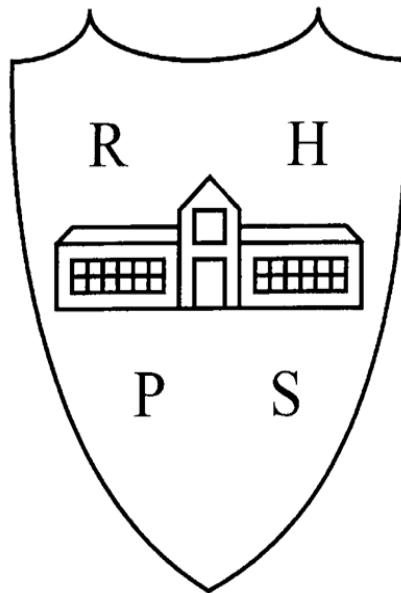




MANCHESTER
CITY COUNCIL

Health and Safety Policy

Rack House Primary School



'A school of excellence which nurtures and inspires all, where success is our achievement'.

Date	Summer 2018
Review Date / Version	Summer 2019

Rack House Primary School

Statement of Occupational Health & Safety Management Policy

The governing body fully supports and is committed to the aims and objectives of Manchester City Council and the Children's Services Directorate to provide a safe, secure and reassuring environment for staff, pupils, students and visitors, encouraging everyone to have high aspirations and a love of learning.

This document is supplemental to the policy statements of Manchester City Council and the Children's Services Directorate.

The governing body aims, through the Head teacher, to ensure the achievement of high standards of occupational health and safety within the school, and

- Recognises and accepts its responsibility for ensuring that the premises, all means for access, and any plant or substance in the premises or provided for use there, are safe and without risks to health and safety
- Will comply with all relevant health and safety legislation, adhere to Council policies, procedures, and arrangements to reduce and where possible prevent accidents, incidents and illness.
- Will encourage the co-operation of all users of the school to promote and develop measures which ensure health and safety of all employees, pupils, volunteers and other visitors to the premises
- Will monitor and review health and safety performance
- Will cooperate with the Council in any auditing or monitoring they may carry out of health and safety performance
- Strive for continual improvement of its performance in managing occupational health and safety,
- Will make all employees, contractors and other visitors to the premises aware of this policy and responsibilities arising from it
- Will facilitate and provide appropriate training for governors, employees, pupils and volunteers.
- Aim to involve children and teach them about health and safety to equip them with the skills, knowledge and understanding to enable them to live positive, successful and healthy lives.

The Governing Body will review this statement of intent annually.

Signed:

Chairman of Governors

Head teacher

Date:

HEALTH AND SAFETY STRUCTURE/ORGANISATION CHART

- **Manchester City Council**
- **Manchester City Council Children's Services**
- **Director Children's Services**
- **Chair of Governors**
- **Governors**
- **Headteacher**
- **Deputy Headteacher**
- **Health & Safety Officer**
- **Educational Visits Co-ordinator**
- **Assistant Head Teachers**
- **HLTA**
- **All Staff**

- **Workplace Health & Safety Representative (Union Appointed)**

RESPONSIBILITIES:

Governing bodies:

The ultimate responsibility for ensuring that the school premises, access thereto and therefrom, and any plant or substance in the premises or provided for use there is safe and without risks to health, so far as is reasonably practicable, rests with the governing body. The Governing Body will ensure that:

- all necessary procedures and systems of work are developed, implemented and reviewed so as to ensure the successful application of this policy, compliance with statutory requirements, the Authority's Health and Safety Policy and associated codes of practice, and that these are taken into account in determining the allocation of resources
- All annual monitoring is carried out in accordance with the Children Services Directorate procedures and that the results are reported to them.

The Head Teacher:

At operational level the Head Teacher, or in their absence their nominated deputy, is responsible and accountable to the governors, so far as is reasonably practicable, for implementing this school health and safety policy and for all matters relating to health, safety and welfare within the school. In particular this will include ensuring that:

