



GRITTLETON HOUSE SCHOOL

FOUNDED 1951

HEALTH AND SAFETY POLICY

Legal Status:

- Prepared with regard to Health and Safety at Work etc Act 1974 and associated amendments and regulations including any relevant supporting documents including: The Management of Health and Safety at Work Regulations 1999, and The Regulatory Reform (Fire Safety) Order 2005.
- Prepared with regard to the Equality Act 2010, Race Relations Act 1976, Race Relations Amendment Act 2000, Sex Discrimination Act 1986, Children's Act 1989 and Special Educational Needs and Disability, Act 2001.
- Health and Safety: Department of Education (DfE) *Advice on legal duties and powers for local authorities, Headmasters, teachers, staff and governing bodies* (DfE July 2011).
- Health and Safety Executive (HSE) *School trips and outdoor learning activities - tackling the health and safety myths* (HSE July 2011).
- Regulatory Requirements, Part 3 Welfare, Health and Safety of Pupils and Part 5 Premises and Accommodation of the Education (Independent School Standards) (England) Regulations 2010.
- Accidents and ill health at work are reported in accordance with the *Reporting of Injuries, Diseases and Dangerous Occurrences* (RIDDOR) legislation www.hse.gov.uk/riddor Tel: 0845 300 9923.

Applies to:

- the whole School, the out of school care, the breakfast club, the after school clubs, the holiday fun clubs and all other activities provided by the school, including those outside of the normal school hours;
- all staff (teaching and support staff), the Proprietor and volunteers working in the school.

Related Documents:

- General Statement of Health and Safety Policy Summary, Health and Safety Poster (displayed)
- Health, Safety and Welfare Procedures, Risk Assessment Policy
- Employment, Equality and Diversity Policy (2010) and Public Sector Equality Duty (2011)
- Safeguarding Children - Child Protection, Safer Recruitment, Anti Bullying Policies, E Safety
- Behaviour Discipline and Sanctions Policy, Prudence Policy, First Aid and Medication Policies
- Learning Outside the Classroom - Educational Visits and Off Site Activities

Availability:

- The Health and Safety Policy, along with relevant procedural documents, are provided either in hard copy or electronically to all new employees and volunteers before commencing work at the Grittleton House School. They are required to state that they have read and understood such documents and confirm this by signing the *Policies Register*.
- The Complaints Procedure is provided in the information for prospective pupils, parents and guardians, when a parent makes an enquiry for admission to the school.

Monitoring and Review:

- This policy will be subject to continuous monitoring, refinement and audit by the Headmaster.

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- The Headmaster will undertake a formal annual review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed:

Date: January 2015

Mr Julian Shipp
Principal / Proprietor

Mr Nathan J Dawes
Headmaster

Introduction

Grittleton House School is required to set out the Health and Safety arrangements in a written Health and Safety policy. DfE Guidance 2011 *Health and Safety Advice on Legal Duties and Powers for Local Authorities, Headmasters, Teachers, Staff and Governing Bodies* requires the employer to have:

- (a) a general statement of policy;
- (b) who is responsible for what (delegation of tasks);
- (c) arrangements to establish, monitor and review measures needed to meet satisfactory Health and Safety standards.

In accordance with the Health and Safety at Work etc Act 1974:

- (i) the employer (Grittleton House School) is responsible for Health and Safety, although tasks may be delegated to staff;
- (ii) employees also have the duty to look after their own and others Health and Safety. Employers, school staff and others also have a duty under common law to take care of pupils in the same way that a prudent parent would.

The overall and final responsibility for Health and Safety is that of the Proprietor who has delegated the responsibility to take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times. A Health and Safety Manager (HSM) has been appointed by the Proprietor. This includes responsibility for the day-to-day maintenance and development of safe working practices and conditions for all staff, pupils and visitors engaged in school sponsored activities along with taking all reasonable steps to achieve this.

The Headmaster has a fixed agenda item on health and safety for our staff meetings.

The Proprietor, Mr Matthew Shipp is the Health and Safety Manager, whose day to day responsibilities include ensuring this and other health and safety related matters are put into practice. The reporting lines for health and safety may on occasions differ in some ways from those reporting lines that are applicable for any other issues and concerns, an example of which are the Safeguarding - Child Protection policy and procedures. The HSM is also responsible for ensuring that both the *Health and Safety Organisational Chart* and the *Safety Law Poster* that summarises our responsibilities are kept up to date and posted in the reception area.

