

**This policy must not be read in isolation but in conjunction with the associated school policies, regulatory, advisory and guidance documents listed below.**

#### **Legal Status:**

- Prepared with regard to Health and Safety at Work etc. Act 1974 and associated amendments and regulations including any relevant supporting documents including: The Management of Health and Safety at Work Regulations 1999, and The Regulatory Reform (Fire Safety) Order 2005.
- Prepared with regard to the Equality Act 2010, Race Relations Act 1976, Race Relations Amendment Act 2000,
- Sex Discrimination Act 1986, Children's Act 1989 and Special Educational Needs and Disability, Act 2001.
- Special Educational Needs and Disability Code of Practice: 0 to 25 years (DfE: 2014)
- Health and Safety: Department of Education (DfE) *Advice on legal duties and powers for local authorities, Headmistress, teachers, staff and governing bodies* (DfE July 2011).
- Health and Safety Executive (HSE) *School trips and outdoor learning activities - tackling the health and safety myths* (HSE July 2011).
- Regulatory Requirements, Part 3 Welfare, Health and Safety of Pupils and Part 5 Premises and Accommodation of The Education (Independent School Standards) (England) Amendment Regulations currently in force
- Accidents and ill health at work are reported in accordance with the *Reporting of Injuries, Diseases and Dangerous Occurrences* (RIDDOR) legislation [www.hse.gov.uk/riddor](http://www.hse.gov.uk/riddor) Tel: 0845 300 9923
- Health and Safety: *Advice on legal duties and powers* (DfE: 2014).

#### **Applies to:**

- The whole School including Early Years Foundation Stage (EYFS), along with the out of school care including extra curricula activities and all other activities provided by the school, inclusive of those outside of the normal school hours;
- all staff (teaching and support staff), students on placement, the proprietor and volunteers working in the school.

#### **Related Documents:**

- General Statement of Health and Safety Policy Summary, Health and Safety Poster (displayed)
- Health, Safety and Welfare Procedures, Risk Assessment Policy
- Employment, Equality and Diversity Policy (2010) and Public Sector Equality Duty (2011)
- Safeguarding Children - Child Protection, Safer Recruitment, Anti Bullying Policies, E Safety, Whistleblowing
- Behaviour Discipline and Sanctions Policy, First Aid and Medication Policies
- Learning Outside the Classroom - Educational Visits and Off-Site Activities

#### **Availability:**

- This policy is made available to parents, staff and pupils in the following ways: via the School website [www.orchardschool.org.uk](http://www.orchardschool.org.uk), and on request, a copy may be obtained from the Office.

#### **Monitoring and Review:**

- This policy will be subject to continuous monitoring, refinement and audit by the Headmistress.
- The Proprietor undertakes a formal annual review of this policy and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if changes in legislation, regulatory requirements or best practice guidelines so require.
- The Proprietor employs an external provider to undertake an audit on health and safety annually.

Signed:

Date: March 2021

Mrs A. R. Burton  
Headmistress and Proprietor

## **Introduction**

In accordance with the Health and Safety at Work etc. Act 1974 the employer is responsible for Health and Safety, although tasks may be delegated to others. The employer has a general duty to ensure, as far as is reasonable and possible, that persons who are and also persons who are not in their employment, but who may be affected by it, are not exposed to unacceptable risks to their health and safety. The Proprietor accepts that we have a responsibility to take all reasonably practicable steps to ensure the health, safety and welfare of staff and others. By extension this includes pupils, parents, volunteers and visitors including contractors. The employer is required to set out the Health and Safety arrangements in a written Health and Safety policy. This requires the Proprietor, who has overall and final responsibility for health and safety to:

- have a general statement of policy;
- state who is responsible for what (delegation of tasks);
- make arrangements to establish, monitor and review measures needed to meet satisfactory Health and Safety standards.

The employer, school staff and others also have a duty under common law to take care of pupils in the same way that a prudent parent would. The Health and Safety at Work Act of 1974 also places responsibilities on all our staff. Matters arising regarding Health and Safety should be reported, in writing, to the Headmistress.

## **General Statement of Health and Safety Policy**

The aim of the Proprietor is to provide a safe and healthy working and learning environment for staff, pupils and visitors. We believe that the prevention of accidents, injury or loss is essential to the effective operation of the school and is part of the education of its pupils. There are policies and audit procedures relevant to our responsibilities, duties and arrangements for Health and Safety, with particular arrangements that apply every day and at all times. We have specific controls and procedures for ensuring that pupils do not have access to any medicines, foods or drinks to which they are allergic.

The arrangements outlined in this policy statement and the various other safety provisions made by the Proprietor cannot in itself prevent accidents or ensure safe and healthy working conditions. This can only be achieved through the adoption of safe methods of work and good practice by every individual. The Proprietor will take all reasonable steps to identify and reduce hazards to a minimum, but all staff and pupils must appreciate that their own safety and that of others also depends upon their individual conduct and vigilance while on the school premises, or while taking part in school sponsored activities. It is the Proprietor's policy to encourage employees, pupils, parents, volunteers and contractors to adopt a positive safety culture in all their activities and to ensure, as far as is reasonably practicable, to minimise any adverse impact on the environment.

The Health and Safety Executive (HSE) enforces health and safety law relating to the activities of independent schools. Although the Headmistress is responsible for health and safety in the workplace and on work activities, the overall and final responsibility is that of the Proprietor and the HSE will normally take action against the Proprietor. However, in some circumstances, for example where an employee failed to take notice of the Proprietor policy or directions in respect of health and safety, the HSE may take action against the employee as well or instead. Written records of all tests and checks such as PAT tests and COSHH are kept. This Policy will be achieved by the establishment of an effective health and safety management system within the school. This will involve the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures. The effectiveness of the system will be regularly monitored to ensure that health and safety arrangements are being implemented and that the people named in this document are carrying out their duties.

## **Workplace safety for employees, parents, volunteers, pupils and visitors**

The duties and responsibilities of the key people are identified in this policy. Detailed documentation is in place in support of this statement. Regular visitors and other users of Orchard School e.g. contractors and delivery people, are expected, as far as is reasonably possible, to observe the safety procedures of the school.

