

DOVE HOUSE SCHOOL ACADEMY TRUST

Health and Safety Policy

Policy Title		Health and Safety Policy			
Author / Reviewer		Health and Safety Operational Committee			
Trustee Committee		Board of Trustees			
Signed by Debbie McLatch (Chair)					
Reviewed	November 2019	Approved	December 2019	Next Review	December 2020

Dove House School Academy is a school for pupil with special educational needs with a specialism in moderate learning difficulties in Sutton Road, Basingstoke for 11-16-year olds; with a Post-16 provision on another site at Junction 6, Everest Community Academy for 16-19-year olds.

The Privett Centre, an Educational Residential Centre, is managed by its own local procedures.

The students' school day starts at 08.50 and ends at 15.10 each day. Staff are on site anytime between 07.30 and 18.15 daily. Afterschool Clubs are run for the students Tuesday to Thursday every week from 15.15 to 16.15.

Many students are transported to school by either minibus; taxi; or in parent's car. A small number cycle to school or walk independently.

STATEMENT OF INTENT

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the health, safety and welfare of our employees, students, visitors and all persons likely to be affected by our activities including the general public where appropriate. We will co-operate and co-ordinate as necessary with partner organisations, contractors, sub-contractors and all relevant public bodies in order to pursue our Health and Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working environment ensuring the welfare of all persons.
- Maintain control of health and safety risks arising from our activities.
- Comply with statutory requirements as a minimum standard of safety.
- Consult with all staff on matters affecting their health, safety and welfare.

- Provide and maintain safe systems, equipment and machinery.
- Ensure safe handling, storage and use of substances under COSHH.
- Provide appropriate information, instruction and supervision for everyone.
- Ensure staff are suitably trained and competent to do their work safely.
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health.
- Assess risks, record significant findings and monitor safety arrangements.
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement, to amend or improve arrangements.
- Develop and maintain a positive health and safety culture through regular communication and consultation with employees and their representatives on health and safety matters.
- To ensure safe access and exit and working environment.
- To ensure safeguarding policies adhered to all times.

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

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at Dove House School Academy is held by the Trust Board who will:

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

Responsible Manager

The Responsible Manager for the premises is the Headteacher, who will act to:

- Develop a safety culture throughout the school.
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management
- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding health and safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure staff are aware of their health and safety responsibilities
- Delegate tasks to appropriately trained staff
- Report to the Board of Trustees on a regular basis
- Oversee the production, monitoring and review of all local safety policies and procedures

All Staff (including volunteers)

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

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

Line Manager

The Headteacher, is trained in all areas of Health and Safety and is responsible for monitoring and reviewing all health and safety duties, policies and procedures, including:

- Monthly/half termly checks of all health and safety documentation and procedures carried out within that period.
- Accompanying the Site Manager, at least once a term to complete on-site inspections
- Attending the operational Health & Safety committee meetings.
- Reporting to the Board of Trustees and/or Finance, Resources & Audit Committee about all Health and Safety related matters
- Recording all reportable incidents via the Health and Safety portal, including violent incidents and near misses.

Site Manager

The Site Manager is responsible for undertaking a wide range of typical health and safety related duties on behalf of, and under the direction of the Responsible Manager.

They are to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices.

They are to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or outside agencies as required.

On-Site Health & Safety Co-ordinator

The on-site Health & Safety Co-ordinator will manage, advise and co-ordinate local safety matters on behalf of, and under the direction of the Responsible Manager. They are to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager as required.

- Prepare health and safety strategies and developing internal policy.
- Carrying out risk assessments and considering how risks could be reduced.
- Outlining safe operational procedures which identify and take account of all relevant hazards.
- Carrying out regular site inspections to check policies and procedures are being properly implemented.
- Planning practical and effective methods, both preventative and remedial, of promoting health and safety and safe working practices.
- Attending the operational Health & Safety operational committee meetings.
- Implementing agreed changes to working practices that are safe and comply with legislation.

All Teachers & Supervisors

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

Health & Safety Operational Committee

The purpose of the Health & Safety Operational Committee is to offer advice, expertise and support regarding health and safety matters to the Responsible Manager. The committee will meet half termly with a primary focus to improve and monitor health and safety across the school.

