

# Health and Safety Policy

## Milton Road Primary School



*We want our children to be happy and healthy today, fulfilled in the future and able to make their world an even better place.*

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## Contents

1. Aims .....	4
2. Legislation.....	4
3. Roles and responsibilities.....	4
4. Site security .....	6
5. Fire.....	6
6. Control of substances hazardous to health.....	7
7. Equipment.....	8
8. Lone working .....	8
9. Working at height.....	9
10. Manual handling .....	9
11. Off-site visits .....	9
12. Lettings .....	10
13. Violence, threats, prejudice or sexual harassment at work.....	10
14. Smoking and vaping .....	11
15. Infection prevention and control .....	11
16. New and expectant mothers.....	13
17. Occupational stress .....	13
18. Accident reporting.....	13
19. Training.....	15
20. Monitoring .....	15
21. Links with other policies.....	16
Appendix 1. Fire safety checklist.....	17
Appendix 2. Accident report .....	18
Appendix 3. Recommended absence period for preventing the spread of infection .....	19

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*Curriculum Intent: “We want our children to be happy and healthy today, fulfilled in the future and able to make their world an even better place.”*

## **Definitions**

In this Policy, the following terms have the meanings set out below:

"Deputy Headteacher" means Matthew Webster.

"Finance & Premises Manager" means Finance & Premises Manager.

"Headteacher" means Rae Snape.

"HSE" means the Health and Safety Executive.

"LA" means Cambridgeshire Local Authority.

"PPE" means personal protective equipment.

"Office Manager" means either of Rebecca Napper or Samantha Kemp.

"Policy" means this Health and Safety Policy.

"School" means Milton Road Primary School.

"Site Officer" means Julian Blakeman.

# 1. Aims

*“We want our children to be happy and healthy today, fulfilled in the future and able to make their world an even better place.”*

Our school aims to:

- › Provide and maintain a safe and healthy environment
- › Establish and maintain safe working procedures amongst staff, pupils and all visitors to the School site
- › Have robust procedures in place in case of emergencies
- › Ensure that the premises and equipment are maintained safely, and are regularly inspected

# 2. Legislation

This policy is based on advice from the Department for Education on health and safety in schools, guidance from the HSE on incident reporting in schools, and the following legislation:

- › The Health and Safety at Work etc. Act 1974, which sets out the general duties employers have towards employees and duties relating to lettings
- › The Management of Health and Safety at Work Regulations 1992, which require employers to make an assessment of the risks to the health and safety of their employees
- › The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- › The Control of Substances Hazardous to Health Regulations 2002, which require employers to control substances that are hazardous to health
- › The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR 2013), which state that some accidents must be reported to the HSE and set out the timeframe for this and how long records of such accidents must be kept
- › The Health and Safety (Display Screen Equipment) Regulations 1992, which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- › The Gas Safety (Installation and Use) Regulations 1998, which require work on gas fittings to be carried out by someone on the Gas Safe Register
- › The Regulatory Reform (Fire Safety) Order 2005, which requires employers to take general fire precautions to ensure the safety of their staff
- › The Work at Height Regulations 2005, which requires employers to protect their staff from falls from height

The School follows national guidance published by UK Health Security Agency (formerly Public Health England) and government guidance when responding to infection control issues.

Sections of this Policy are also based on the statutory framework for the Early Years Foundation Stage.

# 3. Roles and responsibilities

## 3.1 The local authority and governing board

The LA has ultimate responsibility for health and safety matters in the School, but delegates responsibility for the strategic management of such matters to the School's governing board. The School works closely with the LA and with Caoimhe Keenan, to seek advice and access training. [Caoimhe.Keenan@cambridgeshire.gov.uk](mailto:Caoimhe.Keenan@cambridgeshire.gov.uk)

The School receives regular LA health and safety audits and implements the recommended interventions. The School also uses a property management service (PCM), who ensure that regular checks take place e.g. of fire equipment.

The governing board delegates operational matters and day-to-day tasks to the Headteacher and staff members.

The governing board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the School premises.

The governing body as the employer also has a duty to:

- › Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks
- › Inform employees about risks and measures in place to manage them
- › Ensure that adequate health and safety training is provided

The governor who oversees health and safety is Matt Butler.

