



**Knights Templar Community Church School
and Nursery**

Work at it with all your heart

Head Teacher: Mrs Laura Weaver, BA Hons QTS

Health and Safety Policy

<i>Date Approved by the Governing Board</i>	<i>Review Period</i>	<i>Date to be reviewed</i>
<i>February 2025</i>	<i>Bi- Annually</i>	<i>February 2027</i>

THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In *voluntary aided schools* statutory health and safety responsibilities fall on the governing body (as the employer) and on the headteacher and staff (as employees). Governing bodies may be constituted in one of the following formats:

- An Academy Trust
- The Governing body of a voluntary aided or a foundation school
- The owners or trustees of an Academy, foundation, VA or Free school

The governing body, as employer, has a duty (as required by The Management of Health and Safety at Work Regulations, 1999):

- Implement a health and safety policy and advise employees of it;
- Have a critical incident/emergency contingency plan;
- Ensure, so far as is reasonably practicable, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about the measures;
- Ensure that staff are trained in their health and safety responsibilities; and,
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the governing body may delegate specific health and safety tasks to others at the school. However, the governing body retains the ultimate responsibility no matter who carries out the tasks.

THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do at work. They must also cooperate with others who have duties for health and safety by carrying out instructions and reporting unsafe practices. The headteacher, who has delegated responsibility for the day-to-day management of the school, has a particular role in seeing that the governing body's health and safety policies and procedures are carried out.

1. THE GOVERNORS OF KNIGHTS TEMPLAR CHURCH SCHOOL WILL:

- 1.1 Provide as far as reasonably practicable a safe and healthy environment for all persons who work at, attend or visit the school.
- 1.2 Ensure, as far as reasonably practicable, the health and safety of pupils, staff and volunteers on off-site visits and activities.
- 1.3 Endorse and support the safety policy of Somerset County Council, and to assist the Council to discharge those responsibilities, which it holds as employer.
- 1.4 Seek improvement to working conditions according to priorities within existing resources.
- 1.5 Recognise their responsibilities when they make available premises or equipment for hire, and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.
- 1.6 Ensure that Risk Assessments are carried out within the school using an identified method for recording (e.g., EEC Safety Suite) and to review as appropriate.
- 1.7 Encourage informal meetings and ensure time is made available in staff meetings where health and safety issues can be raised.
- 1.8 Ensure that staff can access training to ensure their competence for their tasks.
- 1.9 Accept the duties that they may hold as a client where they arrange for work through contractors or volunteers. Follow the Council's guidance for the selection of competent contractors and will seek assistance from the Council's Property Services when necessary. Ensure that volunteers receive adequate instruction and supervision to work safely.
- 1.10 Report all incidents/accidents, using the Accident Reporting Module in EEC Safety Suite and ensure appropriate follow up action has been carried out.
- 1.11 Review on an annual basis, all accidents and incidents reported to identify trends.
- 1.12 Consult with the school council and inform pupils of their responsibilities for Health and Safety.
- 1.13 Recognise the role of safety representatives appointed by recognised trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

The following individuals are recognised as safety representatives at the school.

Name (1) Laura Weaver (2) Jenny Knowles

The Governors and Headteacher will draw this policy to the attention of all staff, and review annually.

Signed:



Chair of Governors: Linda Bulpin

Dated: 25 February 2025

Signed:



Headteacher: Laura Weaver

Dated: 25 February 2025

2. ORGANISATION IN SUPPORT OF HEALTH AND SAFETY

2.1 Schools can be organised in a variety of ways, i.e., on a Headteacher/ Governing Body/Senior Management Team/Departmental basis. The key members are responsible for seeing that their Area of responsibility/Department staff follow the school's policy, and in particular in respect of:

2.1.1 Identification and control of risks associated with any hazardous or dangerous substances.

2.1.2 Selection of equipment suitable for its purpose, and ensuring that it is properly used.

2.1.3 Identifying and securing the training needs of members of their Area/Department

2.1.4 Provision of suitable personal protective equipment when required and ensuring that it is properly used.

2.2 The Headteacher and Governors recognise the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.

- 2.3 The Governors will monitor safety performance within the school against the standards of Somerset County Council and provide an annual summary of their findings.
- 2.4 With regard to premises issues this will include a check of the school buildings, in conjunction with their property surveyor and prioritisation of needs on the school's Asset Management Plan (AMP). Also ensuring that appropriate training needs of person responsible for premises is delivered.
- 2.5 Governors to agree delegation for approval of off-site visits and activities and review on an annual basis. Model policy included in Burgundy Pack.
- 2.6 The Governors have appointed Briony Waterman and Jenny Thomas (Governors) to have a watching brief for health and safety issues, and bring to their notice such issues that require their attention

Assistance on health and safety issues is provided by The Corporate Health and Safety Unit, Somerset County Council

3. Appointment of Appropriate Persons

Schools should appoint appropriate persons for their delegated areas of responsibility within the school (see Table A for areas which need including in your policy). They should ensure that new staff have the necessary skills and qualifications on appointment, or are able to receive the necessary training and certification, after appointment or on change of responsibilities or work methods.

4. Guidance for Schools

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- [Guidance for Schools Volume 4](#)
- [Outdoor Education and External Visits Website](#)

4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset County Councils Learning and Achievement service as standards for its schools:

- *Safe Practice in Physical Education*, published by BAALPE - 2008 Edition

- Health and Safety: advice on legal duties and powers June 2013 Link
<http://media.education.gov.uk/assets/files/pdf/h/dfef%20health%20and%20safety%20advice%2003%2006%2013.pdf>
- Health and Safety Executive risk-assessment and policy template link:
<http://www.hse.gov.uk/risk/risk-assessment-and-policy-template.doc>
- Building Bulletin 100: Design for Fire Safety in Schools: DCSF 2007 link:
http://media.education.gov.uk/assets/files/pdf/b/buildingbulletin100_onlineversion.pdf
- Health and Safety of Pupils on Educational Visits: published by Department for Education 2011, link:
<http://www.education.gov.uk/schools/adminandfinance/healthandsafety/fo0191759/departmental-advice-on-health-and-safety-for-schools>
- Guidance on First Aid for Schools: published by Department for Education, 2011; link:
<http://www.education.gov.uk/schools/pupilsupport/pastoralcare/health/firstaid>
- Supporting Pupils with Medical Needs: published by Department for Education, 2011; link:
<https://www.education.gov.uk/publications/standard/publicationDetail/Page1/PPY194>

STATEMENT OF INTENT

As a church school, we believe that everyone should be treated fairly and with respect, with equality of opportunity and positive attitudes. We strive to create a stimulating environment where everyone's spiritual and moral beliefs are nurtured. In approving this policy, the governors have considered their responsibilities to achieve these aims.

Name of School: Knights Templar Community Church School

Headteacher/Premises Manager

Laura Weaver

Delegated Senior Manager:

Jenny Knowles

School Safety Management Group – the core responsibility of this group is to work with the Governors to manage and monitor all Health and Safety procedures. It includes staff members who have access to EEC Live and RAMIS and who, therefore, will be accessing risk assessments, policy and practice. The group consists of: Headteacher, Office Manager, Finance Officer, Caretaker and Health and Safety Governor.

Area	Location of Policy/Guidance	Name of person responsible
ACCIDENTS/INCIDENTS (NEAR MISSES):		
Incidents/Injuries	Accident Reporting (EEC Safety Suite)	Office
EMERGENCY PROCEDURES:		
Emergency Procedures	School Closures	Laura Weaver
Critical/Major Incidents and updating your Contingency Plan	Updating your Contingency Plan Critical Incidents in Schools	
EXTERNAL VISITS:		
External Visit Co-ordinator	Outdoor Education and External Visits Website EEC Safety Suite>External Visits Management Policy for Offsite Visits and Activities – in school	Office Laura Weaver Laura Weaver
MEDICAL:		
Hygiene Control	Guidance for Schools: Volume 4	Laura Weaver
Infection Control	Health Protection Agency Guidance	Laura Weaver
Medicines in school	Guidance for Schools: Volume 4	Laura Weaver

