



Grateley Primary School

A school where every child becomes a lifelong learner and realises their potential.

Health and Safety Policy

Signed Chair of Governors:

Reviewed January 2023

Next review January 2024

HEALTH & SAFETY

STATEMENT OF INTENT

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the health, safety and welfare of our employees and all persons likely to be affected by our activities including the public where appropriate. We will co-operate and co-ordinate with partnerships, contractors, sub-contractors, employers, Hampshire County Council departments and the occupiers and owners of premises and land where we are commissioned to work in order to pursue our Health and Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working environment ensuring the welfare of all persons
- Maintain control of health and safety risks arising from our activities
- Comply with statutory requirements as a minimum standard of safety
- Consult with all staff on matters affecting their health, safety and welfare
- Provide and maintain safe systems, equipment and machinery
- Ensure safe handling, storage and use of substances
- Provide appropriate information, instruction and supervision for everyone
- Ensure staff are suitably trained and competent to do their work safely
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health
- Assess risks, record significant findings and monitor safety arrangements
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement to amend or improve arrangements
- Develop and maintain a positive health and safety culture through regular communication and consultation with employees and their representatives on health and safety matters

Our health and safety management system has been developed to ensure that the above commitments can be met. All staff and governors will be instrumental in its implementation.

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at **Grateley Primary School** is held by **The Governing Body** who will:

- Ensure that health and safety has a high profile
- Ensure adequate resources for health and safety are made available
- Consult and advise staff regarding health and safety requirements & arrangements
- Periodically monitor and review local health and safety arrangements

Responsible Manager

The responsible manager for the premises is the **Headteacher** who will act to:

- Develop a safety culture throughout the school
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management

HEALTH & SAFETY

- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding health and safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure staff are aware of their health and safety responsibilities
- Periodically update governing bodies/partnerships as appropriate
- Produce, monitor and periodically review all local safety policies and procedures

All Staff (including volunteers)

All staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own health and safety and that of others affected by their activities by:

- Supporting the school health and safety arrangements
- Ensuring their own work area remains safe at all times
- Not interfering with health and safety arrangements or misusing equipment
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions
- Reporting safety concerns to their staff representative or other appropriate person
- Reporting any incident that has led, or could have led to damage or injury
- Assisting in investigations due to accidents, dangerous occurrences or near-misses
- Not acting or omitting to act in any way that may cause harm or ill-health to others

Caretaker

The caretaker is responsible for undertaking a wide range of typical health and safety related duties on behalf of, and under the direction of the responsible manager. He is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He is to work within their level of competence and seek appropriate guidance and direction from the head teacher and/or the Children's Services Health & Safety Team as required.

On-Site Health & Safety Co-ordinator – Head Teacher and in the absence of the Deputy Head Teacher, assisted by the Administration Officer

The on-site health & safety co-ordinator to the school will manage, advise and co-ordinate local safety matters on behalf of, and under the direction of the responsible manager. He/she is to work within their level of competence and seek appropriate guidance and direction from the head teacher and/or the Children's Services Health & Safety Team as required.

All Teachers & Supervisors

The responsibility of applying local safety procedures on a day-to-day basis rests with the teachers and supervisors. Where any new process or operation is introduced in the area of their responsibility, they are to liaise appropriately so that the associated risks are assessed and any precautions deemed necessary are implemented. They are to ensure that all new members of staff under their control are instructed in their own individual responsibilities with regards to health and safety, and they will appropriately monitor those new staff. They are to make periodic inspections of their areas of responsibility, taking prompt remedial action where necessary to control risk.

HEALTH & SAFETY

Safety Working Party

The Safety Working Party is responsible for assisting in the assessment of safety related matters and provide appropriate support to the responsible manager/headteacher. The safety committee is to meet termly to monitor and discuss on-site health and safety performance, and recommend any actions necessary should this performance appear or prove to be unsatisfactory.

The Safety Working Party will keep informed of all changes in practices and procedures, new guidance, accidents, incidents and risk related matters, using HCC Health and Safety guidance on the intranet, attending training including Governor courses.