### **3.2 Headteacher**

The Headteacher is responsible for health and safety day-to-day. This involves:

- › Implementing the health and safety policy
- › Ensuring there is enough staff to safely supervise pupils
- › Ensuring that the School building and premises are safe and regularly inspected
- › Providing adequate training for school staff
- › Reporting to the governing board on health and safety matters
- › Ensuring appropriate evacuation procedures are in place and regular fire drills are held (these take place every term)
- › Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- › Ensuring all risk assessments are completed and reviewed
- › Monitoring cleaning contracts, and ensuring cleaners are appropriately trained and have access to personal protective equipment, where necessary

In the Headteacher's absence, the Deputy Headteacher assumes the above day-to-day health and safety responsibilities.

### **3.3 Health and safety lead**

The nominated health and safety lead is the Headteacher.

### **3.4 Staff**

School staff have a duty to take care of pupils in the same way that a prudent parent/carer would.

Staff will:

- › Take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- › Co-operate with the School on health and safety matters
- › Work in accordance with training and instructions
- › Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- › Model safe and hygienic practice for pupils

- › Understand emergency evacuation procedures and feel confident in implementing them

### **3.5 Pupils and parents/carers**

Pupils and parents/carers are responsible for following the School's health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff.

### **3.6 Contractors**

Contractors will agree health and safety practices with the Headteacher before starting work. Before work begins, the contractor will provide evidence that they have completed an adequate risk assessment of all their planned work. They must sign the 5Cs register when they come to the School.

## **4. Site security**

The Site Officer and the Finance & Premises Manager are responsible for the security of the School site in and out of school hours. They are responsible for visual inspections of the site, and for the intruder and fire alarm systems.

The Site Officer, the Headteacher, Ali Hall (the assistant headteacher) and the Finance & Premises Manager are key holders and will respond to an emergency.

## **5. Fire**

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices. Fire risk assessment of the premises will be reviewed regularly.

Emergency evacuations are practised at least once a term.

The fire alarm is a loud continuous bell.

Fire alarm testing will take place once a week.

New staff will be trained in fire safety and all staff and pupils will be made aware of any new fire risks.

In the event of a fire:

- › The alarm will be raised immediately by whoever discovers the fire and emergency services contacted. Evacuation procedures will also begin immediately
- › Fire extinguishers may be used by staff only, and only then if staff are trained in how to operate them and are confident they can use them without putting themselves or others at risk
- › Staff and pupils will congregate at the assembly points. These are on the Key Stage 1 and Key Stage 2 playgrounds
- › Class teachers will take a register of pupils using the red cards, which will then be checked against the attendance register of that day
- › An office member of staff will take a register of all staff
- › Staff and pupils will remain outside the building until the emergency services say it is safe to re-enter

The School will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

Personal Emergency Evacuation Plans (PEEPs) have been created for three pupils. They can be found adjacent to the Red Fire Drill Class lists in the classroom.

A fire safety checklist can be found in appendix 1.

## 6. Control of substances hazardous to health

Schools are required to control hazardous substances, which can take many forms, including:

- › Chemicals
- › Products containing chemicals
- › Fumes
- › Dusts
- › Vapours
- › Mists
- › Gases and asphyxiating gases
- › Germs that cause diseases, such as leptospirosis or legionnaires disease

Control of substances hazardous to health (COSHH) risk assessments are completed by the Site Officer and circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

Staff use and store hazardous products in accordance with instructions on the relevant product label. Hazardous products are kept in their original containers, with clear labelling and product information.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

### 6.1 Gas safety

- › Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer
- › Gas pipework, appliances and flues are regularly maintained
- › Rooms with gas appliances are checked to ensure they have adequate ventilation

### 6.2 Legionella

- › A water risk assessment was completed on 22<sup>nd</sup> July 2024 by IWS – Integrated Water Services. The Site Officer and the Finance & Premises Manager ensure that the identified operational controls are conducted and recorded.
- › This risk assessment will be reviewed every year and when significant changes have occurred to the water system and/or building footprint
- › The risks from legionella are mitigated by the following: monthly temperature checks, heating of water, running taps in the summer holidays and flushing toilets.

