



Grasmere Academy

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# Health and Safety Policy

**Date adopted by governors: July 2026**

**Committee: Health, Safety and Safeguarding**

**Review date: July 2027**

## Table of Contents

|                                                             |    |
|-------------------------------------------------------------|----|
| 1.0 STATEMENT OF INTENT .....                               | 2  |
| 2.0 ORGANISATION .....                                      | 2  |
| 2.1 Governing Body .....                                    | 3  |
| 2.2 Headteacher .....                                       | 3  |
| 2.3 Company Secretary .....                                 | 4  |
| 2.4 Caretaker .....                                         | 5  |
| 2.5 Employees .....                                         | 6  |
| 2.6 Pupils/Students .....                                   | 6  |
| 2.7 Visitor and other users of the premises .....           | 7  |
| 2.8 Health and Safety Advice .....                          | 7  |
| 3.0 PROCEDURES AND ARRANGEMENTS .....                       | 8  |
| 3.1 Introduction .....                                      | 8  |
| 3.2 Accident/Incident Reporting & Investigation .....       | 8  |
| 3.3 Communication, Consultation & Training .....            | 8  |
| 3.4 Construction (Design and Management) .....              | 8  |
| 3.5 COSHH (Control of Substances Hazardous to Health) ..... | 9  |
| 3.6 Display Screen Equipment (DSE) .....                    | 9  |
| 3.7 Educational Visits .....                                | 9  |
| 3.8 Emergency/Fire Arrangements .....                       | 9  |
| 3.9 Employee Wellbeing .....                                | 9  |
| 3.10 First Aid & Medication .....                           | 10 |
| 3.11 Lettings .....                                         | 10 |
| 3.12 Manual Handling .....                                  | 10 |
| 3.13 Risk Assessment .....                                  | 10 |
| 3.14 Premises Management .....                              | 11 |
| 3.15 Safeguarding and Security .....                        | 12 |
| 3.16 Work at Height .....                                   | 13 |
| 3.17 Work Equipment .....                                   | 13 |
| 3.18 Workplace Health, Safety and Welfare .....             | 13 |

## 1.0 Statement of Intent

The Governing Body believes that ensuring the health and safety of staff, pupils and visitors is essential to the success of the school. We recognise and accept our responsibility under the Health and Safety at Work Act 1974 and all other applicable legislation and approved codes of practice.

Grasmere Academy is committed to:

- Providing a safe and healthy working environment for staff, pupils and visitors.
- Ensuring adequate resources are provided for identifying risks and where they cannot be eliminated, control them to an acceptable level
- Providing effective information, instruction and training for governors, staff and visitors
- Sustaining positive health and safety attitudes and behaviours through communication and consultation with staff
- Encouraging the reporting of all work related accidents, incidents and their subsequent investigation to facilitate the prevention of recurrence
- Measuring and reviewing performance and taking actions on lessons learned
- Continual improvement in health and safety management and performance

This Health and Safety Policy will be reviewed at least every two years and revised as necessary to reflect changes to the business activities or following changes to legislation.

## **2.0 Organisation**

In order to comply with the Governing Body's Statement of Intent, Grasmere Academy's management have additional responsibilities assigned.

### **2.1 Governing Body**

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day to day management of the school.

The Governing Body has the following responsibilities:-

- Ensure that the Headteacher has made adequate arrangements to discharge their responsibilities for health and safety within the school
- Take an active role in the development and review of the health and safety policy for the school that reflects local procedures and policies
- In conjunction with the Headteacher, provide a monitoring role for the school for health and safety performance
- Ensure health and safety issues are covered at the Health, Safety and Safeguarding governing body meetings
- Provide information to the Local Authority on health and safety matters when requested
- Ensure adequate resources are given to safety issues
- Ensure adequate training is provided for both governors and staff
- Promote the active participation of workers in improving health and safety performance

### **2.2 Headteacher**

Overall responsibility for the day to day management of health and safety rests with the Headteacher.

