



Health and Safety Policy

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Scope

At King's Cross Academy health and safety is everyone's business. We expect all staff and stakeholders to play their part in recognising, supporting and reinforcing our health, safety and welfare commitments. Due to the close liaison needed between staff with health and safety responsibilities in the Academy and in Frank Barnes School (FBS), health and safety will form part of the regular review of management and operation of the school site. School site in this policy refers to both the Academy and FBS.

PART A. STATEMENT OF INTENT HEALTH AND SAFETY

King's Cross Academy will strive to achieve the highest standards of health, safety and welfare consistent with its responsibilities under the Health and Safety at Work etc. Act 1974 and all other relevant statutory and common law duties. We work closely with the landlord, , cleaning and other contractors to ensure full training is given on all aspects of running the site, its facilities and equipment.

We are committed to:

- providing a safe and healthy learning, working and visiting environment for our premises, with safe access and egress;
- ensuring adequate emergency procedures are implemented, particularly in relation to fire and terrorism, (being a high profile location and transport hub) or other significant incidents;
- preventing accidents and work / site-related ill health;
- ensuring safe working methods and providing safe working equipment;
- making arrangements for the safe use, handling, storage and transport of articles and substances;
- monitor as part of our quarterly Governors' meetings;
- providing effective health and safety information, instruction, training and supervision;
- ensuring adequate welfare facilities exist throughout the Academy;
- providing competent health and safety advice, support and resources, as required, so far as is reasonably practicable;
- assessing and controlling risks from curriculum and non-curriculum activities;
- consulting with staff and their representatives on health and safety matters;
- regularly monitoring and reviewing our systems and prevention measures to ensure they are effective;
- reviewing this policy on a regular basis; and
- working with stakeholders to ensure that health and safety provision is appropriate.

This policy statement (PART A) will be brought to the attention of all members of staff. A copy is to be displayed on the health and safety notice board located in the staff room. Details of the Academy's management of health and safety are in Part B. Arrangements for implementing the policy can be found in Part C of this document. A reference copy of the full document is kept in the Academy office and must be readily available. This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis by the HR Committee of the Governing Body.

PART B. ORGANISATION OF HEALTH, SAFETY AND WELFARE

a. The duties of the Governing Body

- i. The Governing Body has a duty to monitor and oversee health and safety matters.
- ii. The Governing Body will appoint a Governor with particular responsibility for health and safety. This would normally be the staff governor. Health & Safety will be a standing item on every Governing Body agenda (including any accidents, emergency procedures drills / incident reports and required statutory works etc)
- iii. The Governing Body will appoint a Fire Safety Officer for the Academy who will be the designated as the “responsible person” for fire safety. This person must be competent to carry out the role, have sufficient authority and powers to be able to perform the role properly. S/he will report to leadership team. For the purposes of fire safety “competent” can be regarded as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a role safely. This role will be included in the job description of the Facilities Manager.
- iv. The Governing Body will scrutinise the arrangements for the effective evacuation of premises in the event of a fire. This will include the provisions contained in the Emergency Plan and the effectiveness of the practical application of that plan.
- v. The Governing Body is responsible for ensuring that all appropriate enhanced DBS checks are carried out on all personnel who could potentially come into unsupervised contact with children, young people and vulnerable persons. This includes Academy staff, parents, Governors and contractors. The Academy is required to keep its own “single central register” which contains all the details of the evidence of checks carried out. The Headteacher of FBS will take responsibility for the single central register in FBS. Both headteachers will grant access to each other’s single central register and will review on a termly basis.
- vi. The Governing Body will have a policy (Supporting pupils at school with medical conditions) to cover the needs of children who have additional health needs and may require medicines, adaptations or support to keep well. The policy will address emergency procedures, training, supervision, record-keeping, storage and disposal, and must establish a named staff member to coordinate health care needs and to link with parents.
- vii. The Governing Body will ensure that staff and pupils have easy access at all times to free, fresh drinking water on Academy premises – all children will have water bottles provided in class which will be maintained by support staff.
- viii. The Governing Body will promote well-being of children in terms of:
 - physical and mental health and emotional well-being;
 - protection from harm and neglect;
 - education, training and recreation;
 - the contribution children make to society; and
 - social and economic well-being.
- ix. The Governing Body has a duty to establish and review the organisation and arrangements of particular health and safety matters. These include, as a minimum, provision for:
 1. Fire and evacuation;

2. Emergency resilience/continuity plans and procedures;
3. First aid arrangements;
4. Lone working;
5. Violence at work; and
6. Lettings and hiring of services and equipment.

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- x. The Governing Body will establish measures for the implementation of this health and safety policy, organisation and arrangements, with regard to, but not limited to:
 1. Housekeeping and safe disposal of waste.
 2. Occupational health provision.
 3. Educational visits and transport.

H&S Governor	Jonathan Barratt
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b. The duties of the Headteacher

- i. Overall responsibility for the day to day management of health and safety in King's Cross Academy rests with the Headteacher. This includes Academy premises and shared spaces on the school site. The headteacher of FBS is responsible for FBS designated areas on the school site.
- ii. The Headteacher will have a weekly update on Health and Safety in the joint leadership team meetings and advise Governors of the areas of health and safety concern which may need to be addressed by the allocation of funds.
- iii. Matters requiring particular consideration by the Headteacher will include:
 1. Ensuring that there is an adequate system in place for the undertaking of suitable and sufficient risk assessment in compliance with the requirements of the Management of health and safety at work regulations 1999 require specific risk assessments to be completed;
 2. Ensuring that risk assessments are undertaken throughout the establishment and control measures are implemented, and those assessments are monitored and reviewed appropriately;
 3. Ensuring that there is a management system following the principles of "Plan, Do, Check, Act" as contained in HSG 65, for managing the effectiveness of health and safety arrangements, which form part of this policy;
 4. Ensuring adequate staffing levels for safe supervision of pupils and staff, both while at the Academy and for any external activities;
 5. Responsibility for the maintenance of the premises and the provision of adequate welfare facilities for all pupils and employees;
 6. Ensuring that the correct procedure is followed for the reporting, recording, investigation and follow-up of accidents, incidents of violence and near misses;
 7. Ensuring the periodic testing of equipment, in relation to statutory maximum time intervals, or where this is not defined, through effective risk assessment;

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8. Ensuring the adequate provision of first aid materials and fire-fighting appliances;
 9. The communication of appropriate health and safety information to Governors, Academy staff, Representatives of Employee Safety, visitors and contractors;
 10. Formulating and reviewing the detailed arrangements for action to be taken in an emergency and ensuring that all involved are informed of the arrangements;
 11. Arranging for termly evacuation drills and weekly fire alarm tests and any other related inspections;
 12. Advising Governors and landlord of any defect in the state of repair of the building, or its surrounds, or services, which is identified as being unsafe and take whatever action is necessary to minimise the risk until repairs can be arranged;
 13. Arranging for the repair, replacement and/or safe disposal of any item of furniture or equipment which has been identified as unsafe;
 14. Co-ordinating a termly health and safety audit/inspection and periodic health and safety checks, ensuring all areas of the establishment and all activities are covered in an appropriate schedule;
 15. Ensuring effective liaison with, and monitoring of, the activities of catering staff and ground maintenance of contractors including cleaning, visitors and others on the site to ensure that any risks to the health and safety of children, staff, and others are kept to a minimum; liaise with estate management : (currently Broadgate);
 16. Ensuring that all employees are provided with appropriate and adequate health and safety training consistent with their roles;
 17. Ensuring that appropriate matters of Health and Safety are included within the Induction Programme for all new staff and pupils. Staff will be trained on all emergency procedures and carry out manual handling training.
- iv. The Headteacher may choose to delegate to other members of staff any, or all, of the duties associated with the matters in paragraph (iii) above. It is clearly understood by everyone concerned that the delegation of duties will not relieve the Headteacher from the overall day to day responsibilities for health and safety matters within the Academy.
 - v. If the Headteacher chooses to delegate any health and safety duties to another member of staff he must ensure that the person appointed to carry out those duties is competent to carry them out. For the purposes of health and safety "competent" can be regarded as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely. Other factors, such as attitude and physical and mental ability, can also affect someone's competence. The Headteacher must give due regard to this prior to the delegation of duties.
 - vi. The Headteacher may wish to designate a person as the Academy Health and Safety Officer, or similar title. The specific health and safety duties attached to any such appointment must be recorded in writing.
 - vii. The Headteacher must appoint a competent person to coordinate first aid matters in the Academy.

