

**Royal Borough of Kingston**  
**Grand Avenue Primary School**

## **Health and Safety Organisation and Arrangements Policy**

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Agreed by staff and Governors – Summer term 2022  
Review date – Summer term 2025

**Adapted from the RBK and Local Education Authority Policy**

### **1.INITIAL STATEMENT**

Grand Avenue Primary and Nursery operates within the overall health and safety policy of the Royal Borough of Kingston, which specifies required standards of health and safety for schools. In particular it is the school's policy to ensure so far as is reasonably practicable that:

- There is a safe and healthy environment throughout the school.
- Working practices which ensure health and safety are established for staff pupils and others (such as contractors and volunteers) who visit or work on the premises
- Sufficient health and safety information, instruction supervision and training is provided for staff, pupils, contractors, volunteers, and visitors so as to ensure the health and safety of all who may be affected by their work or activities.
- Health and Safety standards and practices are regularly monitored and reviewed and where deficiencies are identified they are promptly rectified.

## 2.ORGANISATION

### Responsibilities of the Governors

The school governors have responsibility for keeping under review standards of health and safety within the school. Where deficiencies are identified the governors have responsibility for ensuring that corrective action is taken. The governors also have particular responsibility for:

- ensuring that decisions of the governing body take account of, and comply with, the health and safety policy of the Borough and LEA;
- ensuring that sufficient resources are allocated to meeting the mandatory minimum standards of the Borough Health and Safety Policy and any legal requirements relating to health and safety;
- ensuring that health and safety standards in the school are monitored and reviewing the standards achieved by considering reports from the headteacher at least every term;
- ensuring that school premises, buildings and equipment for which they are responsible, are adequately maintained and inspected so as to ensure the health and safety of staff, pupils, visitors and contractors who may visit, use or work on the premises;
- ensuring that where contractors are engaged to undertake work on school premises or buildings, an adequate assessment of the prospective contractors involved is undertaken in order to ensure that any contractor selected has adequate resources and competence to undertake the work safely and without putting the contractor's employees, or school staff, or pupils at risk;

- ensuring that where volunteers are used to give assistance to the school activities, or undertake work in school premises, such work is adequately planned, organised and supervised, and the volunteers used have sufficient competence so as to ensure the health and safety of both of those undertaking the work and anyone who may be affected by it.

b) **Headteacher (Margaret Barrington 2022)**

The headteacher has overall responsibility for the day to day management of health and safety in the school. In particular, the headteacher has the following responsibilities:

- To ensure that the health and safety standards detailed in the Royal Borough of Kingston Health and Safety Handbook for Schools are implemented and maintained at the school.
- To ensure that school staff receive adequate health and safety training appropriate for their responsibilities and, in particular, that minimum staff training, as specified in the Royal Borough of Kingston Health and Safety Handbook for Schools, is implemented for relevant staff.
- To ensure that staff are adequately consulted on health and safety matters either through the school safety committee, or directly, and that staff to be allocated health and safety responsibilities are adequately consulted on the type and nature of the duties allocated.
- To ensure that the standards of health and safety are formally monitored and that a health and safety report covering the minimum items specified in the Royal Borough of Kingston Health and Safety Handbook for Schools is presented to the Governors at least every term.
- To chair the school health and safety committee.
- Attend any required health and safety training provided by the school or the Council.
- To ensure that health and safety monitoring and inspection arrangements, meeting the minimum standards specified in the Health and Safety Handbook for schools, are implemented.
- To ensure that where new staff are recruited, the selection process takes adequate account of the training and competence of the prospective staff member to undertake the work safely, having regard to the degree of supervision they will receive.
- To ensure for any off-site event or trip, organised by, or on behalf of, the school, that adequate arrangements are made for the supervision of the pupils involved and the safety of the staff and pupils, and that these arrangements at least meet any minimum standards specified by the LEA.
- To ensure that, where required, school specific risk assessments are undertaken and recorded.
- To ensure that the health and safety requirements identified, either in the school specific risk assessments or in relevant LEA or CLEAPPS risk assessments, are implemented.