The safety committee consists of the **Headteacher, Fire Safety Co-ordinator, On Site Health and Safety Co-ordinator and at least one governor. They meet termly and report to the Full Governing Body on a termly basis. The caretaker is invited to attend for relevant agenda items.**

On an annual basis the Governor and Head Teacher on this working party will audit (using the management tool) and complete the annual inspection. This will take place in January each year to allow for budget to be allocated in the new financial year. Termly audits are submitted by this working party to county.

On a half termly basis either the caretaker, administration officer or nominated governor or member of the staff will carry out an inspection of the premises) to report defects/issues to the Head Teacher.

Fire Safety Co-ordinator

Head Teacher is the fire safety co-ordinator who is the competent person for fire safety on the premises and acts on behalf of the responsible manager. She is to attend the fire safety co-ordinator training course and refresh this training every three years. The fire safety co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual.

The fire safety co-ordinator is to work within their level of competence and seek appropriate guidance and direction from the responsible manager/headteacher and/or the Children's Services Health & Safety Team as required.

They are to ensure that all risk assessments, procedures and plans are up-to-date and implemented. **The caretaker is responsible for carrying out daily, weekly and other periodic checks and recording the outcomes for these checks.**

The fire safety co-ordinator reports to the Safety Working Party on a termly basis.

Health & Safety Representative

The Administration Officer is the premises health and safety representative (whether a member of staff who is union appointed, or non-union and locally nominated) will represent the staff with regard to their health and safety at work. He/she is expected to promote a positive safety culture throughout the premises and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Legionella Competent Person

The caretaker is the nominated competent person for Legionella on the premises and acts on behalf of the responsible manager/headteacher to provide the necessary competence to enable Legionella to be managed safely. He/she is to annually complete the Legionella e-learning course and all training records are to be retained.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with departmental and corporate requirements. He/she will advise the responsible manager/headteacher of any condition or situation relating to Legionella which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the headteacher and/or the Children's Services Health & Safety Team as required.

They will report to the Safety Committee on Legionella on a termly basis.

Asbestos Competent Person

The caretaker is the nominated competent person for asbestos on the premises and acts on behalf of the head teacher to provide the necessary competence to enable asbestos to be managed safely. He/she is to annually complete the asbestos e-learning course and all training records are to be retained.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. He/she is to ensure that the appropriate staff are competent in the use of the asbestos register and that asbestos is managed in accordance with departmental and corporate requirements. He/she will advise the responsible manager/headteacher of any condition or situation relating to asbestos which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the head teacher and/or the Children's Services Health & Safety Team as required.

Accident Investigator

The on-site trained accident investigator is the **Head Teacher** who will lead on all accident investigations in accordance with departmental and corporate procedures.

ARRANGEMENTS

The following arrangements for health and safety have been developed in accordance with the Management of Health and Safety at Work Regulations 1999. These arrangements set out all the health and safety provisions for **Grateley Primary School** and are to be used alongside other current unit/centre/school/premises procedures & policies.

In carrying out their normal functions, it is the duty of all managers and staff to act and do everything possible to prevent injury and ill-health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident/Incident Reporting & Investigation

The on-site management, reporting and investigation of accidents, incidents and near misses is carried out in accordance with departmental and corporate policy requirements.

HEALTH & SAFETY

Any accident, incident or injury involving staff, visitors or contractors is to be reported and recorded in the HCC Accident Report Book held in the **School Office in the First Aid File**. A copy of the completed form is to be forwarded to the Children's Services Health & Safety Team in accordance with Children's Services Safety Guidance Procedure SGP 17-07.

Minor accidents to pupils are to be recorded in the **Children's Accident Log located First Aid file in the School Office**.

Accidents involving children locally considered to be of a more serious nature than the minor incidents are to be recorded on a **CSRF-003 School Accident Internal Report Form** located in the First Aid Log which is to be retained on site.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) are to be reported using the F2508 Report Form and a copy is to be forwarded to the Children's Services Health & Safety Team.

All significant accidents, incidents and near-misses are to be immediately reported to **the Head Teacher**. The trained accident investigator **the head teacher** is to always conduct a documented investigation into more serious incidents. The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

The HCC online accident investigation report tool is to be used for the recording/reporting of investigations. The responsible manager/headteacher will ensure that the governing body/partnership/senior management is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by **the Administration Officer** for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

Premises hirers and community/extended service/third party users must report all incidents related to unsafe premises or equipment to the staff, who will appropriately report and investigate each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures.