- **Organisation** - there is an appropriate organisation with the establishment for implementing this policy;
- **Health and Safety Policy** - the health and safety policy is brought to the attention of all staff, a copy should be given to all staff and one displayed in the staff room;
- **Responsibilities** - individual employees, and supply staff are aware of their responsibilities for health and safety;
- **Consultation** - promote through consultation and other means, the active involvement of staff and pupils in the development, promotion, implementation and monitoring of measures provided for health and safety;
- **Implementation** - the provisions set out in the Assessment and Record Manual are implemented;
- **Communication** - other health and safety information is communicated effectively to relevant staff;
- **Risk assessment** - adequate assessment of all the risks from hazards in educational activities is carried out and significant findings are recorded, with appropriate preventive measures in place to ensure safe practice;
- **Visitors** - the health and safety of any visitors to schools, and volunteers involved in any school activity is assessed and adequate precautions applied;
- **New or pregnant mothers** - that adequate assessment is carried out of any risks to new or pregnant mothers, with changes to work practices arranged or special precautions ensured;
- **Security** - that security of premises and pupils are protected;
- **Planning** - risks to health and safety are taken into account and assessed/re-assessed when any change to policy, buildings, methods or equipment are being considered or planned;
- **Manual Handling** - manual handling operations are avoided, or where they cannot be avoided, the risks are reduced to the lowest reasonably practicable level;
- **Display Screen Equipment** - that VDU workstations for "users" are assessed and the risks reduced to the lowest reasonably practicable level;
- **COSHH** - exposure to hazardous substances is controlled to prevent ill health;
- **PPE** - personal protective equipment is provided free of charge where identified in the risk assessment process;
- **Maintenance** - that all electrical installations, portable electrical equipment, machinery, equipment and plant is maintained in a safe condition, and that inspections are arranged as appropriate and records kept;

- **Educational visits** - that educational visits are adequately planned, organised and the risks assessed in accordance with Council policy, and that performance monitoring of educational visits is carried out;
- **Incident reporting** - incidents and hazards are recorded, investigated and reported using established procedures, including to the Health and Safety Executive where appropriate under RIDDOR, and that all persons under their control are aware of the reporting procedure; and that appropriate remedial action is taken;
- **Hazard removal** - in the event of any hazard or risk to health and safety of any person under their control, appropriate action is taken to remove the hazard. Where action is of a temporary nature, consultation will take place as appropriate to enable further positive steps to be taken;
- **Training, instruction & supervision** - training needs are identified and met, and that employees are kept informed, instructed and supervised, and are fully aware of the hazards involved in their work;
- **Induction** - new employees receive appropriate health and safety information, instructions and training, including details of the Health and Safety Policy, Codes of Practice, fire and other safety procedures;
- **Volunteers** - all volunteers and similar agents receive adequate supervision, instruction and training to ensure safe conduct of any activities in which they are engaged;
- **Fire precautions** - fire precautions procedures are implemented (including fire drills);
- **Emergency procedures** - emergency procedures are developed and implemented;
- **First aid & Fire** - staff, pupils and visitors are aware of first aid facilities, fire procedures, evacuation of the premises and other emergency procedures;
- **Repair & maintenance** - arrangements are made to deal with premises and management issues eg: repair and maintenance of buildings, selection of and proper management of contractors in accordance with Council guidelines, ensuring joint risk assessments are carried out and significant findings recorded, with monitoring to ensure safe systems of work are followed;
- **Asbestos** - asbestos on site is properly managed, the location of the asbestos register and management plan are displayed in the general office and the staff room;
- **Legionella** – arrangements are made to manage legionella effectively by assessing and reviewing the risk at least every 2 years and having a system of maintenance in place
- **Record keeping** - all statutory registers and records are kept;
- **Lettings** - appropriate arrangements are made with regard to lettings;
- **Performance monitoring** - health and safety performance is monitored, and arrangements reviewed, including regular inspections / audits of the school, routine equipment maintenance checks, that safety devices are fitted and maintained, that safety rules are observed and followed and personal protective equipment worn, investigation of incidents, causes of ill health and complaints, and reviewing incidents statistics to identify causes of accidents;
- **Audit & review** - if during any audit or performance monitoring, variations from this policy are observed, immediate and effective steps are taken to rectify the situation;
- **Safety Representatives** - Safety Representatives can carry out their functions including inspections and incident investigations and, where appropriate, that consultations take place with them;
- **Advice** - specialist advice is sought on health and safety matters when necessary;
- **Review** - the policy, risk assessments, procedures and systems of work in place are reviewed at least annually, that changes are made as appropriate and staff, pupils and visitors are informed of any such changes as necessary.
- **Compliance** - appropriate action is taken under the disciplinary procedures against anyone under their control found not complying with this statement or safe working practices;

The following listed members of staff are responsible for Health and Safety matters in particular specialist areas.