- To ensure there are adequate arrangements for first aid, both on school premises and on school outings, or activities, in accordance with the LEA guidelines.

c) **Fire Safety Manager (Mr Steve Bassett 2022 )**

The Caretaker will have responsibility for overall planning and organisation of fire safety matters within the school. In particular he or she will:

- ensure that fire precautions in the school premises are maintained in accordance with the standards detailed in the Health and Safety Handbook for Schools and that practice fire evacuation drills are undertaken at least every term.
- ensure that all staff are aware of their particular responsibilities in the event of fire.
- ensure that there are arrangements made for nominated members of staff to call the fire brigade and meet them on arrival;
- ensure a check is made at least every term that the inspection and maintenance arrangements for fire alarm and detection systems, emergency lighting, and fire extinguishers are being undertaken correctly and that a report is provided to the headteacher on the results of this check.
- ensuring that a record of practice fire evacuation drills is kept, showing the date of the fire evacuation and the time taken to evacuate the premises.
- ensuring that there is a nominated person and deputy for calling the fire brigade in the event of fire and that a clear notice of the procedure for calling the fire brigade is displayed;

d) **Teaching Staff**

Teachers within the school have a responsibility for the health and safety of themselves and pupils under their control. In particular teachers are responsible for:

- undertaking lessons and school activities in accordance with any national, Council or school guidelines relevant to the health and safety of the staff and pupils.
- ensuring that they are familiar with the school fire procedure and their role in it.
- maintaining good standards of housekeeping and cleanliness in the activities under their control.
- ensuring where pupils need to wear any protective clothing or equipment for particular lessons or activities, that the use of such clothing or equipment is rigorously enforced.
- ensuring that any special equipment for which they have particular responsibility is maintained in a safe condition and is suitable for the purpose for which it is used.

- ensuring that where there are health and safety considerations in relation to a particular lesson or activity, the lesson plan addresses these issues and is adhered to;
- ensuring that any off-site outing or activity for which they are responsible, only takes place following written authorisation by the headteacher and in accordance with a plan which specifies an adequate level of supervision and health and safety arrangements to ensure that pupils or others are not put at risk.
- attending any required health and safety training provided by the school or the Council.
- undertaking, as required by the headteacher, any formal health and safety monitoring or inspections, in order to assist the school maintain adequate health and safety standards.
- reporting, promptly, any deficiencies in health and safety standards they are not able to correct, either to the headteacher, or the Premises Manager as appropriate
- Ensure safeguarding and security procedures are followed.

e) **Premises Manager (Hannah Gamble 2022)**

The Premises Manager is responsible to the headteacher for:

- ensuring that fire equipment and systems are adequately maintained and tested in accordance with the standards specified in the Health and Safety Handbook for Schools and that records are kept.
- acting as the school representative in any dealings with contractors who are to work at the school.
- assisting the school to assess the competence of any contractors who it is intended to use for undertaking work at the school, and monitoring the standards of health and safety whilst the work is undertaken.
- ensuring that the day to day maintenance of the school premises is undertaken and that serious deficiencies which cannot be quickly corrected are notified to the headteacher.
- ensuring that statutory inspections of school plant, equipment (including playground equipment) and systems are undertaken using competent staff or contractors in accordance with Borough policies and procedures and that any corrective action identified as necessary is promptly implemented and the required records are kept.
- ensuring that inspections of portable electrical equipment, the fixed electrical installation, ladders, stepladders, playground equipment and gas equipment are undertaken in accordance with the standards in the Health and Safety Management and that records are kept.