Administration of Medicines

Arrangements regarding medicines are set out in the Administration of Medicines Policy.

Asbestos Management

Asbestos management on site is controlled by the asbestos competent person, **the caretaker**. The asbestos register as issued by PBRS is located in the School Office and is to be shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site.

Any changes to the premises' structure that may affect the asbestos register information will be notified to PBRS in order that the asbestos register may be updated accordingly.

Under no circumstances must staff drill or affix anything to walls that may disturb materials without first checking the register and/or obtaining approval from the competent person.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the responsible manager/headteacher and/or the

HEALTH & SAFETY

asbestos competent person who will immediately act to cordon off the affected area and contact the PBRs Asbestos Team for guidance. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the head teacher, administration officer and/or asbestos competent person.

Child Protection

Arrangements regarding child protection are set out in the **Child Protection Policy, Procedure & Safeguarding Guidance**.

Community Users/Lettings/Extended Services

The Head Teacher will ensure that:

- Third parties and other extended service users operate under hire agreements
- That parties have relevant public liability insurance
- A risk assessment for the activity is completed using RATF-047A or RATF-047B
- The premises is safe for use and is always inspected prior to, and after each use
- Means of general access and egress are safe for use by all users
- All provided equipment is safe for use
- Fire escape routes and transit areas are safe and clear of hazards
- Hirers/users are formally made aware of fire safety procedures and equipment

Contractors on Site

HCC approved contractors are always to be used for contractual work on the premises. Where non-HCC approved contractors may be required or selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. The departmental CSAF-013 Safe Selection of Contractors Checklist is to be used to determine competence of non-HCC contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken.

All contractors must report to the School Office where they will be asked to sign the visitors' book and asbestos register, and will be asked to read and sign the Health and Safety file. All contractors must be issued with the local written contractor induction brief that includes all relevant details of fire safety procedures & local safety arrangements.

The administration officer is responsible for monitoring work areas and providing appropriate supervision, moreso where the contractor's work may directly affect staff and pupils on the premises.

Curriculum Activities

All safety management and risk assessments for curriculum based activities will be carried out under the control of the **class teachers** using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS and Hampshire County Council. **Class teachers** will be responsible for local risk management and ensuring that maintenance of equipment and premises in their areas of the curriculum are managed safely following the appropriate guidance. **The head teacher is responsible for checking this on a termly basis and reporting back to the safety committee on an annual basis and to head teacher on a termly basis.**

Display Screen Equipment

All users must complete the *display screen equipment e-learning course* every year without exception. All users must carry out three yearly workstation assessments using CSAF-001 Workstation Assessment Form. Workstation assessments need to be carried out every three years. Users are required to report in writing any issues that arise in the meantime.

Electrical Equipment

The head teacher will ensure that:

- Only authorised and competent persons are permitted to install or repair equipment
- Where 13-amp sockets are in use, only one plug per socket is permitted
- Equipment is not to be used if found to be defective in any way
- Defective equipment is to be reported to the head teacher or administration officer and immediately taken out of use until repaired
- All portable electrical equipment will be inspected / tested annually.
- Equipment testing/inspection can only be carried out by an approved HCC contractor.
- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by the head teacher and it has been PAT tested (proof will be required)
- New equipment must be advised to the head teacher in order that it can be added to future PAT testing schedules
- The electrical isolation points are located on the site plan located in the office. Staff will be reminded of the procedure in the business meeting agenda.

Any defective or suspected defective equipment, systems of work, fittings etc must be reported to the administration officer and attended to as soon as possible.

The Details of the Electrical Safety Procedure is located in the Health & Safety file in the office.

Emergency Procedures

General emergency evacuation for non-fire related emergencies is to be carried out in accordance with the **Critical Incident Plan located in the office**. The school has a fire emergency plan for fire related emergencies and an emergency evacuation plan for all non-fire emergencies.

