



# Wakefield Grammar School Foundation

<b>Document Reference</b>	<b>Health and Safety Policy</b>
<b>Version Number</b>	V9.03
<b>Author/Lead</b>	John Garside
<b>Job Title</b>	Health & Safety Manager
<b>Consultation</b>	Jenny Cocker, Director of Finance and Operations Richard Brookes, QEGS Head Heidi Jayne Boyes, WGHS Head Emma Gill, WGPPS Head
<b>Checker Person Name / Title</b>	Martin Shevill, Chair of Risk, Compliance and Governance Committee
<b>Quality Assurance</b>	
<b>Name of Approver / Committee</b>	Risk, Compliance and Governance Committee and the Governing Board
<b>Date Approved</b>	<b>19.06.2024</b>
<b>Date of Next Review (Annual)</b>	<b>June 2025</b>

**VALIDITY – Policies should be accessed via FireFly to ensure the current version is used.**

## CHANGE RECORD (ANNUAL)

Version	Date	Change details
V7.00	Oct 2019	Reviewed (P Duggleby)
V8.00	Oct 2020	Reviewed (J Garside - L Perry)
V9.00	Aug 2021	Reviewed (J Garside - L Perry)
V9.01	Aug 2022	Reviewed (J Garside - J Cocker)
V9.02	May 2023	Approved Risk and Compliance
V9.03	April 2024	Reviewed (J Garside- J Cocker)

To be published on the following:

<b>Staff shared</b>	<b>X</b>	<b>School website</b>	<b>X</b>
---------------------	----------	-----------------------	----------

# WGSF Health and Safety Policy

## Contents

1. **Introduction to Wakefield Grammar School Foundation including EYFS**
2. **Health and Safety Policy Statements:**
  - Wakefield Grammar School Foundation Health and Safety Policy Statement including EYFS
  - Queen Elizabeth Grammar School (Senior and Junior Section) Health and Safety Policy Statement
  - Wakefield Girls' High School (Senior and Junior Section) Health and Safety Policy Statement
  - Wakefield Grammar Pre Preparatory School Health and Safety Policy Statement
3. **Wakefield Grammar School Foundation Health and Safety Policy Objectives including EYFS**
4. **Foundation's Organisations and Structure including EYFS**
  - 4.1 Board of Governors
  - 4.2 Director of Finance and Operations
  - 4.3 Heads
  - 4.4 Deputy Heads (and SLT)
  - 4.5 Heads of Department
  - 4.6 Teaching Staff
  - 4.7 School Nurse
  - 4.8 Health and Safety Manager
  - 4.9 Estates Manager
  - 4.10 Facilities Manager
    - 4.10.1 Facilities Coordinator
  - 4.11 Head Groundsman / Porters/ Caretakers
  - 4.12 Cleaning Manager
  - 4.13 Support Staff / Line Managers / Supervisors
  - 4.14 All Employees
  - 4.15 Pupils
  - 4.16 Catering Manager (Holroyd Howe Employee)
5. **Arrangements including EYFS**
  - 5.1 Health and Safety Committees
  - 5.2 Accident Procedures
    - 5.2.1 Accident, Incident and Near Miss Reporting and Investigation
    - 5.2.2 Accident Records
    - 5.2.3 Accident / Incident Investigation
    - 5.2.4 Other Accidents / Incidents
  - 5.3 Asbestos
  - 5.4 Control of Substances Hazardous to Health
  - 5.5 Dealing with Inclement Weather Snow & Ice
  - 5.6 Contractors on School Premises
  - 5.7 Visitors on School premises
  - 5.8 Display Screen Equipment
  - 5.9 Driving at Work
  - 5.10 Electrical Equipment
  - 5.11 Fire Procedure
  - 5.12 First Aid

- 5.13 Occupational Health Surveillance
- 5.14 Legionellosis
- 5.15 Manual Handling
- 5.16 Monitoring Health and Safety Legislation
- 5.17 New and Expectant Mothers
- 5.18 Noise at Work
- 5.19 Personal Protective Equipment (PPE)
- 5.20 Pressure Systems
- 5.21 Risk Assessments
- 5.22 Slips, Trips and Falls
- 5.23 Smoking
- 5.24 Stress at Work
- 5.25 Training
- 5.26 Vibration
- 5.27 Waste Disposal
- 5.28 Work Equipment
- 5.29 Work at height
- 5.30 Young Employed Persons (16 to 18 years of age)
- 5.31 Significant public health concerns
- 5.32 Toilet Use Provision

## **6 Monitoring and Review of Policies**

- 6.1 Records

## **7 References / Evidence / Glossary / Definition**

- 7.1 Acts
- 7.2 Regulations

### **Other Foundation Policy / Procedures Referred to within this H&S Policy**

- Asbestos Management Plan
- Control of Substances Hazardous to Health (COSHH)
- Contractor Management Procedure
- Visitor and Intruder Policy
- Fire Safety Policy
- First Aid Policy
- Control of Legionella Bacteria Policy
- Noise at Work Procedure
- Risk Assessment Procedure
- Snow & Ice Procedure
- Letting Procedure
- Educational Visits Policy (and individual schools procedures)
- Stress at Work Assessment

## **1. Introduction to Wakefield Grammar School Foundation including EYFS**

### **Site Definition**

The Foundation is responsible for a number of sites and the health and safety arrangements for each of them. This Foundation Health and Safety Policy covers all sites and includes general organisation, responsibilities and arrangements.

The sites in Wakefield which the Foundation is responsible for are:

- Governors' Office, Northgate ("Green house")
- Queen Elizabeth Grammar School, Northgate
- Wakefield Girls' High School, Wentworth Street, Margaret Street and St John's Square
- Wakefield Grammar Pre-Preparatory School, Margaret Street
- Queen Elizabeth Grammar School Playing Fields, College Grove Road
- Wakefield Girls' High School Playing Fields, Blenheim Road
- Clayton site

The policy is to be distributed to all staff or will be made available in appropriate places so reference can be made to it.

## 2. Health and Safety Policy Statements

### Wakefield Grammar School Foundation Health and Safety Policy Statement including EYFS

As an employer and provider of educational services Wakefield Grammar School Foundation actively seeks to ensure the health, safety and welfare of all employees, pupils, parents and visitors so far as is reasonably practicable.

This is achieved by:

- Having a strategy to provide and maintain safe working environments for Foundation employees, pupils, parents and visitors by complying with the Health and Safety at Work Act 1974 and all subsequent regulations, including those implementing EC Directives, the Education (School Premises) Regulations 1999, and by complying with the DfE Education Health and safety: Responsibilities and Duties for Schools.
- Providing an appropriate Health & Safety response to significant public health matters, including pandemics and other respiratory infections, that is compliant with guidance and advice from the DfE, PHE, Local Authority and the Government Guidance.
- Providing and maintaining equipment and systems of work that are safe to use.
- Keeping places of work under its control in a healthy and safe condition, as well as providing and maintaining safe means of access for all.
- Providing information, instruction, training and supervision to ensure the health and safety at work of employees, pupils, parents, contractors, visitors and members of the public who may be affected by work activities and to achieve safe working practices.
- Making sure there are minimal risks from using, handling, storing and transporting articles and substances.
- Providing adequate facilities and arrangements for employee welfare at work.