With regard to the welfare, health and safety of pupils in our school, we take into consideration:

- safeguarding arrangements including safe recruitment and recording procedures, effective arrangements for child protection and the training and development of staff so that children can be safe in school;
- procedures to eliminate bullying and promote a safe environment and the prevention and tackling of all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability;

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- the systematic and consistent management of behaviour, including the use and recording of rewards and sanctions, including written policies to promote good behaviour;
- the provision of a safe and secure school environment, including the elimination of potential risks to pupils' welfare, health and safety both on and off-site, including particular attention, where relevant, to the health and safety of pupils with priority needs
- the systematic and consistent management of procedures to reduce the risk of fire and comply with fire safety regulations
- how effectively the arrangements for pupils' care in the event of sickness, accident or injury are implemented
- how our pupils are supervised during school hours;
- the effectiveness of the school's monitoring and recording systems for pupils' attendance and punctuality
- how well the school reviews admission arrangements and makes adjustments to ensure the accessibility of the school's premises and curriculum for all pupils ;
- the way we teach children how to understand and respond to risk, for example risks associated with extremism, new technology, substance misuse, knives and gangs, relationships (including sexual relationships), water, fire, roads and railways;
- the views expressed by pupils, and different groups of pupils, on welfare, health and safety, respect for, and courtesy towards others and their views on harassment, racism, homophobia and different types of bullying and
- the views of parents and carers, staff, proprietors and others.

This Policy will be achieved by the establishment of an effective health and safety management system within the school. This will involve the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures. The effectiveness of the system will be regularly monitored to ensure that health and safety arrangements are being implemented and that the people named in this document are carrying out their duties.

Management for Monitoring Health and Safety

The Health and Safety at Work Act of 1974 places responsibilities on all our staff. The HSM is designated to carry out the management of Health and Safety on a regular basis. Matters arising regarding Health and Safety should be reported, in writing, to the HSM. The Health and Safety Policy will be reviewed by the Proprietor on an annual basis and whenever significant changes to the systems and arrangements take place. The Proprietor employs an external provider to undertake an audit on health and safety annually.

Consultation arrangements with employees

There is a Health and Safety sub-committee with terms of reference. Membership includes staff representatives. Consultation arrangements with employees are also in place to ensure the maintenance of Health and Safety standards.

Workplace Safety for Teachers, Pupils and Visitors

The duties and responsibilities of the key people are identified in this policy; detailed documentation is in place in support of this statement. Regular visitors and other users of Grittleton House School eg contractors and delivery people, are expected, as far as is reasonably possible, to observe the safety procedures of the school.

General Statement of Health and Safety Policy

- The aim of the Proprietor is to provide a safe and healthy working and learning environment for staff, pupils and visitors. We believe that the prevention of accidents, injury or loss is essential to the effective operation of the school and is part of the education of its pupils.

Grittleton House School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

- The Proprietor notes the provisions of the Health and Safety at Work Act 1974 and in particular the duty of every 'employer' to conduct their business in such a way as to ensure, so far as is reasonably practicable, that persons who are and also persons who are not in their employment, but who may be affected by it, are not exposed to unacceptable risks to their health and safety. The Proprietor accepts that we have a responsibility to take all reasonably practicable steps to ensure the health, safety and welfare of staff and others.
- The arrangements outlined in this policy statement and the various other safety provisions made by the Proprietor cannot in itself prevent accidents or ensure safe and healthy working conditions. This can only be achieved through the adoption of safe methods of work and good practice by every individual. The Proprietor will take all reasonable steps to identify and reduce hazards to a minimum but all staff and pupils must appreciate that their own safety and that of others also depends upon their individual conduct and vigilance while on the school premises, or while taking part in school sponsored activities.
- It is the Proprietor's policy to encourage employees, pupils, parents, volunteers and contractors to adopt a positive safety culture in all their activities and to ensure, as far as is reasonably practicable, to minimise any adverse impact on the environment.
- The Health and Safety Executive (HSE) enforces health and safety law relating to the activities of independent schools. Although the Headmaster is responsible for health and safety in the workplace and on work activities, the overall and final responsibility is that of the Proprietor and the HSE will normally take action against the Proprietor. However, in some circumstances, for example where an employee failed to take notice of the Proprietor policy or directions in respect of health and safety, the HSE may take action against the employee as well or instead.
- Written records of all tests and checks such as PAT tests and COSHH are kept.
- The Proprietor will review this policy statement annually and update, modify or amend it as considered necessary to ensure the health, safety and welfare of staff and pupils/pupils.