- General Matters **B Johnson**
- Catering Matters **A Morgan/B Johnson**
- Cleaning Matters **B Johnson**

- Play Equipment **B Johnson**

- Asbestos Matters **B Johnson**

- Legionella Matters **B Johnson**
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- Fire Matters **B Johnson**

- Educational Visits **Mr B Johnson & Mrs A Nilan**

Establishment Health and Safety Co-ordinator:

To ensure effective implementation of this policy has been delegated specific responsibilities by the Head Teacher to: Brian Johnson

- disseminate health and safety information to all staff, pupils, volunteers, contractors and visitors etc. as appropriate;
- be the focal point for day to day references on health and safety and to give advice or indicate sources of advice;
- make adequate arrangements for first aid;
- investigate incidents and revise any risk assessment if appropriate;
- report incidents or hazards;
- develop emergency evacuation procedures and arrange drills as appropriate;
- ensure health and safety matters raised by staff are dealt with;
- maintain a central file of relevant codes of practice and other health and safety information.
- co-ordinate the implementation of safety procedures.
- ensure that regular monitoring of health and safety is undertaken and that working practices are checked;
- appraise the Head Teacher of compliance with procedures and systems of work on a regular basis;

Premises Site Manager:

- The premises site manager will have particular responsibility to ensure that:
 - they are familiar with and comply with the health and safety policy, relevant risk assessments and codes of practice;
 - access equipment should be inspected at least every 6 months and a record kept, in addition they should be checked prior to use to ensure safety;
 - access equipment must be used in accordance with HSE and Council guidelines;
 - any monitoring required to control legionnaires disease is carried out and appropriate records kept;
 - asbestos is managed on the site and that the condition of asbestos is checked regularly and records kept;
 - contractors, service engineers etc. are made aware of the asbestos survey and any records relating to asbestos and that they have signed the "Contractor induction" form;
 - a Type 3 asbestos survey is carried out prior to any works to check no risk of damage or disturbance to asbestos?
 - they receive a copy of the health and safety policy of the contractor;
 - regular inspections of the boiler(s) by a competent person (eg: CORGI registered) takes place;
 - they are trained in the operation of the boilers and are familiar with any action needed to be taken in an emergency;
 - regular inspections of the boiler house are undertaken and that the sump pump (if present) is operating effectively;

- COSHH assessments are kept up to date, and data sheets are obtained for any new hazardous substances and an assessment made. Also, that any such information be made available to relevant personnel (eg: contractors, service engineers and own staff);
- all cleaning staff are aware of any implications of the health and safety policy as it affects their work activities eg: storage arrangements for materials, equipment, substances etc;
- traffic is managed safely;
- hazards notified to them are passed onto the Head Teacher and/or Administration Officer;
- defects to the premises are dealt with in consultation with the Head teacher, and that interim measures are taken to make an area safe where the defect cannot be dealt with immediately.
- any items received from suppliers eg: machinery, equipment, substances are accompanied by adequate information, safety data and instruction prior to use;
- testing of fire bells, fire doors, emergency lighting, intruder alarms etc. is carried out at appropriate intervals (2 times per year by service contract) with records kept;
- all fire alarm call points are numbered and tested, with a record kept identifying the number tested and date etc.
- all door closers are checked, with records kept, to ensure that they are working properly once per term and that arrangements are made to rectify any defects immediately;

Mid-day Supervisors:

- Mid-day supervisors are responsible for ensuring that:
 - pupils are safe and without risks to health during the mid-day period inside and outside the school building by effective supervision;
 - spillages are cleaned up immediately;
 - arrangements for fire and first aid are followed;

Heads of Departments:

- With their special knowledge of the area of work for which they are responsible, heads of departments have a key role to play in the running of those activities safely. Heads of departments are responsible, so far as is reasonably practicable, for implementing the safety policy within their Department.
- In particular heads of department will be responsible for ensuring that:
 - codes of practice appropriate to the Department are brought to the attention of all staff in the department;
 - codes of practice are complied with and appropriate safety signs and notices are displayed;
 - relevant health and safety information is communicated to staff;
 - all incidents occurring within the Department are reported, the causes investigated and an incident form completed;
 - health and safety training needs within the Department are identified and met, or reported to the Head Teacher;
 - staff are aware of first aid, fire and emergency procedures;
 - new employees receive appropriate health and safety training, including Departmental Safety Procedures;
 - assessments for all risks to health and safety are carried out and significant findings recorded, including COSHH, Manual handling etc., with appropriate preventive measures being taken;
 - regular inspections of areas for which they are responsible are carried out;
 - all equipment is safe for use and, where appropriate, seek specialist advice that this is so;
 - as far as possible, any health and safety issues brought to their attention in respect of work and/or areas of premises for which they responsible are resolved;
 - effective supervision of pupils takes place, and that pupils are aware of general emergency procedures in respect of fire and first aid and any special safety measures in relation to the teaching areas.