Area	Location of Policy/Guidance	Name of person responsible
Needlestick Injuries	H & S Policy Manual - HSO07	Laura Weaver
New and Expectant Mothers	H & S Policy Manual - HSO17	Laura Weaver
Pupils with medical needs	Physical Impairment and Medical Support Team – Medical Guidance	Laura Weaver
RISK MANAGEMENT:		
Computer Use	DSE Assessment Form – HSO30 Managers Guide, User Guide and also training course and descriptions	Office
COSHH	H & S Policy Manual – HSO08 Hazardous substances COSHH Assessment Form (FO8)	Laura Weaver George Sowden
Employee or Volunteer Driver	Driver Risk Assessment HSO14	Laura Weaver Laura Weaver
First Aid	H & S Policy Manual HSO12	Laura Weaver Office
Risk Assessment	It is everybody's responsibility to take reasonable precautions to ensure the safety of the children and their learning. All members of staff can and should be liaising with our Office Manager to ensure the activities that they are planning are risk assessed. These are checked by the Safety Management Group and quality assured by the Health and Safety Governor/s.	All Staff Safety Management Group Laura Weaver H&S Governor
SITES AND BUILDINGS:		
SCC Overarching Guidance document	Corporate Property Standards and Guidance including construction work/contractors on school site	Laura Weaver

Area	Location of Policy/Guidance	Name of person responsible
Asbestos	Asbestos Register - in School	NA as no asbestos on site
Electrical Safety <ul style="list-style-type: none"> • Portable Appliance Testing 	Guidance for Schools: Volume 4	Office
Equipment Maintenance <ul style="list-style-type: none"> • Lifting Equipment • PE Equipment • CDT Equipment • LEV 	Contact Property Services - Contracts available for purchase by schools.	Office
Fire Safety <ul style="list-style-type: none"> • Arson Prevention 	Fire H&SO10 Contact insurance for more advice https://slp.somerset.gov.uk/insurance/default.aspx	Laura Weaver
Gas Appliances <ul style="list-style-type: none"> • Boilers • Kitchen 	Contact Property Services: Contracts available for purchase. School responsibility unless Special.	Office
Minibus Safety	Transporting Somerset Vehicle guide	N/A - hired from approved coach company
Pressure systems - eg, steam ovens/stills	School responsibility - contact Insurance https://slp.somerset.gov.uk/insurance/default.aspx	Laura Weaver
Safety Glazing	http://www.six.somerset.gov.uk/sixv3/content_view.asp?did=13346	Laura Weaver George Sowden

TABLE B

Documents relating to this Policy are listed below along with the locations in which they can be found:

<i>Document</i>	<i>Location (Eg, office, web address)</i>
<i>Off-Site Visits Policy</i>	<i>School office Public Drive</i>
<i>Health and Safety Policy</i>	<i>School office On Public Drive</i>
<i>Supporting Pupils with Medical Needs</i>	<i>School Office On Public Drive</i>
<i>CCTV Policy</i>	<i>School Office On Public Drive</i>
<i>Anti-Bullying Policy</i>	<i>School Office On Public Drive</i>
<i>Arson Policy</i>	<i>School Office RAMIS</i>
<i>Incident Reporting Forms</i>	<i>EEC Live</i>
<i>Risk Assessments</i>	<i>School Office Educational Visits Co-ordinator- On-line EEC</i>
<i>Pool Operating Procedures</i>	<i>School Office On Public Drive</i>
<i>Supporting Positive Behaviour Policy</i>	<i>School office On Public Drive</i>
<i>Safeguarding and Child Protection policy</i>	<i>School Office On Public Drive</i>
<i>Manual Handling policy</i>	<i>School Office Public Drive</i>

The monitoring/review arrangements in place are summarised below:

External Monitoring

Safety Audit

Inspection Report (CHSU)

Accident/Incident Report

Safety Representation Reports (Recognised Trade Union/Professional Association)

Property Services Report – Capital Support

Fire Risk Assessment

Legionella Risk Assessment

Internal Monitoring

Governors Annual Report

H & S Committee Inspection (internal and external)

Annual Safety Self review

Self Audits