The Headteacher has the following responsibilities:

- Cooperate with the Governing Body to ensure the health and safety policy and procedures are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people, including contractors

- Ensure that effective arrangements are in place to proactively manage health and safety through the production, revision and implementation of risk assessments
- Report to the Governing body on health and safety performance and any safety concerns which may need to be addressed by the allocation of funds
- Ensure that the premises, plant and equipment are maintained and in good working order
- Report to the DfE any significant risks which cannot be rectified within the establishment's budget
- Ensure all staff are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure that consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up

### **2.3 Company Secretary**

The Company Secretary provides support to the Governing Body and the Headteacher to enable them to fulfil their health and safety duties.

The Company Secretary has the following responsibilities:

- Ensure they are familiar with schools health and safety management system
- Coordinate and manage the annual risk assessment review process for the school
- Coordinate the annual workplace monitoring inspections and performance monitoring process
- Keep up to date with health and safety legislation and case law
- To coordinate the provision for the inspection and maintenance of work equipment throughout the school
- Manage the records of all health and safety activities including management of the fabric of the building and building services
- Advise the Headteacher of situations or activities which are potentially hazardous to health and safety of staff, pupils and visitors
- Ensure that staff are adequately instructed in safety and welfare matters about their specific workplace and the school in general

- Ensure that contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures
- Actively lead the implementation of the Health and Safety Policy
- Ensure risk assessments are undertaken in line with the school policy, for the activities for which they are responsible and that identified control measures are implemented
- Communicating and consulting with the workforce on matters of health and safety which may affect staff
- Ensuring proactive and reactive monitoring of Health and safety standards within each department is carried out
- Analysing accidents, incidents and near misses to ensure trends are identified and recommendations for action can be implemented
- Making employees aware of significant changes to the Health and Safety Policy
- Promoting good practice and challenging poor health & safety performance or attitudes

## **2.4 Caretaker**

The Caretaker supports the Governing Body, the Headteacher and Company Secretary to fulfil their health and safety duties within their area of control.

The Caretaker has the following responsibilities:

- Ensure that all equipment and machinery is maintained and in good working order and defective equipment is not used until the necessary repairs are carried out
- Ensure staff under their control are aware of, and follow, relevant published health and safety guidance (from sources such as COSHH)
- Take appropriate action on health, safety and welfare issues referred to them, informing the Company Secretary of any problems they are unable to resolve within the resources available to them
- Carry out regular inspections of their areas of responsibility and report / record these inspections
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety

- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated
- Consult with staff on all health and safety issues
- Ensure that contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures

## **2.5 Employees**

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities.

All employees have responsibility to:

- Take reasonable care for their own health and safety and anyone else who may be affected by their work
- Comply with the school's health and safety policy and procedures at all times
- Exercise effective supervision of pupils within their control and to know the procedures for fire, first aid and other emergencies
- Report all accidents and incidents in line with the reporting procedure
- Co-operate with school management on all matters relating to health and safety
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety and welfare
- Report all defects of premises or equipment and any health and safety concerns immediately to their line manager
- Ensure that they only use equipment or machinery that they are competent / have been trained to use
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons

## **2.6 Pupils/Students**

All pupils must be encouraged to follow all safe working practices and observe all school safety rules.

Pupils, allowing for their age and aptitude, are expected to:

- Exercise personal responsibility for the health and safety of themselves and others

- Observe standards of dress consistent with safety and/or hygiene
- Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety
- Inform any member of staff of any situation which may affect their safety

## **2.7 Visitors and other users of the premises**

Where the facilities are shared, it must be ensured that there are suitable and sufficient arrangements for communicating and coordinating health, safety and security policies and procedures with other occupiers, e.g. catering/cleaning contractors, parents and outside staff.

