



**Aletheia**  
Academies Trust

# Health & Safety Policy

## March 2026

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# Amendment Register

Any amendments made to the Health and Safety Policy will be recorded below.

Date	Section Amended	Amendment made	Amendment made by
02/03/2023	Objectives	Updated objectives	NT
07/06/2023	1.6.1	Competent Person	NT
04/03/2024	Objectives	Updated objectives	NT
04/03/2024	Roles and Responsibilities	Combined SBM/Site Manager	
04/03/2024	1, 4, 5, 6, 7, 8, 9 & 12	General amendments	
	2	Updated guidance on accident reporting	
	3	Clarity on fire risk assessment	
	7.2	Asbestos management plan	
	7.8	Detail on legionella management requirements	
	13	Requirements for use of vehicles	
18/03/2025	Objectives	Updated objectives	NT
	1	General amendments	
	1.6.1	Updated Competent Person	
	3.1	Reference to approved contractor	
	3.10	Reference to Evacuation Chairs	
	7.2	Additional detailed arrangements	
	8.9	Included DSE Assessments	
17/02/2026	Objectives	Updated objectives	NT
	Throughout	Job Title amendments & renumber sections (6 onwards)	
	1.1.3	People & Culture assistance for new and expectant mother RAs	
	3.10	Deviation route from standard requirement	

	4.1	Reference to Construction Phase Plan	
	6	Inclusion of Infection Controls	

# Health & Safety Policy Statement of Intent

It is the policy of the Aletheia Academies Trust Board of Trustees to do all that it reasonably can to provide a healthy and safe working and learning environment in all its schools. The Trust will comply with the provisions of the Health and Safety at Work Act 1974 and the Regulations that apply to the Trust's activities. The Trust is committed to the sensible and proportionate management of health and safety.

To achieve this, the Trust will, so far as is reasonably practicable, provide and maintain in all of its schools:

- ▶ plant and systems of work that are safe and without risks to health;
- ▶ arrangements for the safe use, handling, storage and transport of articles and substances;
- ▶ a workplace that is safe and poses no threat to health;
- ▶ any information, instruction, training and supervision that is necessary; and
- ▶ a working environment that provides adequate facilities for the employees' welfare while at work.

The Trust also recognises its duty of care towards those stakeholders who are not employees but who may be affected by its activities (pupils, parents, visitors and contractors) and will ensure that arrangements are kept in place to ensure their health and safety.

The Trust will review this Policy annually, or sooner if required, and make whatever changes are required to keep it up to date with current Trust and legislative requirements. The Policy and all future updates will be communicated with all Trust Governing Bodies, staff, and necessary stakeholders.

# Objectives

The Trust's objectives for the next 12 months are:

- ▶ To improve awareness and use of the online WorkNest 'SafetyNest' platform for the monitoring of progress against identified recommendations
- ▶ To complete Health and Safety audits for all schools via WorkNest, the Trust's Competent Person
- ▶ To consider the procurement of online software for the monitoring of compliance tasks to standardise procedures, processes and improve Trust oversight

Signed:  Date: 5<sup>th</sup> March 2026  
Chair of Audit & Risk Committee

Signed  Date: 5<sup>th</sup> March 2026  
Chief Executive Officer

# School Objectives

The school's objectives for the next 12 months are:

- Develop a consistent, high-quality approach to risk assessment across all areas of school life, ensuring all staff understand and apply procedures confidently.
- Embed a strong culture of safety among pupils, so they understand and take responsibility for keeping themselves and others safe.
- Ensure a safe, compliant, and well-managed transition to the new site, minimising risks to pupils, staff, and visitors.

Signed:   
Mrs E Bonner  
Chair of Board of Governors

Date 23.03.26

Signed   
Mrs Alice Martin  
Headteacher

Date 23.03.26

## Organisation – Roles and Responsibilities

<b>Board of Trustees</b>	<ul style="list-style-type: none"> <li>• Taking overall responsibility and accountability for health and safety across the Trust.</li> <li>• Strategic policy making.</li> <li>• Setting in place a plan for implementing the policy that includes identifying priorities and setting objectives.</li> <li>• Ensuring that schools have sufficient resources to properly implement the policy.</li> <li>• Reviewing the effectiveness of the Trust policy annually, in co-operation with the Trust Management Board and staff, making any changes to the policy that are necessary.</li> </ul>
<b>Chief Executive Officer (delegated to Director of Estates &amp; Infrastructure Infrastructure)</b>	<ul style="list-style-type: none"> <li>• Taking operational responsibility and accountability for the management of health and safety matters within the Trust.</li> <li>• Regularly reporting to the Board of Trustees to provide assurances that health and safety risk is properly managed.</li> </ul>
<b>Local Governing Bodies</b>	<ul style="list-style-type: none"> <li>• Ensuring the Trust policy is implemented in their school.</li> <li>• Monitoring the effectiveness of the health and safety policy in their school.</li> <li>• Ensuring school budgets take account of the resources required to manage health and safety effectively.</li> <li>• Providing the Director of Estates &amp; Infrastructure with accurate information on their school's health and safety performance.</li> <li>• Reviewing the effectiveness of their school's health and safety management, making any changes that are necessary.</li> </ul>