It is the duty of all employees to cooperate with the organisation and arrangements that support this policy to provide a healthy and safe working environment. This includes pupils, contractors, visitors and members of the public who may be affected by work activities.

Contractors and others who work on the premises are required to operate within the framework of this policy so as not to harm their employees, Foundation employees, pupils, visitors or members of the public.

This policy will be reviewed and updated as necessary.

**Signed by the Chair of Governors:**



**Mr M Shevill**

**Date:** 19.06.2024

## Queen Elizabeth Grammar School (Senior and Junior Section) Health and Safety Policy Statement

As an employer and provider of educational services Wakefield Grammar School Foundation actively seeks to ensure the health, safety and welfare of all employees, pupils, parents and visitors so far as is reasonably practicable.

This is achieved by:


- Having a strategy to provide and maintain safe working environments for Foundation employees, pupils, parents and visitors by complying with the Health and Safety at Work Act 1974 and all subsequent regulations, including those implementing EC Directives, the Education (School Premises) Regulations 1999, and by complying with the DfE Education Health and Safety: Responsibilities and Duties for Schools.
- Providing an appropriate Health & Safety response to significant public health matters, including pandemics and other respiratory infections, that is compliant with guidance and advice from the DfE, PHE, Local Authority and Government Guidance.
- Providing and maintaining equipment and systems of work that are safe to use.
- Keeping places of work under its control in a healthy and safe condition, as well as providing and maintaining safe means of access for all.
- Providing information, instruction, training and supervision to ensure the health and safety at work of employees, pupils, parents, contractors, visitors and members of the public who may be affected by work activities and to achieve safe working practices.
- Making sure there are no risks from using, handling, storing and transporting articles and substances.
- Providing adequate facilities and arrangements for employee welfare at work.

It is the duty of all employees to cooperate with the organisation and arrangements that support this policy to provide a healthy and safe working environment. This includes pupils, contractors, visitors and members of the public who may be affected by work activities.


Contractors and others who work on the premises are required to operate within the framework of this policy so as not to harm their employees, Foundation employees, pupils, visitors or members of the public.

This policy will be reviewed and updated as necessary and / or re-endorsed annually.

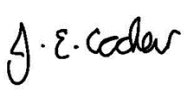
SIGNED

  
Mr M Shevill (Chair of Governors and Chair of Risk Committee)

SIGNED

  
Dr. R Brookes (Head)

SIGNED

  
Mrs. J Cocker (Director of Finance and Operations)

DATE: 19.06.2024

## Wakefield Girls' High School (Senior and Junior Section) Health and Safety Policy Statement

As an employer and provider of educational services Wakefield Grammar School Foundation actively seeks to ensure the health, safety and welfare of all employees, pupils, parents and visitors so far as is reasonably practicable.

This is achieved by:

- Having a strategy to provide and maintain safe working environments for Foundation employees, pupils, parents and visitors by complying with the Health and Safety at Work Act 1974 and all subsequent regulations, including those implementing EC Directives, the Education (School Premises) Regulations 1999, and by complying with the DfE Education Health and Safety: Responsibilities and Duties for Schools.
- Providing an appropriate Health & Safety response to significant public health matters, including pandemics and other respiratory infections, that is compliant with guidance and advice from the DfE, PHE, Local Authority and the Government Guidance.
- Providing and maintaining equipment and systems of work that are safe to use.
- Keeping places of work under its control in a healthy and safe condition, as well as providing and maintaining safe means of access for all.
- Providing information, instruction, training and supervision to ensure the health and safety at work of employees, pupils, parents, contractors, visitors and members of the public who may be affected by work activities and to achieve safe working practices.
- Making sure there are no risks from using, handling, storing and transporting articles and substances.
- Providing adequate facilities and arrangements for employee welfare at work.

It is the duty of all employees to cooperate with the organisation and arrangements that support this policy to provide a healthy and safe working environment. This includes pupils, contractors, visitors and members of the public who may be affected by work activities.

Contractors and others who work on the premises are required to operate within the framework of this policy so as not to harm their employees, Foundation employees, pupils, visitors or members of the public.

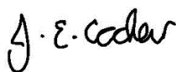
This policy will be reviewed and updated as necessary and / or re-endorsed annually.



SIGNED .....  
Mr M Shevill (Chair of Governors and Chair of Risk Committee)



SIGNED .....  
Ms H J Boyes (Head)



SIGNED .....  
Mrs J Cocker (Director of Finance and Operations)

DATE: 19.06.2024

## Wakefield Grammar Pre Preparatory School Health and Safety Policy Statement

As an employer and provider of educational services Wakefield Grammar School Foundation actively seeks to ensure the health, safety and welfare of all employees, pupils, parents and visitors so far as is reasonably practicable.

This is achieved by:

- Having a strategy to provide and maintain safe working environments for Foundation employees, pupils, parents and visitors by complying with the Health and Safety at Work Act 1974 and all subsequent regulations, including those implementing EC Directives, the Education (School Premises) Regulations 1999, and by complying with the DfE Education Health and Safety: Responsibilities and Duties for Schools.
- Providing an appropriate Health & Safety response to significant public health matters, including pandemics and other respiratory infections, that is compliant with guidance and advice from the DfE, PHE, Local Authority and the Government Guidance.
- Providing and maintaining equipment and systems of work that are safe to use.
- Keeping places of work under its control in a healthy and safe condition, as well as providing and maintaining safe means of access for all.
- Providing information, instruction, training and supervision to ensure the health and safety at work of employees, pupils, parents, contractors, visitors and members of the public who may be affected by work activities and to achieve safe working practices.
- Making sure there are no risks from using, handling, storing and transporting articles and substances.
- Providing adequate facilities and arrangements for employee welfare at work.

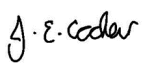
It is the duty of all employees to cooperate with the organisation and arrangements that support this policy to provide a healthy and safe working environment. This includes pupils, contractors, visitors and members of the public who may be affected by work activities.

Contractors and others who work on the premises are required to operate within the framework of this policy so as not to harm their employees, Foundation employees, pupils, visitors or members of the public.

This policy will be reviewed and updated as necessary and / or re-endorsed annually.

  
SIGNED .....  
Mr M Shevill (Chair of Governors and Chair of Risk Committee)

  
SIGNED .....  
Mrs. E Gill (Head)

  
SIGNED .....  
Mrs J Cocker (Director of Finance and Operations)

DATE: 19.06.2024



### **3. Wakefield Grammar School Foundation Health and Safety Policy Objectives including EYFS**

This policy directs that all employees give priority to the consideration of health and safety factors in their day-to-day activities with a view to the implementation of measures to:

- A. Ensure the maintenance of working conditions and practices that do not endanger the health and safety of employees, pupils or members of the public.
- B. Adopt an approach to health and safety which not only emphasises the provision of adequate physical safeguards and working procedures but also develops mechanisms designed to motivate employees and pupils to follow safety rules and generally act in a safe manner.
- C. Ensure all employees and pupils receive adequate information, instruction, training and supervision to make them aware of the hazards, safe working methods and accident prevention techniques relating to their activities. The Governors will make available time and finance for such training.