- The office will ensure that a suitable system is implemented whereby visitors are required to record their visit to the school and the time they leave. This should include all visitors to the school including Governors, contractors, and volunteers
- Visitors will be required to wear a visitors' identification badge and be accompanied at all times by a responsible employee where appropriate
- Visitors will be advised to their nearest evacuation point should a fire/emergency occur or the fire alarm is activated whilst they are on the school's premises
- Should an incident/accident occur involving a visitor, it must be reported and an investigation undertaken as soon as possible

## **2.8 Health and Safety Advice**

The North Tyneside Health and Safety Team fulfil the role of 'Competent Person', providing advice, support and guidance to the school where required.

They will:

- Advise the school on health and safety legislation and relevant updates
- Provide guidance documentation to support health and safety management.
- Undertake a health and safety audit on a three yearly basis, giving advice on improvement and promoting best practice across the school
- Liaise directly with the Company Secretary on behalf of the school in relation to accident and incidents and have involvement in Fire Authority visits, where required
- Consult with Headteachers and Trade Unions via the School H&S Forum

## **3.0 Procedures and Arrangements**

### **3.1 Introduction**

The following procedures and arrangements have been established within Grasmere Academy to provide a safe and healthy working environment for staff, pupils and visitors.

### **3.2 Accident/Incident Reporting & Investigation**

Grasmere Academy is aware of the need to record incidents to enable monitoring of the safety management system and the reporting of incidents under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

North Tyneside Council's Incident and Accident reporting system is utilised for recording such incidents, this will be the responsibility of the Company Secretary.

All accidents that are either notified to the Enforcing Authority or where a serious injury has occurred will be investigated by a member of the SLT.

### **3.3 Communication, Consultation & Training**

Communication and Consultation

Grasmere Academy has established arrangements to communicate and consult with employees on issues affecting their health and safety and to take account of their views. This is communicated through weekly staff meetings and emails. The Health and Safety committee of the Governing Body meets on a termly basis to discuss health and safety topics.

Use is made of pre-circulated agendas prior to meetings with minutes produced and distributed to all members.

Health and Safety Training

All employees will be provided with induction training in the requirements of this policy and will be updated in response to any significant change. Training records will be kept electronically. The Company Secretary is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

### **3.4 Construction (Design and Management)**

Where any construction works are carried out, the school will liaise with the DfE or North Tyneside Council to ensure works are appropriately planned and competent contractors are appointed. The school will ensure that no construction commences until an adequate health and safety plan covering the work has been prepared. We will ensure that any health and safety file, prepared in relation to any project, is obtained from the contractor following completion of the works and kept readily available for inspection.

Contractor Management

The school will carry out checks to ensure that any contractor used is competent and that any works are carried out safely. All contractors will be required to have current registration with a contractor safety scheme (eg CHAS) or will be required to

complete a Pre Qualification Questionnaire (PQQ) which the school will review following completion. Once onsite, the contractor will be supervised by school staff to ensure ongoing safety and security of the school.

### **3.5 COSHH (Control of Substances Hazardous to Health)**

All reasonable steps will be taken to prevent staff and pupils from exposure to substances hazardous to health. Where this cannot be achieved, a COSHH risk assessment will be produced and communicated to relevant staff. An inventory of all hazardous substances on site will also be produced and reviewed on a termly basis. The Caretaker is the COSHH coordinator who will be responsible for this.

### **3.6 Display Screen Equipment (DSE)**

All staff who are required to work with display screen equipment for over an hour a day are instructed to carry out a DSE self-assessment and forward the evidence to their line manager.

### **3.7 Educational Visits**

The Educational Visits Co-ordinator is a member of the SLT and they are responsible for overseeing procedures and documentation for all educational visits. Advice and guidance is provided by the School Improvement Adviser, Sport & Culture. North Tyneside Council's Health and Safety of Pupils on Educational Visits is implemented by the school.

