



The John Wesley Church of England and Methodist Aided Primary School

## Health and Safety Policy

Written	November 2021
Date Agreed	November 2021
Date Policy to be Reviewed	November 2023

## *Flourishing in F.A.I.T.H. (Family, All Included, Thriving & Healthy)*

At The John Wesley Church of England & Methodist Primary School, our vision of life without limits in all its fullness puts our children and families at the centre of everything. In our inclusive and unique community with two distinctively Christian foundations, every experience enables all to flourish as individuals and to thrive as God intended; mentally, physically, emotionally and spiritually.

The school welcomes everyone to its family and upholds the principles and teachings of the Christian faith. We provide a secure, caring learning environment, which supports and encourages all to fulfil their potential.

The John Wesley is a Church of England and Methodist Voluntary Aided Primary School and our Christian values are at the heart of everything we do.

- ❖ **Koinonia**
- ❖ **Love**
- ❖ **Compassion**
- ❖ **Wisdom**
- ❖ **Forgiveness**
- ❖ **Service**

These are underpinned by our learning values:

- ❖ **Promoting curiosity** – asking questions, delving deeper and analysing
- ❖ **Developing communication** – listening, empathy and relationship-building
- ❖ **‘Prove it’ opportunities** – problem solving, decision making and exploration
- ❖ **Sharing views and opinions** – visual, spoken and written
- ❖ **Encouraging creativity** – innovation, imagination and spirituality

Our whole school vision is built upon and guided by these. Every school policy is written with this in mind and implemented in way that reflects our vision of our children being able to ‘**Flourishing in F.A.I.T.H**’ (Family, All Included, Thriving & Healthy)’ and as Jesus gave his disciples a vision of a life that is full of possibilities and dreams yet to be met, we encourage our children to live their life in all its fullness.

## HEALTH AND SAFETY POLICY

### 1. STATEMENT OF INTENT

This policy has been written by the Headteacher and Governing body to adhere to the highest standards of health, safety and welfare which are consistent with their responsibilities under the Health and Safety at work Act 1974 and other statutory and common law duties.

The Headteacher and governors are committed to establishing and implementing arrangements that will:

- Ensure staff and pupils are safeguarded when on school premises, or engaged in off-site activities (e.g. school trips, sports events etc.)
- Ensure the premises for which they are responsible have safe access and egress for all staff, pupils and visitors
- Provide adequate facilities and arrangements for welfare
- Provide and maintain safe plant and safe systems of work without risks to health
- Ensure safe use, handling, storage and transport of articles
- Provide suitable information, training, instruction and supervision to keep all staff, pupils and visitors safe.

### 2. ORGANISATION

#### **Employer responsibilities**

As a Voluntary Aided School, the Governing Body, the employer, has overall accountability for Health and Safety at The John Wesley CEM Primary School. At a school level, Miss Harrington, the Headteacher, is responsible for operational delivery of health and safety policies and procedures, ensuring that risk assessments are conducted, followed and reviewed and that employees, governors and children are aware of their responsibilities and duties in respect of health, safety and welfare.

The Headteacher will ensure the overall implementation of this policy.

#### **Headteacher responsibilities**

- To ensure this policy is reviewed annually or earlier if there are any changes in circumstances
- To ensure that employee responsibilities regarding health and safety are included in their job descriptions and that it is adequately received and understood
- To include health and safety issues in the school improvement plan, if necessary
- To carry out regular health and safety inspections (at least three times a year) and take remedial action as appropriate
- To undertake risk assessments, record significant findings, and review annually or sooner if there is a change in circumstance
- To receive and deal promptly with raised issues or complaints about unsafe premises, equipment or work practices
- To liaise with KCC property and infrastructure support and/or the building maintenance consultants and/or with contractors to resolve property maintenance issues
- To ensure that the requirements of any enforcement officer (e.g. HSE Inspector, Environmental Health Officer, Fire Liaison Officer, or Environmental Agency Inspector) are properly addressed
- To ensure that emergency evacuation procedures are in place and tested to ensure validity

# The John Wesley CEM Primary School Health and Safety Policy

- To ensure that adequate first aid provision is available and kept up to date at all times
- To report health and safety issues to the governing body on a regular basis
- To monitor and review all health and safety policies and procedures
- Seek advice from other organisations or professionals, such as the Health and Safety Executive, safety advisers etc. as and when necessary.

***N.B: Tasks can be delegated to other members of staff but ultimately the responsibility remains with the Headteacher.***

## **Governors' responsibilities**

The Governing Body are responsible for ensuring that 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.

Where the designated Health and Safety Governor is unavailable to support in their usual role, the Chair of Governors and/or Vice-chair may take on the health and safety governor responsibilities. Where required, the Governing Body will seek advice and support on health and safety matters.

