St Peter's
BUDLEIGH SALTERTON CHURCH OF ENGLAND PRIMARY SCHOOL

# HEALTH AND SAFETY POLICY

*Created:* September 2022
Reviewed: October 2026
*Next Review:* October 2027

## SECTION 1: STATEMENT OF INTENT

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

This policy sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different risk areas. Section 2 will establish specific responsibilities at all levels of the school's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the school's obligations under the law.

This policy will be brought to the attention of all members of staff at induction of new staff, emailed to existing staff, and kept on the shared drive accessible to all staff.

This policy statement and the accompanying organisation and arrangements will be reviewed annually.

Ratified by the resources committee on 14th October 2026

## SECTION 2: ORGANISATION

### The Duties of the Governing Body

- To produce and regularly review the Health & Safety Policy for the school. This policy will reflect the requirements of the *Health and Safety at Work etc. Act 1974* by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the school's legal responsibilities as well as compliance with this policy
- To assist the Governing Body in discharging its legal obligations, the school has appointed the Health and Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health and Safety Service's Health & Safety Arrangement Notes.

### The Duties of the Head Teacher

The Head Teacher has day-to-day responsibility for health and safety management and will take all reasonably practicable steps to secure the health and safety of students, staff and others using the school premises or participating in school-sponsored activities.

In particular, the Head Teacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
- Co-operate with the Governing Body to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people, including contractors
- Report to the Governing Body on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition
- Report to the Governing Body any significant risks or policy requirements which cannot be met within the establishment's budget
- Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure consultation arrangements are in place for staff and their trade union representatives

- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
- Promote a positive health and safety culture by leading by example

Whilst overall *responsibility* for health and safety cannot be delegated; the Head Teacher may choose to delegate certain *tasks* to the Health & Safety Coordinator.

The Health & Safety Coordinator role for the School has been delegated to Mr Richard Frith.

**The Duties of the Health and Safety Co-ordinator**

The health and safety coordinator has the delegated task of assisting the Head Teacher in discharging their duties concerning day-to-day health and safety management.

To do this, the health and safety co-ordinator will:

- coordinate and manage the risk assessment process for the school
- coordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Head Teacher and Governing Body
- coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Governing Body if funds are not available
- assist with the identification of training needs and training delivery across the school to ensure that staff are adequately instructed
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- arrange periodic health and safety audits and liaise with the Head Teacher and Governing Body concerning findings and any associated remedial actions

**The Duties of the Head Teacher and Senior Leadership Team**

The **Head Teacher and Senior Leadership Team** have specific delegated tasks in relation to health & safety management within their departments/subject areas. They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible, and identified control measures are implemented
- Appropriate safe working procedures are brought to the attention of all staff via proper instruction and training and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to them, informing the Head Teacher or Governing Body of

any problems they are unable to resolve within the resources available to them
- They carry out regular inspections of their area of responsibility and report/record these inspections to the Head Teacher or Governing Body
- All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated

**The Duties of all Members of Staff**

Under the *Health and Safety at work Act etc. 1974,* all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work, along with that of others who may be affected by their actions. This also applies to volunteers who are under the control of the School.

Specifically, all employees have a responsibility to:

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

**Pupils**

Pupils, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and hygiene
- To observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

**Contractors**

All contractors who work on the school premises are required to identify and control any risks arising from their activities and inform the Head Teacher of any risk that may affect the staff, pupils and visitors.

All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times.

If the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Head Teacher will take such actions as are necessary to prevent staff, pupils and visitors from being put at risk of injury.

## SECTION 3: ARRANGEMENTS

### Risk Assessment

The underlying process which informs safety management is risk assessment. Significant risks will be assessed with those responsible for the activity/area affected, and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health and Safety Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RA22 (Whole school primary curriculum)
- RA21 (Primary school curriculum activities)
- RA08 (Fire)
- RA11 (Kitchen)
- RA27 (Working at heights)
- RA26 (Swimming pool)
- RA04 (Site Supervisor and cleaning staff)
- RA03 (Building and Site)
- RA18 (New and expectant mothers)
- RA19 (Wraparound care)
- RA24 (Security and safety)
- RA24b (Security and safety)
- RA13b (Working Alone in Premises)
- RA05 (COSHH)

Risk assessments are available for all staff to view and are held centrally in *Google Drive.* Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed on the risk assessment findings.