Section 5 defines the arrangements for compliance with this policy and specific arrangements may be made for each individual school. Each school or area within a school that makes specific arrangements will have its own additional policies on health and safety.

Suitable and sufficient risk assessments shall be conducted on all activities where hazards exist and appropriate preventative and protective measures shall be taken. The results shall be documented and appropriate information brought to the attention of persons at risk.

## **4. Foundation's Organisations and Structure including EYFS**

### **4.1 Board of Governors**

#### **Responsibilities:**

- A. To have overall responsibility for all matters relating to health, safety and welfare of all employees, pupils, including those in the EYFS, and others who could be affected by the Foundation's undertakings.
- B. To agree, together with the Director of Finance and Operations and Heads of all schools, the Health and Safety Policy for the Foundation and ensure it is kept up to date.
- C. To ensure that, through the Director of Finance and Operations, all documents essential for the dissemination of instructions and information as well as the effective running of the Foundation are produced, used and disseminated effectively.
- D. To make available adequate resources, i.e. funds, materials, equipment, welfare facilities, information, instruction, supervision, support and advice, to ensure plant and equipment, places of work and learning, environments and systems of work are safe and risks are maintained as low as is reasonably practicable at all times.
- E. To ensure that appropriate governance structures are established to monitor, review and provide assurance over Health and Safety matters.
- F. To consider and support initiatives for continuous improvement of Health and Safety performance and culture.
- G. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness at all levels.
- H. To encourage, via the Risk, Compliance and Governance Committee and other opportunities, open communications on all areas covered by the Risk & Compliance Committee in all directions involving all employees within the Foundation.
- I. To receive and consider health and safety reports and issues during the Risk, Compliance and Governance Committee, other Committee and Board meetings, as required.

## 4.2 Director of Finance and Operations

**Accountable to:** The Board of Governors through the Risk and Compliance Committee.

**Responsibilities:**

- A. To have an overview of all matters of health and safety involved the activities and undertakings of Wakefield Grammar School Foundation.
- B. To liaise with external enforcing authorities.
- C. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness at all levels.
- D. To identify to the Governors matters outside their limits of authority for due consideration.
- E. To designate individual responsibilities to achieve the effectiveness of this policy.

## 4.3 Heads

**Accountable to:** The Board of Governors through the Risk and Compliance Committee.

**Responsibilities:**

- A. To implement the Foundation Health and Safety Policy and any other health and safety specific arrangements in their designated areas of responsibility.
- B. To identify individual responsibilities to achieve the effectiveness of the policy.
- C. To ensure safe working practices are observed in the schools' activities and undertakings in compliance with current legislation.
- D. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness at all levels.
- E. To identify training or instruction needs for their areas of responsibility.
- F. To ensure all accidents or incidents are reported and investigated and make recommendations to take appropriate action to prevent recurrence.

## 4.4 Deputy Heads (and SLT)

**Accountable to:** School Head

**Responsibilities:**

As above for the Heads.

To act as Chair for meetings, take and distribute accurate minutes.

#### **4.5 Heads of Department**

**Accountable to:** Their respective Head, or in their absence to the nominated Deputy Head.

**Responsibilities:**

- A. To be responsible for all matters relating to health and safety within their areas of control.
- B. To be conversant with, and ensure compliance with, appropriate legislation.
- C. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness at all levels.
- D. To include in their safe systems of work and other related documentation measures taken for health and safety in each department, giving specific information to ensure the health and safety of staff and pupils.
- E. To recommend to the Head the safety training needed for their department.
- F. To recommend to the Head any additional training required by Staff to complete their job roles safely.
- G. To ensure all accidents or incidents are reported to the School Nurse, Head or the Deputy Head.
- H. To ensure risk assessments are carried out, fully implemented and brought to the attention of staff (as appropriate) for all activities under their control, including educational visits.

#### **4.6 Teaching Staff**

**Accountable to:** Head of Department.

**Responsibilities:**

- A. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness within their areas of control.
- B. To have awareness of appropriate safety legislation and ensure safe working practices are employed.
- C. To ensure all accidents or incidents are reported to the School Nurse and Head of Department.
- D. To ensure risk assessments are carried out, fully implemented and brought to the attention of staff (as appropriate) for all activities under their control, including educational visits.
- E. To ensure all pupils are given induction, instruction and made aware of any other matters in relation to health and safety.
- F. To set a personal example in applying a positive and realistic approach to health and safety matters.
- G. To identify to the Heads of Department individual training or information needs.

#### 4.7 School Nurses

**Accountable to:** Their respective Head

**Responsibilities:**

- A. To be specifically responsible for all matters relating to health and safety within their area of control.
- B. To set a personal example in applying a positive and realistic approach to health and safety matters.
- C. To have awareness of appropriate safety legislation and ensure safe working practices are employed.
- D. To ensure all accidents or incidents are reported.
- E. To manage the provision of First Aid within the Foundation.
- F. To assist in the preparation of Personal Risk Assessments, in consultation with the Health and Safety Manager, for Staff, Pupils and visitors who need additional support measures put in place.
- G. To provide First Aid Kits for School trips and Events and be responsible for checking and replenishing their contents.
- H. To be responsible for checking the Defibrillators in their respective schools and reporting any problems with them to the H&S Manager.

#### 4.8 Health and Safety Manager

**Accountable to:** Director of Finance and Operations

**Responsibilities:**

- A. To advise the Director of Finance and Operations, Heads, Heads of Departments and ancillary staff, and the Health and Safety at Work Committees, on the implementation of the Foundation's Health and Safety Policy.
- B. To fulfil the role of competent person on Health and Safety matters within the Foundation.
- C. To develop and update existing health and safety documentation to reflect changes in use, guidance or legislation.
- D. To identify health and safety training needs.
- E. To report on health and safety performance and issues to the Risk and Compliance Committee.
- F. To investigate accidents, near misses and cases of work-related ill health.
- G. To report RIDDOR Reportable incidents to the HSE in accordance with the requirements of the [RIDDOR Regulations 2013](#).

- H. To review Risk Assessments for WGSF on-site events and for WGSF School trips for UK & Foreign trips and day trips and residential trips to ensure the information contained within them cover the anticipated risks for the venue/place to be visited and for the age/experience of those taking part/attending.

#### **4.9 Estates Manager**

**Accountable to:** Director of Finance and Operations

**Responsibilities:**

- A. To ensure that contractors employed by WGSF are to be selected on merit and must meet the criteria laid down in the Contractor Management Procedure (Section 5, para 5.1).
- B. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness within their areas of control.
- C. To be responsible for the day-to-day management of legionella across the Foundation's premises in accordance with the Legionella Management Policy.
- D. To be responsible for the day-to-day management of asbestos across the Foundation's premises in accordance with the Asbestos Management Plan.
- E. To manage the maintenance programme for all buildings, sites and plant / machinery.
- F. To manage all contract work undertaken on the Foundation's premises.
- G. To provide specific information on all matters relating to buildings and plant/machinery.
- H. To recommend to the Director of Finance and Operations the safety training needs for their department, and for others as required.
- I. To ensure risk assessments are carried out, fully implemented and brought to the attention of the Estates Staff (as appropriate) for all activities under their control.

