


## **HEALTH AND SAFETY POLICY (PRIMARY)**

**Version 2: October 2019**

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<b>Signed by Chair of Trustees Hugh Whittaker</b>	

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# 1 HEALTH AND SAFETY POLICY (PRIMARY) – HOW TO USE THIS MODEL POLICY

## 1.1 Introduction

This model policy is provided in order to enable Academies to produce an individual Health and Safety Policy that meets relevant legal requirements, yet is specific to the establishment's local arrangements. To this end, it is essential that this document is adapted extensively to reflect local procedures so that the end product is a useful rule book for the organisation.

An academy is an independent school and is free to establish its own policies and procedures within the boundaries of the law. The content of this policy is therefore a suggestion intended to guide the Academy in establishing suitable arrangements. Given the use of this Health & Safety Service's model, it is assumed that the Academy is following the Health & Safety Service's guidance and the contents of this model are based on this assumption. There is no obligation to follow this guidance. However, should the Academy diverge from the Health & Safety Service's advice or suggested arrangements, then it will need to establish clearly its own specific alternatives.

The various sections of the model policy will cover the items required to be included by the Health and Safety at Work etc. Act 1974, as well as those areas listed in the current Department for Education guidance for school health and safety policies.

The basic format is as follows:

### 1) General Statement of Intent

This statement will evidence the commitment to health and safety by the Academy, and should be signed and dated by the Chief Executive Officer and Chair of Trustees.

### 2) Organisation

This outlines the responsibilities for health and safety that have been allocated to various job roles across the organisation.

### 3) Arrangements

This section should detail the specific local arrangements in place to ensure safety for all within the Academy's environment and associated activities. This must be amended to reflect what you actually do.

#### 1.1.1 Action to be taken to implement amend and adopt this model policy

- The Head Teacher will identify who is to adapt the model document to suit the establishment's specific local needs. There are specific areas that must be completed and amended: these are highlighted in yellow italics. These sections should be deleted and the appropriate local detail added.
- The adapted policy must then be discussed by other staff/governors to ensure that it reflects actual practice and any further alterations/amendments made if required.
- The policy will require formal approval in the form of the signature of the Chief Executive Officer and the Chair of Trustees. The master copy of the policy should then be retained and kept in an agreed central location.
- The final, ratified policy will need to be formally brought to the attention of all staff, governors and volunteers. New employees must be made aware of the policy via an induction process.
- The policy should then be subject to regular review.

## **2 HEALTH AND SAFETY POLICY**

### **2.1 SECTION 1: STATEMENT OF INTENT**

The Board of Trustees of Ventrus Multi Academy Trust will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the academy's organisation and arrangements for dealing with different areas of risk. Section 2 will establish specific responsibilities at all levels of the academy's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the academy's obligations under the law.

This policy will be brought to the attention of all members of staff at induction/master copy kept in the main Ventrus office and a copy will be saved on the academy's shared drive and website.

This policy statement and the accompanying organisation and arrangements will be reviewed annually by the Trust's Compliance Officer.

## **2.2 SECTION 2: ORGANISATION**

### **2.2.1 The Duties of the Executive Leadership Team**

- To produce and regularly review the Health & Safety Policy for the Trust. This policy will reflect the requirements of the Health and Safety at Work Act 1974 by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation.
- To monitor both compliance with, as well as the effectiveness of this policy.
- To provide adequate resources to meet the academy's legal responsibilities as well as compliance with this policy.
- To assist the Board of Trustees in discharging its legal obligations, the academy has appointed the Health & Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999.
- The specific arrangements adopted will be guided by the Health & Safety Service's Health & Safety Guidance Notes for Academies.

