOTE Types of equipment to consider in this section:

Ladders and steps, fume cupboards, other extraction systems, PE equipment, D&T machines, lifts & lifting equipment, pressure cookers, autoclaves, fire alarm and smoke detection, emergency lighting, fire extinguishers.

This section **includes** the arrangements for the school kitchen.

Visual Ladder checks are made by the Site Supervisor before use and are undertaken at each use

Ladders and steps checks are undertaken by the Site Supervisor 6 monthly and recorded

Fire Alarms are checked weekly and serviced quarterly

Emergency Lighting is checked monthly

Fire Extinguishers are checked annually

PE equipment is checked annually by Sportsafe

New equipment is selected in consultation with main user or subject manager.

Installation is contracted to an appropriate contractor.

Kitchen and cleaning equipment is monitored and maintained by the individual contracted company.

Name of person responsible for the selection, maintenance / inspection and testing of equipment	Gary Webster Debbie Pyatt arranges for external inspection checks
Records of maintenance and inspection of equipment are retained and are located:	Within the school office
Staff report any broken or defective equipment to:	Debbie Pyatt or Gary Webster

The equipment on the school site owned and used by contractors is the responsibility of the contractor, who must provide records of testing, inspection and maintenance if requested.

23. Manual Handling

Name of competent person responsible for carrying out manual handling risk assessments	Joanne Moulton
Our arrangements for managing manual handling activities are: Staff have received physical intervention awareness training. Also refer to physical intervention policy. Staff are aware of risk assessments for moving items of furniture or equipment.	
Staff must be aware of the requirement to avoid hazardous manual handling and carry out risk assessment where the task cannot be avoided.	
Staff who carry out manual handling must be aware of the manual handling risk assessment and the control measures in place for the task.	
Staff are trained appropriately to carry out manual handling activities.	
Where people handling takes place, a Physical Intervention Plan must be in place and communicated to all parties (including where appropriate the young person/their parents/carers/support staff).	

24. Medication

Name of person responsible for the management of and administration of medication to pupils in school	Joanne Moulton
Our arrangements for the administration of medicines to pupils are: Prescription medication is given in line with the medicine policy by the named Teacher/Teaching Assistant for that child. Parents must complete appropriate forms from the school office before any medicine can be administered. Children requiring inhalers for asthma must wear a suitable holder e.g. small bag in which the reliever inhaler is kept and carried at all times. Preventative medication (usually a brown inhaler) can only be brought into school if required four times a day or more on the dosage label and must be kept in the school office. Appropriate asthma forms need to be completed as stated above. Parents must have notified the school that their child has a medical diagnosis and the information included on the child's medical form and it is the responsibility of the parent to ensure that the medication is in school and is in date. The school has policies for Administration of Medication and Asthma. Children who have serious medical needs are catered for through the development of a medical protocol (care plan) with the Specialist Nurse/consultant, as appropriate, School and Parent.	
The named members of staff who are authorised to give / support pupils with medication are:	This may be indicated on a child's individual care plan. For other medication it is the named teacher/teaching assistant in the child's class.
Medication is stored:	In a fridge, locked medical cupboard or office (this is locked when left vacant).
A record of the administration of medication is located:	The dosage form and the record of administration is in the classroom during the period of administration and both forms are returned to the office when the medication period has ceased, to be retained in the child's file.
Pupils who administer and/or manage their own medication in school are authorised to do so by the Head Teacher, Joanne Moulton, and provided with a suitable private location to administer medication/store medication and equipment.	
Staff are trained to administer complex medication by the school nursing service when required, currently insulin and diabetic related medication, creon.	
Our arrangements for administering emergency medication (e.g. Asthma inhalers/Epi pen) are: Staff receive annual training and all children with an asthma plan will have an adult identified to provide support in an emergency. For children requiring an epi-pen a named member of staff will be responsible to provide emergency medication as indicated in the child's care plan.	
Staff who are taking medication must keep this personal medication in a secure area in a staff only location.	
Staff must advise the school leaders if they are taking any medication which might impair their ability to carry out their normal work.	

25. Personal Protective Equipment (PPE) (links to Risk Assessment)

<i>PPE is provided free of charge where a risk assessment identifies this is needed to control a risk and the risk cannot be controlled by another means.</i>	
<i>Name(s) of person responsible for selecting suitable personal protective equipment (PPE) for school staff.</i>	<i>Joanne Moulton or Debbie Pyatt</i>
<i>Name of person responsible for the checking and maintenance of personal protective equipment provided for staff</i>	<i>Caretaking staff are responsible for identifying and requesting PPE. This should be checked before use and re-ordered as necessary. PPE for supporting children with a medical condition is monitored by teaching and support staff and ordered as appropriate.</i>
<i>PPE provided for use in curriculum lessons is not “personal” as it is provided by pupils in classroom situations.</i>	
<i>Name(s) of person responsible for selecting suitable personal protective equipment (PPE) for pupils.</i>	<i>Joanne Moulton/Debbie Pyatt</i>
<i>All PPE provided for use in a classroom environment is kept clean, free from defects and replaced as necessary.</i>	
<i>Name(s) of person responsible for cleaning and checking pupil PPE.</i>	<i>All staff working with the pupils using the equipment</i>