The Health & Safety committee consists of:

- the Responsible Manager
- the Operations Manager
- the Site Manager
- the Health & Safety Co-ordinator (who is also the Accident & Incident Investigator and Risk Assessor)
- a Staff Health & Safety Representative who is either a teacher or learning support assistant

Fire Safety Co-ordinator

The Site Manager is the fire safety Co-ordinator. They are the competent person for fire safety on the premises and act on behalf of the Responsible Manager. They will attend the fire safety Co-ordinator training course and refresh this training every three years. The fire safety Co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual.

The fire safety Co-ordinator is to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or external agencies as required.

Staff Health & Safety Representative

The staff representative will offer not only an employee perspective of health and safety at work, but will also offer their insight around the practical application of practices and measures in the classroom.

They are expected to promote a positive safety culture throughout the premises and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Health & Safety Trustee

The health and safety link trustee's role is to take the lead on the Board of Trustee's health and safety responsibilities, but will remain strategic at all times. The trustee will not carry out any health and safety checks or inspections themselves, but will hold school leaders to account for completing them. They will:

- Ensure that health and safety has a high profile.
- Ensure that the school has a longer-term health and safety budget to avoid only addressing health and safety issues as and when they arise.
- Monitor and review health and safety arrangements, including signing relevant records to show monitoring has taken place.

- Regularly report to the Trust Board on health & safety matters to provide assurance.

Heads of Faculty

The Heads of Faculty are responsible for the day-to-day local management of health and safety within their own departments, acting on behalf of the Headteacher. They will ensure that staff are provided with adequate safety information and they will manage all integral and specific risks relating to the department's functions. They will ensure the department complies with overall school policies and procedures; that all activities are periodically risk assessed, periodic inspections are carried out, and necessary controls are implemented. Such work will be overseen by the Health & Safety Co-ordinator.

Legionella Competent Person

The Site Manager is the nominated competent person for Legionella on the premises and acts on behalf of the Responsible Manager to provide the necessary competence to enable Legionella to be managed safely. The Site Manager will complete the Management of Legionella training course and all training records are to be retained in Dove House Training Evidence Files.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with departmental and corporate requirements. The Legionella competent person will advise the Responsible Manager of any condition or situation relating to Legionella which may affect the safety of any premises users. The Legionella competent person is to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or external agencies as required.

Asbestos Competent Person

The Site Manager is the nominated competent person for asbestos on the premises and acts on behalf of the Responsible Manager to provide the necessary competence to enable asbestos to be managed safely. The asbestos competent person will annually complete the asbestos awareness training; records of attendance are to be retained in the Dove House Training Evidence Files.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. The asbestos competent person is to ensure that the appropriate staff are competent in the use of the asbestos register and that asbestos is managed in accordance with the school's requirements. The asbestos competent person will advise the Responsible Manager of any condition or situation relating to asbestos which may affect the safety of any premises users. The asbestos competent person is to work within their level of competence and seek appropriate guidance and direction from the Responsible Manager and/or external agencies as required.

Extended Services

The Operations Manager will ensure that:

- Third party liability insurance is in place and a valid copy of the certificate held by the school.

- DBS certificates for all third-party adults have been viewed and recorded by the school.

Accident & Incident Investigator

The trained accident & incident investigators on site are the Responsible Manager and the Health & Safety Co-ordinator. They will carry out accident & incident investigations in accordance with school procedures and RIDDOR, where appropriate. Where reviews and improvements are recommended, they will be acted upon immediately.

ARRANGEMENTS

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

In carrying out their normal functions, it is the duty of all managers and staff to act and do everything possible to prevent injury and ill-health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures, and by all staff taking a pro-active approach to health & safety throughout the school but especially in their own areas of activity.

Accident/Incident/Near Miss Reporting & Investigation

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

Any near miss, accident, incident or injury whether involving staff, visitors or contractors is to be reported and recorded in the relevant Report Book held in the Admin Office.

Near Misses are reported in the Near Miss Log Form and retained in the Report Log located in the Admin Office. Near Misses are checked on a regular basis, however, for quick preventative measures to be carried out staff should highlight the near miss with the H&S Co-ordinator or Site Manager.