### 6.3 Asbestos

- › The age of the School building, and the LA Asbestos register confirm that there is no asbestos in the School.
- › Staff are briefed on the hazards of asbestos through Health and Safety training
- › Arrangements are in place to ensure that contractors are made aware that there is no asbestos on the premises
- › Contractors will be advised that if they discover material that they suspect could be asbestos, they will stop work immediately until the area is declared safe
- › A Nil return (a formal record) is kept confirming that there is no asbestos on site

## 7. Equipment

Equipment and machinery is maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place.

When new equipment is purchased, it is checked to ensure it meets appropriate educational standards.

Equipment is stored in the appropriate storage containers and areas. Containers are labelled with the correct hazard sign and contents.

### 7.1 Electrical equipment

- › Staff are responsible for ensuring they use and handle electrical equipment sensibly and safely
- › Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them
- › Any potential hazards will be reported to the Finance & Premises Manager immediately
- › Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- › Only trained staff members can check plugs
- › Where necessary, a portable appliance test (PAT) will be carried out by a competent person
- › Isolator switches are clearly marked to identify their machine
- › Electrical apparatus and connections will not be touched by wet hands and will only be used in dry conditions
- › Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment is only carried out by a competent person

### 7.2 Physical education (PE) equipment

- › Pupils are taught how to carry out and set up PE equipment safely and efficiently. Staff check that equipment is set up safely
- › Any concerns about the condition of the gym floor or other apparatus will be reported to the Site Officer via the book outside his office.

### 7.3 Display screen equipment

- › Staff who use computers daily as a significant part of their normal work have a display screen equipment (DSE) assessment carried out. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time
- › Staff identified as DSE users are entitled to an eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use)

### 7.4 Specialist equipment

Parents/carers are responsible for the maintenance and safety of their children's wheelchairs. In school, staff promote the responsible use of wheelchairs.

Oxygen cylinders are stored in a designated space, and staff are trained in the removal, storage and replacement of oxygen cylinders.

## 8. Lone working

Lone working may include:

- › Late working
- › Home or site visits
- › Weekend working
- › Site manager duties
- › Site cleaning duties
- › Working in a single occupancy office
- › Remote working, self-isolation and/or remote learning

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the safety of the task to be performed, then the task will be postponed until other staff members are available. If lone working is to be undertaken, a colleague, friend or family member will be informed about the location of the member of staff and when they are likely to return.

The lone worker will ensure they are medically fit to work alone.

## 9. Working at height

Work at height will be properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.

In addition:

- › The Site Officer retains ladders for working at height
- › Pupils and staff are prohibited from using ladders
- › Contractors are expected to provide their own ladders for working at height
- › Before working at height, staff are expected to conduct a visual inspection to ensure its safety. Step stools should be used. Chairs must never be placed on tables to work at height.
- › Access to high levels, such as higher places in class rooms or roofs, is only permitted by trained persons

## 10. Manual handling

It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.

The School will ensure that proper aids are available in school, and that staff are trained in how to use them safely.

Staff and pupils are expected to use the following basic manual handling procedure:

- › Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
- › Take the more direct route that is clear from obstruction and is as flat as possible
- › Ensure the area is clear where the load is to be offloaded
- › When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable
- › Posters showing this are displayed in the Team Room.

## 11. Off-site visits

When taking pupils off the School premises, we will ensure that:

- › Risk assessments will be completed where off-site visits and activities require them
- › Where possible risk assessments and expectations will be discussed with the pupils so that they develop an understanding of how to keep themselves safe
- › Off-site visits are appropriately staffed
- › Staff will take a school mobile phone, an appropriate portable first aid kit, information about the specific medical needs of pupils, and emergency contact details.
- › For trips and visits with pupils in the Early Years Foundation Stage, there will always be at least one first aider with a current paediatric first aid certificate
- › For other trips, there will always be at least one first aider on school trips and visits

## 12. Lettings

This policy applies to lettings. Those who hire any aspect of the School site or any facilities will be made aware of the content of this Policy, and will have responsibility for complying with it.

## 13. Violence, threats, prejudice or sexual harassment at work

Staff should not be in danger at work, and we will not tolerate violent, threatening or prejudicial behaviour towards staff from those working inside or out of the School.

