



HEALTH AND SAFETY POLICY

Name of School	Shamblehurst Primary School
Date of Policy Issue	October 2025
Date of Next Policy Review	October 2026
Name of Headteacher	Anna Jones
Signature of Headteacher	



'Together We Can'

Our Vision

In order to discover the brilliance in everyone we are committed to achieve:

A happy and healthy community
An engaged and accountable community
A compassionate and kind community
An inclusive community of lifelong learners
A community of empathetic and curious critical thinkers
A community that celebrates diversity
A community of Global Citizens

Our Values

Respect
Pride
Curiosity
Courage

STATEMENT OF INTENT

At Shamblehurst Primary School we believe that it is the school's responsibility to provide, as far as is reasonably practicable, a safe and healthy environment for children, staff and other users of the premises. It is our policy to carry out all our activities in such a way as to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees and all persons likely to be affected by our activities, including the general public where appropriate. We will co-operate, and co-ordinate with partners, contractors, sub-contractors, employers, Hampshire County Council Departments, and the occupiers and owners of the premises and the land where we are commissioned to work, in order to pursue our Health and Safety Policy aims. The school will take all reasonable steps to meet this responsibility and expects appropriate support from, staff, children, parents and visitors

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
 - 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

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

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at Shamblehurst Primary School is held by Hampshire County Council who will:

- Ensure that health and safety has a high profile
- Set clear Health and Safety policies and procedures
- Ensure adequate resources for health and safety are made available
- Consult and advise staff regarding health and safety requirements and arrangements
- Periodically monitor and review local health and safety arrangements

Responsible Manager

The responsible manager for the premises is the headteacher who will act to:

- Ensure the school adopts the employer's policies and procedures
- 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
 - Consult with recognised Trade union Safety representatives/employee representatives and safety committees
- 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
- Periodically update governing bodies/partnerships as appropriate

- Produce, monitor and periodically review 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 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

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.

These to include:

- Preparing 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;
- Compiling reports for the Governing Body;
- Negotiating with the Headteacher/Governing Body and school staff to try to eliminate any conflict between work and safety considerations;
- Making changes to working practices that are safe and comply with legislation.
- Leading in-house training with the Headteacher and school staff about health and safety issues and risks and maintain statutory training records.
- Keeping records of inspections findings and producing reports suggesting improvements.
- Keeping records of incidents and accidents and producing statistics for managers;
- Keeping up to date with new legislation.
- Liaising with officials from the regulatory authorities to ensure the organisation is compliant with mandatory regulations.
- Carrying out fire drills.
- Maintain Fire Manual, including required weekly/monthly tests.
- Ensuring the safe installation of equipment.
- Managing hazardous substances and the disposal of chemicals.
- Completion and maintenance of the Legionella Log.

He is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He is to work within his level of competence and seek appropriate guidance and direction from the Headteacher and/or the Children's Services Health and Safety Team as required.

On-Site Health and Safety Co-ordinator/Officer

The on-site health and safety co-ordinator to the school, Sally Mohamed, will manage, advise and co-ordinate local safety matters on behalf of, and under the direction of the Headteacher. She is to work within her level of competence and seek appropriate guidance and direction from the Headteacher and/or the Children's Services Health and Safety Team as required.

All Teachers, senior leaders and 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 appropriately 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.

Governors

The Governing Body will:

- Ensure that health and safety has a high profile.
- Ensure adequate resources for health and safety are made available.

Consult staff regarding suitable health and safety training opportunities.

- Monitor and review health and safety arrangements, including signing relevant records to show monitoring has taken place.
- Take part in the regular H&S inspection regime every 3 months (quarterly).

Health and Safety Committee

The purpose of the safety committee is to assist in the assessment of safety related matters and provide appropriate support to the responsible manager/Headteacher. The safety committee is to periodically meet to monitor and discuss on-site health and safety performance, and recommend any actions necessary should this performance appear or prove to be unsatisfactory. Safety committee staff will be kept informed of all changes in practices and procedures, new guidance, accidents, incidents and risk related matters.

The safety committee consists of the Site Manager, the Health and Safety Coordinator and the Health & Safety Governor.