- viii. The Headteacher may choose to appoint a competent person to oversee all arrangements for educational visits.
- ix. The Headteacher, will provide a termly health and safety report for the Governing Body including, but not limited to; any accidents, near-miss incidents, identified gaps in health and safety legal compliance, Health and Safety Executive/ Fire Authority intervention, evacuation reports.

c. Employer Appointed Competent Person

- i. The Head teachers will be the Health and Safety Advisors who will carry out the duties and responsibilities as the Appointed Competent Person, responsible for providing advice and assistance to the Trust.

Named Appointed Person	Emyr Fairburn (KCA) Kay Baxter / Dani Sive (Frank Barnes)
Telephone Contact	EF/KB: 020 7504 0533 / DS: 020 7391 7040 (via interpreter)
Emergency out of hours	EF 07887 612524 / KB 07870 217366/ DS (text only) 07801 441371

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d. Fire Safety Officer

- i. The appointed person will be the 'responsible person' who has the authority and powers of sanction to ensure that standards of fire safety in the Academy are maintained. This will be included in the job description of the Facilities Manager.
- ii. The main duties of the responsible person include, but are not limited to:
 1. Managing the Academy to minimise the incidence of fire (fire prevention); e.g. good housekeeping and security;
 2. Ensuring that current, suitable and sufficient, fire risk assessment has been carried out, or reviewed, on the Academy;
 3. Producing, or reviewing, a current Emergency Fire Plan, inclusive of a Fire Evacuation Plan;
 4. Ensuring that all persons entering Academy premises have had induction training on emergency evacuation procedure in the event of a fire;
 5. Ensuring that all Academy and FBS staff in the school building have received adequate fire and evacuation training consistent with their role;
 6. Checking the adequacy of fire-fighting equipment and ensuring its regular maintenance;
 7. Ensuring fire escape routes and fire exit doors/passageways are kept unobstructed and doors operate correctly;
 8. Ensuring that fire detection and protection systems are maintained and tested and proper records are kept;
 9. Ensuring any close down procedures are followed;
 10. Establishing and maintaining effective communication with local fire authorities and providing the required information and assistance to the fire authority to allow for effective discharge of their duties.

Named Appointed Person	William Jones
Telephone Contact	07940 985482
Emergency out of hours	07940 985482

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e. First Aid Co-ordinator

- i. Responsibility for the management of situations in the Academy relating to injured or ill persons who need medical assistance rests with the First Aid Coordinator.
- ii. The First Aid Coordinator is also required to take charge of the equipment and facilities provided for first aid in the Academy and in addition ensure that:
 1. First aid facilities are maintained in a proper effective condition;
 2. First aid boxes are checked and the contents maintained in a suitable condition.

Named Appointed Person(s)	First aid trained teaching assistants
Telephone Contact	Extension: 141 /146

f. Education Visits Co-ordinator

- i. The Educational Visits Co-ordinator is responsible to the Headteacher for ensuring that the Academy procedures for educational visits are implemented. This role will be included in the job description
- ii. has a responsibility to ensure that all school visits comply with Academy regulations in every respect;
- iii. must ensure that off-site activities are properly planned and supervised and that the pupils' safety is paramount;
- iv. is responsible for checking competency of all supervising staff and volunteers;
- v. must ensure that the careful planning and preparation of the school trip includes a suitable and sufficient assessment of the risks and benefits of all activities;
- vi. must provide full written details of all overseas or high risk adventurous educational visits to the Health and Safety Advisor for prior approval at least one month before the visit is due to commence.

Named Appointed Person	Kay Baxter
Telephone Contact	T: 07870 217366

g. All employees with management or staff supervisory responsibilities

- i. All line managers are responsible to the Headteacher, or their immediate line manager, for ensuring the application of this policy to all activities undertaken by their area of management responsibility. They will also have responsibilities for ensuring that all relevant parts of the Health and Safety Policy are observed and implemented by all

colleagues they supervise in their respective workplaces. In particular, staff holding such positions of responsibility will:

1. Ensure that suitable and sufficient risk assessments are undertaken within their areas of responsibility, that control measures are implemented and those assessments are monitored and reviewed;
2. Ensure that appropriate safe working practices and procedures exist (safe systems of work) within their areas of responsibility and that these are brought to the attention of everyone concerned;
3. Ensure that all accidents and incidents (including near misses) occurring within their areas of responsibility are promptly reported and recorded using the appropriate system in the Academy;
4. Ensure that all reported accidents and incidents within their areas of responsibility are fully investigated with a view to preventing a recurrence;
5. Ensure that all staff within their areas of responsibility are aware of their specific roles in case of fire and/or emergency;
6. Remove from use and report any equipment/appliance which has been identified as being unsafe and which is in need of repair;
7. Ensure that levels of class and staff supervision are adequate at all times;
8. Carry out (in conjunction with other members of staff) daily housekeeping health and safety checks within their areas of responsibility and report or rectify any issues as appropriate;
9. Maintain, or have access to, an up to date library of sector specific relevant health and safety guidance from suitable sources, e.g. HSE and DFE, and ensure that all colleagues they line manage or supervise are aware of and make use of such guidance;
10. Identify specific staff health and safety training needs and arrange for training to be completed so far as is reasonably practicable;
11. Consult with appropriate staff on any matters which may affect their health or safety whilst at work;
12. Carry out induction training including any specific information and training that may be necessary because of activities which are peculiar to an area or phase (e.g. Nursery or Kitchen);
13. Ensure that levels of first aid provision are in place for the activities being undertaken;
14. Resolve health and safety issues, within their competency, within their area or phase, or seek further advice or assistance where necessary;
15. Ensure (via line managed staff where appropriate) that all pupils are given the necessary health and safety information and instruction prior to commencing activities which may involve some risk;
16. Consult the Health and Safety Advisor, or other appropriate bodies (including Health and Safety Representatives and Representatives of Employee Safety), when additional assistance becomes necessary.

h. All employees with teaching or pupil supervisory responsibilities

- i. Teachers and those looking after pupils are responsible for the health and safety of all pupils under their control. Teachers and those looking after pupils shall:
 - 1. Ensure effective supervision by only permitting activities to be undertaken by pupils after carrying out a risk assessment if there are real risks associated with the activity. The class size, the abilities of the pupils involved, the activities to be undertaken etc. will need to be considered;
 - 2. Be aware of the Governing Body's health and safety policy and any policies, rules and arrangements which may apply specifically to an area or phase concerned;
 - 3. Ensure that safety instruction is given to all pupils prior to commencing activities which may involve some risk;
 - 4. Know the location of the nearest fire- fighting equipment and first aid box, and know the emergency procedures in respect of fire/first aid/bomb scare, terrorist attack etc.;
 - 5. Ensure that pupils follow Academy safety rules and that protective equipment is worn where appropriate;
 - 6. Ensure that all personal protective equipment is suitable and in good condition prior to issue;
 - 7. Ensure safety devices e.g. machinery guards are in good condition and are used;
 - 8. Report any defective equipment to the Facilities Manager;
 - 9. Under the direction of the leadership team assist in the investigation of all accidents, incidents, near misses (in conjunction with relevant staff involved);
 - 10. Propose for consideration by a member of the senior leadership team any improvements which they consider would improve health or safety standards within an area or phase;
 - 11. Ensure that an agreed adequate level of supervision is provided and that appropriate health and safety arrangements, including a suitable and sufficient risk assessment, exist prior to taking pupils off site on educational visits.

i. All Employees (including Temporary Employees)

- i. All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions or omissions.
- ii. Employees must also co-operate with the Governing Body and leadership team of the Academy so that they may fulfil any legal requirements placed on them as employers and/or persons in control of premises.
- iii. All employees are required to:
 - 1. Participate in the risk assessment process and comply with findings;
 - 2. Report all defects in the condition of the premises or equipment to which they become aware
 - 3. Report all accidents, incidents and near misses according to the procedures included in Part C of this document;
 - 4. Be familiar with the procedure to be followed in the event of a fire or other serious emergency;

5. Take part in health and safety training, provided by the employer, that the employer considers necessary to maintain the employee's health and safety;
6. Make use of all necessary personal protective equipment provided for safety or health reasons;
7. Where necessary, make use of all control measures made available to them;
8. Follow all relevant safe practice rules;
9. Report any unsafe practices to their manager or Headteacher, or if necessary the Governor responsible for health and safety.
10. Where in the presence of pupils, as a 'reasonable person', ensure pupils follow safe practices and observe all Academy safety rules, and as far as is reasonably practicable ensure that pupils:
 - a. Follow all instructions issued by any member of staff in the case of an emergency, or a risk to safety;
 - b. Do not intentionally or recklessly interfere with equipment provided for safety purposes e.g. fire extinguishers etc;
 - c. Are encouraged to inform any member of staff of any situation which may affect their safety.

j. Pupils

- i. All pupils are expected to follow the Academy Positive Behaviour Policy in order to maintain a safe environment for all.
- ii. Instances of unsafe conduct or behaviour will be managed effectively by the Academy in accordance with the Behaviour Policy.