#### **4.10 Facilities Manager**

**Accountable to:** Estates Manager.

**Responsibilities:**

- A. Under the general direction of the Estates Manager, to be responsible for implementing the health and safety and maintenance needs of the Foundation.
- B. To oversee contract work, under the direction of the Estates Manager.
- C. To have an awareness of and apply safety legislation and appropriate safe working procedures within their areas of responsibility.
- D. To ensure all existing and newly appointed staff are conversant with Foundation health and safety arrangements.

- E. To ensure risk assessments are carried out, fully implemented and brought to the attention of staff (as appropriate) for all activities under their control.

#### **4.10.1 Facilities Coordinator**

**Accountable to:** Facilities Manager

**Responsibilities:**

- A. Under the general direction of the Facilities Manager, to be responsible for implementing the health and safety and maintenance needs of the Foundation.
- B. To oversee contract work, under the direction of the Facilities Manager.
- C. To have an awareness of and apply safety legislation and appropriate safe working procedures within their areas of responsibility.
- D. To ensure all Contractors are inducted and conversant with Foundation health and safety arrangements.
- E. To ensure that Contractors' RAMS are carried out, supplied in advance and fully implemented and brought to the attention of staff and other contractors (as appropriate) for all activities under their control.

#### **4.11 Head Groundsman / Porters / Caretakers**

**Accountable to:** Facilities Manager

**Responsibilities:**

- A. To have an awareness of and apply safety legislation and appropriate safe working procedures within their areas of responsibility.
- B. To ensure all accidents or incidents are reported to the Facilities Manager.
- C. To ensure all existing and newly appointed staff are conversant with health and safety arrangements and department risk assessments.
- D. To identify individual or operator training needs and PPE requirements and make these known to their Line Manager.
- E. To set a personal example in applying / managing a positive and realistic approach to health and safety matters.
- F. To organise and keep records of the maintenance carried out within their area of responsibility.

#### **4.12 Cleaning Manager**

**Accountable to:** Estates Manager

**Responsibilities:**

- A. To promote a positive health, safety and welfare culture through example, encouragement, communication and awareness within their areas of control.
- B. To have an awareness of and apply health and safety legislation and appropriate safe working procedures within their areas of responsibility.
- C. To ensure all accidents or incidents are reported.
- D. To ensure all existing and newly appointed staff are conversant with health and safety arrangements.
- E. To identify individual or operator training needs and PPE requirements and make these known to their Line Manager.
- F. To liaise with their Line Manager to organise the maintenance program for equipment within their area of responsibility.
- G. To ensure risk assessments are carried out, fully implemented and brought to the attention of staff (as appropriate) for all activities under their control.

#### **4.13 Support Staff / Line Managers / Supervisors**

**Accountable to:** their own immediate supervisor.

**Responsibilities:**

- A. To have an awareness of and apply safety legislation and appropriate safe working procedures within their areas of responsibility.
- B. To ensure all accidents or incidents are reported to the nearest School Nurse and their Line Manager.
- C. To ensure all existing and newly appointed staff are conversant with health and safety arrangements.
- D. To identify the need for individual or operator training needs and PPE requirements and make these known to their Line Manager.
- E. To set a personal example in applying a positive and realistic approach to health and safety matters.



#### **4.14 All Employees**

**Accountable to:** their individual supervisor.

**Responsibilities:**

- A. To take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.
- B. To ensure all accidents or incidents are reported to the nearest School Nurse and their Line Manager.
- C. In accordance with their legal requirement to cooperate with their employer to enable the employer to carry out and comply with their statutory duties.
- D. To not intentionally or recklessly interfere with anything provided for their health and safety.

#### **4.15 Pupils**

**Accountable to:** The teaching staff.

**Responsibilities:**

- A. To follow instruction and guidance provided by staff.
- B. To behave in a reasonable manner and not abuse facilities.
- C. To report to teaching staff any accident, injury, damage or dangerous occurrence.

#### **4.16 Catering Manager**

**Accountable to:** Director of Finance and Operations

Note: the Catering Manager is employed by Holroyd Howe, the contracted catering provider.

**Responsibilities:**

- A. To comply with the requirements of the Contractor Management Procedure.
- B. To identify catering staff training needs, and ensure they are met.
- C. To support the Foundation's health, safety and welfare culture through example, encouragement, communication and awareness within their areas of control.

## **5 Arrangements including EYFS**

### **5.1 Health and Safety Committees**

Health and Safety Committees will be formed at:

- Queen Elizabeth Grammar School – covering the Senior Section and Junior Section
- Wakefield Girls' High School – covering the Senior Section and Junior Section
- Wakefield Grammar Pre-Preparatory School.

The composition of the committee will be posted on noticeboards in the Main Staffroom of each school. The attendees should be management and employee representatives and consist of Staff from following areas if possible:

- A member of the Senior Leadership Team
- The Estates Manager and /or their deputy
- The School Nurse of the appropriate school
- The Health and Safety Manager
- The Human Resources Manager and / or the HR Business Partner
- Teaching Staff Representatives, Employees & Representatives, including Science, DT & PE
- Head Caretaker/Porter

The Health and Safety Committee will be chaired by a member of the senior management team and will have the authority to give proper consideration to views and recommendations.

Minutes of the respective Health and Safety Committee meetings will be reviewed by the Risk & Compliance Committee.

The Health and Safety Committees will meet termly.

### **5.2 Accident Procedures**

#### **5.2.1 Accident, Incident and Near Miss Reporting and Investigation**

All accidents, however small, and any near misses (those incidents which had the potential to cause injury or damage) will be reported to the School Nurse or available First Aider and recorded on the Foundation accident report form which is available on the [Staff Firefly page](#).

These should include any instances of physical assault, verbal abuse and threatening behaviour to a member of staff or pupil by a member of the public.

All accidents should be reported irrespective of whether they occur on school premises or during any out-of-school activity.

The First Aider or person in charge will report all accidents on the Foundation accident form which will be sent to the Health & Safety Manager who will then upload the details on to the Evolve Accident Reporting database. A copy of this Evolve Accident Report Form is then shared with the appropriate school Head and other staff as required.

The Health and Safety Manager will review the information and investigate the circumstances and first aid response (see Section 5.3.3).

The Health & Safety Manager is responsible for reporting all relevant accidents, occupational diseases and dangerous occurrences to the Health and Safety Executive via the online RIDDOR reporting portal in the specified time frame.

### **5.2.2 Accident Records**

Records of all accidents relating to staff and other adults are kept on the Evolve Accident Reporting System for a period of five years. Accident records relating to pupils are retained on our digital systems.

**Accident Records are to be retained for:**

- **Adults, a period of 3 years**
- **Pupils, a period of 3 years post their 18th birthday.**

### **5.2.3 Accident / Incident Investigation**

In all cases where a major accident / incident has occurred, an investigation should be carried out immediately. The following people should be notified:

- A. The Head & Deputy Head
- B. The Director of Finance and Operations
- C. Head of Department
- D. Health & Safety Manager
- E. Estates Manager
- F. Facilities Manager

The aim of the investigation is to find the cause and make recommendations to prevent recurrence.