- ensuring that any necessary statutory inspections of lifting tackle, pressure vessels and exhaust ventilation equipment are undertaken and records kept.
- arranging any necessary corrective action identified by health and safety inspections detailed above.
- maintaining a register of dangerous and hazardous substances used or stored at the school and ensuring that this register contains copies of up to date material safety data sheets.
- ensuring that COSHH assessments are available for materials used or generated in the maintenance and cleaning of the school and for the control of legionella in school water system.
- ensuring relevant work is undertaken and controls maintained in accordance with the appropriate COSHH assessments.
- ensuring that weekly walk through inspections of the standards of housekeeping in the school premises are undertaken and that deficiencies which cannot be promptly corrected are reported to the headteacher.
- ensuring that he/she only undertakes work which is within his/her training or competence and, in particular, that he/she does not undertake work on roofs, scaffolding, or in confined spaces such as drains or tanks, unless he/she is both trained and authorised to do so.
- maintaining a list of staff trained to undertake risk assessments required for manual handling, display screen equipment, the use and storage of hazardous substances and general risk assessments.
- ensuring that a list of first aiders is maintained, together with the dates for refresher training.
- arranging necessary refresher training for first aiders.
- maintaining records of health and safety training undertaken for school staff.
- maintaining a list of staff trained to undertake risk assessments required for manual handling, display screen equipment, the use and storage of hazardous substances and general risk assessments.
- reporting to the headteacher the need to train further first aiders in order to meet the minimum required for the school.
- ensuring that eye and eye sight tests are offered to school staff who are regular users of display screen equipment, in accordance with the Council's Policy.
- ensuring that notices displaying the name and location of first aiders are kept up to date.
- maintaining the school accident book and arranging for statutory accident reports to be completed in accordance with the procedure in the Health and Safety Handbook for Schools.

- ensuring that assessments are undertaken of display screen equipment workstations used in the school by employed staff and that records of the assessments are kept

f) **Office manager (Hannah Gamble 2022)**

The office manager/school secretary is responsible for:

- ensuring that records are kept of pupils undertaking school trips and outings, together with the names and responsibilities of supervising staff accompanying the pupils.
- ensuring that where school visits or holidays involving adventure activities are planned, written confirmation and evidence is obtained from the centre involved that a current licence, issued under the Adventure Activities Licensing Regulations, is held for the activities involved.

g) **Other School Staff**

All school staff have a responsibility for undertaking their work in accordance with any instructions or training provided by the school or the Council and for drawing to the schools attention any equipment or situation which could create a danger to themselves or others. All staff are also required to ensure their work is carried out in a way which avoids risks to themselves or others.

h) **School Pupils**

All pupils at the school are required, having regard to their age and maturity, to act in accordance with any school health and safety instructions, rules and procedures and not to behave in a way which would put themselves or others in danger. Pupils are also required not to interfere with, or misuse, any safety or fire equipment.

### **3. ARRANGEMENTS, STANDARDS AND GUIDANCE**

The school ensures high standards of health and safety across the site by carrying out regular in house testing, inspection and site checks. These include system and equipment checks as well as general site checks to ensure walkways and travel routes are clear and that fire exits are not blocked.

The school complies with all relevant legal standards; it does this by following the guidance provided by the Action HR Health & Safety Team . Where guidance does not cover a specific issue the school adopts the practices or standards recommended in, Health & Safety Executive or Department of Education publications or the relevant British or European Standard.

#### **4. COMPETENT PROFESSIONAL HEALTH AND SAFETY SUPPORT AND ASSISTANCE**

The school receives Health & Safety advice & assistance from the Action HR Health & Safety Team, (Occupational Health, Safety & Wellbeing Team Royal Borough Kingston in shared service with London Borough Sutton). The school sends a representative to the regular Schools Health & Safety Meetings arranged by the Action HR Health & Safety Team.

#### **5. HEALTH AND SAFETY COMMITTEE**

The school health and safety committee, which comprises of the school business manager and a named governor, meet once a term for a site walk and make health and safety recommendations to the Governing Body.

