Health & Safety Policy

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annually (subject to regulatory or other significant changes) Health and Safety is reviewed on an ongoing basis and reported to the governing board termly.	15.10.2026	SC – HSS	Autumn 2027

Signed:……. Ms K Parr Headteacher

THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In **community schools, community special schools and voluntary controlled schools** statutory health and safety responsibilities fall on the Local Authority (LA) (as the employer) and on the Headteacher and other school staff (as employees).

As the management body, **the governing body** must ensure that school staff and premises comply with the LA's health and safety policy and practices (e.g., reporting accidents, first aid provision), and:

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan that considers emergency scenarios;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any activity on the school site or managed by the school;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about those measures;
- Ensure that staff are competent and trained (including Team-teach techniques where necessary) in their health and safety responsibilities; and are actively involved in health and safety;
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk;
- Promote and support sensible health and safety management through discussion at Governor or Senior Leadership Team meetings;
- Seek advice and guidance from the Corporate Health and Safety Unit when required.
- In practice, the governing body may delegate specific health and safety tasks to others at the school.

Specific health and safety tasks may be delegated to staff or other competent people. Delegation does not remove the employer's or governing body's overall responsibility.

The Governing body, and Headteacher, must comply with any direction given to them by the LA concerning the health and safety of persons on the school's premises or taking part in any off-site school activities.

In practice, the governing body may delegate specific health and safety tasks to others at the school. **However, the governing body retains the ultimate responsibility no matter who carries out the tasks.**

THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and the health and safety of anyone affected by their work. They must follow instructions, cooperate with health and safety arrangements, and report unsafe practices. The Headteacher has day-to-day responsibility for making sure the school's health and safety policy and procedures are put into practice.

COVERAGE

The policy should cover the main health and safety issues that apply to the school. It should include links or references to relevant Somerset Council guidance and other approved guidance where needed.

HEALTH AND SAFETY POLICY

1 THE GOVERNORS OF: Oaklands Primary School will:

1.1 Provide, so far as is reasonably practicable, a safe and healthy environment for pupils, staff, volunteers, visitors and anyone else who may be affected by the school's activities.

1.2 Ensure all educational visits and adventurous activities are planned and approved in accordance with Somerset Council's Outdoor Education and Off-site Visits guidance and monitored through EEC.

1.3 Endorse and support the safety policy of Somerset Council, and to assist the Council to discharge those responsibilities, which it holds as employer.

1.4 Seek improvement to working conditions according to priorities within existing resources.

1.5 Recognise their responsibilities when they make available premises or equipment for hire and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.

1.6 Ensure that Risk Assessments are carried out within the school using a recognised method of recording (e.g., EEC Safety Suite). Risk assessments are communicated to all staff and reviewed when required.

1.7 Receive regular health and safety reports at Governing Body or relevant committee meetings and ensure recommendations arising from audits, inspections, fire risk assessments, accident investigations and property reports are recorded, monitored and completed within agreed timescales.

1.8 Ensure that staff can access training to ensure their competence for their tasks.

1.9 Meet any duties held as a client when arranging work by contractors or volunteers. The school will follow Somerset Council guidance on selecting competent contractors and will seek advice from the Corporate Property Group when needed. Volunteers will receive suitable instruction and supervision.

1.10 Report all incidents/accidents, using the Accident Reporting Module on the EEC Safety Suite and ensure appropriate follow up actions are carried out.

1.11 Review on an annual basis, all accidents and incidents reported to identify trends.

1.12 Ensure suitable arrangements are in place to identify, assess and manage the risks associated with food allergies and anaphylaxis, including supporting pupils with medical conditions, staff training, emergency

response arrangements and compliance with statutory guidance and Somerset Council allergy management guidance.

1.13 Consult with the school council and inform pupils of their responsibilities for Health and Safety.

1.14 Recognise the role of safety representatives appointed by recognised trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

1.15 Promote the health, safety and wellbeing of employees, recognising the importance of managing work-related stress, violence, aggression and other psychosocial risks.