### **2.2.2 The Duties of the Head Teacher**

- The Head Teacher has day-to-day responsibility for health and safety management and will take all reasonable practicable steps to secure the health and safety of students, staff and others using the academy premises or participating in academy sponsored activities.
- In particular, the Head Teacher will:
  - Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
  - Co-operate with the governing body to ensure that this policy and its associated arrangements are implemented and complied with
  - Communicate the policy and other appropriate health and safety information to all relevant people including contractors
  - Report to the Executive Leadership Team on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
  - Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition
  - Report to the Executive Leadership Team any significant risks or policy requirements which cannot be met within the establishment's budget
  - Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training
  - Ensure consultation arrangements are in place for staff and their trade union representatives
  - Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions
  - Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
  - Promote a positive health and safety culture by leading by example
- Head Teachers may delegate tasks to others and authorise others to undertake duties on their behalf, but they will retain overall responsibility for the implementation and management of proper health and safety controls within the Trust on behalf of the Board of Trustees

- Whilst overall responsibility for health and safety cannot be delegated the Head Teacher may choose to delegate certain tasks to the Health & Safety Coordinator
- The role of Health & Safety Coordinator for the Academy has been delegated to the Premises/Admin Lead Roles within the Trust

### **2.2.3 The Duties of the Health and Safety Co-ordinator**

- The health and safety co-ordinator has the delegated task of assisting the Head Teacher discharge their duties in relation to day-to-day health and safety management.
- To do this the health and safety co-ordinator will:
  - co-ordinate and manage the risk assessment process for the academy
  - co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Head Teacher and Governing body of their school
  - coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Trusts Premises Lead and the schools governing body if funds are not available
  - assist with the identification of training needs and training delivery across the academy to ensure that staff are adequately instructed
  - collate accident and incident information and, when necessary, carry out accident and incident investigations
  - arrange periodic health and safety audits and liaise with the Head Teacher and school governing body in relation to findings and any associated remedial actions

### **2.2.4 The Duties of Unit Leaders and Supervisory Staff**

- Will have specific delegated tasks in relation to health & safety management within their departments/subject areas. They must ensure that:
  - Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented
  - Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively
  - They take appropriate action on health, safety and welfare issues referred to them, informing the Head Teacher or Local Governing Body of any problems they are unable to resolve within the resources available to them
  - They carry out regular inspections of their area of responsibility and report / record these inspections to the Head Teacher and Local Governing Body
  - All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated

### **2.2.5 The Duties of all Members of Staff**

- Under the Health and Safety at work Act 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions. This also applies to volunteers who are under the control of the Academy.
- Specifically, all employees have responsibility to:
  - Take reasonable care for the health and safety of themselves and others in undertaking their work
  - Comply with the academy's health and safety policy arrangements at all times
  - Report all accidents and incidents in line with the reporting procedure

- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in the condition of premises or equipment and any health and safety concerns immediately to their line manager
- Ensure that they only use equipment or machinery that they are competent / have been trained to use
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons

#### **2.2.6 Pupils**

- Pupils, in accordance with their age and aptitude, are expected to:
  - To exercise personal responsibility for the health and safety of themselves and others
  - To observe standards of behaviour and dress consistent with safety and/or hygiene
  - To observe all the health and safety rules of the academy and, in particular, the instructions of staff given in an emergency
  - Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

#### **2.2.7 Contractors**

- All contractors who work on the academy premises are required to identify and control any risks arising from their activities and inform the Head Teacher of any risk that may affect the staff, pupils and visitors.
- All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times.
- In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Head Teacher will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.

### **2.3 SECTION 3: ARRANGEMENTS**

#### **2.3.1 Risk Assessment**

- The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health & Safety Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

	<b>Risk Assessments</b>
RAA01	Blank (traverse wall, school events, or any specific task that requires a risk assessment which is not covered on the below RA list)
RAA03	Building & Site
RAA04	Caretaking & Cleaning
RAA05	COSHH
RAA07	Drama Activities and Facilities
RAA08	Fire
RAA09	First Aid Needs
RAA10	ICT Dept
RAA11	Kitchen
RAA12	Library
RAA13A	Lone Working Away From Workbase
RAA13B	Working Alone in Premises
RAA14	Moving and Handling Objects
RAA16	Moving and Handling Young People
RAA17	Music Areas and Activities
RAA18	New & Expectant Mothers
RAA19	Nursery Unit
RAA20	Physical Education
RAA21	Primary Curriculum Activities
RAA22	Whole School
RAA24	Security Safety
RAA24B	Security Safety Risk Assessment (Educational Establishments)
RAA25s	Stress
RAA26	Swimming
RAA27	Working at Height
RAA28	Work Experience Placement
RAA29	Driving on Academy Business
RAA30	Glazing
RAA31	Kiln
RAA35	Student Behaviour

- Risk Assessments are available for all staff to view and are held centrally in [state where]. Where possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.