Fire Safety Co-ordinator

Ben Marshall, Site Manager, is the fire safety co-ordinator and is the competent person for fire safety on the premises and acts on behalf of the responsible manager. He is to 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 his level of competence and seek appropriate guidance and direction from the Headteacher and/or the Children's Services Health and Safety Team as required.

If there is a fire when the site manager is not on site, due to working patterns, the HT will assume the role of co-ordinating those staff who sweep the premises and liaising with fire brigade.

Facilities Management Trained Staff

The facility management trained member of staff (Ben Marshall, Site Manager) is the competent person for the overall management of general premises facilities and acts on behalf of the Headteacher. He is to attend the facilities management training course and refresh this training regularly and in set time periods. He is responsible for the local management and completion of day-to-day premises matters and duties. He is to work within his level of competence and seek appropriate guidance and direction from the responsible manager/Headteacher and/or the Children's Services Health and Safety Team as required.

COSHH Assessor

The COSHH Assessor is Ben Marshall. He will attend COSHH assessor training every three years. His role is to assess all hazardous substances on the premises. He will work within his level of competence and seek appropriate guidance and direction from the headteacher.

DSE Assessor

The DSE assessor is Sally Mohamed. She will attend the DSE assessor training every three years. Her role is to support the school with assessing the needs of the DSE users in accordance with departmental and corporate procedures.

Health and Safety Representative

The premises health and safety representative (whether a member of staff who is union appointed, or non-union and locally nominated) will represent the staff with regard to their health and safety at work. Ben Marshall, Site Manager is the nominated health and safety representative. He is 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.

Legionella Competent Person

Ben Marshall, Site Manager, is the nominated competent person for Legionella on the premises and acts on behalf of the Headteacher to provide the necessary competence to enable Legionella to be managed safely. He is to annually complete the Legionella e-learning course and all training records are to be retained.

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. He will advise the Headteacher of any condition or situation relating to Legionella which may affect the safety of any premises users. He is to work within his level of competence and seek appropriate guidance and direction from the Headteacher and/or the Children's Services Health and Safety Team as required.

Asbestos Nominated Responsible Person

The headteacher is the Responsible Manager for asbestos on the premises.

Asbestos Nominated Competent Person

Ben Marshall, Site Manager, is the nominated competent person for asbestos on the premises and acts on behalf of the Headteacher to provide the necessary competence to enable asbestos to be managed safely. He is to annually complete the asbestos e-learning course and all training records are to be retained.

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

Accident Investigator

The on-site trained accident investigator is Sally Mohamed DH, who will lead on all accident investigations in accordance with departmental and corporate procedures. The accident investigator will attend accident investigator training every three years

Risk Assessor

The Risk Assessor is Ben Marshall, Tracy Riley and Sally Mohamed. They will attend Risk Assessor training every three years. The Risk Assessors acts on behalf of the Head teacher to ensure risk assessments are completed and hazards are identified and managed. They will work within their level of competence and seek appropriate guidance and direction from the head teacher and/or the Children's Services Health and Safety Team as required.

Work at Height

The competent person for work at height is Ben Marshall. He will attend the Caretaking Support Service and Ladder Safety course every 3 years. The competent person for working at height acts on behalf of the head teacher and will ensure work at height is carried out safely. They will work within their level of competence and seek appropriate guidance and direction from the head teacher and or Children's Services Health and Safety Team as required.

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 Shamblehurst Primary School and are to be used alongside other current school procedures and 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.

Accident/Incident Reporting and Investigation

CHILDREN'S SERVICES HEALTH and SAFETY

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

Any accident, incident or injury involving staff, visitors, contractors, and the more serious accidents/incidents to children are to be reported and recorded on the HCC Accident/incident reporting form (on line or via the paper version stored in the office. If the paper version is used then it will need to be added on to the on line system as soon as practical).

A copy of the completed form is then automatically sent to Children's Services Health and Safety Team. The person reporting the incident and the manager will receive a request to carry out an investigation and a link to record this on. 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.

Minor accidents to pupils are to be recorded on Medical Tracker.