Staff will report any incidents of aggression, bullying, or violence (or near misses) directed at them to their line manager/the Headteacher immediately. This applies to violence from pupils, visitors or other staff. Schools can bar someone from the premises if they feel that their aggressive, abusive or insulting behaviour or language is a risk to staff or pupils. It is enough for a member of staff or a pupil to feel threatened.

Section 547 of the Education Act 1996 (**EA 1996**) makes it a criminal offence for a person who is on school premises without legal permission to cause or permit a nuisance or disturbance. Trespassing itself does not constitute a criminal offence.

To commit a criminal offence under the EA 1996, an abusive individual must have been barred from the premises or have exceeded their 'implied licence', then also have caused a nuisance or disturbance. If a school has reasonable grounds to suspect that someone has committed an offence under the EA 1996, then that person can be removed from the School by a police officer or a person authorised by the appropriate authority such as the:

- governing board
- local authority
- proprietor of the School

Under the Equality Act 2010, employers must take "reasonable steps" to prevent the sexual harassment of their employees.

Employers now have a duty to anticipate when sexual harassment may occur and take reasonable steps to prevent it. If sexual harassment has taken place, an employer should take action to stop it from happening again. This sends a clear signal to all employers that they must take reasonable preventative steps against sexual harassment, encourage cultural change where necessary, and reduce the likelihood of sexual harassment occurring. The School will ensure that there is training in place that protects staff and helps colleagues understand what they must do if they feel intimidated or bullied, or there has been verbal or physical abuse against them.

## 14. Smoking and vaping

Smoking and vaping are not permitted anywhere on the School premises.

## 15. Infection prevention and control

We follow national guidance published by the UK Health Security Agency when responding to infection control issues. We will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable.

### 15.1 Handwashing

- › Wash hands with liquid soap and warm water, and dry with paper towels
- › Always wash hands after using the toilet, before eating or handling food, and after handling animals
- › Cover all cuts and abrasions with waterproof dressings

### 15.2 Coughing and sneezing

- › Cover mouth and nose with a tissue
- › Wash hands after using or disposing of tissues
- › Spitting is discouraged

### 15.3 Personal protective equipment

- › Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
- › Wear goggles if there is a risk of splashing to the face
- › Use the correct personal protective equipment (**PPE**) when handling cleaning chemicals
- › Use PPE to control the spread of infectious diseases where required or recommended by government guidance and/or a risk assessment

### 15.4 Cleaning of the environment

- › The School cleaning is monitored by the Site Officer - Mr Blakeman, The Office Managers - Mrs Kemp and Mrs Napper, and The Finance Manager - Mr Fritz
- › Staff are also encouraged to play their part in maintaining the cleanliness of the school and the hygiene of the children. Staff (with the help of the children, where relevant) should clean the environment frequently and thoroughly including computer keys, toys and other equipment

### 15.5 Cleaning of blood and body fluid spillages

- › Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear PPE
- › When spillages occur, clean using a product that combines both a detergent and a disinfectant, and use the product as per manufacturer's instructions. Ensure the product is effective against bacteria and viruses, and suitable for use on the affected surface
- › Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described at section 15.7 below
- › Make spillage kits available for blood spills

### 15.6 Laundry

- › Wash laundry in a separate dedicated facility
- › Wash soiled linen separately and at the hottest wash the fabric will tolerate

- › Wear PPE when handling soiled linen
- › Bag children's soiled clothing to be sent home, never rinse by hand

### **15.7 Clinical waste**

- › Always segregate domestic and clinical waste. This should be done in accordance with the LA's Household Waste and Recycling Policies and Procedures, which can be found online.
- › Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins
- › Remove clinical waste with a registered waste contractor
- › Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection

### **15.8 Animals**

- › Animals other than therapy dogs or other therapy animals should not come onto the School site
- › A risk assessment must be written for any therapy animals that come into the School
- › Children and adults must wash hands before and after handling any animals including on educational visits
- › Supervise pupils closely when they are interacting with animals and ensure that children do not get close and do not upset the animal

### **15.9 Infectious disease management**

We will ensure adequate risk reduction measures are in place to manage the spread of acute respiratory diseases, and carry out appropriate risk assessments, reviewing them regularly and monitoring whether any measures in place are working effectively.