<b>Headteacher/Head of School</b>	<ul style="list-style-type: none"> <li>• Taking responsibility for the standards of health and safety in their School, delegating tasks as necessary.</li> <li>• Ensuring that systems and procedures are in place to implement the Trust's policy in their school, including systems and procedures to assess and control risks to safety and health.</li> <li>• Monitoring the effectiveness of the Trust policy in their school.</li> <li>• Reviewing the school's systems and making any changes that are necessary.</li> <li>• Providing information on the school's health and safety management to the Local Governing Body and Director of Estates &amp; Infrastructure as required.</li> </ul>
<b>School Business Managers/Office Manager/Site Manager and/or Caretaker (as appropriate)</b>	<ul style="list-style-type: none"> <li>• Supporting the Headteacher to effectively implement the health and safety arrangements within this Policy on site.</li> <li>• Liaising with the Director of Estates &amp; Infrastructure on relevant changes in health and safety legislation, codes of practice, guidance and Department for Education standards.</li> <li>• Supporting the Headteacher to ensure that systems and procedures are implemented to assess and control risks to safety and health.</li> <li>• Working with Premises staff to ensure that the site and facilities are maintained safely and without risks to health, including implementing procedures for managing contractors.</li> <li>• Supporting the School Business Manager and Headteacher/Head of School to ensure that the School site is managed and maintained safely and without risks to health. This includes implementing procedures for managing contractors.</li> </ul>
<b>Catering Manager</b>	<ul style="list-style-type: none"> <li>• Ensuring the implementation of the Trust Policy for the delivery of the catering service, including systems and procedures to assess and control risks to safety and health.</li> <li>• Ensuring the implementation of food hygiene requirements.</li> </ul>
<b>Heads of Department and/or Phase Leaders</b>	<ul style="list-style-type: none"> <li>• Ensuring the effective implementation of the Trust Policy within their areas of control, including the implementation of systems and procedures to assess and control risks to safety and health.</li> <li>• Monitoring the effectiveness of the Trust policy within their areas of control and providing feedback to the Headteacher/Head of School.</li> </ul>

## Employees

- Following the school's health and safety systems and procedures.
- Taking reasonable care for their own health and safety and that of others who may be affected by their work activities, especially pupils and visitors.
- Co-operating with the School in its efforts to implement the Trust policy.
- Feeding back comments and suggestions on the policy for review.
- Reporting any shortcomings in the policy to the Headteacher/Head of School.
- Reporting any serious hazards that they are unable to deal with or defects in their equipment or premises.

# Arrangements

## 1. Health and Safety Management

### 1.1. Risk Assessment

- 1.1.1. Each Headteacher/Head of School shall ensure that their School's risks are properly assessed, using a system of risk assessment agreed across the Trust. The task of assessing risks is delegated, where necessary, to staff responsible for the work activity that is being assessed (such as the Site Manager, Heads of Department or the Educational Visits Co-ordinator) or the School Business Manager/Office Manager/Site Manager, as appropriate. It is a requirement for such staff to hold, as a minimum, IOSH Managing Safely training certification.
- 1.1.2. Where any risk assessment shows that action needs to be taken to reduce risks, the Headteacher/Head of School shall ensure that such actions are dealt with in a reasonable time. If there are insufficient resources to do this, the Headteacher/Head of School shall alert the Chair of Governors to the situation. The decision on how further resources will be provided rests with the Local Governing Body. As new controls are implemented, the risk assessments shall be updated to accurately reflect the residual risk.
- 1.1.3. Where risk assessments have identified a risk to a new or expectant mother, this shall be noted. Once an employee informs the School that they are pregnant, the employee's line manager shall discuss with them how the work can be altered to reduce those risks. If there is still a risk that cannot be properly controlled, the

Headteacher/Head of School shall find alternative work for them. If this is not feasible, then the employee shall be suspended from work on full pay. The Trust People and Culture team can assist with the provision and amendment of risk assessments relating to new and expectant mothers.

- 1.1.4. All risk assessments shall be reviewed either when circumstances change and they may no longer be valid, when intended control measures have failed or, if nothing has changed, annually.
- 1.1.5. The results of these reviews shall be recorded and any changes that are shown to be needed passed on to the Headteacher/Head of School who shall ensure that these changes are made.
- 1.1.6. The Local Governing Body (LGB) shall appoint a Governor with responsibility for the oversight of Health and Safety of the School to review the task-specific risk assessments periodically, with the person whose work it covers, to check that risks are being adequately controlled and that risk controls are sensible and proportionate.
- 1.1.7. The appointed Governor shall report on Health and Safety to the LGB via the Trust's standardised monitoring template.

## 1.2. Controlling Health and Safety

- 1.2.1. The Trust shall ensure that all those who have health and safety responsibilities clearly understand what they must do to discharge those responsibilities and that they have the time and resources they need to fulfil them.
- 1.2.2. The Schools seek expert help and advice on any health and safety matter that is beyond the competence of their own staff. Advice shall be sought from the Director of Estates & Infrastructure or the Trust's appointed Competent Person, WorkNest, in the first instance.
- 1.2.3. The Director of Estates & Infrastructure shall receive an annual report on each School's health and safety from the Local Governing Body of each of the Schools. The report is discussed and if there are any matters that need to be addressed, a

meeting is held with the Chair of Governors concerned, along with the Health and Safety Governor of the School and the Director of Estates & Infrastructure.

## 1.3. Monitoring Health and Safety

- 1.3.1. Every school shall undertake a programme of active monitoring to ensure that all health and safety measures are in place and are effective. The programme shall include, amongst other things, such methods as document checks, premises inspections, fire precautions checks and play equipment checks. The Headteacher/Head of School is responsible for drawing up a programme of monitoring and delegates the work of monitoring where necessary to an appropriate member of staff, making use of documents such as [Workplace Inspection Forms](#). The Governing Body shall ensure that the programme is appropriate for the School and that it is effective. The Health and Safety Governor will take part in such monitoring as is appropriate for the School.
- 1.3.2. The results of such monitoring shall be reviewed by the Headteacher/Head of School and School Business Manager, who analyse the information to identify problem areas or common problems across the School. A report shall be provided to the Governing Body to an agreed timetable - quarterly or termly, as appropriate. The reports are discussed by the Governing Body who ensure that outstanding matters are closed within a reasonable time.
- 1.3.3. The Headteacher/Head of School ensures that accident and incident data is recorded in sufficient detail to establish whether health and safety measures need to be changed. The information is analysed to identify trends or underlying problems that need to be addressed to prevent a recurrence of incidents.
- 1.3.4. The School Business Manager sends a termly report to the Governing Body, summarising significant accident and incident data, including near misses, and identifying any action that they or the Governors need to take.
- 1.3.5. Every Local Governing Body shall submit a report on accident and incident data to the Director of Estates & Infrastructure annually, or sooner if there has been a reportable incident.