All staff will receive a brief and a copy of the emergency evacuation plan at induction, and they will be periodically provided with updated information as the emergency evacuation plan is routinely reviewed and amendments are introduced.

Personal Emergency Evacuation Plans (PEEPS) are to be completed, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident. This is especially so for people with hearing difficulties as the school does not have a visible alarm.

Fire Safety

Arrangements regarding fire safety are set out in the Fire Safety Manual. The fire safety co-ordinator is the competent person for fire safety on the premises and is the immediate point of contact for all fire safety related enquiries on site. **The fire safety co-ordinator is the Administration Officer.**

The responsible manager will ensure through the fire safety co-ordinator that:

HEALTH & SAFETY

- All staff complete the mandatory *fire safety induction* every year
- Fire safety procedures are readily available for all staff to read
- Fire safety information is provided to all staff at induction and periodically thereafter
- Fire safety notices are posted in the key areas of the building close to the fire points
- Evacuation routes and assembly points are clearly identified
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire
- All staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those marked *flammable*
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with corporate guidance and the premises fire safety manual
- The fire risk assessment is reviewed annually by the fire safety co-ordinator and amended as new hazards or required amendments are identified

First Aid

Arrangements regarding first aid provision are set out in the **First Aid Policy**. The names and locations of the first aid trained staff on site are listed in the first aid policy and also clearly listed on the Health and Safety board.

First aid is never to be administered by anyone except first aid trained staff with in-date training certification, operating within the parameters of their training.

General Equipment

All general equipment requiring statutory inspection and/or testing on site (*eg. boilers, hoists, lifting equipment, local exhaust ventilation, PE equipment, climbing apparatus*) will be inspected by appropriate competent contractors as provided by the term contractor under PBRS arrangements, or as locally arranged.

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported and immediately taken out of use until repairs can be carried out.

Good Housekeeping

Tidiness, cleanliness and efficiency are essential factors in the promotion of good health and safety. The following conditions are to be adhered to at all times:

- All corridors and passageways are kept free from obstruction
- Shelves in storerooms and cupboards are stacked neatly and not overloaded
- Floors are kept clean and dry, and free from slip and trip hazards
- Emergency exits and fire doors are not obstructed in any way
- Supplies are stored safely in their correct locations
- Rubbish and litter are cleaned and removed at the end of each working day
- Poor housekeeping or hygiene conditions are immediately reported

Hazardous Substances

Hazardous substances, materials, chemicals and cleaning liquids are not permitted to be used or brought into use on site unless a documented COSHH assessment has been undertaken by a **trained**

HEALTH & SAFETY

COSHH assessor (caretaker) and the product has been approved for safe use on site by the head teacher. The premises COSHH assessor acting on behalf of the head teacher is the **caretaker**.

When using a harmful substance, whether it is a material, cleaning fluid or chemical substance, staff must ensure that adequate precautions are taken to prevent ill-health in accordance with the COSHH assessment completed for that hazardous substance. Staff must never attempt to use a harmful substance unless adequately trained to do so, and then only when using the safe working practices and protective equipment identified in the COSHH assessment.

All hazardous substances are to be stored in the secure and signed storage when not in use which is at the caretaker's cupboard for these premises. This is to remain locked at all times.

Inspections and Monitoring

Daily monitoring of the premises, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the premises defect book and reported to the administration officer. Staff must exercise judgement in deciding if something poses an immediate or high risk danger and should take necessary precautions to protect children, staff, parents and others who access the site.

Class teachers/Teaching assistants should routinely inspect any areas they are working in including classrooms, corridors, hall, ICT suite, field etc. Issues should be recorded in the premises defect book and reported to the administration officer. Opportunities to report any non-urgent health and safety concerns are given at the start of every weekly staff meeting and fortnightly teaching assistant meeting.

The caretaker is responsible for inspecting the toilets each day. Issues must be recorded in the premises defect book and reported to the administration officer.

The caretaker and, **in their absence the Fire Safety Coordinator**, is responsible for carrying out fire safety checks in accordance with the Fire Safety Manual – all defects issues must be reported immediately to The Fire Safety Co-ordinator.