#### **6. ALPHABETICAL**

##### **ACCIDENTS AND FIRST AID**

The school has a number of first aiders, whose names are displayed throughout the school. Any injuries to pupils or staff must be reported to a first aider, who will ensure that appropriate action is taken. Records of such injuries must be entered in the accident book. The contents of first aid boxes are maintained by the first aiders to whom they are allocated. Accidents, ill health conditions and dangerous occurrences which fall within statutory reporting requirements, will be reported, in accordance with Council procedures, by the school secretary.

All accidents & incidents are recorded locally and in house investigation is carried out to establish cause & prevent a recurrence. The school also makes use of the Action HR Health & Safety on line Accident Management System, (AMS) to report accidents & incidents.

The Action HR Health & Safety Team carry out incident investigations as required and report eligible incidents to the Health & Safety Executive under the Reporting of Incidents, Diseases & Dangerous Occurrences Regulation 2013

##### **CONTRACTORS**

Standard arrangements exist for the assessment of competence and the control and monitoring of contractors. The school also has a standard set of rules for contractors which are notified to the contractor and form part of the contractual arrangements. These arrangements are documented in the Health and Safety Handbook for Schools and are operated by the Premises Manager, or another member of staff, who has been allocated to deputise for this role. Where staff or pupils become aware of dangers caused by contractors, these should be immediately reported to the Premises Manager.

## **DISPLAY SCREEN EQUIPMENT**

All staff who regularly work at a computer will be classed as a DSE user. All DSE users will be required to undertake a self – assessment for their work space. The business manager will advise on any adjustments required. Eye tests are available to all DSE users.

## **ELECTRICAL SAFETY**

The safety and maintenance of the school electrical installation is of great importance in order to ensure the health and safety of pupils and staff. The fixed electrical installation will be subject to an electrical inspection and test by an NICEIC contractor at least every five years and this will be organised by the Premises Manager who will keep records of the inspection. Any deficiencies identified by the inspection will be promptly corrected, or, where this is not possible, the relevant part of the installation will be electrically isolated.

All portable electrical equipment and equipment connected to the electrical installation by means of a plug and socket, will be subject to a combined electrical inspection and test and a formal visual inspection. The frequency of such inspections will be those specified in the Health and Safety Handbook for Schools appropriate to the type of equipment concerned. Such equipment will be labelled with the date of inspection and a date of the next inspection due. The Premises Manager will be responsible for organising these tests, using an NICEIC electrical contractor. Mains powered electrical equipment belonging to staff or pupils must not be used on school premises unless it has been electrically inspected and tested.

Work on the electrical installation, or minor repairs such as fitting or changing plugs, or changing bulbs or tubes in lighting units, will be organised or undertaken by the Premises Manager. Such work will only be undertaken when the relevant part of the installation has been isolated.

Volunteers will not be permitted to undertake work on the electrical installation or repairs to portable electrical equipment unless they are an NICEIC approved contractor and can provide a Certificate of completion when the work is finished. Pupils and staff will not be permitted to undertake work on the fixed electrical installation of the building.

Where pupils are involved in arranging lighting or stage electrical equipment (including electrical supplies for amplifiers or musical instruments) for school plays, discos or similar events, then such equipment must have been subject to a combined electrical inspection and test during the past twelve months and the electrical supply to the equipment must be routed via a 30mA residual current circuit breaker. Pupils must only change bulbs in such equipment when they have been authorised to do so by a

teacher responsible for the activity and then only when the equipment has been electrically isolated. Where portable mains electrical equipment is to be used outside the school buildings, this will only be permitted if the equipment has been approved by the Premises Manager as suitable for the intended use and it is adequately protected from mechanical damage, the weather, contact or splashing with water and is in any case protected by a 30mA RCD.

Work on the school electrical installation by contractors will be undertaken in accordance with the schools standard rules for contractors.