## Employer duties

The employer is required to take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times. This includes the maintenance and development of safe working practices and conditions for all staff, pupils and visitors engaged in school sponsored activities along with taking all reasonable steps to achieve this. The employer ensures that both the *Health and Safety Organisational Chart* and the *Safety Law Poster* that summarises our responsibilities are kept up to date and posted in the reception area. The Proprietor also has a fixed agenda item on health and safety for our staff meetings. The Proprietor is responsible for monitoring compliance with statutory requirements. The Proprietor has a duty to:

- identify and evaluate risk control measures in order to select the most appropriate means of minimising risks to staff, pupils and others, while providing a healthy and safe environment for children to enjoy learning and to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises;
- be familiar with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice that are relevant to the work of the school, in particular the Management of Health and Safety and Work Regulations;
- ensure that all staff have been carefully selected to meet our requirements for the health, safety and security of the children in our care;
- be consistent with Regulation 3 (7) of the Education (Independent School Standards) (England) Regulations, including complying with the requirements of Working Together to Safeguard Children (HM Government), Safeguarding Children and Safer Recruitment in Education (SCSRE) guidance excluding Chapter 5, DfE Guidance: Dealing with allegations of abuse against teachers and other staff (2011), along with any further amendments as they are published.
- Where appropriate, ensure that staff and parents are made aware of risks identified and of the systems and procedures we put in place to deal with these risks;
- provide employees with information, supervision and training to ensure they are competent to carry out their tasks and minimise cases of injury and work related to ill health;
- provide arrangements that recognise our responsibilities to visitors, contractors and the public who may be affected by our activities;
- provide safe equipment, safe play areas, safe access and egress and maintain them in good order;
- to have a clear understanding on actions to take in the event of any emergencies;
- to train all our staff in the particular health and safety issues that affect children;
- ensure that activities undertaken by the school both on and away from school site are risk assessed and safely managed;
- monitor and review this Policy and the various systems procedures;
- adopt and maintain an effective policy, organisation and arrangements for the provision of health and safety throughout the school;
- comply with the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)*.

The Proprietor is directly responsible for safety management and ensuring that premises, equipment and substances are safe and without risk to health. Employees, visitors and contractors to any of the Proprietor owned or operated sites are reminded that it is their duty to look after their own health and safety, to ensure that they do nothing to endanger anyone else, and to co-operate with the School in all matters of Health and Safety. The Headmistress undertakes, to copy this policy to all employees and contractors and to ensure that it is prominently displayed in the workplace.

## Employee duties

Employees also have the duty to look after their own and others (pupils, parents, volunteers and visitors including contractors) Health and Safety. Employees should also co-operate with the employer in matters of health and safety.

The Health and Safety at Work Act 1974 states:

‘It shall be the duty of every employee while at work:

- (a) to take reasonable care for the health and safety of himself and of any persons who may be affected by his acts or omissions at work, and

- (b) as regards any duty or requirement imposed on his Headmistress or any other person by or under any the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.'

The Act also states:

'No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in pursuance of any of the relevant statutory provisions.' All staff will make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work and also the particular area in which they work. They will, so far as is reasonably practicable:

- be familiar with this Health and Safety policy and all safety arrangements including those for fire, first aid and other emergencies as laid down by the Proprietor.
- ensure that health and safety regulations, rules, routines and procedures are being applied effectively and carry out/be aware of hazard identification and risk assessments as appropriate for their area of work;
- take part in health and safety training as required, inform their line manager if there is any reason, they are unable to perform any task without undue risk (e.g. illness, incapacity, etc.);
- only undertake any task for which they have been trained;
- take reasonable care of their own health and safety and that of any other persons (staff, pupils, visitors, etc.);
- observe standards of dress consistent with safety and/or hygiene;
- exercise good standards of housekeeping and cleanliness as well as know and apply the emergency procedures in respect of fire and first aid;
- co-operate fully with their employer on health and safety matters, including following safe systems of work;
- ensure that all tools, machinery and equipment are adequately guarded, are in good and safe working order;
- ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled;
- Report any defects that they observe in the premises, plant, equipment and facilities and take action to ensure no one is put at risk and use the correct equipment, tools, protective equipment and clothing for the job;
- report all accidents and near misses immediately, whether injury is sustained or not using an Accident Report form, promote and achieve high standards of health and safety suggesting improvements and ways of reducing risks and co-operate with other employees in promoting improved safety measures;
- act as a prudent parent when in charge of pupils, as they have a duty to under common law;

Employees should follow any health and safety procedures put in place by their employer. However, if they feel that the procedure is inappropriate (e.g. it is too bureaucratic) they should discuss this with their employer and request that it is reviewed. Both the Proprietor and employees have a responsibility to carry out their duties to the highest standards of openness, probity and accountability and to come forward when they have serious concerns about malpractice or wrongdoing in the work of the School. (See Whistleblowing Policy 2018) The Headmistress will work with the employer to ensure that the procedures at the school are proportionate, effective and appropriate.

### **Employee responsibility to Health and Safety**

Each member of staffs' job description includes the responsibility to be alert to and report any hazards either actual or perceived that may impact on the health and safety of the school and its community. All meeting records include agenda item, health and safety, and each member of staff, as part of their induction, is made aware of the reporting process to ensure the maintenance of Health and Safety standards.