Risk assessment records will be reviewed annually or when deemed appropriate. This will be identified on the risk assessment record.

For full details relating to risk assessment arrangements, reference should be made to the HS47 Arrangements Note.

*Other arrangements in alphabetical order:*

### Accident/Incident Reporting

All employee accidents must be reported to the Governing Body. This will be achieved by entering accident details onto the OSHENS online accident reporting system.

Accidents to pupils and other non-employees should be recorded on a form available from the office. All serious or noteworthy incidents or accidents will be recorded on OSHENS. Those accidents to pupils and members of the public, which are work-related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Governing Body by entering accident details onto the OSHENS online accident reporting system.

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

The Head Teacher will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS online accident reporting system. The Devon Health and Safety Service will undertake this.

For full details relating to accident reporting arrangements, reference should be made to the HS01 Arrangements Note.

**Asbestos**

The arrangements for the management of asbestos on the site are detailed in the Asbestos Management Plan (AMP). This is located in the main office.

The Asbestos Register is held in the main office and will be made available to all staff and contractors prior to **any** work commencing on the fabric of the building or fixed equipment containing asbestos - known asbestos within the school is below the floor in Ash classroom, and in the ceiling board at the far end of the music room/cloakroom near Willow classroom. No work can commence until permission to work has been given by the authorising manager named in the AMP.

The authorising manager shall ensure:

- The AMP is reviewed annually, and the Governing Body approves any changes
- That the Asbestos Register is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is approved via the completion of the ASB1 form and/or the Contractor signing-in sheet.
- A visual inspection of those asbestos-containing materials remaining on site is conducted and recorded on the ASB2 form according to the frequencies identified in the AMP. Any subsequent changes to asbestos-containing materials on site will be recorded in the Register

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to the Site Supervisor at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HS04 Arrangements Note and the Asbestos Management Plan.

## Communication and Training

Detailed guidance and information about health & safety issues can be found in the Health and Safety Service's Arrangements Notes, located in the OSHENS Document Library. The Health and Safety Service also provide competent health and safety advice for school staff and can be contacted on 01392 382027 or healthandsafety@devon.gov.uk

The Health and Safety Law poster is displayed in the staffroom.

*Health and Safety Training*
All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept on Google Drive. The Site Supervisor (Mr Richard Frith) is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each staff member is also responsible for drawing the relevant line manager's attention to their own personal training needs and not undertaking duties unless they are confident they have the necessary competence. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Note.

## Consultation

Consultation of day-to-day matters will be achieved by discussion in weekly staff meetings or the weekly bulletin.

Staff members with concerns should raise them initially with their departmental head or the Health & Safety Coordinator. If required, requests for external advice should then be sought from the Health and Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union-appointed Safety Representative. The Governing Body welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HS08 Arrangements Note.

## Contractors

All contractors must report to reception, where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance and requirements for safe practice whilst on site. Where necessary, contractors will also be requested to sign to confirm that they have read and understood the Asbestos Register. To ensure contractor competency, the Site Supervisor will undertake competency checks prior to engaging a contractor. Contractors from the Diocese's list of contractors will be used for the most part.

Regarding construction works, Richard Power has attended training to ensure that the client's duties under the Construction (Design & Management) Regulations 2015 have been understood and complied with. Specifically, Richard Power will ensure that any Designer/Principal Designer and Contractor/Principal Contractor is appointed in writing and will ensure that a Construction Phase H&S Plan is in place prior to any works commencing on the site.

For full details relating to the control of contractors, reference should be made to the HS07 CDM Arrangements Note.

## Curriculum Activities

Risk assessments for the significant hazards within curriculum activities will be carried out by the appropriate staff member, with oversight from Mr Hitchcock using the relevant Health and Safety Service's model risk assessments listed above.