- Responsibility for the health and safety of pupils lies with the governing body of the school, both as the employer of school staff and because it controls school premises
- The governing body will promote a strategic overview for health and safety
- The governing body will take all reasonable measures to ensure that the premises and equipment on site are safe and do not put the health or safety of staff, pupils or visitors at risk while they are on the premises
- The governing body will make adequate provision for maintenance of the school premises and equipment, within the school's delegated budget
- The governing body will support and monitor health and safety within the school
- Review and monitor the effectiveness of this policy
- The governing body has an appointed governor to co-ordinate health and safety from a strategic point of view.

## **Staff responsibilities**

- To read and fully co-operate with this policy
- Must take reasonable care of their own health and safety and that of others who may be affected by their actions
- Will co-operate with their employer on health and safety matters
- Will not interfere with anything provided to safeguard their health and safety or that of others
- Report practices, equipment or physical conditions that may be hazardous to the appropriate member of staff, either the Deputy Headteacher or Headteacher
- Have a duty to report all health and safety concerns to the Headteacher or their line manager.

## **Caretaker responsibilities**

The Caretaker holds responsibility for the day to day maintenance and other buildings/grounds issues. They will:

- **Ensure that any work that has health and safety implications is prioritised**
- Report any concerns regarding unresolved hazards in school to the senior management team immediately
- Ensure that all work under their control is undertaken in a safe manner
- Carry out a daily check of the grounds and building to spot any disrepair or other hazards such as broken glass etc. in the play areas

# The John Wesley CEM Primary School Health and Safety Policy

- Ensure that all cleaning staff are aware of safe working practices, especially regarding reporting of hazards, the use of hazardous substances and manual handling
- Carry out a weekly test of the fire alarm
- Ensure all contractors are 'inducted' and shown the relevant risk assessments, asbestos records and are made aware of any fragile roofs or other hazards in the areas where they will be working
- Fully co-operate with health and safety arrangements during larger building projects.

## Consultation with employees

It is a legal requirement to consult with employees on health and safety issues. Therefore consultations with employees takes place through individual and group staff meetings to communicate on health and safety matters and concerns.

### 3. HEALTH AND SAFETY IS A STANDING ITEM ON ALL STAFF MEETING AGENDAS

#### Information, Instruction and Supervision

Under health and safety law, it is a legal requirement to display or provide a leaflet version of the Health and Safety Law poster.

- **A copy of the Health and Safety Law Poster is located in the Staffroom and Office Corridor**
- Supervision of young workers/trainees will be arranged/undertaken/monitored by the Headteacher or other delegated key members of staff
- The Headteacher will supply adequate information, instruction and supervision for all staff, pupils and visitors to ensure their health and safety.

#### Competency for health and safety tasks and training

- The Headteacher will ensure that all staff undertake induction training
- Training will be identified arranged and monitored by the Headteacher and the governing body
- Staff are also responsible for identifying their own personal training needs and feeding this back to the Headteacher
- Training records will be easily accessible for audit purposes and will be kept up to date.

#### Monitoring

- The Headteacher will check working conditions and ensure that safe working practices are being followed. Regular inspections will be undertaken of the school building and grounds three times a year. The H&S Governor will support SLT to do this.
- The Deputy Headteacher is responsible for investigating accidents although the accountability remains with the Headteacher
- The Deputy Headteacher is responsible for investigating work-related sickness and absences, although the accountability remains with the Headteacher
- The Headteacher is responsible and accountable for acting on investigation findings in order to prevent any reoccurrences.

### 4. ARRANGEMENTS

#### School activities

- The Headteacher will ensure that risk assessments are undertaken

# The John Wesley CEM Primary School Health and Safety Policy

- The significant findings of all risk assessments will be reported to the governing body and to all relevant staff, contractors, visitors and all of those who may be affected
- Any actions that are required to remove or control risks will be approved by the head teacher or their delegated responsible person
- The Headteacher or delegated responsible person will check that the implemented actions remain effective, and that all risk assessments are reviewed on an annual basis or when the work activity changes, whichever is the soonest.

## Visitors

- All visitors shall be directed by clear signage to the reception and must report to reception, where appropriate arrangements for the signing in and out and identity badges will be provided,
- All visitors shall be made aware of the school's fire arrangements in the event of a fire
- All visitors shall be made aware of the school's emergency procedures, including evacuation points.

