



Health and Safety Policy 2024/25

This policy is an LA Template

Policy	HEALTHY & SAFETY POLICY 2024
Headteacher	CHRIS STOKES

Named personnel with designated responsibility for this policy

Academic year	Designated Person	Senior	Nominated Governor	Chair of Governors
2024	Mr C Stokes			Jan Reed and Steve Ingram

Policy Review dates

Review Date	Changes made	By whom	Date Shared with staff
May 2022	Staff names updated	Denise McFarlane	Website
June 2023	Name changes	Denise Mcfarlane	Website
October 24	Name changes	Denise Mcfarlane	Website

Date Ratified by Governors	Review Date
October 24	October 25

THIS IS THE HEALTH AND SAFETY STATEMENT OF**Bedale High School****Our statement of intent is:**

- Implement the requirements of NYC's Health and Safety Policy;
- to make adequate arrangements for the health, safety and welfare of staff and pupils;
- to provide adequate control of health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- co-operate with NYC in matters related to health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction, and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions;
- provide personal protective equipment ;
- implement emergency procedures , including evacuation in case of fire or other significant incident; and
- to review and revise this policy as necessary at regular intervals.

Signed:**Headteacher****Signed:****Chair of Governors****Date: October 2024****Review date: September 2025**

HEALTH AND SAFETY POLICY

RESPONSIBILITIES

Overall responsibility for health and safety within the establishment is that of:

Mr C Stokes (Head Teacher)
Mrs J Reed (Co- Chair of Governors)
Mr S Ingram (Co- Chair of Governors)

Day-to-day responsibility for ensuring this policy is put into practice:

Mr C Stokes

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

Name: Simon Rayner

Responsibility: Health & Safety Governor

Name: Mr A Dunne

Responsibility: Deputy Headteacher

Name: Miss D McFarlane

Responsibility: SBM

Name: Mrs K Harrison

Responsibility: Head of DT, Science, Foodtech

Name: Miss C Temple

Responsibility: Head of Music, Drama, Art, PE

All employees have to:

- co-operate with supervisors and managers on health and safety matters;
- not interfere with anything provided to safeguard their health and safety;
- take reasonable care of their own health and safety and of others; and
- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

Health and safety advice is available from your NYES Health and Safety Service Safety Risk Adviser:

**Dale Barton NYES Health and Safety Service
07788 564533**

ARRANGEMENTS

HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

Risk assessments will be undertaken by:

Mr C Stokes , Mr A Dunne and the staff member undertaking activity

The findings of the risk assessments will be reported to:

All staff

Action required to remove/control risks will be approved by:

Mr C Stokes, Mr A Dunne and the staff member undertaking activity

The person responsible for ensuring the action required is implemented is

Mr C Stokes, Mr A Dunne and the staff member undertaking activity

Checks that the implemented actions have removed/reduced the risks will be carried out by:

Mr C Stokes , Mr A Dunne and the staff member undertaking activity

Assessments will be reviewed:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

ARRANGEMENTS

CONSULTATION WITH EMPLOYEES

Employee Representative(s) are:

Consultation with employees is provided by:

Agenda item on various staff meetings

Staff briefing and noticeboard

Training Days

ARRANGEMENTS

SAFE PLANT AND EQUIPMENT

Identifying equipment/plant, which will need maintenance is the responsibility of:

**Mr C Stokes, Mr A Dunne , Miss D McFarlane and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering**

Ensuring effective maintenance procedures are drawn up is the responsibility of:

**Mr C Stokes, Mr A Dunne , Miss D McFarlane and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering**

The person responsible for ensuring that all identified maintenance is implemented is:

**Mr C Stokes, Mr A Dunne
NYES Property Solutions
NYES Cleaning
NYES Catering**

Problems with plant/equipment should be reported to:

**Mr C Stokes, Mr A Dunne , Miss D McFarlane
NYES Property Solutions
NYES Cleaning
NYES Catering**

Checking plant and equipment health and safety standards before purchase is the responsibility of:

**Mr C Stokes, Mr A Dunne and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering**

ARRANGEMENTS

SAFE HANDLING AND USE OF SUBSTANCES

Identifying substances which need a COSHH assessment is the responsibility of:

Mr C Stokes, Mr A Dunne and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering
Grounds Maintenance

The person(s) responsible for undertaking COSHH assessments is/are:

Mr C Stokes, Mr A Dunne and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering
Grounds Maintenance

Ensuring that all actions identified in the assessments are implemented is the responsibility of:

Mr C Stokes, Mr A Dunne
NYES Property Solutions
NYES Cleaning
NYES Catering
Grounds Maintenance

The person responsible for ensuring that relevant employees are informed about COSHH assessments is:

Mr C Stokes, Mr A Dunne and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering
Grounds Maintenance

Checking that substances can be used safely before they are purchased is the responsibility of:

Mr C Stokes, Mr A Dunne and Heads of Faculty
NYES Property Solutions
NYES Cleaning
NYES Catering
Grounds Maintenance

Assessments will be reviewed:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

ARRANGEMENTS

INFORMATION, INSTRUCTION AND SUPERVISION

The Health and Safety Law poster is displayed at:

Staff Room

Health and safety advice is available from your HandS Safety Risk Adviser:

Lauren Grant , NYC HandS Service
07813 007289

Supervision of young workers and trainees will be arranged/ undertaken/monitored by:

Mr C Stokes, Mr A Dunne

Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:

Mr C Stokes , Mr A Dunne

ARRANGEMENTS

COMPETENCY FOR TASKS AND TRAINING

Induction training will be provided for all employees by:

Local SLT Induction-

Mr C Stokes, Mr A Dunne , Miss D McFarlane

Job specific training will be provided by:

NYES training dept.