1.16 Ensure suitable arrangements are in place for employees undertaking lone working activities, including risk assessment and emergency arrangements.

1.17 Ensure arrangements are in place to manage water hygiene and Legionella risks in accordance with property and health and safety guidance.

1.18 Ensure arrangements are in place to manage risks associated with severe weather events including heatwaves, storms, flooding, snow and ice.

The following individuals are recognised as safety representatives at the school:

- John Faulkner (Premises Supervisor)
- Paul Barnes (Health & Safety Co-ordinator)
- John Faulkner & Steve Reynolds (Lead Fire Marshalls)

2. Organisation in Support of Health and Safety

2.1 Schools may organise health and safety responsibilities in different ways. Key staff must make sure that people in their area of responsibility follow this policy and the measures below:

2.1.1 Identify and control risks from hazardous substances.

2.1.2 Select suitable equipment and make sure it is used correctly.

2.1.3 Identify training needs and arrange suitable training.

2.1.4 Provide suitable personal protective equipment where needed and make sure it is used correctly.

2.2 The Headteacher and Governors recognise the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.

2.3 The Governors will monitor safety performance within the school against the standards set by Somerset Council and provide an annual summary of their findings.

2.4 Ensure that regular School Premises Management checks are completed in line with the Premises Managers checklist alongside guidance from the School's Area Building Surveyor and Local Authority. Also ensuring that appropriate training needs of person responsible for premises is delivered.

2.5 Governors to agree delegation for approval of off-site visits and activities (Category A) and review on an annual basis. Governor to Head Delegation for Category A.

2.6 The Governors have appointed the following Governor, Thomas Freke to monitor health and safety issues and bring to their notice such issues that require their attention.

3 Appointment of Appropriate Persons

Schools should appoint suitable people for each delegated area of responsibility. Table A should be completed to show who is responsible for each area and where the related policy or guidance is kept. Delegated responsibilities will be reviewed annually and whenever significant staffing changes occur. New staff should have the skills and qualifications they need, or receive suitable training after appointment or when responsibilities change.

4 Guidance for Schools

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- Guidance for Schools
- Outdoor Education and External Visits Website

4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset Council's Learning and Achievement service as standards for its schools:

- Association for Physical Education (afPE) (2025):
  Safe Practice: in Physical Education, School Sport and Physical Activity

- Health and Safety: Responsibilities and duties for Schools (April 2022): Health and safety: responsibilities and duties for schools

- Building Bulletin 100: Design for Fire Safety in Schools (March 2014): Design-for-fire-safety-in-schools

- Learning Outside of the Classroom: http://www.lotc.org.uk/

- Guidance on First Aid for Schools: first published August 2000 (February 2014): First-aid-in-schools

- Supporting Pupils at School with Medical Conditions: published by Department for Education (December 2015): Supporting-pupils-at-school-with-medical-conditions

  Please see relevant school policies regarding the above.

DELEGATED AREAS OF RESPONSIBILITY WITHIN THE SCHOOL

Name of School: Oaklands Community Primary School

Headteacher:

Delegated Senior Managers: Deputy Head, SENCo and Business Manager, Site Supervisor, Inclusion Officer and Senior Office Administrator

Area	Location of Policy/Guidance	Name of person responsible
ACCIDENTS/INCIDENTS (NEAR MISSES):		
Incidents/Injuries	Accident Reporting (EEC Safety Suite)	SOA
EMERGENCY PROCEDURES:		
Emergency Procedures Critical/Major Incidents and updating your Contingency Plan	School Closures Please also see Oaklands Business Continuity Plan Updating your Contingency Plan	HT
EXTERNAL VISITS:		
External Visit Co-ordinator	Outdoor Education and External Visits Website EEC Safety Suite>External Visits Management	HT & SOA
INDUCTION/TRAINING		
SC Training Policy	H&S Induction Checklist (Schools)	
MEDICAL:		
Hygiene Control	Guidance for Schools: Volume 4	SS & DH
Infection Control	UKHSA Health protection in children and young people's settings, including education	SS & DH
Medicines in school	Guidance for Schools: Volume 4	SENCo & SOA
Needlestick Injuries	H & S Policy Manual - HS07	SENCo & SOA
New and Expectant Mothers	H & S Policy Manual - HS017	HT & DH
Supporting Pupils with medical needs, useful links	Supporting pupils with medical conditions	SENCo & SOA
Allergy Management	Allergy Safety in Schools: Guidance on Benedict's Law	SENCo