The more serious accidents that are notifiable to the Health and Safety Executive (HSE) will be notified to the Children's Services Health and Safety Team for them to report. They will identify which are notifiable to the Health and Safety Executive (HSE) under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR). If reportable, the Children's Services Health and Safety Team will report the incident to the HSE, and a copy of the report will be sent to the school.

The Headteacher will ensure that the governing body is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the School Admin Manager for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

Premises hirers and community/extended service/third party users must report all incidents related to unsafe premises or equipment to the school staff, who will appropriately report and investigate each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures.

Supporting Pupils with Medical Conditions

Arrangements regarding medicines are set out in the Supporting Pupils with Medical Conditions Policy.

Asbestos Management

Asbestos management on site is controlled by the asbestos competent person. The asbestos register as issued by PBRS is located at the front desk in the office 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.

The Responsible Manager and the NRP will complete the asbestos checklist relevant to their role (one for each role) when they are appointed. Copies of these will be retained with the asbestos register. The Responsible Manager, NRP and any other employees who may disturb the fabric of the building will complete the Asbestos Awareness e-learning

annually. The NRP (and other employees who may carry out invasive works) will also attend the Hampshire Scientific Services half day attendance course once

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.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the Headteacher 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 Headteacher and/or asbestos competent person.

Child Protection

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

Community Users/Lettings/Extended Services

The Headteacher will ensure that:

- Third parties and other extended service users operate under hire agreements
- A risk assessment for the activity is completed using RATF-047A or RATF-047B
- The premises is safe for use and is 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
- Hirers/users are formally made aware of fire safety procedures and equipment

Contractors on Site

Where contractors are selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. The departmental CSAF-013 Safe Selection of Contractors Checklist is to be used as guidance to determine competence of contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken. Records of Liability Insurances, H&S Policy, Risk Assessments and Method Statements (RAMS) and any other relevant certifications (including DBS where necessary) must be seen and kept prior to any work taking place.

All contractors must report to the main office where they will be asked to sign the electronic visitors book and asbestos register, and will be allocated to a responsible person. All contractors must be issued with the local written contractor induction brief that includes all relevant details of fire safety procedures and local safety arrangements. They must sign to say they have read this.

Host staff are responsible for monitoring work areas and providing appropriate supervision, more so where the contractor's work may directly affect staff and pupils on the premises.

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 pupils on the premises. If they are unable to do this due to working patterns then contractors need to be allocated a member of staff to report to – eg, Ht, Deputy Head teacher or Senior Admin officer.

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 and Technology, Science, Music, Physical Education and Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS and Hampshire County Council. 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

All users must complete the *display screen equipment e-learning course* every year without exception. All users must carry out periodic workstation assessments using CSAF-001 Workstation Assessment Form. Workstation assessments will be actioned as necessary by line managers and routinely reviewed at intervals not exceeding two years. DSE users have the right to request regular free eyesight tests and be reimbursed towards spectacles if required for DSE use.

Electrical Equipment

The site manager 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 and immediately taken out of use until repaired
- Protective outer sleeves of electrical cables are to be firmly secured within the plug. Where the outer sleeve is not secure within the plug and a wire is visible, a qualified person is to be contacted to rewire the plug correctly.
- All portable electrical equipment will be inspected before use. Pat testing will be carried out annually.
- Equipment testing/inspection can only be carried out by a competent person.
- The competent/approved company to be used is currently Hooper Services.
- 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
- Children are never to operate electrical apparatus, or transport electrical apparatus in any way unless directly supervised by an adult.

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 emergency 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.

All staff will receive a brief of the Lockdown Procedure at induction and annually during the H&S refresher. The Lockdown Procedure is on display on the H&S noticeboard which is situated in the staff room .

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 are completed by our senior admin officer, signed by the relevant teachers and teaching assistants and copies filed in the Fire Manual. PEEPS are to be reviewed/rewritten at the beginning of every school year (September) and at any change in circumstance or location of the pupil. The completion of PEEPS is to be monitored by the Fire Safety Co-ordinator as part of the maintenance of the Fire Manual.

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 Headteacher will ensure through the fire safety co-ordinator that:

- All staff complete the mandatory *fire safety induction e-learning course* every year
- 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
- 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 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

Extended Services

The Site Manager will ensure that:

- Third parties and other extended service users complete hire agreements before they are allowed to use any school facilities.
- 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.