K. Visitors

All visitors must sign in and out at the reception desk. This includes parents, contractors and peripatetic teachers/specialists. A badge will be issued which must be worn at all times whilst on the premises. Visitors will be made aware of the emergency procedures and given safeguarding information. Contractors undertaking maintenance work will be informed of the emergency procedures and any risks in their work area.

PART C. ARRANGEMENTS FOR HEALTH, SAFETY AND WELFARE

The following arrangements are put in place to establish, monitor and review measures needed to meet health and safety legal compliance and the required health and safety standards in the Academy.

a. Animals

- i. If animals or birds are kept on Academy premises, arrangements should be put in place by the Academy to make suitable and sufficient risk assessment of the risks to those people coming into contact with such animals or birds.
- ii. In all cases where animals or birds are kept on site suitable and sufficient control measures must be put in place by the Academy to control the risk of transfer of infection from E. coli O157.
- iii. Arrangements must also be put in place for the proper health and welfare of any animals or birds that are kept. These arrangements must include, but are not limited to:
 1. The regular provision of clean water and suitable food;
 2. Suitable accommodation in a low stress environment;
 3. Adequate room to move and provision to address individual animal/bird welfare needs;
 4. Competent management of all animals or birds;
 5. Provision for weekends and holidays;
 6. Provision for veterinary and other expert assistance;
- iv. The Academy must not keep animals or birds where it is unable to fully comply with legislation regarding the health and safety of persons in contact with those animals or birds, or where they are unable to meet acceptable standards of animal health and welfare.

b. Accidents and incidents

- i. In order to avoid misunderstanding, the Trust deems an accident and incident to be defined thus:-
 1. **Accident:** - "any unplanned event that results in personnel injury or damage to property, plant or equipment.
 2. **Incident:** - "an unplanned event which does not cause injury or damage, but could have done so." Examples include: items falling near to personnel, incidents involving vehicles and electrical short-circuits.
- ii. In the event of an accident all emergency procedures appropriate to that accident must be put into action, including, but not limited to:
 1. Ensuring, where possible, that the scene of the accident is as safe as is reasonably practicable and poses no substantial risk to others;
 2. Where possible, providing first aid, by a first-aider, to any person who is injured;
 3. Obtaining further medical aid where appropriate.
- iii. All accidents must be recorded in the Academy accident book or form as soon as possible.
- iv. All incidents must be reported to the Headteacher, or the person delegated with the duty of managing accidents and incidents, as soon as possible and a record kept of the incident. This responsibility is for the Facilities Manager.
- v. In order to comply with Regulation 5 of The Management of Health and Safety at Work Regulations 1995 it is important that adverse

events are properly investigated. An 'adverse event' is an accident (an event that results in an injury or ill health), or incident (a near miss, or undesired circumstance).

- vi. The level of investigation should be determined by the potential consequences of the adverse event and the likelihood of it reoccurring.
- vii. Investigations should be carried out jointly by two people, nominated by the Headteacher
- viii. Any member of an investigation team can request additional health and safety support from the Health and Safety Advisor.
- ix. Investigations should be conducted using the guidance and methodology contained in the HSE publication *HSG245 "Investigating accidents and incidents"*.
- x. The Academy must ensure that the documents relating to any accident or incident investigation are retained for a period of five years and disposed of in accordance with confidential waste arrangements.

c. Audits and inspections

- i. Health and safety audits and inspections must be completed on a regular basis and will comprise, as a minimum, a termly site inspection. This should be carried out by appropriate staff, Governors and representatives within the Academy, or by a suitably competent external provider.
- ii. Appointed Health and Safety Representatives and elected Representatives of Employee Safety, can initiate an inspection in an Academy, as part of their functions.
- iii. The Academy should record and use information gathered from inspections and audits to improve health, safety and welfare provision within the Academy, on a risk prioritised basis, so far as is reasonably practicable.
- iv. Results of all health and safety audits and inspections must be made available to the Academy workforce concerned and the results of health and safety audits and inspections will be published internally for reasons of transparency and benchmarking.

d. Confined spaces

- i. No work shall be carried out in a confined space, as defined in Regulation 1(2) of The Confined Spaces Regulations 1997, by Academy employees without strict adherence to the provisions of those regulations and the corresponding HSE Approved Code of Practice, "*L101 Safe work in confined spaces. Confined Spaces Regulations 1997*".

e. Consultation

- i. In order to comply with Regulation 3 of The Health and Safety (Consultation with Employees) Regulations 1996, the Academy will make arrangements for direct consultation with all employees within the Academy on all health and safety matters that may affect them. The results of this consultation will be collated and returned to the Governing Body.
- ii. Headteachers of both the Academy and FBS will meet on a regular basis with the Facilities Manager to discuss Health and Safety matters in

compliance with the Safety Representative & Safety Committee Regulations 1977.

f. Contractors

- i. Anyone entering the Academy for the purpose of carrying out work, or who provides a good or a service, specialised or otherwise, for the client, owner or occupier must be regarded as a “contractor” - to whom duties are owed and who, in turn, owes duties in respect of health and safety.
- ii. Contractors therefore include building, construction and maintenance workers, cleaners, window cleaners, agency staff, equipment repairers, delivery drivers, service staff and consultants. In this policy the term Contractor, includes all sub-contractors and their employees.
- iii. By virtue of the hazardous nature of construction-related contracting compared with general consultancy work, this policy tends to concentrate on those higher risk areas, however many of the principles still apply to other areas of lower risk.
- iv. When children, young persons, or other vulnerable persons are present on the premises contractors without a valid DBS check must never be left unaccompanied whilst on site.
- v. The Academy must comply with the requirements of the Construction Design and Management Regulations, when they apply and ensure that the necessary arrangements are in place.
- vi. The Academy must ensure the proper vetting and selection of contractors regardless of what work they may be required to carry out. It is important to ensure checks are made to ensure that contractors are properly qualified, have the necessary skills to carry out the work and are competent in assessing risks and applying effective health and safety practices.
- vii. The Academy must be familiar with how to manage and work with contractors throughout the project. This includes the planning stage, standards and arrangements, while working on site and on work completion.
- viii. All contractors must receive Health and Safety Induction training from the Academy before being allowed to work on site. This will constitute familiarisation with the Academy layout within the area of their work, including; access and egress, the location of all relevant health and safety items (e.g. fire exits), all local arrangements. A copy of this Health and Safety Policy will be made available if requested by the contractor.

g. Control of substances hazardous to health

- i. All substances representing a potential hazard due to their storage, handling, use or disposal will be assessed to identify the level of risk. Safety data sheets should be used to provide a basis for the risk assessment regarding particular products. The safety data sheet is not a risk assessment in itself.
- ii. COSHH risk assessments in place in areas of stored hazardous substances. Control of Substances Hazardous to Health 2002 (COSHH)
- iii. The substances and the corresponding process in which they are used shall have a written assessment carried out detailing the control measures to be used, and any residual risks.

