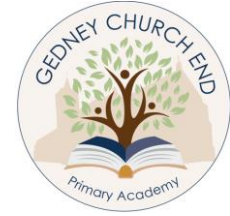




Health and Safety Policy 2021-2022

Adopted by: Gedney Church End and Lutton St Nicholas Primary Academies

Date Ratified by Governors: October 2021



Lutton St Nicholas and Gedney Church End Primary Academies will take all practical steps to provide a safe and healthy working environment for staff and children and visitors to the school. Lutton St Nicholas and Gedney Church End Primary Academies places the health and safety of children, staff and parents and visitors to the school as its highest priority.

Lutton St Nicholas and Gedney Church End Primary Academies have written this policy to ensure that best practice and procedures are carried out at the school. This policy complies with the legal requirements of the Early Years Foundation Stage statutory framework.

Aims

- *To provide a safe, clean and attractive environment for children, parents, staff and visitors to the school.*
- *To operate rigorous health and safety procedures which identify potential hazards and risks and take immediate action to remedy issue potential hazard.*

Implementation of Policy

Lutton St Nicholas and Gedney Church End Primary Academies will:

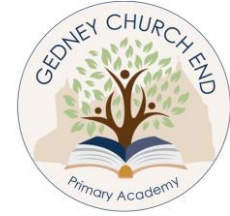
- Provide a safe and healthy environment for children, parents and staff to work, learn and play.
- Adopt excellent health and safety practices and procedures.
- Ensure highly qualified and experienced members of staff will be used to identify risk and hazards and implement stringent health and safety practices.
- Ensure members of staff are adequately trained to make them aware and alert to possible health and safety issues.
- Provide an environment that is safe and free from hazards and dangers.
- Use equipment and resources according to manufacturer's instructions and store all equipment and resources securely and safely.

Responsibilities of Governors

At Lutton St Nicholas and Gedney Church End Primary Academies individual members of the governing body cannot be held to be personally liable for accidents and injuries at the school, when they have acted on collective decisions taken in good faith.

The governors will ensure that all practical steps have been taken to meet the aims and objectives of the Health and Safety policy and to reduce the possibility of accident or injury to staff children or visitors.

The governor has overall responsibility for ensuring the health and safety of children, parents, staff and visitors at the school.

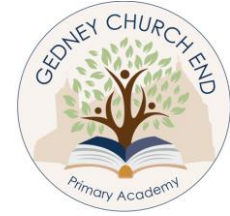


Responsibilities of Governors and Headteacher

- Ensure that the Health and Safety at Work Act and the Workplace (Health, Safety and Welfare) Regulations and their associated Approved Code of Practice will be complied with at all times.
- Appoint a member of staff with designated responsibility for health and safety at the school.
- Ensure individual members of staff are aware of their responsibilities in relation to health and safety linked to their role and accountabilities within the school.
- Ensure Risk Assessments are undertaken for all activities, services, resources and equipment in the School. They will also ensure that any actions identified to reduce possible risks are undertaken.
- If appropriate, set health and safety targets for staff as part of the annual Performance Management cycle.
- Identify and implement the necessary actions to meet the health and safety objectives and standards required.
- Ensure adequate financial resources for health and safety training, equipment and resources.
- Undertake a health and safety check every month and take immediate action to rectify any identified issues which could pose a danger to school users.

Responsibilities – The Headteacher

- Ensure that children, parents, staff and visitors to the school are aware of the health and safety procedures and responsibilities.
- The Local Education Authority, Keystone Academy Trust and Governors are kept informed of health and safety performance and issues at the school and respond swiftly to any identified issues.
- Ensure that all practical steps are taken to reduce the potential hazards and dangers at the school to the lowest level possible.



- Ensure that health and safety records are maintained thoroughly and made available to professionals and Governors Board if appropriate.
- Ensure that the regulatory testing and inspections of premises and equipment are undertaken and records kept of the assessments and actions taken.
- Ensure that members of staff receive adequate training and communication concerning health and safety policies and procedures at the school.
- Ensure that all accidents and injuries are recorded and investigated to identify the cause of the problem and take any remedial action of required to prevent further harm.
- Ensure First Aid provision is excellent with the appointment of high trained and competent members of staff. The Headteacher will ensure that First Aid boxes are well labelled and stocked with contents meeting current guidance.
- Ensure that evacuation procedures are clearly displayed and explained to all school users and that practice evacuations and drills are carried out regularly and recorded to identify and issues and concerns.
- Monitoring and reviewing the Health and Safety Policy and Procedures and recommending any modifications or amendments as appropriate.
- Ensuring financial resources are available to implement the policy and procedures and ensure that the School adequately protects the health and safety of all stakeholders.
- Ensuring that highly trained and competent members of staff carry out regular health and safety checks and inspections and take any action promptly to rectify any potential hazard.



Responsibilities - School Staff

Members of staff at the school have responsibilities in relation to ensuring the health and safety of school users and to assist with the effective implementation of the policy and procedures.

School staff are required to report health and safety issues or concerns to the Headteacher immediately.

The School Staff MUST ensure that:

- They read and understand the health and safety policy and the following related policies and procedures:
 1. *Emergency Evacuation Procedures*
 2. *Accident and Injury Procedures*
 3. *Lone Working*
 4. *Risk Assessments associated with their specific role*
 5. *Offsite Visits*
 6. *Security of the Premises*
 7. *Entry and Exit to the School*
 8. *Visitors Policy*

Members of Staff must:

- Listen to and act upon health and safety practice and updates issued by the Headteacher.
- Take all reasonable and practical steps to ensure their own health and safety at work and for those under their direct care or supervision.
- Record accidents, injuries or health and safety related incidents according to the school procedures.
- Participate in professional development opportunities and relevant training when required to do so by the Headteacher, and adhere to current health and safety legislation and guidance.

Insurance

Lutton St Nicholas and Gedney Church End Primary Academies will ensure that it has adequate insurance cover to ensure the health and safety of all school users children and staff.

- The Children Act and the Health and Safety at Work Act require public premises and places of work to have adequate insurance cover. The School will display its Public Liability Insurance Certificate in the main entrance of the School and copies are available upon request to the Headteacher.



Liability

- Under provisions contained in the Occupiers Liability Act the School has a duty to ensure that both children and any visitors are kept reasonably safe and will take every practical step to ensure this happens.

The school's full responsibilities and procedures in respect of Health and Safety are contained in this policy and in the following related policies and procedures:

- 1. Staff code of conduct**
- 2. Risk Assessments**
- 3. Fire Safety**
- 4. Hygiene**
- 5. Behaviour**
- 6. Child Protection**
- 7. Safeguarding**
- 8. Safer Recruiting**

Disability Equality Impact Assessment

This policy has been written with reference to and in consideration of the school's Disability Equality Scheme. Assessment will include consideration of issues identified by the involvement of disabled children, staff and parents and any information the school holds on disabled children, staff and parents.

Any questions about this policy should be directed to the Headteacher