Minor accidents to students and staff are to be recorded in the Accident Report Book located in the Admin Office.

Accidents involving students or staff considered to be of a more serious nature are to be recorded on a DHSRP3 School Accident Internal Report Form which is to be retained on file in Admin Office.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) are to be reported using the F2508 Report Form and a copy is to be retained in the Admin office. These procedures including the difference between recording and reporting of accidents are covered under RIDDOR (2013) – see pages 3-5 of DHSRP3.

All significant accidents, incidents and near misses are to be reported to the Responsible Manager. The trained accident investigator is to always conduct a documented

investigation into more serious incidents. The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

The Accident Investigation Report form (DHSRPAIR) is to be used for the recording/reporting of investigations. The Responsible Manager will ensure that the Trust is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the Health & Safety Committee for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

Administration of Medicines

Arrangements regarding medicines are set out in the school's Administration of Medicines Policy

After School On-Site (school managed) Activities

The Activity Manager will ensure that:

- a risk assessment is completed for any new activity. Risk assessments have been completed for Sports Hall, changing rooms & sports workplaces, astro turf, field & play courts, changing rooms and walking to workspace, and fitness gym.
- the premises are safe for use and are always inspected prior to, and after each use
- means of general access and egress are safe for use by all users
- all provided equipment is safe for use
- fire escape routes and transit areas are safe and clear of hazards
- adequate lighting is provided

Asbestos Management

Asbestos management on site is controlled by the asbestos competent person – the Site Manager. The asbestos register as issued by PBRS is located at reception and is to be shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site.

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

Under no circumstances must staff drill or affix anything to walls that may disturb materials without first checking the register and/or obtaining approval from the competent person before any work is carried out. Any asbestos removal will be carried out by a licenced contractor.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the Responsible Manager and/or the asbestos competent person who will immediately act to cordon off the affected area and contact the PBRS Asbestos Team for guidance. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the Responsible Manager and/or asbestos competent person.

Child Protection

Arrangements regarding child protection are set out in the school's Child Protection Policy.

Contractors on Site

HCC approved contractors are often used for contractual work on the premises. Where non-HCC approved contractors may be required or selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. The Safe Selection of Contractors Checklist (DHSRP13) is to be used to determine competence of non-HCC contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken. While risk assessment should be appropriate to the situation (e.g. minor repair or major building contract) DHSRP13 represents the minimum statutory health and safety requirements for selection of any Contractor.

All contractors must report to reception where they will be asked to sign the visitors' book and asbestos register, and will be directed to the appropriate person (usually the Site Manager). All contractors must follow the normal procedures for Visitors (see page 14) but must also be issued with the local written contractor induction brief (Form DHSRP8/8A) a copy of which is to be signed and handed to the Site Manager for retention. This is to ensure that all contractors once on site are aware of their responsibilities to the school and to provide the school with confirmation that it has made the contractor aware of the usual procedures for visitors regarding fire procedures etc.

Host staff (usually the Site Manager) is responsible for monitoring work areas and providing appropriate supervision, more so where the contractor's work may directly affect staff and students on the premises. At no time is any contractor to be left unattended in an enclosed area with a student(s) e.g. toilets, changing areas, classrooms etc. If there is any doubt, then the contractor is to be supervised. Risk Assessment with appropriate controls to be carried out on any identified conflicting tasks, by the Site Manager

Curriculum Activities

All safety management and risk assessments for curriculum based activities will be carried out under the control of the relevant Heads of Department and subject teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS and HCC. Heads of Department and the appropriate subject teachers will be responsible for local risk management and ensuring that maintenance of equipment and premises in their areas of the curriculum are managed safely following the appropriate guidance.

Display Screen Equipment

DSE Assessor and all users must complete the display screen equipment e-learning course annually. This can be done individually or at staff meetings. All users must carry out periodic workstation assessment using DHSRP1 Workstation Assessment Form. Findings are to be advised to the appropriate line manager and routinely reviewed at intervals not exceeding three years.