## 1.4. The Review Process

- 1.4.1. Employees shall be consulted, through their elected health and safety representatives, on how well the health and safety management system is working and what improvements they wish to be considered.
- 1.4.2. Each Local Governing Body shall review its School's monitoring information and the results of staff consultations to decide whether the way the Trust policy is effectively implemented or needs to be considered.
- 1.4.3. The Director of Estates & Infrastructure shall review annually the results of the Governors' reviews and decide on the changes that need to be made to the Trust policy or the processes in place for implementing it in the Schools.

## 1.5. Information and Training

- 1.5.1. The Headteacher/Head of School, with the assistance of the Health and Safety Governor, shall ensure that all employees have comprehensible and relevant information on the following:
  - ▶ the risks to their health and safety identified by the risk assessments;
  - ▶ the control measures in place;
  - ▶ the procedure to be followed in the event of evacuation, invacuation and lockdown;
  - ▶ the names of the fire wardens/marshals; and
  - ▶ the names of qualified first aiders appointed by the School
- 1.5.2. The Board of Trustees shall keep abreast of changes to health and safety legislation or best practice that could affect the implementation of the Trust policy in the Schools or decisions made by the Board, via the Director of Estates & Infrastructure. If the Trust's policy needs to be changed, this is done by the Board and the changes communicated immediately to the Local Governing Bodies and Trust Management Board.

- 1.5.3. The School Business Manager of each School holds a training matrix showing which employees need specific health and safety training, first aid training and fire training and ensures that training is given or refreshed promptly. Certain mandatory training requirements are stipulated within the Trust's Premises Management Policy, and other associated documentation.
- 1.5.4. Each school must clearly display an up-to-date HSE-approved law poster in a suitable location to comply with the Health and Safety Information for Employee Regulations 1989.

## 1.6. Training and Competence

- 1.6.1. WorkNest acts as the Trust's Competent Person and ensures compliance with health and safety law. The Director of Estates & Infrastructure is also available to brief, advise and guide each Local Governing Body, Headteacher/Head of Schools and School Business Managers and designated Health and Safety Governors, on health and safety matters. The Director of Estates & Infrastructure will obtain independent advice from WorkNest as required.
- 1.6.2. Every member of staff shall be given induction training, which includes health and safety matters, such as the fire and emergency procedures, the results of risk assessments in their area of work and the control measures that are in place. This training is given before the member of staff begins work, where possible, but no later than two weeks after their start date. Induction process will include reference to risk assessment awareness, health and safety awareness and evacuation, invacuation and lockdown procedures.
- 1.6.3. All members of staff shall have basic health and safety training within their first year. This is repeated as often as necessary to ensure that they are aware of new health and safety legislation and codes of practice.
- 1.6.4. All members of staff who need additional training in order to work safely, such as manual handling training, working at height or using equipment, shall be given the

appropriate training before they take up their duties, where possible, or no later than two weeks afterward.

- 1.6.5. Employment agencies who provide staff for the Schools shall be given information on the training and qualifications their staff will need to do their work safely before they begin work in any of the Schools.

## 1.7. Consultation and Communication

- 1.7.1. The Trust and Trust schools shall ensure effective communication of health and safety information up, down and across the organisation.

- 1.7.2. The Headteacher/Head of School shall ensure that staff are consulted on:

- ▶ the introduction of any measure which may substantially affect their health and safety at work;
- ▶ arrangements for getting competent people to help them comply with health and safety laws;
- ▶ information on the risks and dangers arising from their work, measures to reduce or eliminate risks and what employees should do if they are exposed to a risk;
- ▶ the planning and organising of health and safety training; and
- ▶ the health and safety consequences of introducing new technology.

## 2. Accidents, incidents, and medical emergencies

- 2.1 Accidents to staff, pupils, contractors or visitors to the School shall be reported immediately to the Headteacher/Head of School. All minor accidents shall be

recorded via the school's on-site accident book; serious accidents, incidents or near misses which have the potential to cause serious harm and may require an investigation shall be recorded using the Trust's [online accident/incident form](#).

- 2.2 All accidents, incidents and cases of work-related ill-health that are reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) shall be reported immediately to the Director of Estates & Infrastructure and the Headteacher/Head of School via the online accident/incident form listed in 2.1, an automated system that provides guidance on RIDDOR reporting and a template for accident and incident investigations to the Headteacher/Head of School.
- 2.3 The Headteacher/Head of School or the School Business Manager for each School is responsible for reporting such accidents to the Health and Safety Executive (HSE), with assistance where necessary from the Director of Estates & Infrastructure.
- 2.4 The Headteacher/Head of School and Health and Safety Governor shall investigate incidents that did or could have led to injury or long-term damage to health, to establish both the immediate and underlying causes and establish what needs to be done to prevent a recurrence. A report of the investigation shall be sent to the Director of Estates & Infrastructure.