- Risk assessment records will be reviewed by the Head Teacher/Health and Safety Co-ordinator at each school annually or if any determining factor arises then the Risk Assessment will be reviewed and amended accordingly.
- For full details relating to risk assessment arrangements, reference should be made to the HSA0047 Guidance Note.

Other arrangements in alphabetical order:

### **2.3.1.1 Accident/Incident Reporting**

All employee accidents must be reported to the Head Teacher and if deemed necessary to the local governing body. This will be achieved by entering accident details onto the OSHENS on-line accident reporting system.

Accidents to pupils and other non-employees should be recorded in the accident book/OSHENS system. Those accidents to students and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported by entering accident details onto the OSHENS on-line accident reporting system.

Parents / carers will be notified immediately of all major injuries.

The Head Teacher will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Health & Safety Service.

For full details relating to accident reporting arrangements, reference should be made to the HSA001 Guidance Note.

### **2.3.1.2 Asbestos**

The arrangements for the management of asbestos on the site are detailed in the Asbestos Management Plan (AMP). This is located in [state where].

The Asbestos Register is held in [state where] and will be made available to all staff and contractors prior to any work commencing on the fabric of the building or fixed equipment containing asbestos. No work can commence until permission to work has been given by the authorising manager named in the AMP.

The authorising manager shall ensure:

- The AMP for each school is reviewed annually and that any changes are approved by the Head Teacher and Business & Premises Lead for the Trust.
- That the Asbestos Register is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is approved via the completion of the ABS1 (A) form.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded on the ASB2 form according to the frequencies identified in the AMP. Any subsequent changes to asbestos containing materials on site will be recorded in the Register.

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to [insert name] at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HSA004 Guidance Note as well as the Asbestos Management Plan.

### **2.3.1.3 Communication and Training**

Detailed guidance and information about health & safety issues can be found in the Health & Safety Service's Guidance Notes which are located in the OSHENS Document Library. The Health & Safety Service also provide competent health and safety advice for Academy staff and can be contacted on 01392 382027 or on [healthandsafety@devon.gov.uk](mailto:healthandsafety@devon.gov.uk).

The Health and Safety Law poster is displayed in [state where].

### **2.3.1.4 Health and Safety Training**

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept [state where] and [insert name] is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA0055 Training Guidance Note.

### **2.3.1.5 Consultation**

Staff are represented on the [state name of Committee with H&S remit] Consultation of day to day matters will be achieved by [state arrangements for regular staff meetings].

Members of staff with concerns should raise them initially with their departmental head or the Health & Safety Coordinator [state local arrangement if different] If required, requests for external advice should then be sought from the Health & Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Board of Trustees welcome the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HSA008 Guidance Note.

### **2.3.1.6 Contractors**

All contractors must report to [insert name] where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions. Where necessary, contractors will also be requested to sign to confirm that they have read and understood the Asbestos Register.

To ensure contractor competency [insert name] will undertake appropriate competency checks prior to engaging a contractor. [insert name] is responsible for monitoring areas where the contractor's work may

directly affect staff and pupils. [insert name] will ensure that the specific client requirements of the Construction (Design & Management) Regulations 2007 have been complied with.

For full details relating to the control of contractors, reference should be made to the HSA0007 CDM Guidance Note.

#### **2.3.1.7 Curriculum Activities**

Risk assessments for the significant hazards within curriculum activities will be carried out by the [Head Teacher / Subject Co-ordinator. Amend as necessary] using the appropriate Health & Safety Service's model risk assessments listed above.

For full details relating to the primary curriculum areas, reference should be made to the HSA0046 Guidance Note.

#### **2.3.1.8 Display Screen Equipment (DSE)**

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and a contribution towards corrective glasses (if required specifically for DSE use). For more information, to check eligibility or to request a voucher, please contact payroll@ventrus.org.uk prior to arranging an eyesight test.

For full details relating to DSE, reference should be made to the HSA0012 DSE Guidance Note.

#### **2.3.1.9 Fire and Emergencies**

The Head Teacher is responsible for ensuring that the fire risk assessment is undertaken using the RAA08 document and controls implemented accordingly. The fire risk assessment is located in [state where] and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document which is located [state where]. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors.