We will follow local and national guidance on the use of control measures including:

#### **Following good hygiene practices**

- › We will encourage staff and pupils to regularly wash their hands with soap and water or hand sanitiser, and follow recommended practices for respiratory hygiene. Where required, we will provide appropriate personal protective equipment (PPE)

#### **Implementing an appropriate cleaning regime**

- › We will regularly clean equipment and rooms, and ensure surfaces that are frequently touched are cleaned

#### **Keeping rooms well ventilated**

- › We will use risk assessments to identify rooms or areas with poor ventilation and put measures in place to improve airflow, including opening external windows, opening internal doors and mechanical ventilation

### **15.10 Pupils vulnerable to infection**

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The School will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to any of these, the parent/carer will be informed promptly and further medical advice sought. We will advise these children to have additional immunisations, for example for pneumococcal and influenza.

### **15.11 Exclusion periods for infectious diseases**

The School will follow recommended exclusion periods outlined by the UK Health Security Agency and other government guidance, summarised in appendix 4.

In the event of an epidemic/pandemic, we will follow advice from the UK Health Security Agency about the appropriate course of action.

## 16. New and expectant mothers

Risk assessments will be carried out whenever any employee or pupil notifies the School that they are pregnant.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a person has not already had the infection. Expectant mothers should report exposure to an antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If an expectant mother comes into contact with measles or German measles (rubella), they should inform their antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the expectant mother should inform their antenatal care and GP as this must be investigated promptly
- Some expectant mothers will be at greater risk of severe illness from COVID-19

## 17. Occupational stress

We are committed to promoting high levels of health and wellbeing, and recognise the importance of identifying and reducing workplace stressors through risk assessment.

Systems are in place within the School for responding to individual concerns and monitoring staff workloads.

These include

- A staff well-being policy
- Planning, preparation and assessment (PPA) time at home
- Buddy system
- A well-being and social team
- A well-being board
- The Employee Assistance programme and app
- Supportive line-management
- Two 1:1 check-ins with the Headteacher every year

## 18. Accident reporting

### 18.1 Accident record book

- An accident report on Medical Tracker (which is the online system that the school uses to record incident and report to parents) will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it
- As much detail as possible will be supplied when reporting an accident
- Information about injuries will be reported via Medical Tracker to parents

- Records held in the first aid and accident book will be retained by the School for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of

## 18.2 Reporting to the HSE

The School will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in RIDDOR 2013 (regulations 4, 5, 6 and 7).

The Headteacher, the Deputy Headteacher or the Office Manager will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

### **School staff: reportable injuries, diseases or dangerous occurrences**

These include:

- Death
- Specified injuries, which are:
  - Fractures, other than to fingers, thumbs and toes
  - Amputations
  - Any injury likely to lead to permanent loss of sight or reduction in sight
  - Any crush injury to the head or torso causing damage to the brain or internal organs
  - Serious burns (including scalding) which:
    - Covers more than 10% of the whole body's total surface area; or
    - Causes significant damage to the eyes, respiratory system or other vital organs
  - Any scalding requiring hospital treatment
  - Any loss of consciousness caused by head injury or asphyxia
  - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the Headteacher, Deputy Headteacher or the Office Manager will report these to the HSE as soon as reasonably practicable and in any event within 15 days of the accident
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
  - Carpal tunnel syndrome
  - Severe cramp of the hand or forearm
  - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach
  - Hand-arm vibration syndrome
  - Occupational asthma, e.g. from wood dust
  - Tendonitis or tenosynovitis of the hand or forearm
  - Any occupational cancer
  - Any disease attributed to an occupational exposure to a biological agent
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:

- The collapse or failure of load-bearing parts of lifts and lifting equipment
- The accidental release of a biological agent likely to cause severe human illness
- The accidental release or escape of any substance that may cause a serious injury or damage to health
- An electrical short circuit or overload causing a fire or explosion

**Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences**

These include:

- › Death of a person that arose from, or was in connection with, a work activity\*
- › An injury that arose from, or was in connection with, a work activity\* and the person is taken directly from the scene of the accident to hospital for treatment