Area	Location of Policy/Guidance	Name of person responsible
RISK MANAGEMENT:		
Computer Use	DSE Assessment Form (DSE1)	BM
COSHH	Hazardous Substances - HS08 COSHH Risk Assessment Form (F08)	SS & BM
Employee or Volunteer Driver	Driver Risk Assessment HS014	SOA
First Aid	First Aid HS012	HT & SOA
Minibus Safety	Minibus Info Sheet Guidance for schools	HT & BM
Violence at Work	Work-related Violence HS011	HT & DH
SITES AND BUILDINGS:		
SC Guidance document	Corporate Property Standards and Guidance Including construction work/contractors on school site	HT, BM & SS
Asbestos	Asbestos Register Email: asbestosteam@somerset.gov.uk Asbestos Policy HS021	N/A
Electrical Safety • Portable Appliance Testing	Guidance for schools	SS
Equipment Maintenance • Lifting Equipment • PE Equipment • CDT Equipment LEV	Contact Property Services Contracts available for purchase by schools	SS
Fire Safety • Arson Prevention	Fire Policy HS010 School responsibility Arson Policy Insurance Email: InsuranceMailbox1@somerset.gov.uk	SS/BM/IO
Gas Appliances • Boilers • Kitchen	Contact Property Services Contracts available for purchase School responsibility unless Special School	SS
Premises Managers checklist & Site Manager/Caretaker	Premises Managers Task List Premises Checklist for Site Manager/Caretaker	BM's CHECKLIST
Pressure systems e.g. steam ovens/stills	School responsibility - contact Insurance Email: InsuranceMailbox1@somerset.gov.uk	CATERING MANAGER
Safety Glazing	Refer to legacy SC Property Standards SC Glazing Standards and Guidance PDF	SS

TABLE B

Documents relating to this Policy are listed below along with the locations in which they can be found:

Document	**Location (Eg, office, web address)**
First Aid Policy	Office – all Also please see the school website
Photo and videoing children	
Physical intervention	
Supporting pupils with medical needs	
Critical incident Business contingency plan School closure	Hard copy in office
Security	
Fire protection	

TABLE C

The monitoring/review arrangements in place are summarised below:

External Monitoring

- H&S Safety Audit and Action Plan (Health and Safety Service saved to EEC every 3-years)
- Inspection Report (purchased by way of SSE Health and Safety Management Package)
- Accident/Incident Reports
- Safety Representation Reports (recognised Trade Union/Professional Association)
- Property Services Report/Condition Survey every 3-years (on Civica)
- Fire Risk Assessment (Health and Safety Service saved on Civica every 3-5 years)
- Legionella Risk Assessment (on Civica)

Internal Monitoring

- Annual Declaration of Risk Assessments (Civica)
- Annual Declaration Self-Audit of Health & Safety (Civica)
- Fire Prevention (Civica)
- Asbestos Management (Civica)
- Catering Audit (Civica)
- Legionella Management (Civica)
- Safety Glazing Audit (Civica)
- EEC Management Report
- Governors Meetings with standing Health and Safety agenda item
- Governors Premises walkabout with feedback report
- Headteacher/Premises Manager Annual Checklist (Burgundy Pack)
- Premises Checklist for Site Manager/Caretaker
- Senior Leadership Team Meeting with standing Health and Safety agenda item
- Staff Induction and INSET day training
- External Visit Monitoring (Trip Monitoring form)
- Classroom checklist (Guidance for schools)