



Cranbourne Health & Safety Policy

Rationale

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the health, safety and welfare of students, 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 partnerships, contractors, sub-contractors, employers, Hampshire County Council departments and the occupiers and owners of premises and land where we are commissioned to work, in order to pursue our Health and Safety Policy aims.

Purpose

The purpose of a written health and safety policy is to ensure that there is a plan for how health and safety is managed and organised, and to ensure that employees are aware of all their responsibilities and the arrangements in place to ensure safe levels of health and safety.

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.

Procedures

Employer Responsibility

The overall responsibility for health and safety at Cranbourne is held by the Governing Body and is shared with Hampshire County Council who will:

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

Responsible Manager

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

- Develop a safety culture throughout the college
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management
- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding health and safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure staff are aware of their health and safety responsibilities
- 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 college 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

Senior Site Manager

The senior 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. He/she is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

On-Site Health & Safety Officer (Finance Manager)

The on-site Health & Safety Officer to Cranbourne will manage, advise and co-ordinate local safety matters on behalf of, and under the direction of the Headteacher as Responsible Manager. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

All Teachers & Supervisors

The responsibility of applying local safety procedures on a day-to-day basis rests with the teachers and supervisors. Where any new process or operation is introduced in the area of their responsibility, they are to liaise 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.

Health and Safety Committee

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

The Health and Safety Committee consists of both staff and governor representatives. Representatives from Design and Technology, ICT, Science, Site and Welfare form part of the committee, in addition to the Finance Manager who chairs this meeting (as the On-site Health and Safety Officer, Fire Safety Co-ordinator and Facilities Management trained member of staff).

Fire Safety Co-ordinator

The Finance Manager is the fire safety co-ordinator who is the competent person for fire safety on the premises and acts on behalf of the responsible manager. He/she 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 their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

Facilities Management Trained Staff

The facility management trained member of staff is the competent person for the overall management of general premises facilities and acts on behalf of the Headteacher as Responsible Manager. He/she is to attend the facilities management training course and refresh this training every six years. He/she is responsible for the local management and completion of day-to-day premises matters and duties. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

Health & 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. He/she 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.

Heads of Department

The Head of Department is responsible for the day-to-day local management of health and safety within their own department, acting on behalf of the Headteacher as Responsible Manager. They will ensure that staff are provided with adequate safety information and they will manage all integral and specific risks relating to the department's functions. They will ensure the department complies with overall school policies and procedures; that all activities are periodically risk assessed, periodic inspections are carried out, and necessary controls are implemented.

Legionella Competent Person

The Senior Site Manager is the nominated competent person for Legionella on the premises and acts on behalf of the Headteacher as Responsible Manager to provide the necessary competence to enable Legionella to be managed safely. He/she 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/she will advise the Headteacher as Responsible Manager of any condition or situation relating to Legionella which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

Asbestos Competent Person

The Senior Site Manager is the nominated competent person for asbestos on the premises and acts on behalf of the Headteacher as Responsible Manager to provide the necessary competence to enable asbestos to be managed safely. He/she 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/she 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/she will advise Headteacher as Responsible Manager of any condition or situation relating to asbestos which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & Safety Team as required.

Accident Investigator

The on-site trained accident investigator is the Welfare Assistant who will lead on all accident investigations in accordance with departmental and corporate procedures. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher as Responsible Manager, line manager and/or the Children's Services Health & 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 Cranbourne and are to be used alongside other current college 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 themselves and others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident/Incident Reporting & Investigation

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

Any accident, incident or injury involving staff, visitors or contractors is to be reported and recorded in the HCC Accident Report Form held in the Medical Room. A copy of the completed form is to be forwarded to the Children's Services Health & Safety Team in accordance with Children's Services Safety Guidance Procedure SGP 17-07 and copies forwarded to the Headteacher as Responsible Manager and line manager.

Minor accidents to pupils are to be recorded in the Day Book located in the Medical Room.

Accidents involving children locally considered to be of a more serious nature than the minor incidents are to be recorded on a CSRF-003 School Accident Internal Report Form which is to be retained on site.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) are to be reported using the F2508 Report Form and a copy is to be forwarded to the Children's Services Health & Safety Team and copies forwarded to the Headteacher as Responsible Manager and line manager.

All significant accidents, incidents and near-misses are to be immediately reported to the Headteacher as Responsible Manager. The trained accident investigator is to always conduct a documented investigation into more serious incidents (which may include the use of photographs). The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

The HCC online accident investigation report tool is to be used for the recording/reporting of investigations. The Headteacher as Responsible Manager will ensure that the governing body and senior leadership team is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the line manager and shared with the Health and Safety Committee 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, via the finance manager or site team who will as appropriate 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.