Routine documented inspections of the premises will be carried out every half term in accordance with the premises inspection schedule **by a member of staff (this is varied throughout the year)** or member of the **Health and Safety Action Group; from time to time pupils may be asked to accompany them on part of the inspection**. Inspection findings are to be recorded on the locally adapted Half Termly Premises Safety Inspection Checklist.

Defects identified during these routine documented inspections are to be immediately reported to Headteacher and recorded in the defect book. Any identified high level risks or safety management concerns are to be actioned as soon as possible if there is an immediate risk, or at monthly meetings.

Annual detailed inspections of the premises' safety management system will be carried out every year by the **Health and Safety Action Group**. These documented inspections will examine all areas of the safety management system and will be carried out using the adapted Annual H&S Inspection Checklist or audit tool. This must be reported to the Full Governing Body. Every term the **Health and Safety Action Group** will carry out an audit based on notification from Hampshire County Council. This will be reported to the H&S Team at Hampshire County Council and the Full Governing Body.

Kitchens

The main kitchen area is only to be used by authorised staff in accordance with the identified safe working procedures. Authority and procedures for local management of the main kitchen is **HC3**. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices. The main kitchen cooker must only be operated by a trained member of authorised kitchen staff. Parents, staff who are not kitchen staff, PTA and children must not use the main kitchen area cooker. Access to the main kitchen area must be agreed, in advance, by the head teacher.

Legionella Management

Legionella management on site is controlled by the Legionella competent person (**the caretaker**) who will manage and undertake all procedures regarding Legionella in accordance with Children's Services Safety Guidance Procedure. Records of all related training, flushing, temperature monitoring, cleaning and defects are recorded using the Hampshire online legionella recording site and can be electronically accessed for auditing purposes.

Lone Working

All lone working is to be approved by **the head teacher** and is to be carried out in accordance with the premises lone working risk assessment and the local written procedures. The lone working arrangements for staff who may undertake lone working on this site are set out in the lone working risk assessments. Staff are reminded of these at the regular Business Meetings held by the HT.

Moving and Handling

All staff must complete the *moving and handling e-learning course* every year without exception. Staff are not permitted to regularly handle or move unreasonably heavy or awkward items, equipment or children unless they have attended specific moving and handling training and/or have been provided with mechanical aids in order to work safely.

Any significant moving and handling tasks are to be specifically risk assessed in order that training requirements and mechanical aids can be accurately determined to ensure that the task is carried out safely. **The caretaker** is expected to undertake regular physical work which would typically include significant moving and handling, so therefore he must attend a formal moving and handling course specific to the work requirements.

Off-site Activities/use of field

Arrangements regarding off-site activities are managed in accordance with the Outdoor Education Service's procedures and guidance.

Physical Intervention

Arrangements regarding physical intervention are set out in the Restrictive Physical Intervention Policy.

Provision of Information

The responsible manager in conjunction with the Headteacher will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are staff meetings, training days and memos with a signature required. Local health and safety advice is available from the *Headteacher, caretaker,*

HEALTH & SAFETY

administration officer and deputy head teacher and the Children's Services Health & Safety Team can provide both general and specialist advice.

The *Health and Safety Law* poster is displayed in the school office.

Visitors will be shown the health and safety leaflet for visitors and informed of the fire evacuation procedures.

Risk Assessment

General risk assessment management will be co-ordinated by the Head teacher in accordance with guidance contained in the Children's Services Safety Guidance Procedure SGP 01-07.

Risk assessments must be undertaken for all areas where a significant risk is identified or a possibility of such risk exists. A register of significant risks is maintained in the risk assessment file with all dates entered into the school bring-up-diary.

The trained risk assessor on site is **the Head teacher** who will oversee the correct completion of risk assessments as appropriate. Risk assessments will be carried out by those staff with the appropriate knowledge and understanding in each area of work.

All risk assessments and associated control measures are to be approved by the responsible manager/headteacher or their delegated member of staff prior to implementation.

Completed risk assessments are listed in the Risk Register and will be reviewed periodically in accordance with each risk assessment's review date as listed for review in the premises bring-up diary system.

Security

Arrangements regarding security are based on the premises security risk assessment and are set out in the on-site security policy & procedures which include emergency unlock routines.