### 3. Fire

- 3.1 A formal risk assessment is required every three years via the Trust's appointed third party contractor, Adena Fire Safety Services Ltd Recommendations identified shall be transferred to a Fire Action Plan, to record and monitor progress. The School Business Manager of each School shall ensure that a competent person assesses the risk of fire and shall be responsible for reviewing the assessment if changes are made to the premises, the activities that are carried on the premises change, or on an annual basis. Such reviews shall be recorded in writing. .
- 3.2 Using the results of those assessments the School Business Manager shall issue a fire emergency plan that includes:
  - ▶ the system for calling the Fire Service;
  - ▶ the names of those responsible for liaising with the Fire Service upon their arrival;

- ▶ a clear evacuation plan;
- ▶ a plan for putting the School back into operation following an emergency; and
- ▶ a process for reviewing the plan after an emergency or after fire drills.

A copy of the plan is kept available by the School Business Manager and shall be saved onto the school's shared network. A copy shall also be displayed on site.

- 3.3 Fire Wardens/Marshalls shall be appointed by the School Business Manager, in consultation with staff. Those appointed are responsible for ensuring that their area of the School is properly evacuated in the event of a fire. Fire Wardens/Marshalls must have appropriate training to act as such.
- 3.4 The fire evacuation procedures to be followed are to be displayed in every room in the School and, where appropriate, in corridors and other common areas. These procedures should be pointed out to visitors, contractors and new staff as soon as they come onto School premises.
- 3.5 Fire drills shall take place at least once a term. The School Business Manager shall ensure that the time taken for evacuation is recorded along with any comments from staff on how the drill was conducted or any difficulties that arose during the drill.
- 3.6 In order to include everyone in the roll call in the event of a fire, all pupils are recorded in class registers and all contractors and visitors to the School electronically sign in at Reception on arrival. Where possible, visitors are accompanied while they are on the School premises.
- 3.7 The fire alarm system and emergency lighting shall be tested weekly and the results recorded in a log. Any defects that become apparent are rectified immediately. Fire alarm and emergency lighting maintenance is undertaken by a competent contractor at the appropriate intervals.
- 3.8 Fire extinguishers and fire blankets are checked by Premises staff fortnightly to ensure they are in the right place and have not been tampered with. The annual thorough inspection and maintenance of this equipment is done by a competent contractor.
- 3.9 Fire exits and fire evacuation routes are checked weekly by premises staff to ensure they are not blocked, either inside or outside, and are useable.
- 3.10 Evacuation Chairs must be provided in each stairwell to aid evacuation of stakeholders who require assistance. Only staff with appropriate training as Evacuation Chair Operators may use them. Where larger schools have a significant volume of stairwells that cover in excess of two floors, it may be suitable for a reduced number of Evacuation Chairs to be installed. Approval of such an approach will be required from the Director of Estates & Infrastructure, who will

liaise with WorkNest and/or the Board of Trustee Audit and Risk Committee to seek confirmation of such a decision.

## 4. Contractors

- 4.1 The Trust holds an authorised contractor list. A contractor may only be admitted to the list after careful assessment of their standards, including health and safety management, to ensure compliance with the Construction Design Management Regulations (2015). All contractors must provide a copy of the following documentation prior to being awarded works. No works may commence on site without a Construction Phase Plan being provided and reviewed by the relevant employee:
- ▶ Health and Safety Policy (if they have five employees or more)
  - ▶ Public Liability Insurance certificate
  - ▶ Risk Assessment and Method Statement(s) for works being engaged
  - ▶ Copies of any relevant accreditations and/or memberships
- 4.2 Their work is monitored and contractors who do not work to the Trust's high standards will be given notice to improve. If no improvement is evident the contractor may be removed from the authorised list. If Schools opt to engage an alternate contractor, they shall ensure that an authorised contractor list is maintained at a local level, taking into consideration their standards of health and safety management.
- 4.2 Only authorised contractors can undertake building, maintenance or other work. Staff using contractors for any work activity must contact the School Business Manager to check that their choice of contractor is authorised.
- 4.3 The School Business Manager ensures that all contractors provide an assessment of the risks of their work and a method statement, detailing how the work will be done, by whom and what equipment will be used, before work starts. Headteachers/Heads of School will be given information on how such work may affect their School to ensure that any extra risks the work may pose are properly controlled.
- 4.4 The School Business Manager shall ensures that all contractors are provided with information on any risks to their workers' health and safety that they may encounter in the course of their work in the School and the control measures in place, for example by ensuring that all maintenance contractors know the exact location of any asbestos in the School buildings.

- 4.5 All contractors are monitored by the Site Manager or the School Business Manager to ensure that they are working to the agreed procedures and are not using unsafe practices. In the event that works are commissioned by the Trust, the Director of Estates & Infrastructure will also monitor contractors.
- 4.6 School Business Managers shall issue plans to all staff showing which contractors are working in School, what work they will be doing and where they will be working in the event that works are being undertaken during term time. Works carried out during school holidays should be notified to those staff directly affected. The Headteacher/Head of School shall check to ensure that there is no possibility of the work causing unnecessary risks in their School and that any increased risks that are inevitable are properly controlled.
- 4.7 The Catering contractor/Catering Manager shall provide evidence that an assured safe catering system, or its equivalent, is in operation and that risk assessments for their work are completed and regularly reviewed. Where a third party catering contractor is engaged, the School Business Manager must ensure that risk assessments are held on site and that they are reviewed regularly by the Catering Manager.

## 5. First Aid

- 5.1 The School Business Manager of each School shall make an assessment of the first aid needs of their School and works with the Headteacher/Head of School to ensure that provision is sufficient. Advice can be sought from the Trust central team(s). An overarching Trust First Aid policy should be followed.
- 5.2 The School Business Manager shall ensure that first aid kits are readily available around the School and shall appoint one of the First Aiders to check and re-stock them regularly.
- 5.3 First aid given to staff, pupils or visitors shall be recorded on the School's accident form and/or Trust online accident/incident recording form.