### **Health and Safety Manager (HSM) (Bursar) duties**

The HSM acts as the focal point for day to day references on safety and gives advice; indicates sources of advice, obtaining, where necessary, external advice. The HSM also has responsibility for ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times and for the day to day maintenance and development of safe working practices and conditions for teaching staff, support staff, pupils/pupils, visitors and any other person using the premises or engaged in activities sponsored by the school. She will take reasonable, practicable steps to achieve this and assign clear safety functions to other members of staff as appropriate. This includes the following which is not an exhaustive list:

- Monitoring the Health and Safety policy, ensuring that Proprietor, employees and other persons involved with the school have knowledge of it and are carrying out their duties in accordance with it.
- Be aware of and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the school.
- Ensure that all employees are trained and competent to undertake their work safely, are aware of their own limitations and know they must not undertake any task unless they have been trained, are competent and are confident they can carry out the task safely in the conditions that prevail.
- Ensure that all tools, machinery, plant and equipment is fit for purpose, adequately installed, guarded and appropriately used.
- Ensure that all tools, machinery, plant and equipment receive planned maintenance, that maintenance records are kept, in accordance with statutory legislation where appropriate, and ensure that defective equipment which constitutes a safety hazard is removed from service immediately and clearly labelled as defective.
- Collate accident information and, when necessary, carry out accident and incident investigations.
- Ensure that emergency procedures including those for fire are in place, known, tested regularly and that any necessary revisions are made and disseminated.
- Keeping up to date with current legislation and informing other staff and volunteers as appropriate.
- Making annual health and safety inspections.
- Producing, implementing and monitoring health and safety procedures, including a risk assessment strategy, emergency plans and the collating of accident and incident information.
- Ensuring that the fire drill instructions are in all rooms.
- Ensuring that all Fire Safety policies and procedures are implemented including the external and internal fire safety audits and inspections.
- Ensuring that regular visitors observe the school's safety rules.
- Ensure that statutory health and safety notices are displayed in appropriate locations within the establishment.
- Monitor the effectiveness of the implementation of this policy and submit a monthly report to the Proprietors on health and safety matters.

As well as having the general responsibilities/duties of all members of staff, the HSM also has responsibility for ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times and for the day to day maintenance and development of safe working practices and conditions for teaching staff, support staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by the school. The Proprietor will take reasonable, practicable steps to achieve this and assign clear safety functions to other members of staff as appropriate.

#### **Duties of Staff Holding Posts/Positions of Special Responsibility**

These staff:

- have a general responsibility for the application of the Proprietor's safety policy to their own area of work and are directly responsible to the Headmistress for the application of existing safety measures and procedures within that area of work and follow the advice or instructions given by the Headmistress including complying to the relevant parts of this statement;
- shall, where necessary, establish and maintain safe working procedures including arrangements for ensuring, as far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances, (e.g., chemicals, boiling water, duplicating fluid, guillotines);
- shall resolve any health and safety problem any member of staff may refer to them and refer to the Headmistress any of these problems for which they cannot achieve a satisfactory solution within the resources available to them;
- shall carry out a regular safety inspection of the activities for which they are responsible and, where necessary, submit a report to the Headmistress;
- shall ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own safety and health at work;

- shall, where appropriate, seek the advice and guidance of the Headmistress or any relevant adviser appointed by the Proprietor and shall propose to the Headmistress requirements for safety equipment and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so.

### **Safety of Staff**

The school takes very seriously the need to safeguard the health and welfare of all our staff. This includes their professional development. We also pay particular attention to the assessment and prevention of work-related stress, thus complying with health and safety law. If a member of staff is experiencing stress at work, s/he should inform the headmistress without delay.

The school will not tolerate violence, threatening behaviour or abuse directed against school staff. If such incidents do occur, the school will take the matter very seriously, and take appropriate action.

### **The welfare, health and safety of pupils in Orchard School**

Orchard School ensures arrangements are made to safeguard and promote the welfare of pupils at the school and that such arrangements have regard to any guidance issued by the Secretary of State. The Proprietor takes into consideration:

- safeguarding arrangements including safe recruitment and recording procedures, effective arrangements for child protection and the training and development of staff so that children can be safe in school;
- procedures to eliminate bullying and promote a safe environment and the prevention and tackling of all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability;
- the systematic and consistent management of behaviour, including the use and recording of rewards and sanctions, including written policies to promote good behaviour;
- the provision of a safe and secure school environment, including the elimination of potential risks to pupils' welfare, health and safety both on and off-site, including particular attention, where relevant, to the health and safety of pupils with priority needs
- the systematic and consistent management of procedures to reduce the risk of fire and comply with fire safety regulations
- how effectively the arrangements for pupils' care in the event of sickness, accident or injury are implemented and how our pupils are supervised during school hours; the effectiveness of the school's monitoring and recording systems for pupils' attendance and punctuality
- how well the school reviews admission arrangements and makes adjustments to ensure the accessibility of the school's premises and curriculum for all pupils;
- the way we teach children how to understand and respond to risk, for example risks associated with extremism, new technology, substance misuse, knives and gangs, relationships, water, fire, roads and railways;
- the views expressed by pupils, and different groups of pupils, on welfare, health and safety, respect for, and courtesy towards others and their views on harassment, racism, homophobia and different types of bullying.

All pupils are expected, within their expertise and ability to: Exercise personal responsibility for the safety of themselves and their fellow pupils, observe standards of dress consistent with safety and/or hygiene, this would preclude unsuitable footwear, clothing and articles considered dangerous and observe all the safety rules of Orchard School and in particular, the instructions of teaching staff in the event of an emergency

*Working Together to Safeguard Children 2018*, helps to outline individuals' responsibility in promoting the safety and welfare of all children. We also comply with *Keeping Children Safe in Education Statutory guidance for schools and colleges* (KCSIE) (DfE, Sept 2019). Our school is vigilant and alert to triggers and situations that may put children at risk, and we must be proactive in taking action. Communicating with children effectively is crucial. To do this, we need to know their personalities and be sensitive to their specific needs.

### **Supervision of pupils**

In addition to this being built in to the day to day working practices at Orchard School we also have a separate policy that clearly states the school's approach. We make professional judgements, taking into the consideration the age of the pupils and activities in which they are engaged.

## **Safeguarding - Child protection**

The named person with responsibility for safeguarding children in our school is the headmistress. We will follow the procedures for safeguarding children as laid down by national guidelines as per our Safeguarding/Child Protection Policy.

If any employee or volunteer suspects that a child in their class may be the victim of abuse, they should not try to investigate, but should immediately inform the headmistress the DSL about their concerns.