[state who] is responsible for ensuring that the academy's Fire Log is kept up to date.

Procedures for other critical incidents and off-site emergencies are contained within the Academy's Emergency Management Plan which is located [state where] and will be reviewed annually. Emergency contact and key holder details are held [state where].

For full details relating to fire safety, reference should be made to the HSA0018 Fire Safety Guidance Note.

#### **2.3.1.10 First Aid**

The academy has risk assessed the need for first aid provision and the following first aid provision has been provided accordingly:

Emergency First Aid at Work level:

[Insert names/ date of training]

Paediatric

[insert names/dates of training]

First Aid boxes are located at the following locations:

[Insert locations]

[state name] will ensure that refresher training is organised and for maintaining the contents of first aid boxes.

For full details relating to first aid, reference should be made to the HSA0019 First Aid Guidance Note.

#### **2.3.1.11 Hazardous Substances** [Consider the need for this section. Do you employ your own kitchen or cleaning staff? Delete if not applicable]

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that:

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up to date
- Material Safety Data Sheets (MSDS) are obtained from the relevant supplier for all such materials
- risk assessments are conducted by [state name] to identify the safe working method and appropriate emergency procedures
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers

For full details relating to the control of hazardous chemicals, reference should be made to the HSA0010 COSHH Guidance Note.

#### **2.3.1.12 Legionella**

A water risk assessment for the academy has been completed by [state which contractor] and [state name] is responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene log book. This risk assessment will be reviewed where significant changes have occurred to the water system.

A Water Hygiene Management Plan (WMP) for the academy had been completed by [state name] which is completed annually.

For full details relating to the control of legionella, reference should be made to the HSA0028 Legionella Guidance Note.

#### **2.3.1.13 Lettings/shared use of premises**

The [Head Teacher/employing/governing] body will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant Academy health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it.

#### **2.3.1.14 Maintenance of Plant and Equipment**

Regular inspection and testing of Academy equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept by [state name]. All staff are required to report any problems found with plant/equipment to the Head Teacher. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The following specific statutory inspections and tests will be undertaken:

- Annual gas appliance inspection and maintenance, to be undertaken by [state arrangement]
- Annual gas tightness test, to be undertaken by [state arrangement]
- Electrical installation inspection every 5 years by [state arrangements]
- [add any other statutory or plant specific maintenance to be undertaken here such as kilns, lifts, boiler pressure vessels etc]

#### **2.3.1.15 Portable Electrical Appliances**

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Head Teacher.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a testing regime on an identified cycle dependant upon the level of risk associated with the particular appliance type [insert different frequencies here or cross refer to a separate document or appendix]. This inspection and testing will be conducted by [state contractor name / name/s of a trained members of staff].

Personal items of equipment should not be brought into the academy without prior authorisation and must be subjected to the same inspection process as academy-owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HSA0016 and HSA0058 Guidance Notes.

#### **2.3.1.16 Medication Arrangements**

Arrangements for medication are detailed in the separate First Aid and Administration of Medicines Policy, which is reviewed every three years. A copy of this policy can be found on the Trust website and [state where].

For full details relating to the administration of medication, reference should be made to the HSA0032 Medication Guidance Note.

#### **2.3.1.17 Monitoring**

The Trust will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health & Safety Review process undertaken by the Health & Safety Service. Feedback from this process is to be referred to the Head Teacher, Governing Body, and the Board of Trustees.

A general inspection of the site will be conducted [state how often] and be undertaken by [state name]. Feedback from this process is to be referred to the [employing/governing body].

Other processes employed to monitor compliance with this policy and health and safety performance in general include:

- [state other monitoring methods adopted here; summary of findings from formal maintenance reports forwarded to the Governing/Employing Body; training audits, accident book review etc]

For full details relating to monitoring, reference should be made to the HSA0005 Audit & Monitoring Guidance Note.

### **2.3.1.18 Moving and Handling**

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

[Delete the following paragraph if not applicable] All moving and handling of pupils will be risk assessed by [state name] and recorded in a specific Handling Plan for the individual concerned. The format found in the HSA0035 Guidance Note will be used. All staff who move and handle students will receive appropriate training both in the controls listed in the Handling Plan and specific training on any lifting equipment that they may be required to use.