- iv. The Academy must take suitable precautions to prevent or control the risk of exposure to legionella, including, but not limited to:
 - 1. Ensuring that a suitable and sufficient risk assessment is carried out by a competent person.
 - 2. Establishing any potential risks and implementing measures to either eliminate or control those risks.
 - 3. Ensuring that a competent person is appointed to manage the health and safety risks from legionella, including the control measures
- v. If the Academy decides to employ contractors to carry out water treatment or other work, it is still the responsibility of the appointed competent person to ensure that the treatment is carried out to the required standard.
- vi. The Academy must record any significant findings, including any groups of employees identified by it as being particularly at risk from legionella and the steps taken to prevent or control risks. Records should include details about:
 - 1. The person or people responsible for conducting the risk assessment, managing, and implementing the written scheme.
 - 2. Any significant findings of the risk assessment.
 - 3. The written control scheme and its implementation.
 - 4. The results of any inspection, test or check carried out, and the dates.
 - 5. Details about the state of operation of the system, ie in use/not in use.
- vii. If the Academy has a case of legionellosis in an employee who has worked on hot water systems that are likely to be contaminated with legionella, the Academy must report this under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

h. Dangerous substances and explosive atmospheres

- i. Dangerous substances are any substances used or present at work that could, if not properly controlled, cause harm to people as a result of a fire or explosion. They include such things as solvents, paints, varnishes, flammable gases, such as liquid petroleum gas (LPG), and dust/fumes from foodstuffs, etc.
- ii. In order to control the risks associated with these substances the Academy must:
 - 1. Find out what dangerous substances are in the Academy and assess what the fire and explosion risks are. If there are none, or the risks are negligible, no further action need be taken.
 - 2. Where dangerous substances are identified the Academy must:
 - a. Put control measures in place to either remove those risks or, where this is not possible, control them effectively.
 - b. Put controls in place to reduce the effects of any incidents involving dangerous substances.
 - c. Prepare plans and procedures to deal with accidents, incidents and emergencies involving dangerous substances

- d. Make sure employees are properly informed about and trained to control or deal with the risks from the dangerous substances.
 - e. Identify and classify areas of the workplace where explosive atmospheres may occur and avoid ignition sources (from unprotected equipment, for example) in those areas.
- iii. It is likely that a number of dangerous substances may be present in the Academy, but that would not be in the quantities or conditions that may result in a fire or explosion. However, staff should be aware of the use of volatile substances in science, in art, in the use of LPG in heating/cooking systems, the use of oils and fats in kitchens and the proximity of such substances to sources of ignition.
- iv. The Academy will have Local Exhaust Ventilation (LEV) equipment used to extract dust, fumes and other substances in the kitchen. In order to reduce the likelihood of fire and explosion all LEV systems must be inspected and tested at least every 14 months.

i. Educational visits

- i. The Academy plans to arrange a wide range of “out-of-school “ activities, which can include visits to the estate, museums, trips to the countryside, or taking part in challenging and adventurous activities, as it recognises the benefit of learning away from the Academy. In support of this the HSE advises that the, “Courts have made clear that when health and safety law refers to risks, it is not contemplating risks that are trivial or fanciful. It is not its purpose to impose burdens on employers that are wholly unreasonable”.
- ii. The Academy will ensure that it has arrangements in place to allow for the adequate planning and management of educational visits.
- iii. The Academy should strike the right balance which means that:
 - 1. Staff focus on real risks when planning trips;
 - 2. Those running trips understand their roles, are supported, and are competent to lead or take part in them;
 - 3. The real risks are managed during the trip;
 - 4. Learning opportunities are experienced to the full;
- iv. Striking the right balance does not mean that:
 - 1. Every aspect is set out in copious paperwork that acts as a security blanket for those organising the trip;
 - 2. Detailed risk assessment and recording procedures aimed at higher-risk adventure activities are used when planning lower-risk Academy trips;
 - 3. Mistakes and accidents will not happen; and
 - 4. All risks must be eliminated.
- v. The Academy needs to ensure that the precautions proposed are proportionate to the risks involved, and that the system is easy to use. It should also take account of the assessments and procedures of any other organisations involved, and ensure that communications with others are clear.
- vi. The Academy's arrangements for trips should ensure that:
 - 1. Risk assessment focuses attention on real risks – not risks that are trivial and fanciful;
 - 2. Proportionate systems are in place – so that trips presenting lower-risk activities are quick and easy to organise, and higher-

- risk activities (such as those involving water-based activities) are properly planned and assessed;
3. Those planning the trips are properly supported – so that staff can readily check if they have taken sufficient precautions or whether they should do more;
 4. Staff running Academy trips should clearly communicate information about the planned activities to colleagues and pupils (and parents, where appropriate). This should explain what the precautions are and why they are necessary, to help ensure that everyone focuses on the important issues;
 5. It is important that those running Academy trips act responsibly by:
 - a. Putting sensible precautions in place, and making sure these work in practice;
 - b. Knowing when and how to apply;
 - c. Heeding advice and warnings from others, for example those with local knowledge or specialist expertise (especially in respect of higher-risk activities).

j. Electricity

- i. With particular regard to The Electricity at Work Regulations 1989, the Governing Body will ensure that the following arrangements are in place so far as it is reasonably practicable to do so:
 1. Safe electrical systems are installed on the Academy site;
 2. Suitable protective equipment is installed to reduce the risk of electric shock, excess current, or fire;
 3. Account is taken regarding the environment that electrical systems are to be installed or used in and any external power supply must be rated accordingly;
 4. A suitable earth must be provided for the electrical system and used where appropriate;
 5. A means of isolating electrical systems must be provided and suitable precautions must be in place to ensure that circuits and equipment can be made dead, particularly prior to maintenance or repair work taking place;
 6. The Academy is expected to ensure that all electrical works carried out should comply with these arrangements and in particular should ensure that:
 - a. Persons working on electrical systems, or equipment, must be competent and qualified to do so, in order to prevent danger and injury;
 - b. Work activities that involve electrical systems are to be completed safely, with a safe system of work established where any activities that present a real risk are undertaken;
 - c. Testing and inspection of fixed installations must be completed every five years. Portable Appliance Testing (PAT) must be completed with regard to a current risk assessment and in line with HSE guidance;
 - d. Guidance on the requirements for inspection and testing is:
 - i. All electrical equipment that is used by pupils must be inspected and PAT tested annually.

- ii. Equipment that is rarely moved and not used by pupils (office computers, printers, stage lighting, copiers, etc.) must be inspected and PAT tested at least every five years.
 - iii. Equipment that may be frequently moved, or equipment that is used in harsh environments (vacuum cleaners, etc.) must be PAT tested annually, with more frequent inspections.
 - iv. Records of electrical testing and inspection must be accurately maintained.
- ii. Overloading of plugs and sockets must be avoided as it can lead to fires. The use of adaptors is not permitted and only one plug is allowed per socket. Where extension leads are used the electrical capacity of the circuit must be considered before use.

k. Emergency planning and procedures

- i. The Academy must complete a Business Continuity Plan (Emergency plan) using the format agreed with the insurers (currently Zurich). The content of the plan must include the following sections:
 - 1. Section 1: Incident Management Plan
 - 2. Section 2: Key Contact Information
 - 3. Section 3: Threat Response Plans
 - 4. Section 4: Key Documents
- ii. It is recommended that the Academy Emergency plan be reviewed annually as a matter of routine, but must be reviewed immediately if there have been changes that may affect the plan. This may include, but is not limited to; key documents, key personnel, changes in threat, resource changes, premises changes.
- iii. The Academy must ensure that emergency planning procedures are tested and practiced to ensure that plans are robust and fit for purpose.

l. Equipment at Work

- i. The Academy must ensure that the content of The Provision and Use of Work Equipment Regulations 1998 (PUWER) is adhered to in respect of the equipment resourced by, and used in, the Academy, in that it must be:
 - 1. Suitable for its intended use;
 - 2. Safe for use, maintained in a safe condition and inspected to ensure it is correctly installed and does not subsequently deteriorate;
 - 3. Used only by people who have received adequate information, instruction and training;
 - 4. Accompanied by suitable health and safety measures, such as protective devices and controls. These will normally include emergency stop devices, adequate means of isolation from sources of energy, clearly visible markings and warning devices.
 - 5. Suitable and sufficient risk assessment must be completed for the use of equipment and machinery where there is a risk to the health and safety of the operator, or other people.
- ii. The Academy must comply with the requirements of the Health and Safety (Display Screen Equipment) Regulations 1992, in that they

should initially consider which staff are Display Screen Equipment (DSE) "users" and then put in place the following arrangements:

1. The identified staff who are Display Screen Equipment (DSE) "users" will be supported with full DSE assessments. A list of identified users will be kept with the assessments.
 2. Where individual risk assessments identify adjustments or adaptations to control risks those adjustments or adaptations should be provided by the Academy where it is reasonably practicable to do so.
 3. Identified users of DSE are entitled to regular eye tests carried out by a competent person. The Academy will reimburse the individuals for these expenses in accordance with current procedures within the Academy.
- iii. Lifts and Lifting Equipment are specialised equipment and should be subject to regular examination and maintenance programmes, consistent with the type and use of the equipment concerned. These are as follows:
1. Examination should be as part of a written scheme of examination as follows:
 - a. When the equipment is new, on commissioning.
 - b. Lifting equipment such as cranes, hoists, roller shutter doors, etc: Annual examination.
 - c. Equipment for lifting people such as passenger lifts, 6 monthly examination. (to check)
 - d. Immediately for all lifting equipment that has been subject to 'exceptional circumstances' in its use.
 2. All mobile lifting equipment must be visually checked before use.
 3. All users of specialised lifting equipment must be trained in its use before being allowed to use it.
 4. All users must ensure that they comply with the requirements of the Work at Height Regulations 2005 (as amended) and associated guidance.
 5. The Academy will use a suitably competent contractor to maintain the lift and crucially a different contractor to examine it. All examination records must be kept for the life of the equipment.
 6. Thorough annual inspections carried out by insurers to examine lift function (Currently Zurich)
- iv. Personal Protective Equipment (PPE) is subject to the requirements of The Personal Protective Equipment Regulations 2002 and the Academy has duties regarding its supply, use, storage, maintenance and management.
1. All PPE required to carry out any task will be identified from appropriate risk assessments (COSHH, DSE, Manual Handling, etc.). Only when all other forms of controlling the risks have been considered should PPE be used to reduce risk. Such PPE will then be:
 - a. Identified as being suitable for the task
 - b. Supplied to employees or pupils by the Academy free of charge
 - c. Fitted correctly to ensure effectiveness
 - d. Used by the operator as intended by the manufacturer
 - e. Stored in a suitable and safe condition when not in use

- f. Maintained and inspected to ensure its continued suitability for use
 - g. Replaced if deemed unsuitable for use
 - 2. The Academy will ensure suitable training is given for the use of PPE as required ensuring the correct use of the designated equipment.
 - 3. Employees should be aware that declining to use PPE that they have been trained to use without having a valid reason, in the opinion of the Governing Body, may result in disciplinary action being taken.
- v. Pressure systems are subject to the requirements of the Pressure Systems Safety Regulations 2000 (PSSR) and deal with any plant or equipment that uses a "Relevant Fluid" and require mandatory periodic inspection with regard to the following:
 - 1. A relevant fluid is:
 - a. A gas with a pressure >0.5 bar.
 - b. Steam at any pressure.
 - 2. The Academy must arrange that pressure systems that use a relevant fluid are inspected within the maximum periods, as follows:
 - a. Air pressure systems - 26 months (normally 24 months)
 - b. Air steam boilers and boilers >100°C - 14 months (normally 12 months)
 - c. Refrigeration and air conditioning systems - 48 months
 - d. Steam generation equipment (autoclaves etc.) - 14 months (normally 12 months)
 - e. Steam receiving plant - 26 months (normally 24 months)
 - f. Other pressure systems 12 – 120 months Dependant on vessel type, contents and application.

m. Fire and evacuation

- i. With regard to, and in compliance with, The Regulatory Reform (Fire Safety) Order 2005, as occupiers The Academy will put in place a local fire and evacuation policy and based on a fire risk assessment of local conditions a fire evacuation procedure must be devised and implemented.
- ii. In respect of The Regulatory Reform (Fire Safety) Order 2005 the "responsible person" will be the person appointed by the Governing Body as Fire Safety Officer.
- iii. The Academy must ensure that it liaises with local emergency services with regard to:
 - 1. Arranging any necessary contacts with external emergency services, particularly as regards fire-fighting, rescue work, first-aid and emergency medical care.
 - 2. In an emergency making available to relevant accident and emergency services the information required by articles 15 and 16 of The Regulatory Reform (Fire Safety) Order 2005 as follows:
 - a. Procedures, including safety drills, to be followed in the event of serious and imminent danger to relevant persons including:
 - i. details of relevant work hazards and hazard identification arrangements; and

- ii. specific hazards likely to arise at the time of an accident, incident or emergency;
 - b. What suitable warning and other communication systems are established to enable an appropriate response, including remedial actions and rescue operations, to be made immediately when such an event occurs.
 - c. Where the risk assessment indicates it is necessary, what escape facilities are provided and maintained to ensure that, in the event of danger, relevant persons can leave endangered places promptly and safely.
 - d. The location/s of where such information is displayed at the premises.
- 3. Co-operating with fire and rescue service inspectors whilst carrying out their duties.
- iv. In addition to the scrutiny of Academy fire safety the Governing Body reserves the right, as the employer, to satisfy itself that general fire safety precautions, fire safety arrangements and fire evacuation procedures are maintained to an acceptable standard.

n. First Aid

- i. With regard to, and in compliance with, The Health and safety (First-Aid) Regulations 1981 (as amended) the Academy must put in place a local first-aid policy and effective procedures based on an assessment of local need.
- ii. As it grows the Academy will need to assess numbers of first-aid personnel, training needs, equipment, accommodation and recording and reporting arrangements.
- iii. All staff must be informed of the first-aid arrangements in their area: the location of equipment, facilities and first-aid personnel, and the procedures for monitoring and reviewing the Academy's first-aid needs.

o. Gas safety

- i. In order to ensure gas safety the Academy must ensure that it complies with the provisions of the following regulations:
 - 1. Pipelines Safety Regulations 1996 (PSR)
 - 2. Gas Safety Installation and Use Regulations 1998 (GSIUR)
 - 3. Provision and Use of Work Equipment Regulations 1998 (PUWER)
 - 4. IGEN/UP/11 Edition 3 – Installation of gas pipework, operation & maintenance in an educational establishment
- ii. In order to ensure compliance the Academy must:
 - 1. Ensure that the gas supply and associated distribution pipework is examined every 5 years as a minimum, or sooner as the result of a risk assessment, and as part of that examination all pipework and associated fittings are fit for purpose and safe for use, to the extent that:
 - a. All gas pipework is identified and appropriately labelled;
 - b. The pipework and fittings are undamaged (by physical damage or corrosion) and fit for purpose;
 - c. Any pipework, or fitting, that is damaged, or not fit for purpose, is isolated wherever possible, pending repair/replacement;

2. Ensure that an annual gas safety check is carried out on each gas appliance/installation/flue;
3. Ensure that gas fittings and flues are maintained in a safe condition. Gas appliances must be serviced in accordance with the manufacturer's instructions, or annually if these are unavailable;
4. Keep the record of all safety checks for a minimum of 2 years following the check;
5. The Academy must ensure that all work completed on any part of the gas system is done so by a competent, qualified and "Gas Safe" registered person. The Academy must ensure that proper checks are carried out to ensure the current status of the person concerned with regard to the "Gas Safe" register. The Academy must be alert to the fact that accepting a "Gas Safe" identity/registration document alone may not be sufficient to verify compliance.

p. Health and hygiene

- i. Employees must follow manufacturers' instructions printed on containers or packages and wear any protective equipment advised. Staff should consult their line manager where doubt exists.
- ii. To reduce the likelihood of possible infection/disease staff should take the following precautions:
 1. Always wash hands before eating.
 2. Barrier creams can help minimise infection, use where appropriate.
 3. Seek first aid immediately for cuts and abrasions and report all cases of suspected work-related illness.
 4. Do not leave unwanted food lying around to encourage vermin (rats, mice, pigeons, etc.) and report any evidence of them.
- iii. The Academy will have to undergo food hygiene inspections under the national Food Hygiene Rating Scheme. The frequency of inspection will be determined by LB Camden. Inspections should not normally exceed three years in frequency.
- iv. The Academy (and any contractors) are required to achieve a minimum Food Hygiene rating of 3 "Generally Satisfactory". Where this rating is not achieved remedial measures must be put in place, in consultation with LB Camden and as directed by the Academy, to ensure the improvement to the quality of food hygiene in the areas identified.

q. Letting facilities

- i. As the Academy plans to let, or hire out premises, services or equipment it will put in place a policy and procedures based on the premises, services or equipment offered.
- ii. The policy and procedures must include all health, safety and welfare provision associated with the let or hire. The responsibilities for provision must be made clear and drawn to the attention of the hirers before a contract is entered into.
- iii. The provision must include, but is not limited to, the following health and safety matters:
 1. A safe means of access and egress for the use of the hirers, and that all equipment made available to and used by the hirers is safe to use.