\*An accident “arises out of” or is “connected with a work activity” if it was caused by:

- › A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)
- › The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or
- › The condition of the premises (e.g. poorly maintained or slippery floors)

Information on how to make a report under RIDDOR 2013 is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)  
<http://www.hse.gov.uk/riddor/report.htm>

### **18.3 Notifying parents/carers**

The class teacher will inform parents/carers of any accident or injury sustained by a pupil in the Early Years Foundation Stage, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

### **18.4 Reporting to child protection agencies**

The Headteacher will notify the LA safeguarding team of any serious accident or injury to, or the death of, a pupil in the Early Years Foundation Stage while in the School’s care.

### **18.5 Reporting to Ofsted**

The Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil in the Early Years Foundation Stage while in the School’s care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

## **19. Training**

Our staff are provided with health and safety training as part of their induction process as well as through briefings. They are directed to the Health and Safety Poster and informed about the different aspects of Health and Safety as well as informed about to whom they should go to if they have any concerns.

Staff who work with pupils with special educational needs (SEN), are given additional health and safety training e.g. for moving and handling if necessary.

## **20. Monitoring**

This policy will be reviewed by the Headteacher every two years.

At every review, the policy will be reviewed by the Resources Committee and ratified by the Governing Body as the overall employer.

## **21. Links with other policies**

This health and safety policy links to the following policies:

- First aid
- Risk assessment
- Supporting pupils with medical conditions
- Accessibility plan
- Remote learning
- Emergency or critical incident plan

## Appendix 1. Fire safety checklist

ISSUE TO CHECK	YES/NO
Are fire regulations prominently displayed?	Y
Is fire-fighting equipment, including fire blankets, in place?	Y
Does fire-fighting equipment give details for the type of fire it should be used for?	Y
Are fire exits clearly labelled?	Y
Are fire doors fitted with self-closing mechanisms?	Y
Are flammable materials stored away from open flames?	Y
Do all staff and pupils understand what to do in the event of a fire?	Y
Can you easily hear the fire alarm from all areas?	Y

## Appendix 2. Accident report

<b>Name of injured person</b>		<b>Role/class</b>	
<b>Date and time of incident</b>		<b>Location of incident</b>	
<b>Incident details</b>			
Describe in detail what happened, how it happened and what injuries the person incurred			
<b>Action taken</b>			
Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards			
<b>Follow-up action required</b>			
Outline what steps the School will take to check on the injured person, and what it will do to reduce the risk of the incident happening again			
<b>Name of person attending the incident</b>			
<b>Signature</b>		<b>Date</b>	

### Appendix 3. Recommended absence period for preventing the spread of infection

This list of recommended absence periods for preventing the spread of infection is taken from non-statutory guidance for schools and other childcare settings from the UK Health Security Agency. For each of these infections or complaints, there is further information in the guidance on the symptoms, how it spreads and some 'dos and don'ts' to follow that you can check.

In confirmed cases of infectious disease, including COVID-19, we will follow the recommended self-isolation period based on government guidance.

Infection or complaint	Recommended period to be kept away from school or nursery
<b>Athlete's foot</b>	None.
<b>Campylobacter</b>	Until 48 hours after symptoms have stopped.
<b>Chicken pox (shingles)</b>	Cases of chickenpox are generally infectious from 2 days before the rash appears to 5 days after the onset of rash. Although the usual exclusion period is 5 days, all lesions should be crusted over before children return to nursery or school.  A person with shingles is infectious to those who have not had chickenpox and should be excluded from school if the rash is weeping and cannot be covered or until the rash is dry and crusted over.
<b>Cold sores</b>	None.
<b>Respiratory infections</b>	Children and young people should not attend if they have a high temperature and are unwell. Anyone with a respiratory infection should follow current public health guidance.
<b>Rubella (German measles)</b>	5 days from appearance of the rash.
<b>Hand, foot and mouth</b>	Children are safe to return to school or nursery as soon as they are feeling better; there is no need to stay off until the blisters have all healed.
<b>Impetigo</b>	Until lesions are crusted and healed, or 48 hours after starting antibiotic treatment.
<b>Measles</b>	Cases are infectious from 4 days before onset of rash to 4 days after, so it is important to ensure cases are excluded from school during this period.
<b>Ringworm</b>	Exclusion not needed once treatment has started.
<b>Scabies</b>	The infected child or staff member should be excluded until after the first treatment has been carried out.