For full details of the primary curriculum areas, reference should be made to the HS46 Arrangements Note.

## Display Screen Equipment (DSE)

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more, will have a DSE assessment. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every two years by a qualified optician and corrective glasses (if explicitly

required for DSE use) subject to a total cost of £45.00.

For full details relating to DSE, reference should be made to the HS12 DSE Arrangements Note.

**Emergencies**

The school should ensure preparedness for emergencies and procedures for critical incidents and off-site emergencies are contained within the School's Emergency Management Plan, which is located on Google Drive and will be reviewed annually. Emergency contact and key holder details are held on the Emergency Management Plan on Google Drive.

**Fire**

The Head Teacher is responsible for ensuring that the fire risk assessment is undertaken using the RA08 document and controls implemented accordingly. The fire risk assessment is located in the Fire Log Book, found in the main office, and on Google Drive and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document, located in the Fire log Book, in the main office, and on Google Drive. All staff will be briefed on the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to contractors/visitors.

The Site Supervisor is responsible for ensuring that the school's Fire Log is updated.

COVID-related staffing issues have been considered - see the COVID Risk Assessment.

For full details relating to fire safety, reference should be made to the HS18 Fire Safety Arrangements Note.

**First Aid**

The school has risk assessed the need for first aid provision, and the following has been provided accordingly:

Emergency First Aid at Work and Paediatric level - see 1st aid document. Link: See here.

First Aid boxes are located at the following locations:

- Nursery First Aid Cupboard (near staff toilet)

- Reception Foyer
- Main Hall
- Staff Room
- Chestnut/Cedar
- Swimming Pool

Mrs Jackie Pester will ensure that refresher training is organised and maintain the contents of first aid boxes.

COVID-related staffing issues have been considered - see the COVID Risk Assessment.

For full details relating to first aid, reference should be made to the HS19 First Aid Arrangements Note.

**Hazardous Substances**

Where it is consistent with the effective performance of the task at hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that:

- all staff are aware of how to find the relevant Material Safety Data Sheets (MSDS) - use Google
- MSDS are obtained from the relevant supplier for all such materials
- risk assessments are conducted by the Site Supervisor and Mrs Sarah Best to identify the safe working method and appropriate emergency procedures
- all chemicals are appropriately and securely stored out of the reach of children
- where possible, all substances are kept in their original packaging or properly labelled if keeping them in original packaging is not possible

For full details relating to the control of hazardous chemicals, reference should be made to the HS10 COSHH Arrangements Note.

**Legionella**

Wemco has completed a water risk assessment for the school. The Site Supervisor ensures that the identified operational controls are being conducted and recorded in the water hygiene log book. This risk assessment will be reviewed where significant changes have occurred to the water system.

For full details relating to legionella control, reference should be made to the

HS28 Legionella Arrangements Note.

**Lettings/shared use of premises**

The Governing Body will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant School health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard to the building itself or to the safety or health of the occupants.

**Maintenance of Plant and Equipment**

Regular inspection and testing of school equipment is conducted to ensure that work equipment is maintained safely and efficiently. The Site Supervisor will keep records of such monitoring. All staff are required to report any problems found with plant/equipment to the Head Teacher. Defective equipment will be clearly marked and taken out of service by storing it in a secure location pending repair/disposal.

The following specific statutory inspections and tests will be undertaken by a competent contractor:

- Annual gas appliance inspection and maintenance, to be undertaken by Lorne Stewart, organised by NPS
- Annual gas fixed heating plant inspection and maintenance, to be undertaken by Lorne Stewart, organised by NPS
- Annual gas tightness test, to be undertaken by Lorne Stewart, organised by NPS
- Electrical installation inspection every five years by Lorne Stewart, organised by NPS

*Portable Electrical Appliances*
All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Head Teacher.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a testing regime on an identified cycle dependent upon the level of risk associated with the particular appliance type - all items within the school are tested on a 2-3 year cycle. This inspection and testing will be conducted by *Cosmic*.

Personal items of equipment should not be brought into the school without prior authorisation and must be subjected to the same inspection process as school-owned equipment.