2. Fire escape routes and exits that are clearly marked for the benefit of unfamiliar users of the building, particularly during the hours of darkness;
3. Hirers of the building are briefed about the location of the telephone, fire escape routes, fire alarms and fire-fighting equipment. Notices regarding emergency procedures should be prominently displayed;
4. Hirers of any equipment or facility provided by the Academy are familiar with its safe use and, if necessary, briefed accordingly;

r. Lone working

- i. In order to comply with Section 2 of the Health and Safety at Work etc. Act 1974 and Regulation 3 of The management of Health and Safety at Work Regulations 1999 it is important for the Academy to ensure, so far as is reasonably practicable, the health and safety of employees who are required to work alone.
- ii. It is required that the arrangements contained will include the control measures identified as a result of risk assessment of the particular lone working circumstances within the establishment including travel to and from work, where that travel has significant hazards that cannot be otherwise avoided.
- iii. The duty for implementation, training, monitoring and reviewing the policy and procedures lies with the Governing Body.

s. Managing health and safety

- i. The Governing Body will adopt the Health and Safety Executive (HSE) HSG65 "Managing for Health and Safety" in making judgements regarding the effectiveness of provision of health and safety in the Academy. Consequently, the Academy is advised to use the HSG65 framework of "Plan, Do, Check, Act" in managing health and safety matters.

t. Manual handling

- i. In order to comply with the requirements of The Manual Handling Operations Regulations 1992 (as amended) all tasks requiring any lifting, twisting, pulling or other movement of materials or objects from one place to another, where there is the potential of a risk of injury, must be risk assessed.
- ii. The vast majority of such manual handling tasks will be risk assessed within the overall risk assessment for that task. Where specific hazards are observed e.g. where the weight to be lifted exceeds 25kg, or where the distance of relocation is significant, or where the number of repetitive tasks is high, the tasks will be assessed formally in detail. Appropriate tools to carry out detailed manual handling risk assessments should be used.
- iii. All Academy employees who undertake tasks involving manual handling must be made aware of the risks to their health and safety in completing such tasks and be adequately trained to adopt the appropriate control measures to reduce the risk of injury.

u. Noise and vibration at work

- i. The Academy has a duty to ensure that the effect of noise in the workplace is managed to effective levels. This issue is often

underestimated within educational settings and is often likely to affect employees to a greater extent than pupils, as teachers and support staff are sometimes working for extended periods in noisy areas.

Areas of particular concern are as follows:

1. Music lessons
 2. Indoor physical education
 3. Design Technology Room
 4. Grounds maintenance
- ii. It is important for the Academy to identify persons who use machinery or equipment that may cause harm through vibration. Examples of such equipment are as follows:
1. Floor polishers
 2. Mowers
 3. Polishers
 4. Drills
 5. Sanders
 6. Hand held saws
 7. Leaf blowers
 8. Grass cutters
- iii. Where noise levels are at, or near, 80dB (A) (between the noise of a vacuum cleaner and a blender) for extended periods, or there is extended use of vibrating equipment a noise and/or vibration survey must be completed, or commissioned, by the Academy and where a hazard is apparent a risk assessment must be completed and control measures must be put in place to eliminate or reduce those risks.

v. Occupational health

- i. The Academy must ensure that adequate arrangements are made and provision is in place regarding occupational health services. These include provision for, but not restricted to:
1. Pre-employment health checks;
 2. Health surveillance (where identified by risk assessment);
 3. Substance abuse support;
 4. New and expectant mothers; and
 5. Medical referrals, including work related stress support.
- ii. Alcohol and drugs:
1. The possession or use of illegal drugs or substances is prohibited to all Academy employees and contractors on the Academy site.
 2. Employees, parents, carers or visitors may not consume alcohol on Academy premises, unless this has been agreed by the Headteacher.
 3. Staff who have been prescribed drugs that may affect their ability to work safely must inform their line manager immediately
 4. Any person found to be under the influence of an illegal substance, or alcohol, during working hours shall be required to leave the premises in a safe manner.
 5. Smoking is not allowed on Academy premises.
- iii. Health surveillance can be a legal requirement in a range of health and safety related matters, as a risk management control. Academy employees may be subject to health surveillance measures when this control is indicated as a result of risk assessment. This includes the management of residual risks in the following areas:

1. Noise
 2. Night work
 3. Vibration
 4. Dusts
 5. Fumes
 6. Biological agents
 7. Lead
 8. Compressed air
- iv. New and expectant mothers
1. Under these circumstances an appropriate risk assessment must be carried out by the Academy in respect of the working conditions, physical, biological and chemical hazards, and the tasks undertaken by the pregnant women or nursing mothers
 2. Particular attention should be paid to hazards such as lead, mercury and pesticides.
 3. Where required, additional or different control measures must be implemented by the Academy, such as temporarily adjusting working conditions and/or hours of work. If necessary, the employee may need to undertake suitable alternative duties in order to mitigate any risks
 4. Where the risk is significant and is not possible to control the Academy may consider suspending a female employee from work on paid leave for as long as necessary, to protect her health and safety, and that of her child.
 5. The Academy must ensure that suitable and appropriate rest facilities are provided for pregnant women or nursing mothers to enable them to rest. Similarly it is anticipated that as part of the risk assessment process it is likely that new or expectant mothers will need to go to the toilet more often. It is sensible to agree timing and flexibility of rest breaks with the employee.
- v. Should a problem arise which needs further clarification, the Governing Body retains the right to make a medical referral to an independent medical advisor selected by the Governing Body. Where this becomes necessary, the right of an employee to access any medical report is protected under the Access to Medical Reports Act 1988. This and any related information will also be kept in accordance with the requirements of the Data Protection Act 1998 at all times.

w. Radiation (ionising and non-ionising)

- i. Sources of ionising radiation must be managed in the Academy in accordance with the requirements of Ionising Radiation Regulations 2017 (IRR17) and other relevant legislation
- ii. In complying with statutory legislation and the formulation of local rules regarding the management of sources of ionising radiation the Academy must pay particular attention to the content of CLEAPSS publication, *"L93 Managing Ionising Radiations and Radioactive Substances in Schools and Colleges, 2013"*.
- iii. If the Academy uses lasers for entertainment, theatre or public exhibition purposes they must consider the guidance to be found in the HSE publication, *"HSG65 The radiation safety of lasers used for display purposes"* in planning and managing the event.
- iv. When using projectors and laser pointers the Academy should establish safe systems of work for teachers and pupils and give instruction on their adoption so that:

1. Staring directly into the projector beam is avoided at all times.
 2. Standing in the beam, whilst facing the projector, is minimised. Users, especially pupils, should try to keep their backs to the beam as much as possible.
 3. In this regard, the use of a stick or laser pointer to avoid the need for the user to enter the projector beam is recommended.
 4. Pupils are adequately supervised when they are asked to point out something on the screen.
- v. The Academy must develop procedures for protecting staff and pupils from the effect of prolonged exposure to sunlight. (Sun protection and policy)

x. Recording and reporting arrangements

- i. There is a legal duty under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (as amended) (RIDDOR) to report certain work-related accidents, industrial diseases and dangerous occurrences to the HSE. In short, these are:
 1. Work-related accidents which cause death;
 2. Work-related accidents which cause certain serious injuries (reportable injuries);
 3. Work-related accidents which cause an employee to be away from work or unable to perform their normal work duties for more than seven consecutive days
 4. Diagnosed cases of certain industrial diseases;
 5. Certain 'dangerous occurrences' (incidents with the potential to cause harm).
 6. Work-related accidents involving visitors or pupils must be reported if a person is injured, and is taken from the scene of the accident to hospital for treatment to that injury. There is no need to report incidents where people are taken to hospital purely as a precaution when no injury is apparent.
- ii. There is also a requirement under RIDDOR to maintain a record of any work-related accidents which cause an employee to be away from work or unable to perform their normal work duties for more than three consecutive days.
- iii. The Academy must ensure that there are written procedures in place, which have been communicated to all staff, to report and record all accidents, diseases and dangerous incidents, in order to be fully compliant with RIDDOR, the Social Security (Claims and Payments) Regulations and the Social Security Administration Act.
- iv. An accident book meeting current standards (Data Protection Act compliant) must be used to record accidents at work and for reporting arrangements. The HSE Accident book BI 510 is recommended for this purpose. A designated person should be appointed for the safe storage of completed accident reports.

y. Resolving Disagreements

- i. The Academy Grievance procedure will be used for grievances arising from health and safety issues raised by staff and safety representatives.
- ii. Where a safety representative is of the opinion that there is immediate danger that demands urgent attention he/she shall have immediate access to an appropriate member of management.