### **5.2.4 Other Accidents / Incidents**

It is the responsibility of the Head of Department to notify the Health & Safety Manager and assist if requested in the investigation of all minor accidents / incidents as soon as possible. Once the investigation is completed, the report findings and any recommendations will be shared with the Head of Department to be disseminated within their department to allow changes to safe systems of work and risk assessments to be made, if required, to prevent a recurrence.

## **5.3 Asbestos**

The Foundation acknowledges the health hazards arising from exposure to asbestos and will protect staff and other persons potentially exposed as far as is reasonably practicable. This will be achieved by minimising exposure through the management of asbestos containing materials on premises under the Foundation's control.

The Foundation's Asbestos Management Plan provides details on how the Foundation seeks to ensure it meets and exceeds the requirements of the [Control of Asbestos Regulations 2012](#).

An asbestos survey and management plan is in place for the Foundation in accordance with Regulations 4, 8 & 9 of the Control of Asbestos Regulation (CAR) 2012. The document is prepared by Bradley Environmental Consultants Ltd.

The Foundation asbestos management survey along with asbestos log (including school plans, asbestos survey data and building-specific management plan) is held in the Estates Office.

The Estates Manager will ensure that all school staff (including those such as catering and cleaning staff who may be employed by others) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff drill or affix anything to walls without first obtaining approval from the Estates Team. (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air).

Any damage to materials known or suspected to contain asbestos should be reported to the Estates or Facilities Manager.

The person(s) nominated by the duty holder to assist in complying with their duties and who are responsible for the implementation of this policy at the Foundation are:

- Duty Holder – Wakefield Grammar School Foundation.
- Responsible Person – Estates Manager
- Duty Responsible Person – Facilities Manager

#### Auditing and Review

The asbestos management plan will be reviewed at least annually, following the re-inspection survey, and updated as required, including an update of any required actions.

This procedure will be subjected to a formal audit once in every period of 12 months, or sooner if deemed necessary.

The aim of the audit will be to determine the effectiveness of this plan; to raise awareness among all employees; and to raise issues which may affect this AMP, including:

- Changes to the organisational structure and/or responsible person(s).
- Ensuring asbestos management is suitably resourced.
- Changes to company procedures.
- Changes in building use, occupancy, or maintenance / refurbishment plans.
- Highlighting any instances of failure of the procedures, e.g. where procedures have not been followed and why not, where procedures have been inadequate and why.
- Where exposure to airborne asbestos fibre may have occurred.

The duty holder is responsible for ensuring that each audit is conducted in an effective way.

## **5.4 Control of Substances Hazardous to Health (COSHH)**

The Foundation acknowledges the health hazards arising from exposure to hazardous substances and will protect staff and other persons potentially exposed as far as is reasonably practicable.

The Foundation's Control of Substances Hazardous to Health Procedure provides details on how the Foundation seeks to ensure it meets and exceeds the requirements of the [Control of Substances Hazardous to Health Regulations 2012](#).

## **5.5 Dealing with Inclement Weather, Snow & Ice**

The Foundation will act accordingly in response to adverse weather warnings issued by the Met Office, and follow the requirements of the Foundation's Snow & Ice Procedure. In the event of snow and ice conditions occurring, the Estates Manager will direct the Estates Team to use the resources available to assist in the continuance of safe access to / egress from all WGSF locations.

## **5.6 Contractors on School Premises**

Contractors will be managed in accordance with the Foundation's Contractor Management Procedure.

The Foundation will ensure that:

- A. Contractors will be required to report to, and sign in at, the Estates Office on arrival, where they will be issued with a contractor's badge to wear and will be asked to read the relevant health and safety information which is made available when signing in.
- B. Contractors will be provided with a site induction which will include a safeguarding briefing and information card being issued.
- C. Contractors follow the contractors' rules when on the premises.
- D. In the event of a fire, the contractors will leave the building and make their way to the nearest fire assembly point and be accounted for.
- E. Before leaving the premises, contractors must sign out at the Estates Office and return their contractor's badge.

## **5.7 Visitors on School Premises**

The Foundation will ensure that:

- A. Visitors will be required to report to, and sign in at, the school reception office on arrival where they will be issued with a visitor's badge to wear and will be asked to read the relevant safeguarding and health and safety information. The appropriate department or person will be contacted.
- B. In the event of a fire, the visitors will be escorted to the nearest fire assembly point and accounted for.
- C. Any accident involving a visitor must be recorded on a Foundation accident report form.
- D. Before leaving the premises, visitors must sign out and return their badge.
- E. Where parts of the school are let to outside bodies the Foundation's letting procedure will be followed.

Note: Also refer to the Foundation Visitor and Intruder Policy

## 5.8 Display Screen Equipment (DSE)

All reasonable steps will be taken by the Foundation to ensure the Health and Safety of staff who work with DSE.

Staff are classed as DSE users if they meet the following criteria: an employee who habitually uses display screen equipment as a significant part of their normal work, whether they are employed at their employer's workstation, at a workstation at home or another employer's workstation.

It is appropriate to classify a person as a DSE user if they:

- Normally use DSE for continuous or near-continuous spells of an hour or more at a time; and
- Have to transfer information quickly to or from the DSE;
- Need to apply high levels of attention and concentration; or
- Are highly dependent on DSE or have little choice about using it;
- Need special training or skills to use the DSE.

Digital Services staff will ensure that:

- A. Staff who meet the classification of DSE users under the [DSE Regulations 1992](#) will be identified by completion of a DSE self assessment form.
- B. Users will be required to carry out the EVERY on-line training module on Display Screen Equipment. Appropriate information and training on the setting up and use of DSE equipment will be provided to users. Note that this can be requested through Line Managers and may need intervention by the Digital Services Help Desk and the H&S Manager.
- C. Any issues arising from the DSE assessment will be addressed by notifying the requirements to their Head of Department.
- D. Users who request it, are provided with an appropriate eyesight test in line with the process as stated on the DSE self assessment form. Note that employers only have to pay for glasses for DSE work if the test shows an employee needs special glasses prescribed for the distance the screen is viewed at. If an ordinary prescription is suitable, employers do not have to pay for glasses.

## 5.9 Driving at Work

The Foundation recognises that the use of motor vehicles on Foundation business requires additional health and safety measures to protect both staff and third parties.

The Foundation will ensure that:

- A. Operators of vehicles are competent, have carried out vehicle familiarisation with the Estates Co Ordinator and have appropriate insurance.
- B. Operators meet the legal basis for fitness to drive. Operators must inform the Estates Manager if they have any illness that makes them physically/mentally unsuitable to drive. Operators must inform the Estates Manager if they incur any statutory driving penalties or bans.

- C. The risks to staff and pupils whilst driving at work are assessed as part of the Departmental EVC risk assessments.
- D. The Estates Manager ensures that driving activities undertaken by Staff under their control (Joiners, Porters/Caretakers, Gardeners and Grounds Staff) are suitably Risk Assessed.