Responsibilities/Duties of the Proprietor

The Proprietor is responsible for monitoring compliance with statutory requirements. The Proprietor, in consultation with the Headmaster and The HSM, has a duty:

- to identify and evaluate risk control measures in order to select the most appropriate means of minimising risks to staff, pupils/pupils and others, while providing a healthy and safe environment for children to enjoy learning;
- to make themselves familiar with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice that are relevant to the work of the school, in particular the Management of Health and Safety and Work Regulations;
- to ensure that all our staff have been carefully selected to meet our requirements for the health, safety and security of the children in our care, including compliance with the Safeguarding Children Board locally agreed inter-agency procedures;
- to be consistent with Regulation 3(3)(7) of the Education (Independent School Standards) (England) Regulations 2010, including complying with the requirements of Working Together to Safeguard Children (HM Government 2010), Safeguarding Children and Safer Recruitment in Education (SCSRE) guidance excluding Chapter 5, DfE Guidance: Dealing with allegations of abuse against teachers and other staff (August 2011), along with any further amendments as they are published.
- to identify, assess and control the risks to health and safety arising from our work activities and equipment and through the use of materials and substances we work with including their safe handling and storage;
- to ensure that all staff and parents are made aware of any risks identified and of the systems and procedures we put in place to deal with these risks;

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- 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.
- to provide employees with information, instruction, safe working practices, supervision and training to ensure they are competent to carry out their tasks;
- to minimise cases of injury and work related ill health and to investigate accidents and incidents that might have resulted in harm to employees;
- to seek support from and consult with employees on matters concerning their health and safety;
- to provide safe equipment, safe play areas, safe access and egress and maintain them in good order;
- to have a clear understanding on actions to take in the event of any emergencies;
- to train all our staff in the particular health and safety issues that affect children;
- to provide arrangements that recognise our responsibilities to visitors, contractors and the public who may be affected by our activities;
- to ensure that activities undertaken by the school both on and away from school site are risk assessed and safely managed;
- to monitor and review this Policy and the various systems procedures;
- to adopt and maintain an effective policy, organisation and arrangements for the provision of health and safety throughout the school;
- to comply with the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)*.

The Policy is achieved by the establishment of an effective health and safety management system within the school. This involves the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures. Where the Proprietor delegates' responsibility for carrying out a particular health and safety function to an employee, they must ensure that the person is aware of the duty, knows how he/she is expected to perform it, and is provided with any necessary information, instruction, training and supervision and resources (including time). In addition, suitable measures for monitoring performance standards must be put in place.

The Proprietor is directly responsible for safety management/compliance during lettings and ensuring that premises, equipment and substances are safe and without risk to health. Employees, visitors and contractors to any of the Proprietor owned or operated sites are reminded that it is their duty to look after their own health and safety, to ensure that they do nothing to endanger anyone else, and to co-operate with the School in all matters of Health and Safety. The Headmaster undertakes, to copy this policy to all employees and contractors and to ensure that it is prominently displayed in the workplace.

HEALTH AND SAFETY

Responsibilities, Arrangements, Powers and Procedures

General Arrangements:

The Headmaster has responsibility for ensuring these arrangements are carried out:

- We have policies and audit procedures relevant to our responsibilities, duties and arrangements for Health and Safety.
- We hold regular meetings that include Health and Safety as a fixed agenda item.
- We ensure that all staff and parents are made aware of any risks identified and of the systems and procedures we put in place to deal with these risks.
- We undertake to review all policies relating to health and safety on an annual basis.
- Our duty rotas take into consideration both regulatory and best practice staffing ratios for the children in the School including EYFS.