- iii. This arrangement will form part of the Governing Body's statutory policies and be subject to review after one year, and subsequently at any time.

z. Risk assessment

- i. In order to comply with The Management of Health and Safety at Work Regulations 1999 (and other legislation) suitable and sufficient risk assessments must be completed and recorded with regard to the risks to the health and safety of King's Cross Academy employees at work.
- ii. Risk assessment should be completed where potential hazards have been identified with regard to, but not exclusively confined to:
 - 1. Processes and procedures;
 - 2. Equipment and materials;
 - 3. Premises; and
 - 4. Specialist matters
 - 5. External trips
- iii. All risk assessments must be completed by a competent person. For the purposes of risk assessment "competent" can be regarded as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform the task safely. Where there is no competent person/s within the Academy to carry out routine risk assessments, provision for suitable training of staff must be put in place.
- iv. For routine risk assessments the "5 steps to risk assessment" model provided by the HSE should be followed.
- v. For specialist risk assessments the Academy should follow a hierarchy for provision:
 - 1. Use an in house competent person to carry out the risk assessment, in the first instance, where such a person is employed at the Academy.
 - 2. Where no such person is employed at the Academy consideration should be given to providing appropriate training to a suitable existing employee in order to establish competence, based on a need/cost analysis.
 - 3. Where the need for a specialist risk assessment is urgent, or the cost of training an existing an employee to a competent standard is disproportionate to the need, external risk assessment provision can be procured.

aa. Safe systems of work

- i. Part of the employer's general duty is to provide systems of work that are, so far as is reasonably practicable, safe and without risks to health. Safe systems of work must be identified through the risk assessment process.
- ii. The Academy is responsible for ensuring that the components of a system are in place locally that include:
 - 1. Co-ordination of the work of different areas and activities.
 - 2. Training, instruction and supervision.
 - 3. Layout of plant and equipment.
 - 4. The method of using particular machines and of carrying out particular processes
 - 5. The instruction of trainees and inexperienced employees in particular tasks beyond their normal experience.

6. The sequence in which the work is to be carried out.
 7. The provision of warnings, notices, and the issue of special instructions in particular cases.
 8. The procedure for introducing changes into normally accepted routines and practices, including explanations of why the changes are necessary.
 9. A contingency plan to deal with foreseeable emergencies.
 10. An auditing or monitoring regime to ensure the system is working safely.
 11. General conditions of the workplace.
- iii. The Academy is expected to manage hazards with at least the same degree of attention and with at least the same allocation of resources and priorities as they manage all other management functions such as, school improvement, human resources and budgetary matters.
 - iv. The Academy should be aware that the principle of establishing and maintaining 'safe systems of work' is keenly regarded by enforcing authorities as a direct reflection of managerial competence and commitment.

bb. Security

- i. The Academy has the responsibility for ensuring that suitable and sufficient arrangements are in place to prevent unauthorised access to its premises at all times, so far as is reasonably practicable.
- ii. From time to time access to specific areas within the Academy may be restricted to authorised staff only, as identified by the assessments of particular hazards. Such restrictions must be clearly marked.
- iii. All visitors to the Academy are required to sign in at reception. On the first visit to the Academy a visitor will be made aware of the emergency arrangements and of any alarm testing schedule. All visitors must be asked for proof of identity before being allowed to proceed into any area of the Academy.
- iv. Visitors must always be accompanied within the Academy, unless there are no children or vulnerable people in the Academy at the time of the visit, or the visitor has been verified by the appropriate DBS check.
- v. Unauthorised visitors should be asked to leave the premises, but staff must be aware that they should not place themselves at risk in doing so. Assistance from local police should be sought if there is any concern regarding safety.

cc. Slips and trips

- i. Accident statistics show that a significant number of all staff injuries in schools result from slips, trips and falls. Therefore, from an accident prevention viewpoint, the Academy must pay particular attention to adopting effective preventative measures to reduce occurrences of slips and trips. In order to reduce risk the following measures must be put in place:
 1. The Academy must develop local cleaning, housekeeping and repair arrangements to ensure a clean, orderly, well maintained and uncluttered workplace. These measures should identify particular responsibilities and procedures.
 2. Arrangements for the safe movement of people around the Academy should be established and these should be

- communicated to staff and pupils. These measures should include provision for inclement weather and snow and ice.
3. Disposal of waste materials must be proactive and in accordance with the requirements of LB Camden. Particular attention must be given to the safe disposal of hazardous waste.
 4. Appropriate training on slips and trips should be included within staff training requirements and preventative measures appropriately communicated to pupils (reporting spills and trip hazards, etc.)

dd. Stress management

- i. At times employees could be under unacceptable levels of stress, either from the effects of their home life, from their duties at work, or a combination of both. The Management of Health and Safety at Work Regulations 1999 which places a legal duty on employers to protect employees from stress at work by doing a risk assessment and acting on it, however it is sometimes impossible to reduce external stressors, therefore it is important that the Academy follows some key points to manage the levels of work-related stress of employees, as follows;
 1. Line managers and senior leaders should ensure that employees are able to cope with the demands of their jobs.
 2. Employees should be able to have a say about the way they do their work wherever possible.
 3. Adequate information and support should be provided from colleagues and superiors.
 4. Employees must never be subjected to unacceptable behaviours, e.g. bullying at work.
 5. Managers should ensure that employees understand their role and responsibilities.
 6. Employees must be actively engaged and meaningfully consulted when the Academy is undergoing any organisational change that may affect them.
 7. Systems are to be in place locally to effectively respond to any individual concerns regarding any of the above matters.
- ii. The Academy must have suitable and sufficient provision in place for the management of work-related stress-related illness. Where in doubt the Academy should follow the principles of the HSE "*Management Standards for work-related stress*".

ee. Supervision at work

- i. The Academy must provide an adequate and appropriate level of supervision for employees, in that:
 1. Managers need to know what is expected from them in terms of health and safety. They need to understand the Academy Health and Safety Policy, where they fit in, and how the Governing Body and the Headteacher want health and safety to be managed.
 2. Managers may need training in the specific hazards of particular processes and how the Academy expects the risks to be controlled.
 3. New, or inexperienced people, as well as those whose first language is not English, are very likely to need more

- supervision than others. The Academy must ensure that employees know how to raise concerns and managers are familiar with the possible problems due to unfamiliarity, inexperience and communication difficulties.
4. Managers need to ensure that employees in their charge understand risks associated with the work environment and measures to control them.
 5. Managers will need to make sure the control measures to protect against risk are up to date and are being properly used, maintained and monitored.
- ii. The Academy must make sure it has arrangements in place to check the work of contractors is being done safely and as agreed.
 - iii. Under the Management of Health and Safety at Work Regulations 1999, the Academy has a duty to ensure that young people (Under 18) employed by the Academy are not exposed to risk due to:
 1. lack of experience;
 2. being unaware of existing or potential risks and/or;
 3. lack of maturity.
 - iv. With regard to young people employed by the Academy, it must consider:
 1. the layout of the workplace;
 2. the physical, biological and chemical agents they will be exposed to;
 3. how they will handle work equipment;
 4. how the work and processes are organised;
 5. the extent of health and safety training needed;
 6. risks from particular agents, processes and work.
 - v. These considerations should be straightforward in low-risk areas, for example in an office. In higher-risk areas the risks are likely to be greater and will need more attention to ensure that they are properly controlled.

ff. Training and information

- i. All new employees will receive Health and Safety Induction training. This will constitute familiarisation of their premises layout, including the location of all relevant health and safety items (e.g. fire exits) and all local arrangements.
- ii. All staff must be made aware of the content of this Health and Safety Policy, Organisation and Arrangements and relevant local policies and supporting procedures. These documents must be readily available to the employee.
- iii. Individual staff health and safety training needs must be assessed by a line manager on appointment of the member of staff and then annually as a minimum. Where employees have significant changes to their role, or they change role, this assessment must be carried out at the time of the change.
- iv. The Academy is required to ensure that suitable and sufficient health and safety training has been undertaken by all staff consistent with the needs of their role. All training relating to health and safety will be recorded and signed by the individual as a record that such training was completed.
- v. If a member of staff declines to take part in health and safety training required for their role (in all cases induction health and safety training) the reason/s for declining the training must be provided by the

employee. In such cases the matter should be investigated by the Academy.