Administration of Medicines

Arrangements regarding medicines are set out in the Procedures for Administration of Medicines, which can be found in the Medical Room.

Asbestos Management

Asbestos management on site is controlled by the asbestos competent person. The asbestos register as issued by PBRS (Property, Business and Regulatory Services) is located at Reception and is shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site.

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

Under no circumstances must staff drill or affix anything to walls that may disturb materials without first checking the register and/or obtaining approval from the competent person.

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

Child Protection

Arrangements regarding child protection are set out in the Child Protection Policy. The Deputy Headteacher is the Child Protection Officer.

Community Users/Lettings/Extended Services

The Finance Manager on behalf of the Headteacher as Responsible Manager will ensure that:

- Third parties and other extended service users operate under hire agreements
- A risk assessment for the activity is completed using RATF-047B which is sent to all hirers in the lettings pack
- The premises are safe for use and are always inspected prior to, and after each use by the member of the site team on duty
- 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

Wherever possible HCC approved contractors are to be used for contractual work on the premises. Where this is not the case non-HCC approved contractors may be required or selected and appropriate safe selection procedures will be used to ascertain competence prior to engaging their services. The departmental CSAF-013 Safe Selection of Contractors Checklist is to be used to determine competence of non-HCC contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken.

All contractors must report to Reception where they will be asked to sign the visitors book and asbestos register and will follow the procedures as explained in the contractors file located in reception. It is the responsibility of the member of the site team on duty to ensure that all procedures are followed. In addition, all contractors must be issued with the local written contractor induction brief by a member of the site team that includes all relevant details of fire safety procedures & local safety arrangements.

Site staff are responsible for monitoring work areas and providing appropriate supervision, moreso where the contractor's work may directly affect staff and students on the premises.

Curriculum Activities

All safety management and risk assessments for curriculum-based activities will be carried out under the control of the relevant Heads of Department and subject teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS (Hampshire Inspection and Advisory Service) 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 three years.

Electrical Equipment

The Headteacher as Responsible Manager will ensure through the Finance Manager 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 & immediately taken out of use until repaired
- All portable electrical equipment will be inspected/tested at appropriate intervals in accordance with HCC guidelines.
- Equipment testing/inspection can only be carried out by a competent person.
- A list of competent people who can be used can be found in the Health and Safety Folder within the Teachers Pool, a copy of which is held at reception.
- 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 responsible manager/headteacher in order that it can be added to future PAT testing schedules

Any defective or suspected defective equipment, systems of work, fittings etc must be reported to the Finance 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 college emergency evacuation plan. The college has a fire emergency plan for fire related emergencies and an emergency evacuation plan for all non-fire emergencies, which also includes a lock down procedure.

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 on a termly basis and amendments are introduced.

Personal Emergency Evacuation Plans (PEEP's) 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.

Fire Safety

Arrangements regarding fire safety are set out in the Fire Safety Manual. The Fire Safety Co-ordinator is the Finance Manager who 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 as Responsible Manager 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

First Aid

Arrangements regarding first aid provision are set out in the First Aid procedures. It is the responsibility of the Welfare Assistant to ensure that the names and locations of the first aid trained staff on site are listed in the first aid procedures and also clearly signposted around the college.

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 to the Finance Manager and/or the Site Team help desk as appropriate and immediately taken out of use until repairs can be carried out.

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 (Control of Substances Hazardous to Health) assessment has been undertaken by the trained COSHH assessor, and the product has been approved for safe use on site by the Headteacher as Responsible Manager. The premises COSHH assessor acting on behalf of the Headteacher as Responsible Manager is the Senior Site Manager. The cleaning contractor has responsibility for ensuring that the correct systems are in place for and followed by their own staff.

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. These locations are identified on a site map in the Fire Manual and these areas are 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 Senior Site Manager.

Monitoring and inspections of individual departments will be carried out by Heads of Department and/or the subject teachers as nominated by the Head of Department.

Routine documented inspections of the premises will be carried out every six weeks in accordance with the premises monthly inspection schedule. Inspection findings are to be recorded on the locally adapted CSAF-005/CSAF-010 Monthly Premises Safety Inspection Checklist. This checklist must be shared with the Headteacher as Responsible Manager.

Defects identified during these routine documented inspections are to be immediately reported to the Senior Site Manager and recorded in the defect book. Any identified high level risks or safety management concerns are to be actioned at weekly site team meetings, the Health and Safety Committee or meeting the Headteacher as Responsible Manager.

Periodic detailed inspections of the premises' safety management system will be carried out every year by the Senior Site Manager alongside the Headteacher as Responsible Manager or a member of the Governing Body. These documented inspections will examine all areas of the safety management system and will be carried out using the locally adapted CSAF-004/CSAF-011 Annual H&S Inspection Checklist.