For full details relating to moving and handling, reference should be made to the HSA0034/35 Moving and Handling Guidance Notes.

### **2.3.1.19 Offsite Visits**

The Academy has adopted the Devon County Council (DCC) document Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2018 as its own policy.

[name of school] local arrangements for offsite visits are detailed in the separate Management of Outdoor Education, Visits and Off-Site Activities policy and Standard Operating Procedures which are reviewed annually. A copy of these documents can be found in [state where]

### **2.3.1.20 Personal Safety and Security**

The academy believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific Behaviour Policy [amend as necessary] is in place at the Academy.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

### **2.3.1.21 Lone Working in Premises**

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the Head Teacher in order to identify and implement control measures. This will be reviewed annually or after significant change and recorded by amending the relevant section of the RAA22 risk assessment document or within the separate RAA13B Lone Working in Premises risk assessment.

Staff working outside normal school hours must obtain permission of [the Head Teacher]

The requirement to undertake a lone working risk assessment will also extend to working alone off-site where staff conduct home visits.

Lone Working risk assessments will be reviewed annually or after significant change to the arrangements and recorded by amending the RAA13 Risk Assessment.

### **2.3.1.22 Academy Security**

The Head Teacher is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area.

This will be reviewed annually or after significant change and recorded by amending the relevant section of the RAA22 risk assessment document along with the RAA24/24B.

For full details relating to security and lone working issues, reference should be made to the HSA0031 Lone Working and HSA0050 Security Guidance Note.

**2.3.1.23 Radon Gas** [delete this section if the academy is not in a radon affected area. Amend the section below to reflect measured radon levels]

The academy is located in a radon affected area as defined by Public Health England (PHE). Consequently, radon gas levels will be measured on a 7-10 year cycle [amend to reflect precise arrangement] and detectors returned to PHE for analysis.

If levels are below the 400 Bq/m<sup>3</sup> threshold, this process of measurement will continue. If readings exceed the 400 Bq/m<sup>3</sup> threshold a Radiation Protection Adviser (RPA) will be engaged and a risk assessment of staff exposure will be undertaken in consultation with the RPA. Based upon the findings of this assessment, suitable mitigation systems will be identified and installed to reduce the radon level to well below 400 Bq/m<sup>3</sup>. These systems will be maintained.

**2.3.1.24 Stress/Wellbeing**

The Academy is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

*[Detail specific arrangements for responding to individual concerns and monitoring staff workloads e.g. return to work procedures following absence / the school buys back occupational health support / participates in the Employee Assistance Programme / performance management arrangements / mentoring etc.]*

Where appropriate, risk assessment findings will be recorded on the RAA25 document.

For full details relating to staff wellbeing, reference should be made to the HSA0024 Health Issues for Staff Guidance Note.

**2.3.1.25 Tree Survey and Maintenance Programme**

The academy will ensure that formal tree inspections are undertaken for trees which present a significant risk because of their age, condition or proximity to pedestrian routes or busy areas. The academy will also arrange for an inspection to be carried out following severe weather conditions.

Where the tree inspection process makes recommendations for remedial actions, the academy will implement them as described.

Records of tree inspections and associated remedial works are kept on site and a tree survey must be conducted every 2 years and any remedial actions carried as soon as practicable. Schools will also monitor Ash trees periodically due to the "National Die Back Disease".

**2.3.1.26 Work at Height**

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff **must not** climb onto tables or chairs.

Formal training on work at height will be undertaken where the need is identified in the risk assessment process described above. It will be ensured that:

- all work at height is risk assessed and properly planned and organised

- all those involved in work at height are trained and competent to do so
- the use of access equipment is restricted to authorised users
- access equipment is regularly inspected and maintained in a safe condition
- access to fragile surfaces is properly controlled

For full details relating to the control of work at height, reference should be made to the HSA0060 Work at Height Guidance Note.

#### **2.3.1.27 Work Experience**

If the Academy hosts a work experience placement, any significant hazards within the planned work tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RAA28 risk assessment document.



**POLICY HISTORY**

Version	Summary of Change	Review Date	Lead Author
001	Annual review by lead author: Lone Working section is more robust. Further text added relating to the Tree Inspections section.	11.07.19	EE
002	Annual review by lead author	Oct 2019	EE