## 6. Infection Control

- 6.1 Staff and pupils are from time to time at risk of infection or of spreading infection. The Trust aims to minimise the risk of the spread of infection and will implement appropriate policies and procedures.
- 6.2 Staff should notify the Headteacher/Head of School if they develop any of the following infections diseases or symptoms:

- ▶ skin infections or exposed areas of infestation
- ▶ severe respiratory infection (e.g. pneumonia, TB)
- ▶ severe diarrhea
- ▶ jaundice
- ▶ hepatitis
- ▶ Chicken Pox, Measles, Mumps, Rubella
- ▶ norovirus
- ▶ gastroenteritis
- ▶ HIV.

- 6.3 Headteachers/Heads of School will need to discuss with the individual, suitable controls and notify the Trust People & Culture Team. In some cases, employees may need to be referred to an Occupational Health Practitioner or their GP for advice.
- 6.4 Staff should report diseases including Leptospirosis, Hepatitis, TB, and Tetanus which have been contracted through work as these are reportable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) with reference to section 2.2.
- 6.5 Confidentiality will always be maintained in relation to an employee who is known to have any infectious disease. No health information will be disclosed without the written consent of the employee concerned and any breach of such confidentiality, either inside or outside the organisation, will be regarded as a disciplinary offence and may result in disciplinary action.
- 6.6 When notified that the country is experiencing a pandemic or epidemic, the Trust will aim to prevent the spread of infection through work-based activities by adopting suitable control measures. Staff must:
- ▶ assist the Trust with implementing measures specified by government agencies, including adopting alternative methods of working such as home working where needed,
  - ▶ use any required personal protective equipment (PPE) as instructed,
  - ▶ ensure that they inform the Trust about any relevant changes to their medical circumstances, and
  - ▶ adopt good hygiene practices.

## 7. Manual handling

- 7.1 Manual handling is defined as the lifting, supporting, pushing, or pulling of a load by manual force and is governed by the Manual Handling Operations Regulations 1992. Activities that come under this heading include lifting and carrying boxes and books and moving furniture and equipment.

- 7.2 Tasks that involve manual handling that could cause a risk to health or safety are avoided wherever this is reasonably practicable.
- 7.3 The School Business Manager shall ensure that all the remaining manual handling tasks that could pose a risk to health or safety are assessed by a competent assessor. Where the assessment shows that equipment, for example a sack barrow or trolley, is needed to reduce the risks, this shall be provided.
- 7.4 A sample manual handling risk assessment is available centrally for Trust-wide access, along with instructions on how to complete an assessment. Each assessment must consider the task, the individual doing the task, the load and the environment in which the work will be done.
- 7.5 Where assessments show that action is needed across the Trust, recommendations shall be passed to the Director of Estates & Infrastructure on what needs to be done to reduce any significant risks found.
- 7.6 All staff whose work includes manual handling shall be trained in how to operate any equipment that is needed and in safe ways of moving and handling loads.

## **8. Premises**

### **8.1 Maintenance**

- 8.1.1 The School Business Manager of each School shall formally survey their premises at least once a term with the relevant Health and Safety Governor and Premises staff, looking at structural, health and safety and decorative issues. A prioritised action plan shall be constructed from the survey, giving priority to any matter that could significantly affect the health and safety of staff, pupils, contractors or visitors.
- 8.1.2 Premises staff shall maintain a system of premises defects reporting and prioritise the actions needed according to the level of risk to staff and pupils that the defect presents.
- 8.1.3 All heating, lighting and ventilation systems shall be maintained in an efficient state, efficient working order and good repair.

## 8.2. Asbestos

- 8.2.1 The School Business Manager shall ensure that an Asbestos Management Survey is undertaken at least every five years, and a register kept of any asbestos containing materials (ACMs) identified, showing its location and condition. The Asbestos Management Survey details 'material scores' that identify the risk of the specific ACMs. The management survey is kept at Reception and all contractors or employees who need to penetrate walls or other parts of the structure are required to sign the register to show that they have been made aware of the location of asbestos.
- 8.2.2 An Asbestos Management Plan (AMP) must be created and maintained, detailing how ACMs are managed and by whom. The AMP should be reviewed and revised at regular intervals, at least annually, or immediately if there is reason to suspect that the plan is no longer valid, or there has been a change in the premises.
- 8.2.3 The Headteacher acts as Duty Holder. It is their responsibility to undertake a 'priority assessment' within the Asbestos Management Survey to score the risk of disturbance of the ACMs. They are also responsible for ensuring that the measures specified within the AMP are implemented and that the measures taken to implement the plan are recorded.
- 8.2.4 Access to ACMs will be controlled to prevent inadvertent disturbance of the material and the release of asbestos fibres. It is the responsibility of the Headteacher to ensure that the location of ACMs is communicated effectively to all relevant staff, as identified within the AMP. All staff members who may accidentally be exposed to asbestos through their work are given asbestos awareness training, which is refreshed annually.
- 8.2.5 The condition of encapsulated asbestos in the buildings shall be periodically monitored to ensure that it remains undamaged. The recording of monitoring shall be recorded within the Asbestos Monitoring Checklist. Any changes to its condition are noted in the Asbestos Management Survey/Plan by the Site Manager and reported to the School Business Manager. Where damage or deterioration is found

the ACMs will be reassessed and encapsulated or removed as appropriate. Advice will be required from a licensed contractor (licensed by the HSE).