Kitchens

The main kitchen area is only to be used by authorised staff in accordance with the identified safe working procedures. Authority and procedures for local management of the main kitchen are shared by the contractor, the onsite Head of Kitchen and the Finance Manager. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices.

Safe working procedures and authorised access for other kitchen and food preparation areas are referred to in the Food Policy.

Legionella Management

Legionella management on site is controlled by the Senior Site Manager who is the Legionella competent person who will manage and undertake all procedures regarding Legionella in accordance with Children's Services Safety Guidance Procedure SGP 13-07. Records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes.

Lone Working

All lone working is to be approved by the Headteacher as Responsible Manager 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 recorded for the Parent Support Advisor and the Site Team in accordance with the Lone Working Procedures. All lone working staff are issued with a college mobile phone for use when lone working.

Minibus

The Finance Manager is responsible for the operation and maintenance of the minibus in accordance with requirements set out in the HCC corporate Minibus Policy. All minibus drivers must have completed MIDAS training prior to being permitted to drive minibuses.

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 Senior Site Manager is responsible for ensuring that all members of the site team attend a formal moving and handling course specific to the work requirements, as it is expected that they will undertake regular physical work which would typically include significant moving and handling.

Off-site Activities

Arrangements regarding off-site activities are managed by the Educational Visits Co-ordinator in accordance with the Outdoor Education Service's procedures and guidance as outlined in the Off-site Activities Policy.

Physical Intervention

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

Provision of Information

The Headteacher as Responsible Manager will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are staff meetings, the publication of minutes from the Health and Safety Committee meetings and email distribution as appropriate. Local health and safety advice is available from the Finance Manager and the Children's Services Health & Safety Team can provide both general and specialist advice.

The Health and Safety Law poster is displayed at reception and the staff room.

Risk Assessment

General risk assessment management will be co-ordinated by the Finance 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 assessor on site who will oversee the correct completion of appropriate risk assessments is the Finance Manager. 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 as Responsible Manager or their delegated members 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 procedures which include emergency unlock routines.

Smoking

Smoking is not permitted on the premises.

Stress & Wellbeing

Cranbourne is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors.

Stress management through risk assessment and appropriate consultation with staff will be periodically reviewed and acted upon in accordance with the Children's Services' and Health & Safety Executive's Management Standards, guidance and requirements.

On-site arrangements to monitor, consult and reduce stress situations include an open door policy, supportive line management, back to work interviews, availability of the Employee Support Line.

Swimming Pool Management

Arrangements regarding swimming pool management are the responsibility of the Senior Site Manager and are set out in the swimming pool procedures, in accordance with the Children's Services swimming pool guidance.

Traffic Management

Arrangements regarding on-site traffic safety are based on the premises traffic risk assessment and are set out in the on-site traffic policy and procedures.

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 & Safety Induction Checklist.

The Headteacher as Responsible Manager is responsible for ensuring that all staff/volunteers are provided with adequate information, instruction and training regarding their safety at work. A training needs analysis will be carried out 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 Finance Manager 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 Cranbourne.

Staff must report all such violent and aggressive incidents to ensure that there is an awareness of potential issues and/or injuries, and so as to enable incidents to be appropriately investigated so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future.

Violent 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, a copy of which must be forwarded to the Headteacher.

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 a visitors badge and sign the visitors book to indicate that they are onsite and have read the information relevant to them. A signing in and out book is provided for 'out of hours' use and it is the responsibility of the member of the site team on duty to ensure that this is made available when reception is closed.

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 Cranbourne 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 people for work at height on the premises who have attended the Caretaker Support Service Ladder & Stepladder Safety half-day course are members of the site team and they are 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 & 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 & 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

This policy takes account of all relevant legislation including those specifically mentioned within this policy. This policy is constructed in line with Part 4 and Part 5a of the Disability Discrimination Act 1995 (as amended by the Special Educational Needs and Disability Act 2001) so that disabled people are not treated less favourably without justification, and at all times reasonable adjustments are made to ensure that they are not disadvantaged compared to their peers. The SLT of the college will plan strategically, as part of the improvement cycle, with the intention to increase provision and access for Disabled people over time.

EVALUATION AND MONITORING

The governing body will monitor and evaluate the effectiveness of this policy considering as appropriate:-

- Health and Safety Committee meetings
- Regular updates via Resources Committee
- Governor participation in site walks
- County Audit Reports
- Governor involvement in major building works

APPENDICES

- A. Administration of Medicines Procedure
- B. Child Protection Policy
- C. Emergency Evacuation Plan
- D. Fire Safety Manual
- E. First Aid Policy
- F. Physical Intervention Procedures
- G. On-Site Security Procedures
- H. Swimming Pool Procedures
- I. On-Site Traffic Procedures
- J. Lone Working Procedures

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