Teachers (including supply teachers and students on training placements):

- Teachers are responsible for the health and safety of pupils and students while in their care, as are students teachers and supply teachers. A teacher is responsible for ensuring that they:
 - carry out risk assessments as necessary to ensure the safety of pupils in their care;
 - follow school procedures relating to educational visits, and that they are clear about their duties on any educational visit, and that proper planning and organisation has taken place with risks assessed before and during the educational visit with appropriate control measures followed in line with Council Policy, and that performance monitoring is carried out;
 - know the emergency procedures in respect of fire and first aid and the special health and safety measures to be adopted in his/her own teaching areas to ensure they are applied;
 - exercise effective supervision of pupils and students and ensure that they know of the general emergency procedures in respect of fire and first aid and the special safety measures of the teaching area;
 - give clear instruction and warnings as often as necessary (notices, posters, hand outs are not enough);
 - students' coats, bags, cases etc. are safely stowed away;
 - manage the storage of equipment and materials to ensure good housekeeping and prevention of slip/trip hazards;
 - integrate all relevant aspects of health and safety into the teaching process and if necessary give special lessons on health and safety;
 - follow safe working procedures personally;
 - call for protective clothing, guards, special safe working procedures where necessary;
 - make recommendations on health and safety matters to the head of subject or team leader;
 - report any hazards seen on site.

New and expectant mothers:

- New and expectant mothers must inform the Head Teacher as soon as possible when they are aware of the pregnancy so that they can be advised of any special precautions or changes to working practices.

All employees:

- In addition to any specific responsibilities which may be delegated to them, all employees have responsibilities:
 - to take reasonable care of their own health, safety and welfare and that of other persons affected by their acts or omissions;
 - to co-operate with the Council, so far as is reasonably practicable, to enable it to meet its responsibilities for health, safety and welfare;
 - to be aware of, and follow, this policy, codes of practice and guidelines;
 - to make sure they are aware of the hazards associated with their work and familiarise themselves with emergency procedures, first aid provision and accident/incident reporting;
 - to use work equipment provided correctly and carry out any activities in accordance with instructions and training;
 - to take reasonable care of all safety equipment and clothing given to them, report any defects, and always wear personal protective equipment when undertaking those jobs for which it is required, and use all safety devices provided;
 - to use, and not wilfully misuse, neither neglect nor interfere with things provided for their own safety and the safety of others;
 - to ensure good housekeeping and prevention of trip hazards;
 - to ensure that occasional one off manual handling operations are assessed before attempting them;

- to report all accidents, incidents, damage, hazard and defects to the Head Teacher/person responsible;
- to inform their line manager of any work situations which represent a serious and immediate danger to health, safety and welfare, and take immediate measures to protect persons from such risk;
- to co-operate with the employer and other employees in promoting improved safety measures in the school;
- to co-operate with the Union appointed Safety Representatives, enforcement officers, and advisers on behalf of the LA.

Pupils:

Pupils are expected to:

- Report to the Office/Deputy Head/Head teacher matters which may require their attention in accordance with agreed procedures;
- Wear personal protective equipment provided;
- Follow safe working practices and instructions;
- Observe the uniform policy;
- Familiarise themselves with emergency procedures;
- Take care to protect the health and safety of themselves and others affected by their acts or omissions;
- Not to misuse or interfere with things provided for their own safety and the safety of others;
- with the Head Teacher and the governing body.

Health and Safety Advisors:

Officers from the Corporate Health Safety and Welfare Team will provide information and health and safety advice. Tel: 0161 234 1897

GENERAL ARRANGEMENTS

FIRST AID

First Aid Boxes are available in the following locations:

- Main school office
- Nursery
- Kitchen
- All classrooms

Defibrillator

The defibrillator is kept in the main office.