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- We have a registration form to record the arrival and departure of all staff and visitors to our school, along with registering children at the beginning of the morning and afternoon session.
- We have a clear understanding on actions to take in the event of any emergencies.
- In line with the requirements of the EYFS, we adhere to the correct ratio for Early Years children at all times.
- We train all our staff in the particular health and safety issues that affect pupils.
- We require all employees and volunteers to be in receipt of the Health and Safety Policy prior to commencing their employment or voluntary support for the school.
- We have a system for assessing the health and safety risks on all the tasks and activities we do and the areas and locations we do them in. Where appropriate, controls and procedures are put into place to ensure these risks are as low as reasonably practicable. We have a risk assessment file documenting this.
- We ensure children attending private lessons and other activities are clearly checked in and out.
- We arrange and encourage audits, fire risk and safety inspections from external authorities in order to check that what we are doing and the way we are doing it is right.
- We ensure registers (in and out) are kept of children attending Afterschool Club.
- We have our own system of regular checks and monitoring procedures to ensure that our health and safety arrangements are maintained in an effective manner.
- We have direct access to sources of competent people and up to date guidance in all matters of health and safety.
- We make arrangements, where appropriate, for the training of various persons to assist in carrying out the requirements of the School's Health and Safety Policy and Procedures.
- We have specific controls and procedures for any external visits or outings anywhere, including an emergency contact/medical consent form for each child.
- We have specific controls and procedures for ensuring that pupils do not have access to any medicines, foods or drinks to which they are allergic. Details of these and any formal registration forms are provided in a separate document and are given to all staff.
- We have specific controls and procedures for ensuring the safety of the pupils in our care from the point of arrival to the point at which they depart.
- We have a number of particular arrangements that apply every day and at all times. These are listed separately below.
- We ensure all visitors wear badges when on school premises.

Duties of the Health and Safety Manager (HSM)

The HSM acts as the focal point for day to day references on safety and gives advice; indicates sources of advice, obtaining, where necessary, external advice. This includes the following which is not an exhaustive list:

- Monitoring the Health and Safety policy, ensuring that Proprietor, employees and other persons involved with the school have knowledge of it and are carrying out their duties in accordance with it.
- Keeping up to date with current legislation and informing other staff and volunteers as appropriate.
- Making annual health and safety inspections.
- Producing, implementing and monitoring health and safety procedures, including a risk assessment strategy, emergency plans and the collating of accident and incident information.
- Liaising with the Headmaster in organising regular fire drills, recording them formally in the Red Fire Drill File which is kept in the School Office.
- Ensuring that the fire drill instructions are in all rooms.
- Ensuring that all Fire Safety policies and procedures are implemented including the external and internal fire safety audits and inspections.
- Involve pupils in the health and safety of the school.
- Ensuring that regular visitors observe the school's safety rules.

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- Familiarising visitors with school's health and safety rules as part of their induction.
- Ensuring that the procedures and practices identified on the Appendix to this policy are in place.

Responsibilities/Duties of all Staff

The Health and Safety at Work Act 1974 states:

'It shall be the duty of every employee while at work:

- (a) to take reasonable care for the health and safety of himself and of any persons who may be affected by his acts or omissions at work, and
- (b) as regards any duty or requirement imposed on his Headmaster or any other person by or under any the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.'

The Act also states:

'No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in pursuance of any of the relevant statutory provisions.'

All staff will make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work and also the particular area in which they work. They will, so far as is reasonably practicable:

- be familiar with this Health and Safety policy and all safety arrangements including those for fire, first aid and other emergencies as laid down by the Proprietor.
- ensure that health and safety regulations, rules, routines and procedures are being applied effectively;
- carry out/be aware of hazard identification and risk assessments as appropriate for their area of work;
- take part in health and safety training as required;
- inform their line manager if there is any reason they are unable to perform any task without undue risk (e.g. illness, incapacity, etc.);
- only undertake any task for which they have been trained and are competent or confident of undertaking safely. If they are in any doubt they must seek further advice;
- take reasonable care of their own health and safety and that of any other persons (staff, pupils, visitors, etc.) who may be affected by their acts or omissions at work;
- to observe standards of dress consistent with safety and/or hygiene;
- to exercise good standards of housekeeping and cleanliness;
- to know and apply the emergency procedures in respect of fire and first aid;
- co-operate fully, as a legal duty, with their employer on health and safety matters, including following safe systems of work and not interfering with or misusing anything provided for their health, safety or welfare;
- ensure that all tools, plant, machinery and equipment are adequately guarded, are in good and safe working order and are not used by unauthorised persons or in an improper manner;
- ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled in accordance with their written risk assessment;
- use the correct equipment and tools for the job and any protective equipment, protective clothing or safety devices that may be supplied;
- report any defects that they observe in the premises, plant, equipment and facilities and take action to ensure no one is put at risk;
- report all accidents and near misses immediately, whether injury is sustained or not, using the appropriate procedure, and recording these events on an Accident Report form;
- promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks;