- 8.2.6 When contractors are engaged to work on Trust premises, adequate steps will be taken to ensure the contractors are competent and have sufficient skills and knowledge. Only contractors licensed by the HSE will be used for the removal or ACMs. Contractors hired to carry out building works that will involve minor work with ACMs must comply with the Control of Asbestos Regulations 2012.
- 8.2.7 Any work undertaken on the premises that would involve major refurbishment, particularly removing or penetrating stud walls, or demolition of parts of the structure, will not begin until a refurbishment and demolition survey has been undertaken by a licensed contractor and appropriate actions to remove ACMs (or the scheme of works is adapted so not to disturb)
- 8.2.8 Any removals or encapsulation works undertaken, either as a result of recommendations within the Management Survey, Refurbishment and Demolition Survey, or as a result of the deterioration of materials over time, shall be recorded in the Asbestos Monitoring Checklist. The management survey must be updated to reflect all changes.
- 8.2.9 The Health and Safety Executive (HSE) may undertake random visits to school sites to assess how they are managing ACMs. In the event of a visit being scheduled, the school must notify the Director of Estates & Infrastructure to ensure.

### **8.3 Lighting, Heating and Ventilation**

- 8.3.1 The Site Manager shall check the condition of lights regularly and is expected to replace any that are defective as soon as reasonably practicable.
- 8.3.2 Light fittings and diffusers are cleaned regularly.
- 8.3.3 The Site Manager for each School ensures that the heating system is able to maintain a reasonable temperature throughout the School. If any part of the system becomes

defective or inefficient this shall be reported to the School Business Manager, who shall ensure that resources are made available to rectify the situation.

- 8.3.4 A competent contractor is employed to maintain the heating systems throughout the Trust. Any contractors working on gas systems must be Gas Safe registered. Boilers shall be checked at least weekly by the Site Manager and are given a thorough examination annually by the competent contractor. Oil fired boilers shall be inspected twice yearly as part of the Trust's Reactive Repairs and Maintenance Agreement. The Director of Estates & Infrastructure and each School's Site Manager shall keep a record of all checks and examinations.
- 8.3.5 Ventilation systems shall be checked termly to ensure that all are operational and clean. The Site Manager shall check that staff are using ventilation properly to ensure a sufficient supply of fresh air in their teaching rooms and work areas.
- 8.3.6 The kitchen ventilation systems shall be cleaned daily by the Catering staff and deep cleaned annually by a competent contractor.
- 8.3.7 Windows that are accessible (at shoulder height or below, for example) have either been replaced with safety glass or covered with film to ensure the glass breaks safely.
- 8.3.8 Windows and skylights shall be included in the termly site survey, which checks that these all open and close safely and easily.
- 8.3.9 The Site Manager shall ensure that blinds or curtains are provided in the rooms where sun can increase the temperature to an uncomfortable level.

## **8.4 Corridors, Staircases, Footpaths and Outdoor Traffic Areas**

- 8.4.1 Staircases shall be checked termly by the Site Manager to ensure treads are not so worn as to be unsafe and that handrails are secure.
- 8.4.2 The grounds of each School are maintained either by a competent contractor using their own equipment or the School's Premises staff. Where the School Premises staff maintain the grounds, suitable and sufficient risk assessments will be undertaken,

including for all equipment used. All equipment used will be suitable for the job and maintained in an efficient state, in efficient working order and in good repair.

- 8.4.3 The Site Manager ensures that risk assessments are completed for all premises tasks and the work is monitored by the School Business Manager to ensure that it is done safely.
- 8.4.4 Vehicle and pedestrian traffic is kept separate on all School sites, where this is reasonably practicable. The Site Manager monitors vehicle movements and parking on each site to ensure that there is no risk to pedestrians.
- 8.4.5 The Site Manager ensures that vehicle routes and parking areas in each School are clearly marked and the markings are checked and renewed as necessary.
- 8.4.6 All delivery companies coming on to School premises are requested to ensure that their delivery vehicles are fitted with audible and visible reverse warnings. Wherever possible, deliveries are arranged for times when pupils are not in the playground areas.
- 8.4.7 Parents are discouraged from bringing vehicles into the School grounds. Staff and visitors are prohibited from parking anywhere other than the designated parking areas. Any person who parks a vehicle on a yellow hatched emergency vehicle area is asked to move it immediately.
- 8.4.8 The Site Manager ensures that all pedestrian walkways and traffic routes are adequately lit and remain in a state of good repair.

## **8.5 Cleanliness and Waste**

- 8.5.1 The Site Manager shall ensure that a high standard of cleanliness is maintained consistently throughout the School, where cleaning is undertaken in-house.
- 8.5.2 The Site Manager shall ensure that there are sufficient waste receptacles throughout the School and that they are emptied regularly.

8.5.3 The Site Manager shall ensure that waste does not accumulate outside and that waste bins are sited at least 6 metres away from School buildings.

8.5.4 The School kitchen shall be deep cleaned annually by a competent contractor.

## **8.6 Welfare Facilities**

8.6.1 The toilets provided for pupils and staff shall be kept clean, tidy, well-ventilated and lit. The Site Manager shall ensure that there is always an adequate supply of toilet tissue, soap and paper towels or hand driers in all toilets and washrooms.

8.6.2 Staff shall be provided with a comfortable room that is equipped for making hot drinks, heating food and resting.

8.6.3 Pupils and staff have a canteen or rest area where meals can be taken. Staff who handle chemicals or other hazardous substances in their work are prohibited from eating in their work area.

8.6.4 All rest and eating areas are kept clean, tidy, well-lit and properly ventilated with sufficient seating for the number of staff who will need them.

## **8.7 Electricity**

8.7.1 The School Business Manager shall ensure that all portable electrical equipment is tested annually by the Trust's appointed competent contractor. Staff are prohibited from bringing personal electrical equipment into School to use unless it has a current test certificate and its use has been approved by the School Business Manager.