Trained staff for the defibrillator are

Louise Baird 21/3/19
Linda Jones 21/3/19
Rick Corbett 21/3/19
Florian Kporalambe 21/3/19
Angela Nilan 21/3/19
Helen Tong 21/3/19
Helen Bott 21/3/19
Claire Watkins 21/3/19
Victoria Hardman 21/3/19

Samantha Bartholomew & Emergency First Aid with Pediatric Element 04/05/17

Sumi Begum & Emergency First Aid with Pediatric Element 04/05/17

Natalie Betts & Emergency First Aid with Pediatric Element 04/05/17

Helen Bolt & Emergency First Aid with Pediatric Element 04/05/17
Sarah Conway & Emergency First Aid with Pediatric Element 04/05/17
Emma Derbyshire & Emergency First Aid with Pediatric Element 04/05/17

Olivia Holden & Emergency First Aid with Pediatric Element 04/05/17
Natalie Jarvis & Emergency First Aid with Pediatric Element 04/05/17
Lynne Matthews & Emergency First Aid with Pediatric Element 04/05/17
Tracey McCormick & Emergency First Aid with Pediatric Element 04/05/17
Ruth Meehan & Emergency First Aid with Pediatric Element 04/05/17
Stacey O'Brien & Emergency First Aid with Pediatric Element 04/05/17
Jennifer Scholes & Emergency First Aid with Pediatric Element 04/05/17
Lynsey Shaw & Emergency First Aid with Pediatric Element 04/05/17
Lyndy Wolstenholme & Emergency First Aid with Pediatric Element 04/05/17

The designated First Aiders are holders of a current First Aid Certificate as per the requirements of the Health and Safety (First Aid) Regulations 1981 and as such are designated First Aiders are

Nashay Cooper Emergency First Aid with Pediatric Element 12/6/18
D Anderson Emergency First Aid with Pediatric Element 12/6/18
J Anstee Emergency First Aid with Pediatric Element 12/6/18
L Baird Emergency First Aid with Pediatric Element 12/6/18
S Begum Emergency First Aid with Pediatric Element 12/6/18
K Conway Emergency First Aid with Pediatric Element 12/6/18
R Corbett Emergency First Aid with Pediatric Element 12/6/18
J Kelly Emergency First Aid with Pediatric Element 12/6/18
A Nilan Emergency First Aid with Pediatric Element 12/6/18
C Savage Emergency First Aid with Pediatric Element 12/6/18
V Hardman Emergency First Aid with Pediatric Element 12/6/18
C Watkins Emergency First Aid with Pediatric Element 12/6/18
R Box Emergency First Aid with Pediatric Element 12/6/18
L Jones Emergency First Aid with Pediatric Element 12/6/18
L Martin Emergency First Aid with Pediatric Element 12/6/18
H Tong Emergency First Aid with Pediatric Element 12/6/18
D Lewis Emergency First Aid with Pediatric Element 12/6/18
Y Stealey Emergency First Aid with Pediatric Element 12/6/18
N Royal Emergency First Aid with Pediatric Element 12/6/18
S Wolstenholme Emergency First Aid with Pediatric Element 12/6/18
J Walsh Emergency First Aid with Pediatric Element 12/6/18
B Bowles Emergency First Aid with Pediatric Element 12/6/18
S Assad Emergency First Aid with Pediatric Element 12/6/18
J Smith Emergency First Aid with Pediatric Element 12/6/18
S McKinlay Emergency First Aid with Pediatric Element 12/6/18
H McClendon Emergency First Aid with Pediatric Element 12/6/18
F Martin Emergency First Aid with Pediatric Element 12/6/18

B Johnson is responsible for maintaining adequate stock for the first aid boxes checked monthly.

The responsibility for ensuring the reporting of accidents/injuries as per the requirements of the Reporting of Injuries Diseases, and Dangerous Occurrences regulations 1995 is that of **B Johnson**

GENERAL FIRE SAFETY

A Fire Safety Risk Assessment as per the requirements of the Regulatory Reform (Fire Safety) Order 2005 Fire Safety Risk Assessment was completed in December 2006 and is reviewed annually

The responsibility to ensure the Fire Safety regulations is adhered to and files are kept to date is that of **B Johnson**

Evacuation of the establishment must be carried out at least once per term so as to ensure that all persons (employees and pupils) are fully aware of the procedures to observe in the event of an emergency evacuation of the premises being required.