- vi. Where a barrier to completing the training is identified, reasonable adjustments should be put in place to overcome that barrier, in order to allow the member of staff to partake in the training.
- vii. Where an employee continues to refuse health and safety training further advice should be sought from the Headteacher.
- viii. Employees should be aware that declining health and safety training without having a valid reason, in the opinion of the Governing Body, may result in disciplinary action being taken.
- ix. The Academy must ensure that it provides staff with comprehensible and relevant information on the risks to their health and safety identified by any risk assessment, including, but not limited to:
 - 1. Any preventive and protective measures in place;
 - 2. The procedures to be followed in the event of serious and imminent danger;
 - 3. The measures for fire-fighting in the workplace; and
 - 4. The identity of those persons responsible for the evacuation from the premises.
- x. The Academy must take all reasonable steps to inform any other employers concerned of the risks to their employees' health and safety arising out of or in connection with conduct by the Academy

gg. Transport and vehicle management

- i. The Academy has the responsibility to risk assess local requirements relating to traffic/pedestrian safety and separation.
- ii. Staff are strictly forbidden from driving a vehicle on Academy business whilst under the influence of alcohol or drugs.
- iii. Staff are strictly forbidden from using hand-held mobile phones or similar devices whilst driving a vehicle on Academy business.
- iv. There is no parking at the academy and vehicles are only able for loading(30 min max stay) at the main entrance

hh. Violence at work

- i. The Academy is required to put in place a local violence at work policy in which the arrangements provide reasonably practicable local health and safety provision for reducing the risk of violence towards staff, or other persons that may be affected.
- ii. It is expected that the arrangements contained within the policy will include the control measures identified as a result of suitable and sufficient risk assessment of the particular working circumstances of employees and others within the establishment. Such circumstances may include:
 - 1. The possibility of violent behaviour by persons in the Academy.
 - 2. Situations that could escalate into violence if not managed effectively.
- iii. The Governing Body is responsible for monitoring and reviewing the implementation of this policy and procedures.

ii. Welfare

- i. With particular regard to The Workplace (Health, Safety and Welfare) Regulations 1992, the Academy has the duty to ensure the following provision so far as it is reasonably practicable to do so:
 - 1. Welfare Facilities:

- a. Suitable and sufficient toilets and hand basins, with soap and towels or a hand-dryer.
- b. Safe drinking water.
- c. A place to store clothing, where required, (and somewhere to change if special clothing is worn for work).
- d. Somewhere to rest and eat meals.
- 2. Health issues:
 - a. Good ventilation – a supply of fresh, clean air drawn from outside, or a ventilation system.
 - b. A reasonable working temperature (usually at least 16°C, or 13°C for strenuous work, unless other laws require lower temperatures).
 - c. Lighting suitable for the work being carried out.
 - d. Enough room space and suitable workstations and seating.
 - e. A clean workplace with appropriate waste containers.
- 3. Safety issues
 - a. Properly maintained premises and work equipment.
 - b. Floors and traffic routes kept free from obstruction.
 - c. Windows that can be cleaned safely.
 - d. Transparent (e.g. glass) doors or walls that are protected or made of safety material.

jj. Work experience safety

- i. If the Academy provides work experience it must ensure that adequate measures are in place to manage that provision on its own or in partnership with a provider. Whichever is the arrangement the Academy should ensure that account is taken of this guidance.

kk. Working at height

- i. The Academy a duty to manage work at height, in accordance with The Work at Height Regulations 2005, which requires the Academy to follow the hierarchy of controls; avoid, prevent, arrest:
 - 1. Consider if the work can be done safely from the ground. Fall restraints and safety netting should only be considered as a last resort if other safety equipment cannot be used.
 - 2. Risk assess work at height. Assess the risks, take precautions, and issue clear method statements for everyone who will work at height.
 - 3. Roof work must have planned safe access, to prevent falls from edges and openings.
 - 4. When considering fragile surfaces the hierarchy of controls for working on or near fragile surfaces is; avoid, control, communicate, co-operate.
 - 5. Consider when it's appropriate to use ladders and the three key safety issues; position, condition, safe use (no job longer than 30 minutes).
 - 6. For using tower scaffolds; select the right tower for the job; erect, use, move and dismantle the tower safely, ensure that it is stable, inspect it regularly, prevent falls.

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LL. Use of Venues for swimming lesson

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6- Swimming External venues used by the Schools are visited by the PE department and individually risk assessed with advice from the operators. A plan of the pool area, emergency alarms and fire exits will be prepared and issued to relevant teachers with the facility Normal Operating Procedures. Deep and shallow ends are clearly marked and ideally divided by a rope wherever possible. Lifesaving devices and at least one lifeguard or swim teacher with a rescue award are located around the poolside. All teachers and students are made aware of the Swimming Pool Emergency Evacuation Procedures. This is refreshed following any change in teachers or students.

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MM: New and Expectant Mothers

Staff that is a new or expectant mother should notify their line manager as soon as practicable. The relevant manager should review the relevant risk assessments with the relevant staff to ascertain if further controls are required. If necessary, a specific risk assessment should be carried out for the new/expectant mother. The Schools should consider these risks when completing the risk assessment:

- a) Working with hazardous substances
- b) Stressful environments
- c) Movement around the site (including stairs and distances between classrooms etc.)
- d) Doing duties that involve physical effort which might be too arduous;
- e) Standing for long periods
- f) Inherent risks in certain departments, e.g. PE, Science
- g) Manual Handling
- h) Working in a confined working space
- i) Using an unsuitable workstation j) Infectious diseases
- k) The provision of appropriate sanitary and rest facilities.

NN. Water hygiene management (control of Legionnaire' disease)

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The Business Manager will ensure that competent persons are engaged to manage the water system and control the spread of legionella bacteria. These persons will be the Facilities Manager and specialist external contractors The School will ensure a suitable and sufficient assessment as detailed in the COSHH Regulations and Approved Code of Practice L8 is carried out to identify and assess the risk of exposure to Legionella bacteria from work activities and the water systems on the premises and any necessary precautionary measures. Where the risk assessment shows that there is

reasonable foreseeability of risk, and this cannot be eliminated, a written scheme for controlling the risk from exposure will be written by a competent person. This scheme will specify measures to be taken to ensure that it remains effective;

The School will ensure that a suitable and sufficient monitoring regime is in place and that records are kept

Conclusion

This Health and Safety policy reflects the schools Academy's serious intent to accept its responsibilities in all matters relating to Health and Safety. The clear lines of responsibility and organisation describe the arrangements which are in place to implement all aspects of this policy.

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Document Control

Adapted from a provider model by	The Key
Reviewed by	William Jones
Approved by Governors	March 2022
Date for Review	March 2023
Signed – Chair of Governors	
Signed – Headteacher	

Further Guidance and Resources

Further guidance can be obtained from organisations such as the Health and Safety Executive (HSE) or Judicium Education. The following are some examples. The Health and Safety lead in the school will keep under review to ensure links are current. HSE <https://www.hse.gov.uk/> HSE - Sensible health and safety management in schools <https://www.hse.gov.uk/services/education/sensible-leadership/index.htm> Department for Education - Health and safety: responsibilities and duties for schools <https://www.gov.uk/government/publications/health-and-safety-advice->

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[forschools/responsibilities-and-duties-for-schools](#) ● National Education Union (NEU) – Health and Safety Advice <https://neu.org.uk/health-and-safety-advice> 16 Further Resources ● The Royal Society for the Prevention of Accidents (RoSPA) - Managing Safety In Schools and Colleges <https://www.rospa.com/rospaweb/docs/advice-services/school-collegesafety/managing-safety-schools-colleges.pdf>

[This Health and Safety policy should be read in conjunction with other premises policies and procedures.](#)