<b>Scarlet fever</b>	Children can return to school 24 hours after commencing appropriate antibiotic treatment. If no antibiotics have been administered, the person will be infectious for 2 to 3 weeks. If there is an outbreak of scarlet fever at the School or nursery, the health protection team will assist with letters and a factsheet to send to parents or carers and staff.
<b>Slapped cheek syndrome, Parvovirus B19, Fifth's disease</b>	None (not infectious by the time the rash has developed).
<b>Bacillary Dysentery (Shigella)</b>	Microbiological clearance is required for some types of shigella species prior to the child or food handler returning to school.
<b>Diarrhoea and/or vomiting (Gastroenteritis)</b>	<p>Children and adults with diarrhoea or vomiting should be excluded until 48 hours after symptoms have stopped and they are well enough to return. If medication is prescribed, ensure that the full course is completed and there is no further diarrhoea or vomiting for 48 hours after the course is completed.</p> <p>For some gastrointestinal infections, longer periods of exclusion from school are required and there may be a need to obtain microbiological clearance. For these groups, your local health protection team, school health adviser or environmental health officer will advise.</p> <p>If a child has been diagnosed with cryptosporidium, they should NOT go swimming for 2 weeks following the last episode of diarrhoea.</p>
<b>Cryptosporidiosis</b>	Until 48 hours after symptoms have stopped.
<b>E. coli (verocytotoxigenic or VTEC)</b>	The standard exclusion period is until 48 hours after symptoms have resolved. However, some people pose a greater risk to others and may be excluded until they have a negative stool sample (for example, pre-school infants, food handlers, and care staff working with vulnerable people). The health protection team will advise in these instances.
<b>Food poisoning</b>	Until 48 hours from the last episode of vomiting and diarrhoea and they are well enough to return. Some infections may require longer periods (local health protection team will advise).
<b>Salmonella</b>	Until 48 hours after symptoms have stopped.
<b>Typhoid and Paratyphoid fever</b>	Seek advice from environmental health officers or the local health protection team.
<b>Flu (influenza)</b>	Until recovered.
<b>Tuberculosis (TB)</b>	Pupils and staff with infectious TB can return to school after 2 weeks of treatment if well enough to do so and as long as they have responded to anti-TB therapy. Pupils and staff with non-pulmonary TB do not require exclusion and can return to school as soon as they are well enough.

<b>Whooping cough (pertussis)</b>	A child or staff member should not return to school until they have had 48 hours of appropriate treatment with antibiotics and they feel well enough to do so, or 21 days from onset of illness if no antibiotic treatment.
<b>Conjunctivitis</b>	None.
<b>Giardia</b>	Until 48 hours after symptoms have stopped.
<b>Glandular fever</b>	None (can return once they feel well).
<b>Head lice</b>	None.
<b>Hepatitis A</b>	Exclude cases from school while unwell or until 7 days after the onset of jaundice (or onset of symptoms if no jaundice, or if under 5, or where hygiene is poor. There is no need to exclude well, older children with good hygiene who will have been much more infectious prior to diagnosis.
<b>Hepatitis B</b>	Acute cases of hepatitis B will be too ill to attend school and their doctors will advise when they can return. Do not exclude chronic cases of hepatitis B or restrict their activities. Similarly, do not exclude staff with chronic hepatitis B infection. Contact your local health protection team for more advice if required.
<b>Hepatitis C</b>	None.
<b>Meningococcal meningitis/ septicaemia</b>	If the child has been treated and has recovered, they can return to school.
<b>Meningitis</b>	Once the child has been treated (if necessary) and has recovered, they can return to school. No exclusion is needed.
<b>Meningitis viral</b>	None.
<b>MRSA (meticillin resistant Staphylococcus aureus)</b>	None.
<b>Mumps</b>	5 days after onset of swelling (if well).
<b>Threadworm</b>	None.
<b>Rotavirus</b>	Until 48 hours after symptoms have subsided.