8.7.2 The electrical installation of each School shall be tested every five years by a qualified electrician to ensure it complies with BS:7671. Any remedial works shall be promptly organised by the School Business Manager; C1 faults will be addressed urgently and C2 faults as a priority.

8.7.3 All staff shall ensure that electrical outlets in their working areas are easily accessible by them so that the power supply can be isolated quickly if this becomes necessary.

In infant and early years settings, outlets shall have socket covers fitted to protect younger children.

- 8.7.4 All staff are required to visually check the condition of plugs, cables and insulation on electrical equipment before using it and shall report any damage to the Site Manager immediately, who shall take it out of use.
- 8.7.5 Electrical intake cupboards shall be kept clear of combustible materials, be marked with an electrical hazard warning and be kept locked.
- 8.7.6 Any maintenance or other electrical work shall be completed by a competent person, who shall isolate the supply before starting work.

## **8.8 Legionella**

- 8.8.1 The School Business Manager shall ensure that a legionella risk assessment has been completed, in accordance with HSE Guidance Note L8. The frequency of a legionella risk assessment will be determined by the risk rating of the previous risk assessment, typically every two or three years, or upon any changes to the water distribution system(s), if sooner. The Trust's competent contractor must undertake the legionella risk assessment.
- 8.8.2 The School Business Manager shall ensure that a Water Hygiene Control Scheme document is maintained, detailing persons involved in the management of legionella within their setting acting as the Statutory Duty Holder and Responsible Person, actions taken to mitigate the risks of legionella and specific information on their water systems, details of which are taken from the most recent legionella risk assessment.
- 8.8.3 The ongoing legionella control regime is outsourced to a competent contractor selected by the Trust. The Director of Estates & Infrastructure shall ensure that such a contract is reviewed regularly. The School Business Manager shall ensure that the Site Manager undertakes weekly tasks not included within the control regime, including the flushing of seldom used outlets. The Site Manager is responsible for

ensuring that this task is carried out and recorded, forming evidence used as part of the legionella risk assessment.

8.8.4 The School Business Manager shall be responsible for ensuring that the School's Water Hygiene Control Scheme is reviewed annually, or a new risk assessment undertaken by the Trust's appointed competent contractor, or in the event of any change to the water installation.

8.8.5 The School Business Manager shall be responsible for ensuring that there is an appropriate emergency plan in place to deal with any accidental exposure to legionella bacteria included within the Water Hygiene Control Scheme.

## **8.9 Lifts**

8.9.1 Any lifts in premises shall be kept clean and weekly checks shall be made to ensure that the emergency call buttons work. The Site Manager shall ensure that a procedure is in place for responding to an alarm.

8.9.2 All lifts are maintained in an efficient state, in efficient working order and good repair. A competent contractor is used to maintain the lifts. In addition, a statutory inspection is carried out on the lifts every six months by the Trust's chosen insurance company in compliance with the Lifting Operations and Lifting Equipment Regulations (LOLER) 1998, given that they are used for lifting people.

## **9. Equipment**

9.1 The Site Manager shall keep a schedule of all equipment in use throughout the School that would cause harm to staff or pupils if it failed. The schedule shall include the maintenance each piece of equipment needs and a record of repair and maintenance work carried out.

- 9.2 The School Business Manager shall ensure that all new work equipment conforms to EU Regulations and Directives or other recognised standards, bears the CE mark and is suitable for the purpose for which it is to be used.
- 9.3 Employees shall only use work equipment that they have been trained to use or that has clear and comprehensible instructions provided with it. Risk assessments must be completed by the Site Manager for the use of any work equipment.
- 9.4 Heads of Department shall be responsible for the maintenance and use of equipment for teaching in their area, ensuring that any training needed to use the equipment safely is given.
- 9.5 The Site Manager shall be responsible for ensuring that all work equipment used by Premises staff is fit for purpose and properly maintained. This shall be achieved through regular inspections of equipment and repair or replacement when defects are evident.
- 9.6 The Site Manager shall be responsible for ensuring that any equipment that is subject to statutory checks or thorough examinations is made available when required and for ensuring that any equipment found to be defective is taken out of service immediately.
- 9.7 The Site Manager shall ensure that all staff have the training they need to use work equipment safely and without risks to their health.
- 9.8 The School Business Manager shall arrange for all playground equipment to be inspected at least annually by an external competent person and shall be responsible for acting on the subsequent report promptly. Playground equipment, including safety surfacing, is checked weekly by the Site Manager. Other specific tasks applicable to the school shall be included within the school's play equipment risk assessment(s).
- 9.9 All reasonable steps will be taken to secure the health and safety of employees who work with display screen equipment (DSE) for continuous periods of more than one hour and for those who use DSE for more than 2.5 hours per day, defined as 'users'.

The School Business Manager shall ensure that users complete a DSE assessment and consider implementing risks found as a result of the assessment.

## 10. Security

- 10.1 The Site Manager shall ensure that the School has clearly visible notices requesting all visitors to the School to report to Reception and that all internal doors are fitted with security devices, where necessary, that allow access only to authorised personnel.
- 10.2 Corridor doors in each School shall be locked at the end of the School day to restrict access to other areas of the School, where it is safe to do so and where there are no out of hours community users.
- 10.3 Children shall be supervised during play times and gates are kept closed.
- 10.4 Exit doors that could be opened from the inside by children or from the outside by intruders shall be fitted with security locks. Where these doors are also used as fire exits, panic bolts or locks that are easily opened by an adult shall be fitted. These shall be regularly maintained to ensure they can be opened quickly in an emergency.
- 10.5 The School Business Manager shall ensure that there is a system in place in each School to summon help in an emergency. Reference should be drawn from the Trust's Evacuation, Invacuation & Lockdown policy.