CHILDREN'S SERVICES HEALTH and SAFETY

- A risk assessment for the activity is completed by the school. Copies of third party risk assessments should be obtained if they are available.
- The premises is safe for use and is always inspected prior to, and after each use.
- Means of general access and egress are safe for use by all users
- All third party equipment is safe for use (eg. PAT tested). Third parties will not be allowed to use school equipment.
- Fire escape routes and transit areas are safe and clear of hazards
- Hirers/users are formally made aware of fire safety procedures by way of the Supply Teacher Safety Induction and a verbal briefing.

First Aid

Arrangements regarding first aid provision are set out in the 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.

A needs assessment of the first aid requirements is completed yearly. This details the number of first aid staff required. First Aid provision will be regularly monitored and equipment checks completed termly and recorded,

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.

General Equipment

All general equipment requiring statutory inspection and/or testing on site (*eg. 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 immediately to the Site manager, or in his absence, to Sally Mohamed and immediately taken out of use until repairs can be carried out.

Site staff have use of a sack trolley which is to be visually inspected before each use.

Glazing

Glass and glazing on-site has been surveyed by Property Services and risk assessed by the school. The survey and assessment document is kept electronically by the caretaker.

Any damaged glazing will be reported Ben Marshall and made safe and replaced as soon as possible.

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

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 Headteacher. The premises COSHH assessor acting on behalf of the Headteacher is Ben Marshall, 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.

All hazardous substances are to be stored in the secure and signed storage when not in use which is in the workshop at the front of the school. This is to remain locked at all times.

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, and where possible reported verbally to Ben Marshall and Sally Mohamed.

Routine documented inspections of the premises will be carried out every term in accordance with the premises monthly inspection schedule. Inspection findings are to be recorded on the locally adapted CSAF-005/CSAF-010(A/B/C) Premises Safety Inspection Checklist.

The Health & Safety Governor and Headteacher will also undertake termly monitoring of all H&S inspections and procedures, signing the log in the relevant file

Defects identified during these routine documented inspections are to be immediately reported to the Site Manager and recorded by email to defectbook@shamblehurst.co.uk. Any identified high level risks or safety management concerns are to be actioned at management meetings.

It is the schools responsibility that the termly Health & Safety Monitoring Form is completed. The return is completed by Ben Marshall, Site Manager. This return examines all areas of the safety management system and forms integral part of the School and CSHST monitoring programmes.

Kitchens

Our kitchens are managed by third parties, relevant safe systems of work and risk assessments will be shared between the third party and the school.

The school follows the Foods Standard Agency advice for the operation of the wrap-around-care "The Nest", and The Nest is registered with the Food Standards Agency.

Legionella Management

The Legionella Nominated Responsible Person (NRP) will manage and undertake all processes regarding Legionella in accordance with Hampshire County Council corporate procedure. They will:

- Record sentinel point temperatures on the online reporting system
- Regularly flush unused outlets
- Report any alterations to the water system
- Undertake descaling and disinfection.

Records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes in the Legionella Logbook. Also, in the log book will be the written schedule and risk assessment.

Lone Working

All lone working is to be approved by the Headteacher and is to be carried out in accordance with the premises lone working risk assessment and the local written procedures. The lone working arrangements for staff who may undertake lone working on this site are to be agreed by the Headteacher and Site Manager beforehand in order to discuss / agree staff safety. The Lone Working Risk Assessment must be reviewed to ensure that all risks are understood and control measures are in place. The lone working arrangements for employees who undertake lone working on this site is recorded through a risk assessment by Ben Marshall.

Home visits

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

- Staff must complete the Home Visit log in the school office before the visit.
- No visit to go beyond 6pm.
- No staff to make visits on their own.
- Staff must take a fully charged and switched on mobile phone, the number of which is entered in the Home Visit log.

Moving and Handling

All staff must complete the *moving and handling e-learning course* every year 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 they must attend a formal moving and handling course specific to the work requirements.

Off-site Activities

Arrangements regarding off-site activities are managed in accordance with the Outdoor Education Service's procedures and guidance.