### **5.10 Electrical Equipment**

The Foundation will ensure that:

- A. All electrical systems are of such construction as to prevent danger, so far as is reasonably practicable.
- B. All portable electrical equipment is inspected and tested at least once a year, unless otherwise specified, by a competent person who is trained for the work they will undertake. Records of all items PAT Tested and electrical inspections carried out are held by the Estates Manager and are available for inspection as required.
- C. All fixed electrical installations are inspected and tested every 5 years and records of these inspections and tests are kept by the Estates Manager.

Staff should look generally at non-static electrical equipment before they use it, to identify damage on any external casing, cables, plugs, etc and report any faults to their Head of Department/Line Manager. The equipment must be taken out of use immediately if a fault is identified.

No personal items of electrical equipment that require the use of a domestic three pin plug are to be brought into and used in school without prior permission, and they must be electrically tested (PAT Tested) by a designated person before use.

### **5.11 Fire Procedure**

Please refer to the Foundation's Fire Safety Policy for full details regarding Fire Safety within the Foundation. The following is a summary.

The Foundation will ensure all reasonable precautions are taken to ensure the safety of employees, pupils, contractors and visitors in the event of a fire.

This will be done by:

- A. Conducting fire risk assessments of all buildings on a regular basis.
- B. Regular maintenance and testing of the fire alarm systems and associated systems.
- C. Ensuring all emergency escape routes are adequately signed to ensure safe egress in the event of an emergency.
- D. Having emergency procedures displayed clearly throughout each building.
- E. Identifying emergency escape routes and ensuring they are maintained in a safe condition. All emergency escape routes shall be kept clear of obstructions at all times.

- F. Carrying out termly emergency evacuations of all buildings. The Estates Manager keeps records of these.
- G. Providing suitable and sufficient portable fire-fighting equipment at appropriate locations and maintaining this equipment on an annual basis.
- H. Employers are required by law (The Regulatory Reform (Fire Safety) Order 2005) to provide information, instruction and training to employees about fire precautions in the workplace.
- I. On Induction, staff are to complete the Every Online Training Course “Fire Awareness in Education”. The Estates Manager arranges Fire Extinguisher Training Courses inline with Inset days in coordination with all schools. These courses are for volunteers and can not be mandatory.

## **5.12 First Aid**

Please refer to the Foundation First Aid Policy for full details of First Aid provision.

In summary, the Foundation will ensure that adequate first aid provision is met by:

- A. Providing first-aid facilities at strategic points and in high risk areas, such as laboratories, workshops, sports Pavilions and gymnasias, etc.
- B. Ensuring that there are sufficient numbers of trained and qualified First Aiders, including paediatric trained first aiders for EYFS, available at all times (allowing for absenteeism) whilst people are at work.
- C. Ensuring any first aid administered due to an accident or incident will be recorded on the Foundation accident report form.
- D. Ensuring the Head of Department liaises with the School Nurse on the upkeep of the first-aid boxes under their control and that the contents are sufficient to meet the requirements of the school / Foundation and the legislation.
- E. School Nurses inspecting and replenishing the first aid boxes as necessary throughout the term.
- F. Ensuring medical / clinical waste shall be disposed of in a yellow bag and placed in the appropriate waste bin, marked medical / clinical waste, and reported to the Facilities Manager for collection to be arranged by a approved contractor at regular intervals.

## **5.13 Occupational Health Surveillance**

The Foundation recognises that some work activities involving vibration, dust and noise lead to a requirement for health surveillance procedures to be implemented.



The Foundation will:

- A. Ensure that those in occupations identified by our Occupational Health Provider as in a risk category will be monitored under the Health Surveillance process.
- B. Ensure that where a medical issue is identified through our ongoing Health Surveillance process, the identified person is notified so that they can contact their own GP for further investigation and treatment if required.
- C. The Health Surveillance process covers checks to the skin, hearing, lung function and checks for evidence of vibration injury and dermatitis.

#### **5.14 Legionellosis**

The Foundation operates a wide variety and number of buildings of different styles of construction and ages and understands that the air conditioning, heating and water storage systems present a legionellosis hazard.

The Foundation is committed to reducing, so far as is reasonably practicable, the reasonably foreseeable risks of exposure of any person to legionella bacteria. The Foundation will aim to achieve this policy commitment by following the principles set out in the HSE Approved Code of Practice L8 (Fourth edition), "Legionnaires' disease: the control of legionella bacteria in water systems".

#### **5.15 Manual Handling**

The Foundation acknowledges that due to the nature of work the Foundation undertakes, moving and handling activities present a risk to Foundation staff.

To manage the manual handling hazards the Foundation will:

- A. Eliminate or mechanise manual handling tasks where this is reasonably practicable. Where this is not reasonably practicable, an assessment will be undertaken to identify control measures to minimise the risks involved.
- B. Ensure on Induction that all staff are to complete the Every online manual handling training and then carry out refresher training as dictated by the Every Training Portal.
- C. Provide personal protective equipment for lifting operations where the need has been identified by a risk assessment.

#### **5.16 Monitoring Health and Safety Legislation**

The Foundation acknowledges that effective monitoring arrangements must be in place to ensure that health and safety standards are maintained.

The Foundation reviews and monitors the suitability and effectiveness of health and safety compliance through the following processes:

- A. Monitor reports from the Government, DfE, Local Authority, HSE and ISBA for new and upcoming changes in health and safety legislation to ascertain its impact on the Foundation.

- B. Regular reviews of all health and safety related policies.
- C. Reviews of health and safety procedure documents.
- D. Reviews of School/Department risk assessments and safe working procedures.
- E. Analysis of numbers and types of incidents and cases of work related ill-health and accidents.

The Foundation's health and safety performance will be reported via the Risk and Compliance Committee health and safety report.

### **5.17 New and Expectant Mothers**

The Foundation will take all reasonable steps to safeguard the health, safety and welfare of new and expectant mothers, and of their unborn children.

The Foundation will:

- A. With the assistance of the School Nurses, assess all risks to new and expectant mothers arising from their work activities and implement appropriate control measures.

### **5.18 Noise at Work**

The Foundation acknowledges the health hazards arising from exposure to noise in the workplace and will protect staff and other persons potentially exposed as far as is reasonably practicable.

The Foundation's Control of Noise in the Workplace Procedure provides details on how the Foundation seeks to ensure it meets and exceeds the requirements of the [Control of Noise at Work Regulations 2005 \(the Noise Regulations\)](#).

Health surveillance (audiometry) must be carried out for employees who are regularly exposed to noise above the upper exposure action value (85 dB). Health surveillance will also be offered to those exposed above the Lower Exposure Action Value if they are at increased risk, e.g. if they report a known sensitivity to noise damage or a family history of early deafness.

Where health surveillance is required, it will usually be carried out annually for the first two years then at 3 yearly intervals. Wherever possible, audiometry for new employees (or those newly exposed to noise within the Foundation) should be carried out prior to any noise exposure, ostensibly to give baseline data. Health surveillance will be carried out by the Foundation's Occupational Health Provider. All individual records will be held in confidence.

The Foundation, through the Occupational Health Service Provider, monitors workplace environments that have been identified as a potential hazard and will take all reasonable steps necessary to ensure that the risk of hearing damage to staff and pupils is minimised.