When investigating incidents or suspicions, the person responsible in the school for safeguarding children works closely with social services, and with the Local Safeguarding Children Board, (LSCB). We handle all such cases with sensitivity, and we attach paramount importance to the interests of the child.

We require all adults employed in school to have their application vetted by the police (DBS), in order to check that there is no evidence of offences involving children or abuse including Disqualification under the **Childcare Act 2008 (February 2015)**

All the adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded. It is better to be safe than sorry, and we trust that parents, while they will naturally be upset, will nevertheless accept that the school acted in the child's best interests.

If an employee or volunteer suspects that a pupil may be the victim of abuse, they should immediately inform the school's Designated Safeguarding Lead (DSL). It is the school's policy for the school to comply with the Central Bedfordshire Safeguarding Procedures in accordance with *What to do if you're worried a child is being abused* (March 2015); *Working Together to Safeguard Children* (September 2018) (WT) and *Information sharing* (July 2018).

**If an allegation is made against the Headmistress (who is the Proprietor), the person making the allegation or having a concern must immediately report to the LADO [laura.parks@centralbedfordshire.gov.uk](mailto:laura.parks@centralbedfordshire.gov.uk) and certainly within one working day. The Headmistress must not be contacted or notified. The deputy DSL liaises with Central Bedfordshire Local Authority Designated Officer.**

We require all adults and volunteers working in the school to comply with the Safer Recruitment Procedures (See Safer Recruitment Policy 2018)

## **Internet**

(see also Policy on Acceptable use of ICT and other Electronic Devices)

We regularly use the internet in school, because it has many educational benefits. In order to minimise the risk of children coming across unsuitable material, we provide constant supervision and we use only a filtered service, selected links and child-friendly search engines. We also seek parental permission before using photographs of children or their work on the school's website, or in newsletters and other publications.

## **Arrangements for the Comfort and Well-Being of Pupils and Staff**

The following arrangements are specifically put in place to try to ensure that pupils are as happy and comfortable as possible whilst on our premises. We also like to make sure that our staff have the right environment in which to teach and supervise.

- Our premises are kept warm during cold weather through the use of easily adjustable, safe heating systems.
- Our windows are designed to be safe and to allow sufficient light through to provide a bright and cheerful environment.
- Our floors are designed to minimise the likelihood of slips and trips and are regularly checked to make sure they are free from obstacles along walkways and are not damaged.
- Our hot water supply is maintained at a temperature to prevent accidental scalding.

- We have a separate lockable room for the storage of any items we consider to be potentially harmful if accessed by pupils.
- All pupils are encouraged to drink water and fresh water is available at all times

### **Standard Working Practices**

Our standard working practices also include:

- ensuring that the registration book to record the arrival and departure of all visitors is completed;
- ensuring all employees and volunteers are in receipt of the Health and Safety Policy prior to commencing their employment or voluntary support for the school;
- making arrangements, where appropriate, for the training of various persons to assist in carrying out the requirements of the School's Health and Safety Policy and Procedures;
- ensuring specific controls and procedures are in place for any external visits or outings anywhere, including an emergency contact/medical form for each child and ensuring all visitors wear badges when on school premises.

### **Risk Assessment**

In order to comply with the standard required for risk assessment the is met if the proprietor ensures that- (a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and (b) appropriate action is taken to reduce risks that are identified. Our Risks Assessment Policy is an integral part of our health and safety procedures and expands on the detail given in this Health and Safety Policy. Our Risk Assessment Policy when read in conjunction with this Health and Safety Policy demonstrates that our risk assessment is systematic with a view to promoting children's welfare. Particular attention is paid to key areas of risk such as supervision and school trips. The policy contents content includes: when risk assessments should be completed, who is responsible for drawing-up and checking these, recording (including any pro-forma), training for staff.

- Health and Safety law often refers to risk assessment and risk management. These are the terms used to describe the process of thinking about the risks of any activity and taking steps to counter them.
- The Headmistress will ensure that regular written risk assessments are undertaken of premises, methods of work and all school sponsored activities. These must be reviewed following changes in circumstances or personnel or in accordance with agreed timetables. A Regular programme of planned assessments is to be completed. In high-risk areas, risk assessments should be reviewed termly. In other activity areas, establishments should review risk assessments on a bi-annual basis.
- Written risk assessments will identify all defects and deficiencies together with the necessary remedial action or risk control measures.
- The results of all risk assessments will be reported by the HSM to the Headmistress who will prioritise issues and assign resources to undertake remedial/control measures where required.
- Training of staff in Health and Safety, including risk assessment occurs at our school.

### **Staff Training in Health and Safety, including Risk Assessment**

Staff training in child protection, prevent duty, first aid, fire safety, educational visits, curriculum specific activities and COSHH is a set agenda item for the Health and Safety Committee. Newly appointed employees could be vulnerable to any risk therefore all relevant Health and Safety matters are drawn to their attention at an early stage. Whilst it is a management responsibility to instruct all employees in safe working procedures in relation to their posts and work places, employees may from time to time find themselves in unfamiliar environments. In such cases, the employee should be particularly alert for hazards.

### **Arrangements for the Safety and Security of Pupils**

The following arrangements are specifically put in place to look after all the pupils in our care at all times.

- All teachers and support staff including volunteers ensure that all curriculum activities are safe.
- A child is never taken off-site without the prior permission of the parent.
- Only those who hold a current 'enhanced disclosure' from the Criminal Records Bureau are allowed unsupervised access to the pupils in our care. If there is a discrepancy between appointment of staff and the enhanced disclosure coming through, a risk assessment is put in place, a previous CRB and List 99 is sought, with supervision arrangements and a mentor put in place.



- The alarm system has incorporated smoke detectors for early warning of any problems that may arise. These are checked termly basis.
- Most staff have been trained in emergency first aid and at least one member of staff who has a current full first aid training certificate is present during the school day.
- We only use safety-approved substances for use by children, such as non-toxic glues and paints.
- Should any incident involving injury to a child take place, a first aider will be called to assist.