Electrical Equipment

The Responsible Manager will delegate the following tasks to the Site Manager or appropriately trained person who will ensure that:

- Only authorised and competent persons are permitted to install or repair equipment
- Where 13-amp sockets are in use, only one plug per socket is permitted
- Equipment is not to be used if found to be defective in any way
- Defective equipment is to be reported to the Site Manager and immediately taken out of use until repaired
- All portable electrical equipment will be inspected and/or tested in accordance with the category rating of the item.
- Equipment testing and inspection can only be carried out by a competent person.
- The competent person to be used is the Site Manager
- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by management and it has been tested
- New equipment must be advised to the Site Manager in order that it can be added to future PAT testing schedules

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

Emergency Procedures

General emergency evacuation for non-fire related emergencies is to be carried out in accordance with the school emergency evacuation plan. The school has a Fire Safety Management plan and a Fire Evacuation plan for fire related emergencies and an Emergency Evacuation plan for all non-fire emergencies.

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

Personal Emergency Evacuation Plans are to be completed, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident. These will be completed by the Health and Safety Co-ordinator.

Emergency Lockdown procedures are to be carried out in accordance with the school Lockdown Procedure: Partial and Lockdown Procedure: Full; and contained in the Fire Safety Management plan; Emergency procedures for all non-fire emergencies.

Fire Safety

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

The Responsible Manager will ensure through the fire safety Co-ordinator that:

- All staff complete the mandatory fire safety e-learning course on induction and then bi-annually.
- Fire safety procedures are readily available for all staff to read.
- Fire safety information is provided to all staff at induction and periodically thereafter.
- Fire safety notices are posted in the key areas of the building close to the fire points.
- Evacuation routes and assembly points are clearly identified.
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire.
- Adequate Fire Extinguishers are provided throughout the site and inspected and maintained annually.
- Flammable liquids are stored safely in accordance with COSHH regulations.
- All staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those that are marked flammable.
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with corporate guidance and the premises fire safety manual.
- The fire risk assessment is reviewed annually by the fire safety Co-ordinator and amended as new hazards or required amendments are identified.
- Dove House School Academy is a no smoking site and there are no designated smoking areas on the site.
- The building complies with current fire legislation.

First Aid

Arrangements regarding first aid provision are set out in the school's First Aid Policy. The names and locations of the first aid trained staff on site are listed in the first aid policy and also clearly signposted around the school.

Eyewash station and first aid boxes are present around the school. Periodic checks and records kept.

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

Adequate numbers of staff are trained in Primary & Secondary First Aid.

General Equipment

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

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported and immediately taken out of use until repairs can be carried out. The Adventure Playground is to be inspected daily by Site Manager on a visual/dynamic

assessment basis. Monthly recorded inspections are carried out for the adventure playground.

Basketball posts anchorage checked weekly and recorded.

All inspection documents are held on file by the Site Manager; times of inspections are entered on the Health & Safety calendar.

Good Housekeeping

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

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

Hazardous Substances

Hazardous substances, materials, chemicals and cleaning liquids are not permitted to be used or brought into use on site unless a documented COSHH assessment has been undertaken by the trained COSHH assessor, and the product has been approved for safe use on site by the Responsible Manager. The premises COSHH assessor acting on behalf of the Responsible Manager is the Site Manager.

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

All identified hazardous materials have adequate controls and PPE is supplied by the school.

All hazardous substances are to be stored in the secure and signed storage when not in use which are in the science classroom, cleaner's cupboard and resistant materials classroom for this premises. These are to remain locked at all times.

Home Visits

All home visits undertaken by staff must be approved by the Headteacher and carried out in accordance with the premises home visits risk assessment and the local lone working assessment. In addition, the following procedures must be followed:

- Staff must sign out from school before the visit and inform a senior member of staff.
- No staff to make visits on their own unless agreed by SLT.
- Staff must take a fully charged and switched on mobile phone, the number of which is left at the main school.

Hot Surfaces and Hot Water

No staff member shall carry hot drinks around the school without a suitable cover/lid. All staff are made aware of our Hot Surfaces and Hot Water Risk Assessment.

Inspections and Monitoring

Daily monitoring of the premises, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the premises defect book and reported to the Site Manager. It is the Site Manager's responsibility on a daily basis to have an overview of the site and all buildings from a Health & Safety perspective, anticipating and dealing with hazards which are predictable (e.g. in winter slippery paths from wet leaves or ice).