The frequency for the testing and checking of fire safety procedures and equipment is as follows.

a) Escape Routes	Daily Check
b) Fire Extinguishers	Weekly Visual
c) Fire Extinguishers	Annual Maintenance

LOCK DOWN

Lock down of the establishment must be carried out at least once per term so as to ensure that all persons (employees and pupils) are fully aware of the procedures to observe in the event of an emergency lock down of the premises being required.

ADVICE AND CONSULTANCY

Health and Safety Executive	952 8200
Environmental Health Department	234 4857
Greater Manchester Fire Brigade	608 1103
Greater Manchester Police	872 5050
Manchester Working	0300998018
Children's Services	234 7463
Corporate Health, Safety & Welfare Team	234 1897
Healthwork Ltd	831 9701
Corporate Services Asbestos Group	234 6209
Corporate Services Legionella Group	219 6253

ELECTRICAL EQUIPMENT

The testing of portable electrical and electronic equipment is carried out annually by **B Johnson**

All portable electrical and electronic equipment must be visually checked by users on a daily basis so as to ensure that cables are in good condition and secured in the cord grip and that the plug is not damaged. This check to be carried out prior to equipment being brought into use each day.

The testing and checking of the electrical installation throughout the establishment is carried out by **Beta Group Ltd** on a 5 yearly basis as per the requirements of the Electricity at Work Regulations 1989 and to the standards of the Institute of Electrical Engineers.

The testing and checking of the emergency lighting installation throughout the establishment is automatic and can be checked via the Site manager computer.

The testing - checking and maintenance of all indoor P.E. equipment is carried out by

Continental Sports. annually

The testing - checking of all fixed outdoor play equipment is carried out by **Moral Play Services.** Annually.

The checking and maintenance of all loose/portable play equipment is carried out by **School Staff as directed by individual line Managers.**

FIRE ALARM AND FIRE FIGHTING EQUIPMENT

The testing – checking and maintenance of the monitored fire alarm system is carried out by **Protec Fire Limited**

The testing – checking and maintenance of all fire fighting equipment is carried out by **Chubb Fire and Security Limited.**

ASBESTOS

A Full MDHS type 2 survey as per the requirements of the Control of Asbestos at Work regulations 2002. Reg 4(9)(c)(i) was completed in January 2003 and June 2006 and January 2012 and a type C survey was carried out in April 2015. An Asbestos Management Plan has been completed and is adhered to.

The responsibility to ensure the asbestos regulations are adhered to and files are kept to date is that of the **B Johnson**

LEGIONELLA

A Full Legionella Pneumophila Risk Assessment Survey as per Section 16(4) of the Health and Safety at Work Act 1974 and the control of legionella bacteria in water systems Approved Code of Practice and Guidance L8 was completed September 2015. The monitoring and maintenance of the water system is carried out by **Clartech water services Ltd.**

The responsibility to ensure the legionella regulations are adhered to and files are kept to date is that of the **B Johnson**

EDUCATIONAL VISITS

The Governing Body has adopted Manchester City Council Children's Services Educational Visits Policy and Guidance the Educational Visits Coordinator is **Mr B Johnson & Mrs A Nilan.**

TRAINING

The responsibility for the arranging of training for all staff is that of **The Head Teacher / Health and Safety Officer.**

The Manchester City Council Corporate Health, Safety & Welfare Team is available on **0161 234 1897**

CONTRACTORS AND VISITORS

The control of contractors and visitors on site is of paramount importance in ensuring that good safety practices are observed at all times and this is carried out via Pre-Contract meetings when work methods and safety precautions to be observed whilst on site are fully discussed and agreed upon.

The responsibilities for ensuring that contractors are in fact complying to agreed practices is that of **The Head Teacher / Site Manager or any other designated Project Officer as may be appropriate to the work being undertaken.**

All visitors entering the premises shall report to the general office, sign in on the EntrySign and await collection / guidance to person/persons being visited.

DESIGNATED MEMBERS OF STAFF

Headteacher: Mr D Amesbury

Assistant Head Key Stage 1 Mrs A Ward

Assistant Head EYFS Miss S Conway

Educational Visits Co-ordinator: Mr B Johnson & Mrs A Nilan

HLTA Mrs A Nilan

School Health and Safety Officer: Mr B Johnson

Appointed Person Fire: Mr B Johnson

Appointed Person Legionella: Mr B Johnson

Asbestos Appointed Person: Mr B Johnson

School Business Manager: Mrs. J Locke

Site Manager: Mr B Johnson

Lunch Time Mrs A Nilan