### **3.8 Emergency/Fire Arrangements**

In the event of fire, the safety of life will override all other considerations, such as saving property and extinguishing the fire. The Headteacher will ensure a fire risk assessment is undertaken, implemented and reviewed annually or when there is a change in environment or work activity/process.

Fire and emergency evacuation procedures are detailed in the Evacuation Policy and a summary is posted in every classroom. These procedures will be reviewed annually. Staff and visitors will be made aware of the procedures during the induction process and visitors/contractors will be made aware when signing in to the school. Employee induction training will be supported by practice evacuation drills which will be recorded in the fire log book.

Service isolation points (gas, water & electricity) are located in the boiler room and are identified by appropriate signage.

### **3.9 Employee Wellbeing**

Grasmere Academy are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment. Employees who experience unreasonable stress which they think may be caused by work should raise their concerns with a member of SLT.

Following action to reduce the risks, they shall be reassessed. If the risks remain unsustainable by the employee concerned, efforts shall be made to reassign that person to other work for which the risks are assessed as tolerable.

### **3.10 First Aid & Medication**

#### **First Aid**

Grasmere Academy is committed to providing sufficient provision for First Aid to deal with accidents and injuries that arise at work. An up-to-date list of first aiders is held in the main school office, bungalow and staff room.

It is the responsibility of the school office to check all First Aid kits on a monthly basis to ensure they are adequately stocked. AEDs (automated external defibrillators) is located at the main school office.

#### **Medication**

The school office is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept by staff administering the medication.

All non emergency medication kept in school is securely stored in a lockable cupboard and refrigerated meds are clearly labelled within a lockable fridge in the school office. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens are always readily available to children and not locked away. These are kept in a clearly labelled folder with the child at all times.

### **3.11 Lettings**

The Company Secretary will ensure that any hirer of the premises, for any event, is aware of his/her obligations under health and safety legislation and the school health and safety policies where appropriate.

### **3.12 Manual Handling**

Where manual handling cannot be avoided and the risk is significant, a manual handling risk assessment will be carried out and brought to the attention of relevant staff.

### **3.13 Risk Assessment**

#### **General**

The school conducts and documents risk assessments for all activities which present significant risks to the staff, pupils and visitors.

Risk assessments are available for all staff to view when requested. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

#### **Curriculum**

Risk assessments for curriculum activities will be carried out by using the relevant codes of practice and model risk assessments.

#### **Lone Working**

Grasmere Academy recognises that staff who work alone can be exposed to additional risks which wouldn't be present if accompanied by another person. Grasmere Academy have determined, by risk assessment, those activities where work can be done safely by one unaccompanied person.

#### Individual Risk Assessment

The school recognises that the general precautions taken to protect the health and safety of the workforce may not in all cases protect all employees, visitors and pupils. There are circumstances where further risk assessment is required to ensure the safety of all individuals within the school, examples include where an individual has been identified as a:

- New/Expectant Mother
- Person with a disability or a short term ailment
- Young or inexperienced member of staff

The Company Secretary in cooperation with the individual (and their parent/guardians in certain circumstances), will assess these risks, identify relevant control measures and review them on a regular basis.

### **3.14 Premises Management**

#### Inspections

A general inspection of the site will be conducted by The Caretaker on a weekly basis. These inspections will be recorded on the inspection checklist.

A governor will be involved in monitoring the school's health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

#### Asbestos

An asbestos survey and management plan is in place for the school in accordance with North Tyneside Council's Asbestos Plan. The school's asbestos file (including school plans, asbestos survey data and site specific management plan) is held in the school office.

The Headteacher will ensure that all school staff (and others such as catering and cleaning staff who may not be employed directly by the school) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g. affixing anything to walls without first obtaining approval from the Company Secretary. (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos duty holders and the area immediately evacuated and closed / locked off. Professional advice will be sought and details of the incident reported to the Headteacher and Governing Body.