Daily monitoring of the premises by all staff, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the premises defect system and reported to the Site Manager.

Routine documented inspections of the premises will be carried out by the Site Manager every 2 months in accordance with the premises inspection schedule. Inspection findings are to be recorded on DHSRP10 Bi-Monthly Premises Safety Inspection Checklist.

Defects identified during these routine documented inspections are to be immediately reported to the Responsible Manager. Any identified high-level risks or safety management concerns are reported to the Responsible Manager and Health & Safety Co-ordinator for immediate action.

Annual detailed inspections carried out by Site Manager and Responsible Manager. These documented inspections will examine all areas of the safety management system and will be carried out using DHSRP11 Annual Health & Safety Inspection Checklist.

Kitchens

The main kitchen area is only to be used by authorised staff in accordance with the identified safe working procedures. Authority and procedures for local management of the main kitchen is with HCC Catering Services. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices. The Site Manager is authorised to access the main school kitchen in order to complete certain H & S procedures / checks (fire manual, legionella checks, inspections) and for general maintenance purposes.

Legionella Management

Legionella management on site is controlled by the Legionella competent person who will manage and undertake all procedures regarding Legionella in accordance with the management logbook prepared by Freeston Water Treatment dated October 2011.

Records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes in the Legionella logbook.

Local Sun Protection

During, or in anticipation of hot sunny weather, precautions will be taken to minimise the risks associated with exposure to UV rays. Parents/carers will be reminded of the need to ensure their child brings suitable protection to the sun in the form of a hat and sun cream. All students are required to bring a water bottle to school and there are water dispensers in the corridors to refill water bottles. The first aid room hold stock of sun cream for use by the students; this must be applied by the students themselves. Staff are not allowed to apply sun cream to the children. For off-site visits; a bottle of sun cream will be made available to take in the off-site ruck sack should it be necessary.

Lone Working

All lone working is to be approved by the Responsible Manager and is to be carried out in accordance with the School's lone working risk assessment and procedures. School policy is that this should only be undertaken exceptionally and will require risk assessment on each occasion.

Manual Handling

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

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

Minibuses

The Site Manager is responsible for the operation and maintenance of minibuses on behalf of the Responsible Manager. All minibus drivers must have completed MIDAS training prior to being permitted to drive minibuses. Defects will be reported to the Site Manager and written in the minibus defects book which is kept in each bus. The user is responsible for returning the minibus in a clean condition. All drivers will be required annually (on renewal of the school's motor insurance policy) and on completion of MIDAS refresher training sign a statement confirming driving history and produce current driving licence information via <https://www.viewdrivingrecord.service.gov.uk/driving-record/licence-number>. If at any time a driver has any physical or medical condition which is reportable under DVLA regulations it must be declared at the first opportunity to the Headteacher.

Off-site Activities

Arrangements regarding off-site activities are managed in accordance with the school's Off-Site Activities Policy based upon HCC Outdoor Education Service's procedures and

guidance, EVOLVE. The H & S Co-ordinator is the designated manager for off-site activities.

Physical Intervention

Arrangements regarding physical intervention are set out in the school's Physical Intervention Policy.

Provision of Information

The Responsible Manager will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are staff meetings, meeting minutes, school intranet, H & S Bulletins and school noticeboard.

Local health and safety advice is available from the Site Manager and H & S Co-ordinator.

The *Health and Safety Law* poster is displayed at Reception

Risk Assessment

General risk assessment management will be co-ordinated by Headteacher; Site Manager and H & S Co-ordinator.

Risk assessments must be undertaken for all areas where a significant risk is identified, or a possibility of such risk exists. General Risk assessment to be done using DHSRP SGP01/07 for guidance and form DHSRP RA1 as the template.

The Health & Safety Co-ordinator on site will oversee the correct completion of risk assessments and will include contributions from those staff with the appropriate knowledge and understanding in each area of work.

All risk assessments and associated control measures are to be approved by the Site Manager or Health and Safety Co-ordinator.

Completed risk assessments are listed in the Risk Register and will be reviewed periodically in accordance with each risk assessment's review date as listed for review in the premises bring-up diary system. This will be managed by the H & S Co-ordinator.