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- use and not wilfully misuse, neglect or interfere with things provided for his own safety and/or the safety of others;
- co-operate with other employees in promoting improved safety measures in their school to co-operate with the appointed safety representative and the enforcement officer of the Health and Safety Executive or the Public Health Authority;
- act as a prudent parent when in charge of pupils, as they have a duty to under common law;

Employees should follow any health and safety procedures put in place by their employer. However if they feel that the procedure is inappropriate (e.g. it is too bureaucratic) they should discuss this with their employer and request that it is reviewed. The Headmaster will work with the employer to ensure that the procedures at the school are proportionate, effective and appropriate.

Supervision of pupils

In addition to this being built in to the day to day working practices at Grittleton House School we also have a separate policy that clearly states the schools approach. We make professional judgements, taking into the consideration the age of the pupils and activities in which they are engaged.

Staff Holding Posts/Positions of Special Responsibility

These staff:

- have a general responsibility for the application of the Proprietor's safety policy to their own area of work and are directly responsible to the Headmaster for the application of existing safety measures and procedures within that area of work;
- follow the advice or instructions given by the Headmaster and Bursar including complying to the relevant parts of this statement;
- shall, where necessary, establish and maintain safe working procedures including arrangements for ensuring, as far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances, (e.g., chemicals, boiling water, duplicating fluid, guillotines);
- shall resolve any health and safety problem any member of staff may refer to them and refer to the Headmaster any of these problems for which they cannot achieve a satisfactory solution within the resources available to them;
- shall carry out a regular safety inspection of the activities for which they are responsible and, where necessary, submit a report to the Headmaster;
- shall ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own safety and health at work;
- shall, where appropriate, seek the advice and guidance of the Headmaster or any relevant adviser appointed by the Proprietor;
- shall propose to the Headmaster requirements for safety equipment and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so.

Standard Working Practices

Our standard working practices also include:

- ensuring that the registration book to record the arrival and departure of all visitors is completed;
- ensuring all staff are trained in the particular Health and Safety issues that affect pupils;
- ensuring all employees and volunteers are in receipt of the Health and Safety Policy prior to commencing their employment or voluntary support for the school;
- arranging and encourage audits, fire risk and safety inspections from external authorities in order to check that what we are doing and the way we are doing it is right;
- ensuring registers (in and out) are kept of pupils attending, for example Late Registration;

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- overseeing our own system of regular checks and monitoring procedures to ensure that our Health and Safety arrangements are maintained in an effective manner;
- ensuring the school has direct access to sources of competent people and up to date guidance in all matters of Health and Safety;
- making arrangements, where appropriate, for the training of various persons to assist in carrying out the requirements of the School's Health and Safety Policy and Procedures;
- ensuring specific controls and procedures are in place for any external visits or outings anywhere, including an emergency contact/medical form for each child;
- ensuring specific controls and procedures are in place for ensuring that pupils do not have access to any medicines, foods or drinks to which they are allergic. Details of these and any formal registration forms are provided in a separate document and are given to all staff and;
- ensuring all visitors wear badges when on school premises.

As well as having the general responsibilities/duties of all members of staff, the HSM also has responsibility for ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times and for the day to day maintenance and development of safe working practices and conditions for teaching staff, support staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by the school. The Chairman of the Health and Safety Committee will take reasonable, practicable steps to achieve this and assign clear safety functions to other members of staff as appropriate.

Risk Assessment

- Health and Safety law often refers to risk assessment and risk management. These are the terms used to describe the process of thinking about the risks of any activity and taking steps to counter them.
- The Headmaster will ensure that regular written risk assessments are undertaken of premises, methods of work and all school sponsored activities. These must be reviewed following changes in circumstances or personnel or in accordance with agreed timetables. A Regular programme of planned assessments is to be completed. In high-risk areas, risk assessments should be reviewed termly. In other activity areas, establishments should review risk assessments on a bi-annual basis.
- Written risk assessments will identify all defects and deficiencies together with the necessary remedial action or risk control measures.
- The results of all risk assessments will be reported by the HSM to the Headmaster who will prioritise issues and assign resources to undertake remedial/control measures where required.
- Training of staff in Health and Safety, including risk assessment occurs at our school.