### **School Security**

The following arrangements are specifically put in place to look after all the pupils in our care at all times.

- All teachers and support staff including volunteers ensure that all curriculum activities are safe.
- A child is never taken off-site without the prior permission of the parent and in such cases all departures and arrivals are recorded.
- Only those who hold a current 'enhanced disclosure' from the Data and Barring Service are allowed unsupervised access to the pupils in our care. If there is a discrepancy between appointment of staff and the enhanced disclosure coming through, a risk assessment is put in place, a previous CRB and List 99 is sought, with supervision arrangements and a mentor put in place.

At all times we aim to ensure the school is a safe environment for all who work or learn here. We require all adult visitors to the school who arrive in normal school hours to sign the visitors' book in the reception area, and to wear an identification badge. Staff must report to the school office immediately any visitor who is not identified with a school badge. If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Headmistress immediately. The Headmistress will direct any intruder that they must leave the school site straight away. If this does not occur the Headmistress will contact the police immediately.

### **All pupils are expected, within their expertise and ability to:**

- Exercise personal responsibility for the safety of themselves and their fellow pupils
- Observe standards of dress consistent with safety and/or hygiene, this would preclude unsuitable footwear, clothing and articles considered dangerous
- Observe all the safety rules of Orchard School and in particular, the instructions of teaching staff in the event of an emergency
- Use and not wilfully misuse, neglect or interfere with things provided for safety purposes e.g. the railing outside school.

### **Arrangements for the Safety and Security of Equipment**

The following arrangements are specifically put in place to look after all the equipment we have on our premises and any equipment that we may wish to hire or purchase.

- All our electrical equipment and installations are checked by competent persons or organisations to ensure their intrinsic safety.
- Our heating boiler is regularly checked by competent persons or organisations to ensure their intrinsic safety. Access to these is strictly controlled to prevent any accidental access by pupils.
- Regular visible checks are made on the integrity of all sports/game's equipment used externally to ensure connections and fixings are not loosened and the externally exposed parts are not damaged. Suspect equipment is taken out of service until repaired by a competent person or organisation.

### **Arrangements for Activities**

- We always ensure adequate staffing ratios at all times.
- Adults accompanying residential trips have a CRB enhanced certificate and must have made a risk assessment.
- We ensure parents are always informed of all forthcoming plans for events on our premises by signing consent forms.
- We ensure that our staff have access to all the equipment needed when we go on outings.
- We always ensure we have means of communication with us during outings and a list of appropriate telephone numbers.

### **Arrangements for Hygiene**

The following arrangements are specifically put in place to minimise the likelihood of any staff or pupils picking up undesirable diseases, ailments or other health problems. We teach our pupils about the importance of hygiene and keeping their hands clean. We have a daily cleaning schedule to cover all areas accessible by pupils. Only safety-approved cleaning materials are used.

- We provide nappy changing facilities.
- Our toilet facilities have a particularly high standard of hygiene arrangements.
- We provide all protective clothing and equipment as necessary when dealing with any issues of hygiene or cross-contamination.
- All food and drink kept on the premises is stored safely and appropriately.
- All pets and animals are supervised within the school.

### **School uniform**

It is our policy that all children wear the school uniform when attending school, or when participating in a school-organised event, even if outside normal school hours. We agree the requirements for school uniform with parents, and we review these requirements regularly.

It is the responsibility of the headmistress to ensure that the school uniform policy is enforced. It is however not our school policy to exclude children from the school if they, for whatever reason, do not have the proper school uniform.

We ask parents to equip their children with the necessary uniform and school equipment. If a child repeatedly attends school without the correct uniform, we will inform parents and request that they make sure their child leaves home with the proper uniform on. If a parent is in financial difficulties, and this results in a child not having the correct uniform, or not having adequate equipment, our school will do all it can to support the parent. We ask parents not to send their child to school with 'extreme' hairstyles, or the sort of appearance that is likely to draw attention. We ask parents to discuss their child's appearance with us if there are any religious issues involved that we might be unaware of. On grounds of health and safety we do not allow children to wear jewellery in our school.

### **School meals**

Our school provides the opportunity for children to have a meal at lunchtimes. We do all we can to ensure that the meals provided have a suitable nutritional value, in line with the School Food for England (2015). All meals are freshly cooked using locally sourced produce as well as those from our allotment. Children under five are entitled to free milk each school day.

Mid-morning and afternoon snacks are provided by school and are nutritionally appropriate. Our school promotes a healthy lifestyle and fruit is offered as an alternative dessert. As sweets can damage children's teeth, we do not encourage sweets to be eaten in school. A cooked tea is provided for nursery children and those children attending after school or holiday club.

### **Recording and Reporting accidents to staff, pupils and visitors**

The Headmistress ensures that Orchard School complies with the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)* under which Orchard School is required to report to the Health and Safety Executive (telephone: 0845 300 99 23):

- Deaths, major injuries, over-three-day injuries;
- An accident causing injury to pupils, members of the public or other people not at work;
- A specified dangerous occurrence, where something happened which did not result in an injury but could have done - a 'near miss'.

All injuries, accidents, and dangerous occurrences will be recorded. The First Aider or supporting teacher will fill in an accident report form for every serious or significant accident that occurs on or off the School site if in

connectionwiththeSchool. ThiswillbekeptbytheSchoolOffice. Recordsshouldbestoredfortwenty-five years.

### **The Curriculum**

We teach the children about health and safety in order to equip them with the skills, knowledge and understanding that will enable them to live positive, successful and healthy lives. Children are able to experience a wide range of activities. Health and safety measures help them to do this safely, not stop them. Teachers take every opportunity to educate children in this regard as part of the normal school curriculum.

We teach children respect for their bodies, and how to look after themselves. We discuss these issues with the children in lessons covering PSHE, and we reinforce these points in design and technology, where children learn about healthy eating and hygiene. We also show them how to move and play safely in PE lessons. Health and safety issues also arise when we teach care for the environment, and awareness of the dangers of litter.