Mr C Stokes , Mr A Dunne , Miss D McFarlane

HandS Service

Health and Safety Training Requirements:

Asbestos/Legionella training

First Aid training

Fire Awareness / Fire Warden training

Working at Height / Safe Ladder use

Manual handling

Educational Visit Training

Training records are kept:

In Health & Safety Document Management file / SBM PC

Training will be identified, arranged and monitored by:

Mr C Stokes, Mr A Dunne , Miss D McFarlane

ARRANGEMENTS

ACCIDENTS, INCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

Locations of First Aid Boxes:

PE Office
DT
Science
School Office
Kitchen
Food Technology
Art Room

Portable kits for trips

The first aiders are:

First Aid At Work Trained -

Mrs B Paterson
Mrs A McDougal

Emergency First Aid Trained –

Mrs Z Hayes
Mrs S Hughes

All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept:

In the school office

The person responsible for reporting accidents, diseases and dangerous occurrences to the NYC CYPS Health and Safety section is:

Miss D McFarlane

ARRANGEMENTS

MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will undertake:

Legionella testing
Asbestos inspection
Establishment Hands Service Inspection
PAT testing
Fixed appliance electrical testing
Extraction fans maintenance
NYES Property Solutions Condition Survey
Prioritised programme of risk assessment
Boiler room annual inspection
Gulleys and Gutters checked and cleaned
Pest control
Sports and Gym equipment maintenance
Daily walk round by caretakers – fault reporting

The person responsible for investigating accidents is:

Mr C Stokes, Mr A Dunne , Miss D McFarlane

The person responsible for investigating work-related causes of sickness absences is:

Mr C Stokes, Mr A Dunne, Miss D McFarlane
NYC Occupational health

The person responsible for acting on investigation findings to prevent a recurrence is:

Mr C Stokes , Mr A Dunne Miss D McFarlane
NYC Occupational health

ARRANGEMENTS

ASBESTOS RISK MANAGEMENT

The Responsible Officer for asbestos management is:

Mr C Stokes

The Asbestos Risk Management file is kept in:

SBM Office/PC

Site plans showing the location of asbestos containing materials (ACM's) are kept in:

School Office

Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:

Mr C Stokes, Miss D McFarlane and the establishments caretakers

Asbestos risk assessments will be undertaken by:

Mr C Stokes

Visual inspections of the condition of ACM's will be undertaken by:

Miss D McFarlane

Records of the above inspections will be kept in:

Miss D McFarlane Office/PC

ARRANGEMENTS

LEGIONELLOSIS MINIMISATION

The two 'Nominated Persons' for Water Management at the premises are:

Miss D McFarlane and Caretaking staff

Risk assessments detailing on-site tasks for the minimisation of *Legionellosis* risk are kept in:

Water Management Arrangements Folder – SBM office - PC / Concerto

The person responsible for carrying out the on-site tasks set out in the above assessments is:

Miss D McFarlane and the establishments caretakers

Record showing that the above on-site tasks have been undertaken are kept in:

Water Management Arrangements Folder – SBM office -PC/Concerto

ARRANGEMENTS

WORK AT HEIGHT

All work at height in the establishment must be authorised by:

Mr C Stokes, Mr A Dunne

Risk assessments for working at height are to be completed by:

Mr C Stokes, Mr A Dunne and all members of staff

Equipment used for work at height is to be checked by and records kept in:

Establishment

Log of equipment held by SBM – PC

ARRANGEMENTS

MANUAL HANDLING

All manual handling tasks in the establishment must be authorised by:

Mr C Stokes Mr A Dunne

Risk assessments for manual handling tasks are to be completed by:

Mr C Stokes , Mr A Dunne and all members of staff

Equipment used for manual handling is to be checked by and records kept in:

Establishment

Log of equipment held by SBM- PC

Risk assessments for manual handling tasks are to be completed by:

Mr C Stokes , Mr A Dunne and all members of staff

ARRANGEMENTS

EDUCATIONAL VISITS

Off-site educational visits must be authorised by:

NYC ,Mr C Stokes and Governors

The Educational Visits Co-ordinator(s) is/are:

Mr A Childe

Risk assessments for off-site visits are to be completed by:

Group Leader

NYC Policy, Procedures & Guidance for Educational Visits are kept in:

Mr A Childes office/Admin Office

Details of off-site activities are to be logged onto Evolve by:

Mr A Childe

ARRANGEMENTS

EMERGENCY PROCEDURES – FIRE AND EVACUATION

The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:

Mr C Stokes

Escape routes are checked by/every:

All staff

Daily

Fire extinguishers are maintained and checked by/every:

JLA
Visually Inspected

Annually
Termly

Alarms are tested by/every:

SBM / supported by caretakers
Monks Security Systems

Weekly
Bi-Annually

Emergency evacuation will be tested:

Termly

APPENDICES

List here any other policies relevant to health and safety e.g. *Medicines Policy, Educational Visits Policy etc.*

CYPS Policy and Guidance Handbook
Emergency Response Guide
Safeguarding Policy
Safeguarding Audit
Lockdown Procedure
Educational Visits Policy
Display Screen Equipment Procedure
Emergency Procedures
Events Procedure
Fire Safety Procedure
First Aid and Medicines Procedures
First Aid at Work Procedure
Intimate Care Procedure
Laptop and Tablet Procedure
Lettings Procedure
Lone Working Procedure
Midday Supervisor Procedure
Missing Child Procedure
Snow and Ice Procedure - Gritting Plan
Use of Chemicals at Work Procedure
Use of Sunscreens Procedure
Working at Height Procedure