Staff Training in Health and Safety, including Risk Assessment

Staff training is a set agenda item for the Health and Safety Committee. Staff training is provided when appropriate in both generic and specific areas with reference to risk assessment, first aid (including paediatric first aid), fire safety, educational visits, curriculum specific activities and COSHH. Newly appointed employees could be vulnerable to any risk and therefore the line manager will ensure that all relevant Health and Safety matters are drawn to their attention at an early stage.

Whilst it is a management responsibility to instruct all employees in safe working procedures in relation to their posts and work places, employees may from time to time find themselves in unfamiliar environments. In such cases, the employee concerned should be particularly alert for hazards and wherever possible, ensure they are accompanied by a person familiar with the environment or that they are advised of specific hazards. All volunteer helpers will be expected, as far as reasonably possible, to meet the same standards required of all employees.

Arrangements for the Comfort and Well-Being of Pupils and Staff

Grittleton House School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

The following arrangements are specifically put in place to try to ensure that pupils are as happy and comfortable as possible whilst on our premises. We also like to make sure that our staff have the right environment in which to teach and supervise.

- Our premises are kept warm during cold weather through the use of easily adjustable, safe heating systems.
- Our windows are designed to be safe and to allow sufficient light through to provide a bright and cheerful environment.
- Our floors are designed to minimise the likelihood of slips and trips and are regularly checked to make sure they are free from obstacles along walkways and are not damaged.
- Our hot water supply is maintained at a temperature to prevent accidental scalding.
- We have a separate lockable room for the storage of any items we consider to be potentially harmful if accessed by pupils. Likewise, lockable cabinets for smaller items.
- We have safe and sufficient ventilation to maintain a fresh atmosphere in the building.
- All pupils are encouraged to drink water and fresh water is available at all times. Drinking water taps are identified.

Arrangements for the Safety and Security of Pupils

The following arrangements are specifically put in place to look after all the pupils in our care at all times.

- All teachers and support staff including volunteers ensure that all curriculum activities are safe.
- A child is never taken off-site without the prior permission of the parent.
- Only those who hold a current 'enhanced disclosure' from the Criminal Records Bureau are allowed unsupervised access to the pupils in our care. If there is a discrepancy between appointment of staff and the enhanced disclosure coming through, a risk assessment is put in place, a previous CRB and List 99 is sought, with supervision arrangements and a mentor put in place.
- A minimum of two staff are always present whenever any pupils are on our premises.
- All arrivals and departures of people, whether pupils or adults, are recorded.
- All pupils in our care are regularly reminded of what is safe and what is not safe to do when on our premises. They are encouraged to report anything that they notice that might be unsafe.
- We have installed smoke detectors in all fire risk areas for early warning of any problems that may arise. These are checked on a weekly basis to make sure they work effectively.
- We have installed a fire alarm to enable any member of staff to raise an alarm that everyone else can hear.
- Fire marshals have been appointed and are named in the Fire Safety Policy.
- We practice, on a regular basis, what to do in the event of a fire and make sure all the pupils in our care know what to do if they hear our fire alarm.
- Most staff have been trained in emergency first aid at work and at least one member of staff who has a current full first aid training certificate is present during the school day.
- We record accidents, incidents and near misses.
- We only use safety-approved substances for use by children, such as non-toxic glues and paints. We only use water-based products and not solvent-based ones that can give off fumes and vapours.
- We only use coaches and minibuses where seat belts are provided. We instruct the pupils to use seat belts at all times when the bus is moving.
- We log all incidents involving injury in the school and we inform parents in all cases.
- Head injuries will always be reported to parents and carefully monitored.
- Should any incident involving injury to a child take place, a first aider will be called to assist. If necessary, the school secretary will telephone for emergency assistance.

All pupils are expected, within their expertise and ability to:

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- Exercise personal responsibility for the safety of themselves and their fellow pupils
- Observe standards of dress consistent with safety and/or hygiene, this would preclude unsuitable footwear, clothing and articles considered dangerous
- Observe all the safety rules of Grittleton House School and in particular, the instructions of teaching staff in the event of an emergency
- Use and not wilfully misuse, neglect or interfere with things provided for safety purposes eg the railing outside school.