We believe that everybody in our school can and should promote everybody else's safety, so we teach children to spot hazards in the classroom or around the school and inform their teacher. Our school promotes the spiritual welfare and growth of the children through special events, such as harvest festivals, and through the weekly school assemblies. Each class has the opportunity to discuss problems or issues of concern with their teacher. Teachers use circle time to help children discuss and overcome any fears and worries that they may have. These concerns are handled with sensitivity.

### **The Early Years Foundation Stage (EYFS) Safeguarding and Welfare Requirements**

The safeguarding and welfare requirements specified in Section 3 of the Statutory Framework for the Early Years Foundation Stage are contained in whole school policies inclusive of any appendix specific to EYFS.

### **First Aid and Medication**

Please refer to the school's separate First Aid/medication Policies and supporting medical procedures documents. Orchard School has in place: practical arrangements at the point of need, the names of those qualified in first aid and the requirement for updated training every three years, at least one qualified person on site when pupils are present, ways to show how accidents are to be recorded and parents informed, access to first aid kits, arrangements for pupils with particular medical conditions (for example, asthma, epilepsy, diabetes), hygiene procedures for dealing with spillage of body fluids and guidance on when to call an ambulance;

The arrangements for first-aid provision will be adequate to cope with all foreseeable incidents. The number of designated first-aiders will not, at any time, be less than the number required by law. This is determined by risk assessment (Local Authority guidance). Designated staff will be given such training in first-aid techniques as is required to give them an appropriate level of competence. All staff will be aware of how to summon first aid in an emergency, who the first aiders are and their contact and location details. All first aid-signs and containers must be identified by a white cross on a green background. A written record will be kept of all first-aid administered either on the school premises or as a part of a school related activity.

If a pupil requires medication whilst in the care of the school, the parent should notify the school and ask permission for the medication to be brought in. We do not administer non-prescribed medication. However, although a child may soon be well enough to be back at school, prescribed medication may perhaps still be required during the school day for a short period. In such cases the class teacher will request parents to sign the medical disclaimer form, held in the main office, which gives their permission for the prescribed medication to be administered to their child by a member of the school staff.

Where on the other hand children have long-term medical needs, we will do everything we can to enable them to attend school regularly. Parents must give us details of the child's condition and medication, and bring the medication to school in a secure, labelled container. Records will be kept of all medication received and administered by the school. Staff involved in administering the medication will receive training, usually from the headmistress (school nurse).

The safekeeping and administration of medication is in accordance with the school policy as stated by the Headmistress. The school complies with the Regulatory Requirements, Part 3, Paragraph 12, of the Education (Independent School Standards (England) Regulations 2014.

- Health and Safety Department of Education (DfE) advice on legal duties and powers for local authorities, Headmistress, staff and governing bodies (DfE July 2011)
- Health and Safety Manager (HSM) School trips and outdoor learning activities tackling the health and safety myths (HSE July 2011)

### **Occupational Health Services and Managing Work-Related Stress**

As a good employer we take our duties and responsibilities with regard to the welfare of both staff and pupils very seriously. The school has access to occupational health services including specialist medical and counselling facilities if so required and has the appropriate policies and procedures and working practices in place.

### **Slips and trips**

All injuries, accidents, and dangerous occurrences will be recorded. The First Aider or supporting teacher will fill in an accident report form for every serious or significant accident that occurs on or off the School site if in connection with the School. This will be kept by the School Office. Records should be stored for at least three years or if the person injured is a minor.

### **Off-site Visits, Including Residential Visits and School-Led Adventure Activities**

The School has policies and procedures for Educational Visits and Off-Site Activities. These include Learning Outside the Classroom, Behaviour Management on Outdoor and Off-Site Activities, and Action to be taken by the Group Leader in the event of a serious accident. The school also has access to professional advice and detailed documentation in this area of the curriculum. With reference to our off-site activities:

- We always ensure adequate staffing ratios at all times and ensure adults accompanying residential trips have a CRB enhanced certificate.
- We ensure parents are always informed of all forthcoming plans for events on our premises. Whilst parents provide the school with a general consent for off-site activities, a specific form is required where there is a residential visit.
- We ensure that our staff have access to all the equipment needed when we go on outings and that they use a checklist each time to ensure nothing is forgotten. All staff undertaking school trips make the appropriate risk assessment prior to the visit.
- We always ensure we have means of communication with us during outings and a list of appropriate telephone numbers for contacting the right people whenever required.
- Whenever we require vehicles to transport pupils anywhere, we only use approved and licensed contractors that operate vehicles that conform to all the safety standards.
- We ensure that any drivers of coaches etc. that are required to transport the pupils on any outings are competent and trustworthy drivers and that the vehicles are properly equipped with safety seatbelts. We instruct the pupils to use seat belts at all times when the bus is moving.

### **Transport**

We only hire taxis, minibuses and coaches which are approved by the local authority, where drivers are DBS checked and each seat has either a seatbelt or a booster seat as is applicable. In advance of the trip pupils will be given clear safety instructions based on the risks associated with the particular type of travel. Children must sit only two to a double seat. Seat belts must be worn and where appropriate booster car seats should be used. All drivers of the school MPV's must have undertaken an appropriate training course. In cases of long journeys, pupils will be given the opportunity to exercise after reasonable intervals. First-aid material must be carried and be readily available throughout the visit. Any mini-bus or other vehicle designed to carry nine or more passengers operated by the school is in accordance with the restricted *Passenger Carrying Vehicle (PCV) Operators licence* and any driver must hold a *PCV Driving Licence*.

### **Drivers**

Those authorised to drive any pupils in the party should normally:

- be at least of the minimum age required by the local authority and its outdoor education adviser in relation to each vehicle (and under 71); and
- have a minimum of two years' driving experience; and
- have acquired some experience in handling the size or type of vehicle that will be used and is MIDAS trained; and
- hold a current driving licence valid in the country of use; and
- never have been disqualified.

Each driver must be personally satisfied that:

- the driver is covered by insurance in respect of liability to passengers and others; and
- the driver has made all necessary disclosures of material facts to the insurers, for example any particular problems relating to health;
- the vehicle is roadworthy;
- the driver has not consumed alcoholic liquor within twelve hours before or while in charge of the vehicle
- the driver carries evidence of insurance.