## Fire and emergency procedures

- The Headteacher is responsible for ensuring the fire risk assessment are undertaken, controls are implemented and that it is reviewed annually and kept up to date
- Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices
- Instructions to employees are posted at strategic points around the building
- Emergency evacuation will be practiced at least three times a year and records will be retained
- Regular testing of fire alarms will occur and will be carried out by the Caretaker
- A record of these tests will be kept by SLT

## Fire fighting

- Staff should only use fire extinguishers if trained in how to operate them safely. If trained, they should only use the extinguisher if they feel confident to do so and not put themselves or others at undue risk. There should always be a clear escape available. Ensure the alarm is raised before attempting to tackle a fire. All chemicals will be stored in accordance to the Control of Substances Hazardous to Health (COSHH) assessment. List of hazardous substances will be provided to a fire officer in the event of a fire.

## Maintenance of fire equipment

The Headteacher will ensure regular maintenance of:

- fire extinguishers
- fire alarms
- fire doors
- fire safety signs and identification of escape routes
- emergency lighting and other emergency equipment.

## Bomb/suspect package alerts

- Bomb alerts/suspect packages will be dealt with in accordance with the school's emergency planning arrangements.
- The Headteacher is responsible for ensuring the bomb alert procedures are undertaken and implemented
- Guidance on bombs/suspicious devices or packages will be circulated to staff annually.

## First aid

- The Headteacher will ensure that there are an appropriate number of designated and trained first aiders in school
- The Headteacher will ensure that there are an appropriate number of first aid boxes, with basic instructions and locations clearly marked. A first aid risk assessment will be carried out by the Headteacher to determine the above factors
- The school will follow the procedure for completion of incident/accident record - HS157, HS160, F2508
- All reportable incidents under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) will be reported to the HSE by the school. Advice should be sought if any doubt whether an incident is reportable
- Parents will be invited to complete the consent form for medical treatment in accordance with school policy and DFE guidance.

## Information Communication Technology

- The Headteacher will ensure that suitable arrangements are in place for the safe use of information communication technology
- Information communication technology will be installed safely, with due consideration given to ventilation for server rooms and computer suites and to hazards such as asbestos and working at height
- Where laptops are used, safe systems of work including charging and use of trolleys will be devised and implemented
- Assessments for users of Display Screen Equipment (DSE) will be carried out in accordance with the Health and Safety (DSE) Regulations 1992 (as amended in 2002) See Appendix 1
- The KCC guidance on interactive whiteboards will be followed.

## Legal requirements for premises

- The school will comply with the requirements of the Workplace (Health, Safety and Welfare) Regulations 1992 with regard to facilities for staff such as lighting, heating, ventilation, space, condition of floors and general welfare facilities
- The school will comply with the arrangements of the Education (School Premises) Regulations 1999 with regard to school facilities such as washrooms for pupils and staff, medical accommodation and indoor temperatures.

## Safe handling and use of substances

- The Headteacher is responsible for identifying all substances which need an assessment under the Control of Substances Hazardous to Health (COSHH) Regulations 2002
- The Headteacher or delegated responsible person will be responsible for undertaking COSHH assessments
- The Headteacher will be responsible for ensuring that all relevant employees are informed about the presence of the COSHH assessments
- The Headteacher will be responsible for checking and ensuring they are satisfied that all new substances can be used safely before they are purchasing them.
- COSHH assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

## Inspection of premises, plant and equipment

- The Headteacher will arrange for formal inspections of the premises, plant and equipment to take place three times a year and draw up an effective maintenance and improvement programme

# The John Wesley CEM Primary School Health and Safety Policy

- All identified maintenance will be implemented
- Routine checks may be undertaken by a combination of class teachers, governors, caretaking staff and the head teacher/deputy head using the example checklists
- Access to storerooms; boiler rooms; tank and plant rooms should also be checked, including checking for inappropriate storage of ladders and other equipment, in particular in and around intake cupboards
- Where damaged asbestos is encountered, or damage is suspected procedures as laid down in the KCC asbestos policy will be followed.

## **Asbestos management**

- The John Wesley CEM Primary School does not have any asbestos.
- We have a certificate to prove this. See Appendix 2.
- This is also stored in our Visitors Protocol folder.

## **Legionella management**

- Property and Infrastructure Support will arrange for a water hygiene risk assessment to be carried out every two years in line with statutory requirements. Such assessments will identify if there are areas where conditions exist which could support legionella bacteria growth and pose a risk to building occupants, the survey will also list any works required; and include details of future monitoring requirements that the school is responsible for. Therefore, all identified remedial works will be incorporated into the school's maintenance programme.
- Monitoring of the water system is also a statutory requirement and the school will ensure this is undertaken. This will include taking temperature readings, recording these in the logbook and de-scaling spray outlets as necessary.