For full work equipment and electrical safety details, reference should be made to the HS16 and HS58 Arrangements Notes.

**Medication Arrangements**
Arrangements for medication are detailed in the separate Administration of Medicines Policy, which is reviewed annually. A copy of this policy can be found on the school website.

For full details relating to the administration of medication, reference should be made to the HS32 Medication Arrangements Note.

**Monitoring**

The Head Teacher will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the three yearly Health & Safety Review process undertaken by the Devon Health and Safety Service. Feedback from this process is to be referred to the Governing Body.

A general inspection of the site will be conducted half termly and be undertaken by the head teacher, school business manager, site manager, and appropriate governor. Feedback from this process is to be referred to the Governing Body.

Other processes employed to monitor compliance with this policy and health and safety performance in general include:

- Regular informal meetings between Site Supervisor and School Business Manager
- Regular agenda items on the resources governors meetings.
- Daily walk around site (plus a walk around after bad weather) by Site Supervisor

For full details relating to monitoring, reference should be made to the HS05 Audit & Monitoring Arrangements Note.

**Moving and Handling**

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

For full details relating to moving and handling, reference should be made to the HS34/35 Moving and Handling Arrangements Notes.

## Offsite Visits

In line with the *Outdoor Education, Visits and Off-site Activities Health & Safety Policy*, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the *Evolve* online system.

St Peter's C of E Primary School's local arrangements for off site visits are detailed in the separate Management of Outdoor Education, Visits and Off-Site Activities Policy and individual Standard Operating Procedures, which are reviewed annually. A copy of these documents can be found on Google Drive.
For full details relating to educational visits, reference should be made to the *Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2020*.

## Personal Safety and Security

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent/threatening behaviour to its staff. A separate specific Behaviour Policy is in place at the school.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the Head Teacher to identify and implement control measures. The requirement to undertake a lone working risk assessment will also extend to working alone off-site, where staff conduct home visits.

Staff working outside regular school hours must obtain the Head Teacher's permission or site manager's permission.

Risk assessments will be reviewed annually or after a significant change and recorded by amending the RA22 Risk Assessment.

## School Security

The Site Supervisor is responsible for undertaking a risk assessment for site security to identify and implement control measures in this area.
This will be reviewed annually or after a significant change and recorded in the RA24B risk assessment document, using the Security Checklist as an aide.

For full details relating to security and lone working issues, reference should be made to the HS31 Lone Working and HS50 Security Arrangements Note.

**Stress/Wellbeing**

The school is committed to promoting high levels of health and well-being. It recognises the importance of identifying and reducing workplace stressors through risk assessment aligned with the HSE's management standards.

The school follows the managing absence policy, which can include referral to wellbeing at work.

Where appropriate, risk assessment findings will be recorded using the RA25 document.

For full details relating to staff wellbeing, reference should be made to the HS24 Health Issues for Staff Arrangements Note.

**Tree Safety Management**

An increasing number of tree species are becoming susceptible to disease, which can cause the trees to die and leave them in a dangerous state. For example, Ash Dieback is one of the currently emerging diseases likely to cause significant issues in the coming years. Physical damage to a tree can also cause safety issues, and fungus can be a sign of underlying health issues with the tree.

The school will ensure tree inspections are in line with the *DCC Tree Management Policy.*

**Work at Height**

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager to identify and implement control measures. Staff who work at height will be briefed on risk assessment findings. When working at height (including accessing storage or putting up displays), appropriate step ladders or kick stools are to be used. Staff *must not* climb onto chairs.

Formal training on work at height will be undertaken where the need is identified in the risk assessment process described above. It will be ensured that:

- all work at height is risk assessed and properly planned and organised
- all those involved in work at height are trained and competent to do so
- the use of access equipment is restricted to authorised users
- access equipment is regularly inspected and maintained in a safe condition

For full details relating to the control of work at height, reference should be made to the HS60 Work at Height Arrangements Note.

**Work Experience**

If the school *hosts* a work experience placement, any significant hazards within the planned work tasks will be risk assessed, and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RA28 risk assessment document.