## **EVENING EVENTS AND USE OF SCHOOL PREMISES BY EXTERNAL BODIES**

Where events are planned to take place out of normal school hours, within school premises, this must be authorised by the headteacher and a health and safety plan for the event will be drawn up by the Fire Safety Manager, in conjunction with the teacher responsible for the event, or with the external body responsible for the activity. The health and safety plan will particularly address fire safety issues, requirements for the use of swimming pools, the safety of equipment brought on to the premises, first aid arrangements and any arrangements for serving food. Where a number of events of the same type are held, one plan covering all the events may be used. Where external bodies are responsible for the event, or activity, then the relevant requirements of the health and safety plan will be agreed, in writing, with the body concerned as a condition of using or hiring the premises.

## **FIRE SAFETY AND FIRE PROCEDURE**

The fire procedure is displayed on the notice boards and next to fire alarm call points. New members of staff will be instructed in the fire procedure and their responsibilities during induction, or a member of staff nominated to deputise for the fire safety manager, on their first day of employment.

Fire evacuation drills will be held at least once a term. Fire extinguishers and the fire alarm system are subject to regular inspection and maintenance, which is organised by the Premises Manager.

Self-closing fire doors are provided in the school to delay the spread of fire and smoke and must not be wedged or left open. Such doors are labelled "fire door keep shut". Automatic fire doors are also provided which will shut in the event of the fire alarm being actuated. Such doors are labelled "automatic fire door keep clear".

A copy of the fire safety risk assessment for the school is held by the School Business Manager. The most recent Fire Safety Risk Assessment as carried out in December 2021. Included with the fire safety risk assessment is the overall fire safety plan for the school, which designates responsibilities to individual members of staff.

## **GAS SAFETY**

All gas equipment will be subject to regular maintenance and inspection by competent and qualified persons. There will be suitable ventilation where gas appliances are installed. Staff will be briefed in evacuation procedures if there is a suspected or confirmed gas leak.

## **HEALTH AND SAFETY TRAINING**

Minimum standards of health and safety training are specified in the Health and Safety Handbook for Schools and this training is provided for all relevant staff. Specialist training, for particular purposes not covered in the Health and Safety Handbook for Schools, will be specified by the relevant department head or the headteacher.

## **HEALTH AND WELL-BEING**

The school recognises the importance of promoting positive staff health and well-being. Staff have access to a confidential counselling service with no referral needed. There is external occupational health provision to provide professional advice on managing health in the workplace. The occupational health service also helps staff in returning to work after longer periods of absence. The school is committed to supporting this process. The school has a member of staff who leads a committee who focus on well-being of staff. This committee meets every half term, creates an action plan and reports to SLT.

## **LONE WORKING AND PERSONAL SAFETY**

There are procedures in place to reduce the risks from lone working. Eg The school site has access control and there is CCTV in operation; frontline staff at reception work as a team; home visits will always be carried out by two members of staff; locking up is undertaken by the site manager; no challenge will be made to any intruders.

## **MEDICAL SUITABILITY FOR WORK AND MEDICAL ARRANGEMENTS**

Pre-employment medical surveillance is undertaken for all new staff, usually by means of a confidential questionnaire, by the Occupational Health Medical Adviser. Confidential medical details are held in the strictest confidence and will only be disclosed to the school with the prior consent of the staff member. However, information such as restrictions on particular types of work, or special precautions necessary for health and safety reasons, will be provided to the school to avoid putting the employee or others at risk. Where a staff member becomes pregnant or suffers from an ill health condition which is likely to affect

their work, they should notify the school as soon as possible to enable any special precautions needed to be implemented.

## **SCHOOL TRIPS AND VISITS**

Off-site visits and trips will only be undertaken where a written plan for the trip, the health and safety arrangements and the level of supervision has been produced and approved by the headteacher. . The school has an appointed Educational Visits co-ordinator who undertakes regular training. Adventure holidays organised by the school will only be undertaken at centres holding a current licence under the Adventure Activities Licensing Regulations. Further advice regarding off site visits are contained in RBK's Guidelines for Educational Visits and Outdoor Activities.

## **SCHOOL AND PUPIL SECURITY**

A risk assessment has been undertaken for the school to establish the necessary security measures required for pupil safety. Measures in relation to building fabric for which the LEA are responsible are implemented on a progressive basis by the LEA. All staff and pupils are required to assist in maintaining good standards of security on school premises.