The school's asbestos duty holders are the Headteacher and the Company Secretary, refresher training is required 3 yearly.

The condition of all asbestos-containing materials or materials suspected of containing asbestos will be inspected at agreed intervals to ascertain whether there has been any damage or deterioration. Where damage or deterioration is found, the asbestos-containing material will be reassessed and repaired or removed as appropriate.

#### Legionella

A Legionella risk assessment for the school is completed. It will be reviewed every two years or where significant changes have occurred to the water system and/or building footprint. The Company Secretary is responsible for ensuring that the identified operational controls are being conducted and recorded. Records will be kept of all maintenance, temperature monitoring and sampling which have been carried out.

#### External Play Equipment

External play equipment will only be used when adequate supervision can be maintained. Consideration is given to weather conditions, as outdoor play equipment should not be used during wet or icy conditions.

The equipment is subject to regular inspections to ensure it's well maintained and in good working order. Daily / pre use checks is carried out by the Caretaker and school staff. A detailed certified inspection to BS EN 1176 and 1177 is carried out by ROSPA on an annual basis and records are kept on site.

Where any defects / hazards are identified in either inspection, appropriate steps are taken to prevent use until issues have been satisfactorily resolved.

### **3.15 Safeguarding and Security**

#### Safeguarding

Grasmere Academy has an established Safeguarding procedure in place; all admissions and/or queries should be directed to the DSL or deputy DSLs.

#### Security

Visitors will be required to report to reception, state the reason for their visit and sign in. Following sign in, they will be issued a badge which will identify the individual as a visitor; this badge must remain visible at all times throughout their visit. Any visitor to the school site who is not wearing an identity badge should be challenged politely to enquire who they are and their business on the school site. In the event that the visitor refuses to comply with the above procedures, they will be asked to leave the site immediately and SLT informed. SLT will consider the situation and decide if it is necessary to inform the police.

The visitor must not be allowed to move around the site unaccompanied unless they have met the schools Enhanced DBS criteria. Should a fire/emergency occur or the fire alarm is activated whilst visitors are on the school's premises, the school staff will take him/her to the fire assembly point. Should an incident/accident occur involving a

visitor, it must be reported and an investigation must be undertaken as soon as possible by SLT.

### **3.16 Work at Height**

Where work at height activities cannot be avoided a task specific risk assessment will be conducted to ensure risks are adequately controlled and communicated to any employee who may work at height. Only employees who have had the necessary training are authorised to work at height. The school's nominated person responsible for work at height is the Caretaker

Access equipment such as ladders, stepladders and kickstools are subject to monthly recorded inspections to ensure they are suitable and in good working order, it is the responsibility of the Caretaker to carry out these checks.

### **3.17 Work Equipment**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept.

All staff are required to report to the Company Secretary any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The Company Secretary is responsible for ensuring maintenance requirements for equipment are identified and implemented. They will also ensure specific training or instruction needs, personal protective equipment requirements are provided and relevant risk assessments conducted where required.

#### **Electrical Safety**

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Inspection and testing of all portable appliances is carried out on an annual basis. The Company Secretary is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing. A fixed electrical installation test (fixed wire test) will be conducted on a 5 year cycle.

#### **Gas Appliances**

All gas appliances are subject to an annual gas safe check and this is carried out by a suitable qualified company. No person shall interfere with any gas appliance or gas fitting/pipe work unless qualified and competent to do so.

### **3.18 Workplace Health, Safety and Welfare**

Grasmere Academy will ensure that it meets the health, safety and wellbeing needs of staff, pupils and visitors, this will include providing;

- Sufficiently ventilated enclosed work areas.

- A reasonable comfortable temperature within school.
- Suitable lighting.
- Adequate space for activities.
- Suitable floor and traffic routes free from uneven and slippery surfaces.
- Sufficient number of sanitary conveniences and washing facilities.
- A supply of drinking water.
- Facilities for rest and to eat meals.