26. Radiation

<i>Name of the school Radiation Protection Supervisor (RPS)</i>	<i>Joanne Moulton</i>
<i>Name of the Radiation Protection Adviser (RPA)</i>	<i>Entrust Property Services</i>

27. Reporting Hazards or Defects

<i>All staff and pupils must report any hazards, defects or dangerous situations they see at school.</i>
<i>Our arrangements for the reporting of hazards and defects:</i> <i>Pupils are encouraged to report defects to a member of staff; they are made aware of their responsibilities through lessons. All staff must report defects and/or hazards to the school office. Staff can also refer defects to the site Supervisor via Teams. Defective equipment or hazards should be removed immediately by the member of staff, if possible, if this is not possible it is the responsibility of the Senior Management or Site Supervisor to organise removal or repair.</i>

28. Risk Assessments

The school has risk assessments in place for any identified significant risk. Control measures which are put in place to eliminate or reduce risk are communicated to staff, pupils and other who may be exposed to the risk.

Risk assessments are in place for the following areas:

Premises and grounds

Curriculum / classrooms

Hazardous activities or events

Lettings or contract work which may affect staff or pupils in the school

Fire Risk Assessment

Hazardous Substances

Work Equipment

Manual handling activities

Risks related to individuals e.g. health issues

Early Years

Playground

Outdoor Learning provision on the field

Name of person who has overall responsibility for the school risk assessment process and any associated action planning

Joanne Moulton

Our arrangements for carrying out, recording, communicating and reviewing risk assessments are:

The Head Teacher and Premises Committee are responsible for Risk Assessments for specific issues (pregnancy, health needs); for general assessments; for ensuring that staff undertake RA for own room and activities and for periodic review of assessments

Appropriate training is provided for staff who are creating, reviewing or implementing risk assessments.

When an accident or incident occurs a post risk assessment takes place when a new hazard has been identified. *Risk assessments are reviewed annually, and amended after an incident/accident.*

Risk assessments are created or reviewed when something new is introduced or a change has occurred.

29. Smoking

No smoking or vaping is permitted on site or in vehicles owned or operated by the school.

30. Shared use of premises/shared workplace

Name of Premises Manager or member of Leadership team responsible for Premises Management

Joanne Moulton

The school premises are shared with another organisation (e.g. Contract caterer/public leisure centre).

Aspens – providing catering services

Our arrangements for managing health and safety in a shared workplace are:

Sharing the health and safety policy and regular discussions with the supervisor of each service.

31. Stress and Staff Well-being

Name of person who has overall responsibility for the health and wellbeing of school staff	Joanne Moulton
All staff have responsibility to take care of their own health and well-being and the school supports staff to do this by implementing the following arrangements: <i>Team or individual risk assessments.</i> <i>Staffordshire website advertised to staff. Information on specific well-being services are advertised in the staff room. Well Being services are provided by Education Mutual – the staff insurance company. Return to Work Discussions are undertaken.</i> <i>School 'Open Door' policy is available for staff.</i>	
Solutions to stress hazards and suggestions on how to minimise stress have been identified, discussed and communicated.	
All staff have an opportunity to contribute to discussions, meetings and initiatives around wellbeing issues at work.	
Individual stress risk assessments take place when a member of staff requires additional individual support.	
A team stress risk assessment has been completed involving all staff and this is reviewed regularly. Date Completed: September 2025	

32. Swimming Pool Operating Procedures (where applicable)

Name of person who has overall responsibility for managing the swimming pool and it's environment.	N/A
<i>School pupils use Uttoxeter Leisure Centre for swimming lessons.</i> <i>Our arrangements for carrying out suitable swimming pool management (including minimum supervision standards, how to summon assistance in emergency, pool water quality, supervision in changing areas, max numbers of swimmers, first aid provision) are under the guidance of the Leisure Centre.</i>	
<i>Staff operating the swimming pool have received appropriate training and information.</i>	
<i>Emergency procedures are in place for the use of the swimming pool and all staff who supervise swimming activities are trained appropriately in these procedures.</i>	
<i>The health and safety considerations within curriculum swimming must be planned, supervised and managed by staff who include in their lesson planning.</i>	

33. Training and Development

Name of person who has overall responsibility for the training and development of staff.	Joanne Moulton
All new staff receive an induction which includes health and safety, fire procedures, first aid and emergency procedures.	
Our arrangements for carrying out suitable and sufficient health and safety training for all staff are: <i>School Handbook includes précis of basic H&S information. Matrix of competencies completed.</i>	
The school has a health and safety training matrix to help in the planning of essential and development training for staff.	
Training records are retained and located in the Office.	
Training and competency as a result of training is monitored and measured by:	<i>Joanne Moulton via performance management and professional development review meetings</i>