### **Behaviour of any person (including a parent) on the school premises**

Our School has a written Behaviour Policy setting out the behaviour expected of parents on the premises and the procedures that will happen when the school wishes to restrict a parent's access to school premises because a person is causing a nuisance or disturbance. A parent who has been banned from entering school premises is trespassing if he or she does so without permission. Any violent behaviour will be reported to the police.

### **Theft or other criminal acts**

The Headmistress will investigate any incidents of theft involving pupils. If there are serious incidents of theft from the school site, the Headmistress will inform the police and record the incident in the incident book. Should any incident involving physical violence against a teacher occur, this must be reported to the Headmistress immediately.

### **Workplace Safety for Teachers, Pupils and Visitors**

The duties and responsibilities of the key people are identified in this policy; detailed documentation is in place in support of this statement. Regular visitors to Orchard School, e.g. contractors and delivery people, are expected, as far as is reasonably possible, to observe the safety procedures of the school.

### **Violence towards Staff**

If there are any concerns about the behaviours of visitors, they are required to leave the premises. With reference to pupils, there is a well-established behaviour management policy and procedures including the use of reasonable force and physical restraint. All adults, including staff, parents and visitors, are expected to behave in a manner which is in line with and supportive of our school ethos.

### **Manual Handling**

The School has in place comprehensive procedures for manual handling. A risk assessment and manual handling policy has been established to make sure that loads are managed safely and appropriately.

### **Non-Smoking**

Our school, in compliance with the law, is a non-smoking establishment. We do not allow smoking on the school premises, as we do not want to present smoking as acceptable. Nor do we wish to present adult smokers as role models. Any member of staff wishing to smoke must leave the school site, out of view from the children, in their own time and not in the employer's time. Should we find any member of staff smoking at school, we would consider this a serious breach of the terms of employment. We aim to help children know and understand the dangers of smoking and the harmful effects that smoking can have on their bodies. We provide children with the knowledge and information necessary for them to make responsible choices in relation to smoking. We equip children with the social skills that help them to resist the pressure to smoke, either from their peer group, or from society in general.

### **Dealing with Health and Safety Emergencies: Procedures and Contacts**

The procedures for Fire and Emergency evacuation are displayed in every classroom and in prominent positions around Orchard School. These procedures are updated on a regular basis and dated to indicate the latest update. The log book for recording and evaluation of practice and evacuation drills will be held securely at Reception. The Headmistress has overall responsibility for implementing the evacuation procedure if an emergency were to occur. Arrangements are in place in the absence of the Headmistress which are specified in the daily routines.

### **Monitoring and review measures to meet satisfactory health and safety standards**

The Headmistress meets with the HSM to review Health and Safety. Consultation arrangements with employees are in place to ensure the maintenance of health and safety standards. Employees, visitors and contractors to the school are reminded that it is their duty to look after their own health and safety; to ensure that they do nothing to endanger anyone else and to co-operate with the School in all matters of Health and Safety. The HSM undertakes, on behalf of the Headmistress who is the proprietor, to copy this policy to all employees.

### **Restraint**

All members of staff are aware of the regulations regarding *The Use of Force to Control or Restrain Children* as set out in Education Act 1996. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain children to prevent them injuring themselves or others, damaging property or committing a criminal offence.

Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Headmistress and recorded in the child's personal file. The child's parents are informed on the same day. Records are kept of when force is used, and parents are informed. Guidance is given to all 'members of staff' (as defined above) on the circumstances in which 'physical intervention' is allowable.

### **On-site Vehicle Movements**

On-site vehicle movements occur between 8.00 a.m. and 9.00 a.m., 3.25p.m. to 3.45 p.m. and between 5.15p.m. and 6.00p.m. Speed bumps have been installed between playground gates and playground to encourage crawling speed. No children are allowed in this area during these times.

### **Management of Asbestos**

An Asbestos survey has been undertaken and recommended work completed; the school has in place both policy and a specialist checklist for the management of asbestos. The school complies with the regulatory requirements for the management of asbestos.

### **Control of Substances Hazardous to Health**

The implications to COSHH applied at Orchard School where both records and working practices reflect the seriousness in which Orchard School implements its policy and procedures in the care and maintenance of premises, the delivery of the curriculum and administrative functions. Integral to our COSHH Policy are both the inventory and risk assessments.

### **Working at Height**

Any situations where work may need to be carried out at height are in consultation with our Health and Safety Manager. We have produced a separate document which relates to staff working at height in our school. For more information, please 'Working at Height' in our Health and Safety Manual.

### **Fire Safety**

In compliance with the 'Fire Safety Order' (2005) Orchard School undertakes a fire risk assessment (formally recorded and regularly reviewed so as to keep it up to date) and our Proprietors comply with the additional duties to: produce a fire risk (prevention) policy which includes the elimination or reduction of risks from dangerous substances, develop fire procedures and provide staff training (repeated periodically where appropriate), ensure the safety of staff or anyone else legally on the premises, carry out fire drills and contact emergency services when necessary, appoint one or more competent persons (with sufficient training, experience and knowledge) to assist in taking preventative and protective measures (including firefighting and

evacuation), have a suitable system for the maintenance of: clear emergency routes and exits (with doors opening in the direction of escape), signs, notices, emergency lighting where required, fire detectors, alarms and extinguishers (with the maintenance being a 'competent person' (such as, ISO 9001 certified or BAFE approved) and provide staff and any others working on the school site with fire safety information also requiring staff to take reasonable care.

The role of the 'responsible person' at Orchard School is undertaken by the Bursar (Health and Safety Manager) who keeps records of the following: (i) the fire risk assessment and its review; (ii) the fire risk (prevention) policy; (iii) fire procedures and arrangements; (iv) training records (v) fire practice drills; (vi) certificates for the installation and maintenance of fire-fighting systems and equipment.