On occasions parents and volunteers support with the task of transporting children to visits and off-site activities arranged by the school; this is in addition to any informal arrangements made directly between parents for after school clubs etc.

In managing these arrangements, the school will put in place measures to ensure the safety and welfare of young people carried in parents' and volunteers' cars. This is based on guidance from the local authority and follows similar procedures for school staff using their cars on school business.

Where parents'/volunteers' cars are used on school activities the school will notify parents/volunteers of their responsibilities for the safety of pupils, to maintain suitable insurance cover and to ensure their vehicle is roadworthy.

Physical Intervention

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

Provision of Information

The Headteacher will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are weekly whole staff briefings, health and safety noticeboard and email distribution.

Local health and safety advice is available from our site manager and Sally Mohamed and the Children's Services Health and Safety Team can provide both general and specialist advice.

The *Health and Safety Law* poster is displayed in the main office by the door.

Risk Assessment

General risk assessment management will be co-ordinated by the Site Manager & Admin Manager in accordance with guidance contained in the Children's Services Safety Guidance Procedure SGP 01-07.

Risk assessments must be undertaken for all areas where a significant risk is identified or a possibility of such risk exists.

The trained risk assessors on site are our **admin officer and site manager** who will oversee the correct completion of risk assessments as appropriate. Risk assessments will be carried out by 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 Headteacher or their delegated member of staff prior to implementation.

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.

Security

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

Smoking

Smoking and use of e cigarettes/vaporizers is not permitted on the premises.

Stress and Wellbeing

Shamblehurst Primary School is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and 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' and Health and Safety Executive's Management Standards, guidance and requirements.

On-site arrangements to monitor, consult and reduce stress situations are through observations, informal and formal meetings and return to work interviews. Advice and support for staff is sought from Occupational Health, where applicable.

Traffic Management

The school has developed a written Traffic Management Plan with arrangements regarding on-site traffic safety. The plan includes:

- A site plan diagram showing traffic and pedestrian routes, loading and parking areas
- Site plan check sheet
- Safe system of work; this can be included in the site plan check sheet
- Risk assessments where necessary

A copy of which is kept by Ben Marshall

Arrangements will be shared with employees and relevant third parties where necessary.

Training

Health and safety induction training will be provided and recorded for all new staff/volunteers in accordance with the CSAF-017 New Staff Health and Safety Induction Checklist.

The Headteacher 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 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 who require it.

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

- Induction training regarding all the requirements of this health and safety policy
- Appropriate local training regarding risk assessments and safe working practices
- 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 HCC mandatory corporate training requirements

Training records are held by the Senior Admin Officer, who is responsible for co-ordinating all 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 Shamblehurst Primary 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. All incidents must be reported to the admin officer and Sally Mohamed, Deputy head.

Violent incident reporting is completely confidential. Violent and aggressive incidents are to be reported using CSRF-001 Violent Incident Report (VIR) Form in accordance with Children's Services Safety Guidance Procedure SGP18-07. They are also to be recorded on CPOMS. If a child is injured following violence between children, it will be reported as an accident on the online reporting system.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire safety information to enable them to act appropriately and safely in the event of an incident.

Visitors to the premises will be provided with an authorised badged, having read the health and safety information on the electronic screen when signing in. All visitors will be asked for **photographic identification on arrival, if not known to school staff.**

Vulnerable Persons

Where there are vulnerable persons (young, pregnant, those with a disability, those with temporary or permanent medical conditions etc) working or visiting the premises, a risk assessment will be completed and appropriate procedures implemented to ensure their health, safety and welfare whilst on site.

Work at Height

Work at height is always to be undertaken in accordance with the Children's Services Safety Guidance Procedure SGP 23-08. At Shamblehurst Primary School 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 has attended the Caretaker Support Service Ladder and Stepladder Safety half-day course is Ben Marshall and he is authorised to:

- Use steps, stepladders and leaning ladders in accordance with their training
- Provide step stool instructional training briefs to staff in accordance with SGP 23-08
- Provide stepladder and steps training to staff using the Children's Services *Stepladder and Steps Safety* user training presentation
- 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

The competent person for work at height and all other staff are not 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 and 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

**Signed
Chair of Governors**

Date

**Reviewed October 2025
Date of next review – October 2026**