Personal Emergency Evacuation Plan (PEEP) Manager

The person who produces PEEPs for any children who require them is the Health & Safety Co-ordinator. These must be written at the start of every autumn term and annually thereafter or whenever there is a change in circumstance/location of the relevant child. The production of PEEPS will be monitored by the H & S Co-ordinator.

Security

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

Smoking

Smoking is not permitted on the premises or anywhere within the boundaries of school property. This includes vapes and e-cigarettes.

Stress & Wellbeing

The person responsible for assessing and managing stress is the Headteacher.

Dove House School Academy is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors. Stress management through risk assessment and appropriate consultation with staff will be periodically reviewed and acted upon in accordance with the Children's Services' guidance and requirements.

Traffic Management

Arrangements regarding on-site traffic safety are based on the premises traffic risk assessment.

Training

Health and safety induction training will be provided and recorded for all new staff/volunteers in accordance with the Staff Health & Safety Induction Checklist (DHSRP17).

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

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

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

Training records are held by the H & S Co-ordinator who is responsible for co-ordinating health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff.

Violent Incidents

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

Staff must report all such violent and aggressive incidents to ensure that there is an awareness of potential issues and/or injuries, and so as to enable incidents to be

appropriately investigated so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future.

Violent incidents are to be reported using DHSRPVIR and kept in the Admin Office.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire information to enable them to act appropriately and safely in the event of an incident. A “visitor” is defined for this purpose as someone who goes beyond the reception desk (i.e. a parent or escort collecting a student or a delivery person is not a “visitor”) during normal school hours of 08.45 to 16.30. After hours (e.g. for Parents’ or Presentation evenings) the member of staff responsible will ensure that all “visitors” are made aware of the nearest fire exit and evacuation procedures.

Visitors to the premises will be required to sign the visitor book (on entry and exit), provided with a visitor badge and will be shown a health and safety information sheet including a floor plan of school buildings with fire exits. Contractors will in addition receive a “Contractors on site information” sheet (see section headed “Contractors on Site”).

Work at Height

Work at height is always to be undertaken in accordance with the appropriate legislation. At Dove House School Academy general work at height will be undertaken in accordance with the on-site generic risk assessment for work at height which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

The competent person for work at height on the premises who must attend the Caretaker Support Service Ladder & Stepladder Safety half-day course is the Site Manager and he is authorised to:

- Use steps, stepladders and leaning ladders in accordance with their training
- Provide step stool instructional training briefs to staff.
- Provide steps training to staff.
- Carry out periodic inspections of all on-site ladders, stepladders and podium steps
- Remove access equipment from use if defective or considered inappropriate for use

No staff are permitted to use any other access equipment for work at height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms.

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

- Any work to be carried out at height must be underpinned by a risk assessment
- Access equipment selected for work at height must be as per the risk assessment
- Any staff working at height must be appropriately trained to use the access equipment
- Staff are not to improvise or use alternative access methods of their own choice
- Use of any furniture, including tables and chairs, is forbidden for any work at height
- Staff may only use step stools if they have received a local instructional training brief
- Staff may only use stepladders if they have received training from the ladder and stepladder competent person

- Staff may only use leaning ladders if they have personally attended the Caretaker Support Service Ladder & Stepladder Safety half-day course within every three years
- Any safety concerns about a work at height task must be raised prior to work starting
- Access equipment used on site such as ladders and stepladders must only be that provided and are never to be lent to, or borrowed from third parties or contractors
- Contractors working at height are to be appropriately supervised and must only use their own access equipment

GLOSSARY OF TERMS	
CLEAPss	Consortium of Local Education Authorities for the Provision of Science Equipment
COSHH	Control of Substances Hazard to Health
DHSRP	Dove House School Academy Risk Assessment
DHSRPAIR	DHSR*** References to documents
EHSR	Essential Health & Safety Requirements
EVOLVE	Educational Visits On Line Virtual Environment
HCC	Hampshire County Council
HIAS	Hampshire Inspection and Advisory Service
HSE	Health & Safety Executive
MIDAS	Minibus Driver Awareness Scheme
PAT Test	Portable Appliance Testing
PBRs	Property & Buildings Regulatory Services
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
DSE	Display Screen Equipment
ALARP	As Low As Reasonably Practicable