### **Selecting and Managing Contractors**

The Proprietor or their designated representative will seek to ensure that contractors conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.

All contractors who work on the premises are required to ensure safe working practices by their own employees under the provisions of the Health and Safety at Work etc Act 1974 and must pay due regard to the safety of all persons using the premises in the accordance with this Act. In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Proprietor will take such actions as are necessary to prevent persons in their care from a risk or injury. The Proprietor will draw the attention of all users of the premises (including hirers and contractors) to Section 8 of the Health and Safety at Work etc. Act 1974, which states that no person shall intentionally or recklessly interfere with, or misuse, anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

The procedures for the selection, appointment and monitoring of contractors working within the school premises take into account:

- the Construction (Design and Management) Regulations 1994 – Assessment of Competence and Provision for Health and Safety along with building Contracts undertaken on Educational Premises (from the Education Service Advisory Committee)

For Health and Safety purposes the school must be notified by the person arranging the Works, at least two weeks in advance, of the following:

- the delineated area of the Works – including the associated adjacent area which, for Health and Safety reasons, forms the operating area of the contractor – hereafter and for the purposes of the contract termed 'the site';
- the scope of the Works, the name of the Contractor undertaking the Works, the dates and times of operations at the school.

For the duration of the Works the cleanliness of the site and the Health and Safety of all persons affected by the operations on the site are the responsibility of the Contractor undertaking the Works who must ensure that the school is indemnified against the Works. Access to and from the site is the responsibility of the Contractor undertaking the Works.

### **Maintenance and testing**

Arrangements are specifically put in place to look after all the equipment we have on our premises and any equipment that we may wish to hire or purchase including maintenance (and, where necessary examination and testing) of plant and equipment such as electrical equipment, pressure systems, lifting equipment and glazing safety. All our electrical equipment and installations are checked by competent persons or organisations to ensure their intrinsic safety. Our heating boiler is regularly checked by competent persons or organisations to ensure their intrinsic safety. Access to these is strictly controlled to prevent any accidental access by pupils. Regular visible checks are made on the integrity of all sports/game's equipment used externally to ensure connections and fixings are not loosened and the externally exposed parts are not damaged. Suspect equipment is taken out of service until repaired by a competent person or organisation.

## Fire Safety

In compliance with the 'Fire Safety Order' (2005) Orchard School undertakes a fire risk assessment (formally recorded and regularly reviewed so as to keep it up to date) and our proprietor complies with the additional duties to: produce a fire risk (prevention) policy which includes the elimination or reduction of risks from dangerous substances, develop fire procedures and provide staff training (repeated periodically where appropriate), ensure the safety of staff or anyone else legally on the premises, carry out fire drills and contact emergency services when necessary, appoint one or more competent persons (with sufficient training, experience and knowledge) to assist in taking preventative and protective measures (including firefighting and evacuation), have a suitable system for the maintenance of: clear emergency routes and exits (with doors opening in the direction of escape), signs, notices, emergency lighting where required, fire detectors, alarms and extinguishers (with the maintenance being a 'competent person' (such as, ISO 9001 certified or BAFE approved) and provide staff and any others working on the school site with fire safety information also requiring staff to take reasonable care.

The role of the 'responsible person' at Orchard School is undertaken by the Health and Safety Manager who keeps records of the following: (i) the fire risk assessment and its review; (ii) the fire risk (prevention) policy; (iii) fire procedures and arrangements; (iv) training records (v) fire practice drills; (vi) certificates for the installation and maintenance of fire-fighting systems and equipment

## Further Information

With reference to the following statements, Orchard School has the required details, policies, procedures and working practices in place. An Appendix of all supporting policies and procedures is attached at the end of this policy. Further advice and guidance on many of the matters raised in this policy are available in the Health and Safety Manual. Specifically, there are details on:

### APPENDIX - Index of Documents and Working Practices in support of Health and Safety

- Absence of children and lost children
- Access policy
- Alcohol policy
- Animals on site
- Answering the door and collection of children
- Arson prevention policy
- Asbestos management (and control of) Policy
- Bad Weather policy
- Bereavement and sudden death of a child
- Catering, drinking water and healthy eating
- Children and young persons' employment
- Complaints relating to health and safety
- Construction, design & management regulations
- CoSHH (Control of substances hazardous to health) legal requirements)
- COSSH Inventory and risk assessment
- Contractors (the selection and management of)
- Crisis management and critical incident plan
- Critical incident report sheet and staff personal notes form
- Curriculum health and safety
- Defect reporting form

- DfE guidance for Schools
- Disability Discrimination Act
- Display screen equipment
- Drugs education Policy
- Electrical equipment - visual inspection form
- Electricity at work policy
- Electricity at work regulations
- EYFS Physical Environment Policy
- EYFS Physical Equipment Policy
- EYFS Health Policy
- Fire Marshals
- Glass
- Handyman risk assessment
- Health and safety sub-committee
- Housekeeping
- Hygiene good practice policy
- Incident Report Sheet
- Internal accident or incident reporting form

### Riddor

- Ladder safety policy
- Late collection of children
- Legionnaires disease and water testing
- Lone worker policy including out of hours
- Lost & Uncollected Children
- Manual Handling
- Medication administration record
- New or expectant mothers
- Noise



- Non-smoking, alcohol and drugs policy
- Occupational health
- Office and classroom self-audit
- Outdoor equipment inspection
- Outside environment
- Pandemic outbreak
- Personal protective equipment (PPE)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)
- Risk assessment form
- Risk assessment guidance
- Critical incidents and criminal acts
- Sick child policy
- Slips, trips and falls (see H&S policy)
- Stress
- Sun safety policy
- Use of vehicles on site
- Violence and personal safety

- Visitors
- Wet & Soiled Policy –Early Years
- Work equipment
- Work experience
- Working at Height
- Workplace safety for teachers, pupils and visitors

Additionally, documentation is in place concerning:

- Anti-bullying
- Behaviour management
- Employment
- Fire safety policy and audit
- First aid and the administration of medicines
- Risk assessment
- Safeguarding (child protection and safer recruitment)