The Foundation will:

- A. Identify and assess activities where noise exposure poses a hazard to those undertaking the activity.
- B. Take action to reduce noise levels so far as is reasonably practicable.
- C. Ensure the legal limits on noise exposure are not exceeded.
- D. Maintain and ensure the use of equipment provided to control noise risks.
- E. Provide the people concerned with information, instruction and training on noise safety.
- F. Provide suitable Personal Protective Equipment as a last resort control measure.
- G. Ensure that those affected by noise at work are included in the Occupational Health Screening Process.

#### **5.19 Personal Protective Equipment (PPE)**

The Foundation will:

- A. Provide personal PPE when the risk presented by an activity cannot be adequately controlled by other means.
- B. Ensure the PPE provided is to the required standard to provide the level of protection required.
- C. Where required, provide appropriate information, instruction and training on the correct use, maintenance and storage of the PPE.
- D. Ensure that staff wear correct and suitable clothing for the task being undertaken. For example, a cleaner using a floor cleaning machine should not wear open-toed shoes but should always wear good strong shoes.
- E. Clarify any confusion if a member of staff is in doubt about the suitability of clothing for a particular task. Staff should consult their Head or Department / Line Manager for advice.
- F. Ensure that staff and pupils who are using or are issued with any form of safety equipment or are aware of their responsibility to use and look after the equipment as instructed. Staff must not use defective equipment but should ask their Head or Department Line Manager for a replacement.

#### **5.20 Pressure Systems**

The Foundation will:

- A. Ensure that all pressure systems used or owned are safe.
- B. Manage the design, construction, repair and modification of pressure systems so as to prevent danger and such relevant information as is required in law will be made available and kept by the Estates Manager for recording purposes.

### **5.21 Risk Assessment (staff to also refer to the internal WGSF Foundation Risk Assessment Procedure)**

The Foundation will ensure that all activities are assessed to ensure hazards and risks are identified and appropriate preventative and protective measures are taken. Specific risk assessments will be carried out for classroom and other in-school activities and also for school trips and educational visits.

The results of the general risk assessments will be recorded on the Foundations risk assessment form and information from the risk assessments will be brought to the attention of all persons at risk.

Specific assessments will be conducted, for example:

- A. Manual Handling Operations
- B. Control of Substances Hazardous to Health
- C. Users of Display Screen Equipment
- D. First Aid
- E. New and Expectant Mothers
- F. Young Persons at Work
- G. Use of grounds' equipment and machinery

### **5.22 Slips, Trips and Falls**

The Foundation acknowledges that slips, trips and falls are the most common cause of major workplace injuries in the United Kingdom.

The Foundation will:

- A. Take all reasonably practicable measures to ensure that all workplaces and grounds under its control are safe and without unnecessary risks of slips, trips and falls to all persons accessing them.

### **5.23 Smoking**

The Foundation operates a policy of no-smoking on any of its sites for staff, pupils, parents, contractors and visitors. Signage indicating this is clearly displayed across the premises.

### **5.24 Stress at Work**

The Health and Safety Executive (HSE) defines stress as 'the adverse reaction people have to excessive pressures or other types of demand placed on them'.

The Foundation provides an Employee Assistance Programme offered by Health Assured which is available for all staff to utilise.

To protect staff from stress at work, where issues involving stress are identified, the Foundation will seek to undertake a 'stress at work' risk assessment based on the HSE Stress Management Standards methodology, and then act on the findings.

## 5.25 Training

Increasing knowledge and awareness through information and training plays an important part in the Foundation's systems for managing health and safety.

The Foundation will:

- A. Provide staff with induction training.
- B. Identify staff training needs and provide appropriate training.

## 5.26 Vibration at Work

The Foundation will take all reasonable steps necessary to ensure that the risk of health effects from vibration exposure to staff is minimised.

The Foundation will:

- A. Identify and assess activities where vibration exposure poses a hazard to those undertaking the activity.
- B. Take action to reduce vibration levels so far as is reasonably practicable.
- C. Ensure the legal limits on vibration exposure are not exceeded.
- D. Maintain equipment identified as posing a vibration exposure risk.
- E. Provide the staff concerned with information, instruction and training on vibration exposure safety.

## 5.27 Waste Disposal

The Foundation is committed to ensuring the Health, Safety and Welfare of its staff, pupils, parents, contractors and others who may be affected by the waste materials which result from our work.

The Foundation will arrange for the disposal of all waste products regularly, safely and in accordance with statutory requirements.

## 5.28 Work Equipment

The Foundation is responsible for ensuring that all work equipment is maintained according to the manufacturer's specifications through Planned Preventative Maintenance (PPM).

Only trained personnel should be allowed to operate work equipment without supervision. It is the duty of all staff to read, understand and comply with the instructions for use of any items of equipment used.

Where equipment is hired in, the supplier will be asked to supply inspection and maintenance documentation for the equipment in line with the requirements of the [Provision and Use of Work Equipment Regulations 1998](#).

The Foundation will ensure:

- A. All equipment is suitable for its purpose and it is maintained in working order. A log will be kept by the Estates Manager of any maintenance carried out.
- B. Only persons authorised (with the exception of pupils under the close supervision of the teacher) will be allowed to use dangerous machines. The operator of any machine has a duty to ensure guards are in position and properly adjusted when required before and during use.
- C. No person shall use any equipment which they have not been trained to use.
- D. All equipment that comes under the Provision and Use of Work equipment Regulations 1998 will have the appropriate signs and labels to warn of any hazards.

### **5.29 Work at height**

The purpose of [The Work at Height Regulations 2005](#) is to prevent death and injury caused by a fall from height. If you are an employer or you control work at height (for example facilities managers or building owners who may contract others to work at height) the Regulations apply to you.

Employers and those in control of any work at height activity must make sure work is properly planned, supervised and carried out by competent people. This includes using the right type of equipment for working at height. Low-risk, relatively straightforward tasks will require less effort when it comes to planning.

Employers and those in control must first assess the risks.

Employees have general legal duties to take reasonable care of themselves and others who may be affected by their actions, and to co-operate with their employer to enable their health and safety duties and requirements to be complied with.

HSE have produced guidance to help you comply with the law. See [Working at height: A brief guide \(PDF\)](#) for more information.

It is the Foundation's Policy to avoid any work at height where it is reasonably practicable to do so. Where work at height is unavoidable, the Foundation will:

- A. Take all reasonable steps to provide a safe working environment for staff required to carry out their trade or professional skills at height.
- B. Provide the necessary preventive and protective measures to prevent falls of persons or materials in the workplace, and liaise with any other persons involved in the work activity.
- C. Not permit any person to work at height who has not carried out working at height training.

### **5.30 Young Employed Persons (16 to 18 years)**

Under health and safety law, as an employer, the Foundation must ensure, so far as [reasonably practicable](#), the health and safety of all its employees, of any age. As part of this, there are certain considerations that should be made for young people.

A young person is anyone under 18 and a child is anyone who has not yet reached the official minimum school leaving age (MSLA). Pupils will reach the [MSLA during the school year in which they turn 16](#).

The Foundation has a specific duty to ensure the safety of young employed persons under the [Management of Health and Safety at Work Regulations 1999](#).

The Foundation is aware of the additional risks that may follow as a consequence of the employment of young persons and will take all measures necessary to minimise those risks so far as is reasonably practicable.