Smoking

Smoking, including E-cigarettes, is not permitted on the premises.

Stress & Wellbeing

Grateley Primary School is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors. The school uses its Performance Management Systems and knowledge of staff to identify staff at risk of additional stress. Where this is identified either by the school leadership team or by the member of staff themselves, the school can offer an additional, individual risk assessment.

Traffic Management

Arrangements regarding on-site traffic safety are based on the premises traffic risk assessment and are set out in the on-site traffic policy and procedures. In general, there is no traffic on site. When there is occasion to have traffic on site, this must be authorised by the Head Teacher or Admin Officer. No children are allowed on the playground during this time unless authorised by the Head Teacher.

Training

Health and safety induction training will be provided and recorded for all new staff/volunteers in accordance with CSAF-017 New Staff Health & Safety Induction Checklist.

The responsible manager/headteacher is responsible for ensuring that all staff/volunteers are provided with adequate information, instruction and training regarding their safety at work. A training needs analysis will be carried out from which a comprehensive health and safety training plan will be developed and maintained to ensure health and safety training is effectively managed for all staff who require it.

All staff will be provided with following as a minimum training provision:

- Induction training regarding all the requirements of this health and safety policy
- Appropriate local training regarding risk assessments and safe working practices
- Updated training and information following any significant health and safety change
- Specific training commensurate to their own role and activities
- Periodic refresher training that will not exceed three yearly intervals
- Appropriate annual e-learning courses to meet HCC mandatory corporate training requirements

Training records are held by the **Admin Officer** who is responsible for co-ordinating all health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff.

Violent Incidents

Violent, aggressive, threatening or intimidating behaviour towards staff, whether verbal, written, electronic or physical, will not be tolerated at Grateley Primary School.

Staff must report all such violent and aggressive incidents to ensure that there is an awareness of potential issues and/or injuries, and so as to enable incidents to be appropriately investigated so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future.

Violent incident reporting is completely confidential. Violent and aggressive incidents are to be reported using CSRF-001 Violent Incident Report (VIR) Form in accordance with Children's Services Safety Guidance Procedure SGP18-07. Forms are available from the office or on the HCC intranet.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire safety information to enable them to act appropriately and safely in the event of an incident.

Visitors to the premises will be provided with a Visitor's sticker once they have signed in. They will also be given the Visitor's Health & Safety leaflet to read before proceeding into the school. Contractors must also sign the asbestos register.

Work at Height

Work at height is always to be undertaken in accordance with the Children's Services Safety Guidance Procedure SGP 23-08. At **Grateley Primary School** general work at height will be undertaken in accordance with the on-site generic risk assessment for work at height which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

The competent person for work at height on the premises who has attended the Caretaker Support Service Ladder & Stepladder Safety half-day course is **the caretaker**. They are authorised to:

- Use steps, stepladders and leaning ladders in accordance with their training
- Provide step stool instructional training briefs to staff in accordance with SGP 23-08
- Provide stepladder and steps training to staff using the Children's Services *Stepladder & Steps Safety* user training presentation
- Carry out periodic inspections of all on-site ladders, stepladders and podium steps
- Remove access equipment from use if defective or considered inappropriate for use

The competent person for work at height and all other staff are not permitted to use any other access equipment for work at height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms.

Work at height on the premises is only permitted to take place under the following conditions:

- Any work to be carried out at height must be underpinned by a risk assessment
- Access equipment selected for work at height must be as per the risk assessment
- Any staff working at height must be appropriately trained to use the access equipment
- Staff are not to improvise or use alternative access methods of their own choice
- Use of any furniture, including tables and chairs, is forbidden for any work at height
- Staff may only use step stools if they have received a local instructional training brief
- Staff may only use stepladders if they have received training from the ladder and stepladder competent person
- Staff may only use leaning ladders if they have personally attended the Caretaker Support Service Ladder & Stepladder Safety half-day course within every three years
- Any safety concerns about a work at height task must be raised prior to work starting
- Access equipment used on site such as ladders and stepladders must only be that provided and are never to be lent to, or borrowed from third parties or contractors
- Contractors working at height are to be appropriately supervised and must only use their own access equipment.