## **SIGNAGE**

Relevant health and safety signs are displayed throughout the school, particularly with regard to smoking restrictions, evacuation directional signs and fire procedural signage. The legally required Health and Safety Law poster is displayed in the school office.

## **SMOKING**

No smoking is allowed on school premises.

## **TRAFFIC AND TRANSPORT**

There is a car park , vehicle and pedestrian gates risk assessment . There are clearly marked entrances with vehicle gates locked at the beginning and end of school . Deliveries to school will not be permitted at peaktimes. Arrangements are in place to deal with snow and ice on external walkways and playgrounds. It is ensured there is a supply of grit/ salt at the site during the winter months.

## **WORK AT HEIGHTS**

Work at heights, necessitating the use of ladders, step ladders exceeding 3 metres in height or in areas

where there is a risk from falling, will only be undertaken by, or when approved by, the Premises Manager. School pupils must not be permitted to undertake work at heights (for example when arranging lighting for plays or similar events) unless there is safe and secure access to the area where the work is undertaken and guard-rails and toe boards are provided to physically prevent a fall.

All ladders and step ladders and other working at height equipment provided at the school meet the Class 1/ EN 131 standard and any staff required to carry out work at height tasks are provided with suitable training that is refreshed at least every three years

## **WORK ON MAINTENANCE OR IMPROVEMENT OF SCHOOL PREMISES OR FACILITIES BY VOLUNTEERS**

The school relies on, and greatly appreciates, assistance from parents and other volunteers in support of school activities. Where, however, work on school buildings or facilities is proposed to be undertaken by volunteers, a health and safety plan will be developed in conjunction with the Premises Manager, to ensure the work can be undertaken safely. The health and safety plan must show how the work is to be supervised, the competence and experience of those involved and any necessary health and safety arrangements for the work.

## **7.HEALTH AND SAFETY INSPECTION, MONITORING AND AUDITING**

In order to ensure that health and safety standards are maintained and deficiencies are identified, a system of regular monitoring and inspection operates at the school and is co-ordinated by the school business manager.

Inspections will be undertaken once a term and will cover each area of the school. The inspections will be undertaken by a team consisting of the School business manager and a named governor. The inspection reports will be reviewed by the safety committee and necessary actions followed up. A summary of the results of inspection reports are also reviewed by the governors. Where problems identified by inspections cannot be satisfactorily resolved at school level the headteacher will raise the matter with the LA.

The governors meeting will also receive from the headteacher a health and safety report including details of at least the matters specified for such reports in the Health and Safety Handbook for Schools.

The LA will undertake periodic health and safety audits of the school and will receive a health and safety report from the headteacher at least every term. Reports on LA Health and Safety Audits will be provided to the governors for consideration and action.

## **8. APPENDICES**

### **Appendix A – Swimming Pool – PSOP (Pool Safety Operating Procedures)**

A risk assessment is completed annually to ensure all health and safety requirements are met. Anyone using the pool is required to view the PSOP which includes emergency procedures and undertake an induction. Any company hiring the pool is required to supply a risk assessment prior to using the pool. A qualified instructor/lifeguard is in the pool area whenever the pool is in use.

### **Appendix B – School Grounds**

Extensive grounds include allotments, trim trail, moongate, sandpit, pond, outdoor classroom, den building and chickens. All aspects of our outdoor provision are risk assessed annually. A risk assessment for the school car park is reviewed yearly.

### **Appendix C- Two storey building**

Lifts undergo a quarterly safety inspection undertaken by Pickering Lifts. Stairwells are clearly signposted and kept clear of clutter and are clearly visible ( red strips).

### **Appendix D- Inclusion**

All hoists at the school are inspected every 6 months by Medaco. Evac chair is located at the top of the Year 4 corridor, back stairs. The chair is serviced yearly by Evaccess. Disabled toilets are available on the ground floor of main school and the annex.