## 11. Off-site Activities

- 11.1 The School's Educational Visits Co-Ordinator shall carefully assess the risks of each activity to ensure that sufficient risk controls are in place to give a reasonable level of safety for pupils and staff.

- 11.2 The arrangements and the risk assessment shall be passed to the Headteacher/Head of School so that the arrangements can be checked for safety and security.
- 11.3 The arrangements for day trips shall include a check on the first aid and emergency arrangements at the intended destination, the names and qualifications of staff who will instruct or work with the pupils and ensuring there will be sufficient staff for the trip, taking into account the number of pupils involved and whether two drivers are needed for longer trips. Information about the numbers of pupils and their abilities will be supplied to the intended destination, if applicable, in advance to ensure that they can be properly accommodated.
- 11.4 The School Business Manager shall ensure that coach operators engaged by the School to transport pupils and staff are able to comply with all the legal requirements relating to public transport by requesting sight of their operating licence, proof of their drivers' competence and taking up references from other users of the service.

## **12. Hazardous substances**

- 12.1 The Site Manager shall ensure that the School complies with the Control of Substances Hazardous to Health (COSHH) Regulations 2002 (as amended) with respect to cleaning and other chemicals used for premises work.
- 12.2 In Secondary Phases, the Head of Science shall take responsibility for ensuring the safe use, handling and storage of any substances that are classed as hazardous, using CLEAPSS guidance. Risk Assessments are delegated to the Lead Science Technician.
- 12.3 Any activities that involve using hazardous substances shall be assessed to estimate the level of risk involved. If any significant risk is identified consideration is given to either eliminating the use of the substance or substituting a less hazardous substance. If neither of these courses of action are possible, then all precautions

shall be taken to ensure that the risk is properly controlled, in accordance with the recommendations in the Approved Code of Practice attached to the Regulations.

12.4 Where information about a substance is not given on the label, or the substance is supplied in large quantities, the Site Manager shall request a safety data sheet from the supplier (all suppliers are legally obliged to supply this) and the following information shall be kept with the substance:

- ▶ chemical composition of the substance;
- ▶ any ill-health effects, such as irritation of the eyes, narcosis, etc.;
- ▶ any protective clothing or equipment needed for handling;
- ▶ how to deal with spillages; and
- ▶ first aid or emergency treatment that may be needed

12.5 All members of staff who regularly handle hazardous substances shall be trained in their use and in the requirements of the COSHH Regulations.

## 13. Occupational health

13.1 The School Business Manager shall identify any staff who are shown by the risk assessments (including DSE workstation assessments) to be at risk from occupational health disorders, for example, stress, musculo-skeletal injury, hand-arm vibration syndrome or eye strain, with a view to recommending further risk controls.

13.2 The School Business Manager shall ensure that all School employees are given information on any risks to their health arising from their work and the measures that are in place to control those risks. Any new working procedures are agreed on and the Headteacher/Head of School shall ensure that they are always used. This may include such matters such as regular rest breaks from Video Display Unit (VDU) work, or using equipment for manual handling.

13.3 Smoking and vaping is strictly prohibited on all Trust premises.

- 13.4 The Headteacher/Head of School shall inform the Trust People & Culture team if any member of staff reports that they are pregnant. A risk assessment shall be undertaken, with the member of staff, to identify any additional risks their work may pose to themselves, the baby or others. Their duties shall then be revised to reduce the risks, where possible. If this is not possible, then the member of staff will be suspended on full pay.
- 13.5 Rest facilities, including a place to lie down, are provided for both nursing and expectant mothers.
- 13.6 The School Business Manager shall ensure that pre-employment screening is in place and that any reasonable adjustments that are shown to be needed are made without undue delay.
- 13.7 Before any employee returns to work after an extended period of sickness absence or following an accident, the School Business Manager shall ensure that a return-to-work meeting is carried out to help the employee to return without undue stress and to consider what reasonable adjustments may need to be made to either the workplace, the equipment they use or the work that they do and any support that they may need.
- 13.8 The School shall ensure that it has processes in place to manage the risks of stress at work and the promotion of employee wellbeing.

## **14. Vehicles and Driving**

- 14.1 Any staff driving on Trust business shall only do so if they hold a valid driving license, proof of which shall be checked by the Office Manager.
- 14.1 Workplace vehicles, such as minibuses, shall be serviced and maintained to ensure that they are safe to use.
- 14.2 Checks shall be carried out by the driver prior to using the vehicle to ensure that it is safe to use, including:

- ▶ that all safety devices are working correctly
- ▶ lights and mirrors are in working order
- ▶ tyres are suitably inflated
- ▶ screenwash levels and wiper blades are sufficient
- ▶ familiarity with the intended route

14.3 Any staff driving the minibus shall be trained to do so, where appropriate.

14.4 Any staff that drive their own vehicle to travel for work will have their driving license, MOT and insurance checked annually by the School Business Manager. Staff will have business insurance in place and will inform the School Business Manager immediately of any convictions or endorsements on their licence.

14.5 Occasional Business Use insurance (OBU) is in place but is only applicable if the use of personal vehicles is unexpected, i.e. unplanned, and not deemed a regular activity. The Director of Estates & Infrastructure can provide further advice on if OBU is applicable.

14.5 Transportation of pupils in personal vehicles is prohibited unless a suitable and sufficient risk assessment has been undertaken, an assessment that the driver holds appropriate business insurance, MOT and insurance and the requirement for use of child car seat(s) is followed. Parent/carer consent is also required.

## 15. Radiation

15.1 The Head of Science has responsibility for ensuring the safe use, handling and storage of any radioactive substances held by the School in compliance with the Ionising Radiation Regulations 1999 and CLEAPPS Guidance. This includes the appointment of a Radiation Protection Supervisor.