## **5. LIST OF RISK ASSESSMENTS, POLICIES AND PROCEDURES TO COMPLEMENT THIS POLICY**

- **Bomb alerts – See Emergency Procedures Policy**
- **Control of chemicals hazardous to health (COSHH) – Metro Cleaning Company (after hours cleaning) organises their own COSHH risk assessments and training with their staff.**
- **Caretaker COSHH training to be updated**
- **Display screen equipment (DSE) Appendix 1**
- **Drugs and Alcohol – See Policy**
- **Electricity at work including portable appliance testing – 02/2021**
- **Emergency Procedures Policy**
- **Fire Safety Log Book – including Fire Plan, Fire Exit map, responsibilities of the fire wardens**
- **First Aid requirements – See First Aid Policy**
- **Infection control – PHE Spotty Book**
- **Legionella – Risk assessment review – 31/05/2021**
- **Legionella Control Management Plan – 09/2020 Review date – 09/2025**
- Lone Working Policy
- Managing contractors
- Manual handling
- **Off-site visits – See Emergency Procedures Policy**
- **Playground supervision – See timetable and handbook**
- **School events and facilities – Lettings Policy**
- **Slips, trips and falls - See All Risk Assessments**
- Stress management



# The John Wesley CEM Primary School Health and Safety Policy

- Violence and aggression
- Working at height.

## 6. USEFUL CONTACTS

Kent County Council Health and Safety Unit  
Email: [healthandsafety@kent.gov.uk](mailto:healthandsafety@kent.gov.uk)  
Health and Safety Advice Line: Tel: 03000 418456  
Location: Room 1.04 Sessions House, Maidstone, ME14 1XQ

Outdoor Education Unit  
Tel: 03000 410901  
Email: [Outdoor.Education@theeducationpeople.org](mailto:Outdoor.Education@theeducationpeople.org)  
Location: The Swattenden Outdoor Centre, Swattenden Lane, Cranbrook, TN17 3PS

Insurance and Risk Management  
Lee Manser - Insurance Manager.  
Tel: 03000416428, Email: [lee.manser@kent.gov.uk](mailto:lee.manser@kent.gov.uk)  
Location: Room 2.53 Sessions House. Maidstone. ME14 1XQ

Staff Care Services  
Occupational Health, Mediation Services, and Support Line. Tel: 03000 411411 Email: [occupational.health@kent.gov.uk](mailto:occupational.health@kent.gov.uk)  
Location: Park House, 110-112 Mill Street, East Malling, ME19 6BU

Classcare  
Email: [classcare.enquiries@kent.gov.uk](mailto:classcare.enquiries@kent.gov.uk)  
Location: Room 1.44, Sessions House, County Hall, Maidstone, Kent, ME14 1XQ

Health and Safety Executive  
Location: International House, Dover Place, Ashford, TN24 1HU

Kent Fire & Rescue Service  
The Godlands  
Straw Mill Hill  
Tovil, Maidstone  
ME15 6XB  
Tel: 01622 692 121

RIDDOR Incident Contact Centre  
Website: [www.riddor.gov.uk](http://www.riddor.gov.uk).  
Tel: 0845 345 0055  
(For reporting fatal/ specified, and major incidents only)  
Online reporting: <https://www.hse.gov.uk/riddor/report.htm>

Employment Medical Advisory Service (EMAS)  
The Executive's Employment Medical Advisory Service (EMAS).

# The John Wesley CEM Primary School Health and Safety Policy

Tel: 02089 958503

Location: PO Box 3087, London W4 4ZP

Association for Physical Education.

Tel: 01905 855584, Email: [enquiries@afpe.org.uk](mailto:enquiries@afpe.org.uk)

Website: <http://www.afpe.org.uk/>

Location: 117 Bredon, University of Worcester, Henwick Grove, Worcester. WR2 6AJ

Sustainability & Climate Change Team

Deborah Kapaj – Sustainable Estates Programme Manager

Tel: 03000 410237

Location: 2nd Floor, Invicta House, County Hall, Maidstone. ME14 1XX

APPENDIX 1:

[Working with display screen equipment \(DSE\) \(hse.gov.uk\)](http://hse.gov.uk)

APPENDIX 2:



*Architects and Town Planners*  
Suites 9-11, The Courtyard  
Parsonage Farm  
Parsonage Stocks Road  
Throwley, Faversham  
ME13 0ET  
Tel:- (01795) 892223 (Direct Line)  
Fax:- (01795) 892185

Diocesan Architectural Services Ltd

20 October 2008

Mrs G. Spragg  
Head Teacher  
The John Wesley CE Primary School  
Wesley School Road  
Singleton, Ashford  
Kent. TN23 5LW

21 OCT 2008

Dear Gail

**THE JOHN WESLEY CE / METHODIST PRIMARY SCHOOL & NURSERY**

I refer to completion of the above school and the asbestos regulations.

The school was constructed between May 2006 – May 2008 and to, the best of our knowledge, no asbestos products or materials containing asbestos were used in the construction of the school.

If you require any further information please do not hesitate to contact me.

Yours sincerely

Chris James  
Senior Architectural Assistant