34. Vehicles owned or operated by the school

Name of person who has overall responsibility for the school vehicles	N/A
The school operates 0 minibus/coaches/cars/other vehicles	
Name of person who manages the driver medical examinations	
Name of person who manages the vehicle license requirements	
Name of person who undertakes vehicle checks such as oil, water and routine roadworthiness.	
Name of person who arranges servicing and maintenance of the academy vehicles	
Our arrangements for the safe use of school vehicles are:	

35. Vehicle movement on site

Name of Premises Manager responsible for the management of vehicles on site	Joanne Moulton
Our arrangements for the safe access and movement of vehicles on site are (include restriction on vehicle movement at certain times, speed limits, segregation vehicles from pedestrian areas, restrictions on reversing vehicles, special arrangements for deliveries etc): Vehicular movement is restricted during school hours. The main gate is closed to vehicles at the start and end of the school day and access is only granted via the school office. Access to the playground area is restricted to lesson time and between the hours of 9am and 3.25pm. Any access in between may be granted after discussion with a member of the Senior Management team. Any vehicle requiring long term access is cordoned off from the pupils.	

36. Violence and Aggression and School Security

The school provides a place of work which is designed and managed to minimise the risk of violence and aggression to staff, pupils and visitors.	
A risk assessment is carried out where staff are at increased risk of injury due to their work.	
Training, information and instruction is available to staff to help them manage the risk of violence and aggression where required.	
Staff and pupils must report all incidents of verbal & physical violence to:	Joanne Moulton
Incidents of verbal & physical violence are investigated by:	Joanne Moulton & Nicky Malkin
Name of person who has responsibility for site security:	Joanne Moulton
Our arrangements for site security are: All external corridor doors are kept closed during the day, unless children are in the playground. External access to these doors is via a code or magnetic fob. The black gate at the rear of the school is locked between 9.00am and 3.25pm. The red gate into the playground is also locked during the day. Keys are provided for staff so that external gates can be locked or unlocked as necessary (including the gate to The Croft) and never left unlocked for any reason. The perimeter fencing is of a height to prevent an adult lifting a child over it. There are sufficient adults on playground duty to ensure that one monitors the fence near the wild life garden, to ensure passers-by don't stop and interact with the children and one monitors the gate between the car park and the playground, which remains locked throughout the day.	

37. Water System Safety

Name of Premises Manager responsible for managing water system safety.	Joanne Moulton
Name of contractors who have undertaken a risk assessment of the water system	HSL Compliance Ltd
Name of contractors who carry out regular testing of the water system:	HSL Compliance Ltd
Location of the water system safety manual/testing log	In the school office
Our arrangements to ensure contractors have information about water systems are: Appointments are made and staff are aware when contractors will be in school. Records are kept within the water system safety folder and these are updated monthly.	
Our arrangements to ensure all school/academy staff carrying out checks or testing or maintenance have information about the water system: Training is provided via county. All records are kept within the folder and any recommendations are added to this.	

38. Working at Height

Name(s) of person responsible managing the risk of work at height on the premises:	Gary Webster
Work at height is avoided where possible.	
Our arrangements for managing work at height are: Staff must use ladders to reach display boards. Regularly used or heavy items of equipment are stored at lower levels. Infrequently used / accessed resources and equipment stored at higher levels needing to be accessed by ladder must be with knowledge and/or with support from another member of staff or request for site supervisor to access. Ladders must not be used by pupils or parents. Contractors to use own ladders.	
Appropriate equipment is provided for work at height where required.	
Staff who carry out work at height are trained to use the equipment provided	
Work at height equipment is regularly inspected, maintained and records are kept in the school office	

39. Work Experience

Name of person who has overall responsibility for managing work experience and work placements for school pupils.	Joanne Moulton
Our arrangements for assessing potential work placements, arrangements for induction and supervision of students on work placement are: in the Induction pack for students/volunteers.	
The name of the person responsible for the health and safety of people on work experience in the school premises:	Joanne Moulton
Our arrangements for managing the health and safety of work experience students in the school are: Induction is undertaken by Head Teacher or Assistant Head Teacher. Supervision is undertaken by named class teacher. The supervising teacher ensures that work experience students, with a DBS from their school/college, are not put in a position of responsibility for a group of children unless they are in full sight of a member of school staff.	

40. Volunteers

<i>Name of person who has overall responsibility for managing/coordinating volunteers working within the school:</i>	<i>Joanne Moulton</i>
<i>Volunteers are considered as a member of staff, and all health and safety arrangements including induction and training must apply.</i>	

E. Health and Safety Key Performance Indicators (KPI's)

It is important that school leaders, governors and managers can monitor the health and safety performance of their school in order to determine where progress is being made and where further actions and resources may be required.

The Health Safety and Wellbeing Service may also request feedback on certain KPI's more details of these can be obtained from your Health and Safety Adviser.

- Employee health and wellbeing – especially with regard to changes in Ofsted and SIAMS inspections.
- Policy and organisation – all staff are aware of the health and safety policy and work within the guidelines and advice.
- Risk Assessment - Continue to actively involve employees in the risk assessment process to increase their ownership of the risk assessment. (Linked to above KPI)
- Policy and organisation – analyse accidents and identify trends and ensure that the outcome of this analysis supports H/S and wellbeing developments.