The Foundation will:

- A. Assess and document the additional risks and measures provided to ensure the health and safety of young persons.
- B. Provide the raised level of information, instruction, training and supervision required to enable them to work safely.
- C. Ensure all equipment is suitable for its purpose and it is maintained in working order. A log will be kept of any maintenance carried out.
- D. Ensure that only persons authorised (with the exception of pupils under the close supervision of the teacher) will be allowed to use dangerous machines. The operator of any machine has a duty to ensure guards are in position and properly adjusted before and during use.
- E. Ensure that no person shall use any equipment which they have not been trained to use.
- F. Ensure that all equipment that comes under the [Provision and Use of Work equipment Regulations 1998](#) will have the appropriate signs and labels to warn of any hazards.

### **5.31 Significant public health concerns raised**

- A. The Foundation recognises and accepts its responsibility as an employer and provider of services and will provide a safe and healthy workplace and learning environment for all staff, pupils and such other persons as may be affected by its activities.
- B. In response to significant public health concerns, including pandemics, the Foundation will adopt health and safety arrangements that follow the requirements given by the DfE, PHE and other recognised Governing bodies and the Health & Safety legislation, and in consideration of Government Guidance.

### **5.32 Toilet Use Provision**

The Foundation actively supports the provision of open access to well-maintained, clean, private and safe toilet facilities throughout the school day. The purpose of this is to ensure that the Foundation is providing safe, suitable and adequate welfare facilities for male and female pupils and for male and female staff, visitors and contractors. Toilets and washing facilities for staff may also be used by visitors. No adult should ever use toilets that are designated for pupils and no pupils should ever use toilets designated for staff.

The Estates and Site Managers are to ensure that all Contractors are aware of the restriction on toilet use and are shown a toilet that they can use in the area that they are working.

**Aims:**

- To maximise access to pupils' toilet facilities during the day to promote the health, wellbeing and learning opportunities for all pupils.
- To provide safe, good quality toilet facilities for all throughout the Foundation premises.

**Rationale:**

The Foundation recognises that well-maintained toilet facilities where pupils feel comfortable, safe and have open access throughout the school day are essential for health, wellbeing, and learning. The Foundation values and respects our pupils and wants them to be able to benefit from good provision and safe practice.

**Objectives:**

- To ensure that this policy is both accepted and upheld by the Foundation community - school management, staff, pupils, governors, parents, Estates Manager, Cleaning Manager and ancillary staff.
- To keep all toilets open and available to pupils throughout the school day. While pupils can use toilet facilities at break and lunchtimes if they need to, we ensure pupils have access at all times. We recognise that toilet needs are highly individual and do not conform to regimented timetables.
- To ensure that the toilet and washroom facilities are suitable for the range of anticipated users, including pupils with disabilities and special needs, with adequate lighting, fixtures and fittings.
- To ensure the toilet and washroom facilities cater for the needs of all pupils from ethnic and religious communities, and ensure these needs are met in a sensitive, informed and appropriate manner.
- To ensure that the toilet facilities provide visual and aural privacy for users, ensuring a spare supply of cubicle door locks.
- To ensure that all toilet areas have properly maintained supplies at all times of warm and cold water, soap, hand drying facilities and toilet tissue in dispensers, provided at a convenient height.
- Maintenance will be carried out where possible out of school hours. In the event this is not possible, emergency maintenance signs will be placed on the door of the toilets putting them out of bounds to Staff or pupils.
- To ensure sanitary disposal units in all female cubicles (for girls aged eight and over), serviced on a regular basis and to provide sanitary dispensers in female toilet blocks (where applicable).
- To implement and maintain an effective toilet cleaning, supervision and inspection regime to ensure proper standards of provision and cleanliness throughout the school day.
- To locate drinking water supplies and outlets in safe and appropriate locations, and not in toilet areas.
- To provide indoor social areas to discourage toilets from being used for such purposes.

**Related Guidance**

- Health & Safety at Work etc Act 1974 (HSWA)
- Workplace (Health, Safety and Welfare) Regulations 1992, Regulations 20 and 21 set out the standards for staff toilets and washing facilities.
- The Education (Independent School Standards) Regulations 2014, Pt 5.

**6. Monitoring and Review of the Health and Safety Policy**

This policy will be reviewed on an annual basis or following any significant changes to health and safety legislation or changes to the Foundation's operations.



## 6.1 Records

The Foundation acknowledges both the managerial and legislative requirement for effective Health and Safety record keeping.

The Health & Safety Manager, Estates Manager and the Compliance Manager are responsible for the central administration of document control procedures, obtaining the correct authorisations, maintaining document identity and issue status, controlling distribution, updating, and keeping archive files.

## 7. References / Evidence / Glossary / Definitions

These lists are not exhaustive

### 7.1 Acts:

- 1984 [Occupiers' Liability Act 1984](#)
- 1974 [Health & Safety at Work etc. Act](#)
- 1996 [Employment Rights Act](#)
- 2006 [Road Safety Act](#)
- 2007 [Corporate Manslaughter and Corporate Homicide Act 2007](#)
- 2008 [Health and Safety \(Offences\) Act](#)
- 2010 [Equality Act](#)
- 2020 [The Coronavirus Act](#)

### 7.2 Regulations:

- 1977 [Safety Representatives and Safety Committees Regulations](#)
- 1981 [Health & Safety \(First Aid\) Regulations](#)
- 1989 [Electricity at Work Regulations](#)
- 1992 [Health & Safety \(Display Screen Equipment\) Regulations, amended by the Health and Safety \(Miscellaneous Amendments\) Regulations 2002](#)
- 1992 [Manual Handling Operations Regulations](#)
- 1992 [Personal Protective Equipment Work Regulations](#)
- 1992 [Work place \(Health & Safety & Welfare\) Regulations](#)
- 1996 [Health & Safety \(Consultation with Employees\) Regulations](#)
- 1996 [Health & Safety \(Safety Signs & Signals\) Regulations](#)
- 1997 [Confined Spaces Regulations](#)
- 1998 [Provision and Use of Work Equipment Regulations](#)
- 1998 [Lifting Operations and Lifting Equipment Regulations](#)
- 1998 [Employers Liability \(Compulsory Insurance\) Regulations](#)
- 1999 [Management of Health & Safety at Work Regulations](#)
- 2000 [Pressure System Safety Regulations](#)
- 2002 [Control of Substances Hazardous to Health Regulations](#)
- 2005 [Control of Vibration at Work Regulations](#)
- 2005 [Control of Noise at Work Regulations](#)
- 2005 [Regulatory Reform \(Fire Safety\) Order](#)
- 2012 [Control of Asbestos Regulations](#)
- 2012 [Health and Safety \(Fees\) Regulations](#)
- 2013 [Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\)](#)
- 2015 [Construction \(Design and Management\) Regulations](#)
- 2017 [Ionising Radiations Regulations](#)
- 2020 [Health Protection \(Coronavirus, Restrictions\). \(England\) Regulations](#)

### 7.3 Guidance Documents:

- [HS\(G\) 65 Successful Health and Safety Management \(Published by the Health and Safety Executive 2003\)](#)
- [Government Coronavirus Guidance & Support Documents](#)