School Security

The following arrangements are specifically put in place to look after all the pupils in our care at all times.

- All teachers and support staff including volunteers ensure that all curriculum activities are safe.
- A child is never taken off-site without the prior permission of the parent and in such cases all departures and arrivals are recorded.
- Only those who hold a current 'enhanced disclosure' from the Criminal Records Bureau are allowed unsupervised access to the pupils in our care. If there is a discrepancy between appointment of staff and the enhanced disclosure coming through, a risk assessment is put in place, a previous CRB and List 99 is sought, with supervision arrangements and a mentor put in place.
- A minimum of two staff are always present whenever any pupils are on our premises.
- All pupils in our care are regularly reminded of safe practice when on our premises. They are encouraged to report anything they notice that might be unsafe.
- We have installed smoke detectors in all fire risk areas for early warning of any problems that may arise. These are checked on a weekly basis to make sure they work effectively.
- We have installed a fire alarm system to enable any member of staff to raise an alarm that everyone else can hear.
- Fire marshalls have been appointed and are named in the Fire Safety Policy.
- We practice, on a regular basis, what to do in the event of a fire and make sure all the pupils in our care know what to do if they hear our fire alarm.
- In accordance with requirements a number of staff have been trained in first aid. We record accidents, incidents and near misses.
- We only use safety-approved substances for use by pupils, such as non-toxic glues and paints. We only use water-based products and not solvent-based ones that can give off fumes and vapours.
- We only use coaches and minibuses where seat belts are provided. We instruct the pupils to use seat belts at all times when the bus is moving.
- We log all incidents involving injury in the school and we inform parents in all cases.
- Should any incident involving injury to a child take place, a first aider will be called to assist. If necessary, the receptionist will telephone for emergency assistance.

At all times we aim to ensure the school is a safe environment for all who work or learn here. We require all adult visitors to the school who arrive in normal school hours to sign the visitors' book in the reception area, and to wear an identification badge at all times whilst on the school premises. Staff must report to the school office immediately any visitor who is not identified with a school badge. If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Headmaster immediately. The Headmaster will direct any intruder that they must leave the school site straight away. If this does not occur the Headmaster will contact the police immediately.

Arrangements for the Safety and Security of Equipment

The following arrangements are specifically put in place to look after all the equipment we have on our premises and any equipment that we may wish to hire or purchase.

- All our electrical equipment and installations are checked by competent persons or organisations to ensure their intrinsic safety.
- Our gas heating boiler and gas supply lines are regularly checked by competent persons or organisations to ensure their intrinsic safety. Access to these is strictly controlled to prevent any accidental access by pupils.
- Regular visible checks are made on the integrity of all sports/games equipment used externally to ensure connections and fixings are not loosened and the externally exposed parts are not damaged. Suspect equipment is taken out of service until repaired by a competent person or organisation.

Child protection

If any teacher suspects that a child in their class may be the victim of abuse, they should immediately inform the school's Designated Safeguarding Person (DSP) about their concerns. It is the school's policy for the school to comply with the Wiltshire Safeguarding Children Board procedures. We require all adults and volunteers working in the school to comply with the Safer Recruitment Procedures.

Arrangements for Activities

- We always ensure adequate staffing ratios at all times.
- Adults accompanying residential trips have a CRB enhanced certificate.
- We ensure parents are always informed of all forthcoming plans for events on our premises.
- We always insist that parents sign consent forms whenever we plan to take the pupils away from the premises for an outing somewhere, no matter where.
- We ensure that our staff have access to all the equipment needed when we go on outings and that they use a checklist each time to ensure nothing is forgotten.
- All staff undertaking school trips make the appropriate risk assessment prior to the visit.
- We always ensure we have means of communication with us during outings and a list of appropriate telephone numbers for contacting the right people whenever required.
- Whenever we require vehicles to transport pupils anywhere, we only use approved and licensed contractors that operate vehicles that conform to all the safety standards.
- We ensure that any drivers of coaches etc that are required to transport the pupils on any outings are competent and trustworthy drivers and that the vehicles are properly equipped with safety seatbelts.

Arrangements for Hygiene

The following arrangements are specifically put in place to minimise the likelihood of any staff or pupils picking up undesirable diseases, ailments or other health problems. We teach our pupils about the importance of hygiene and keeping their hands clean. We have a daily cleaning schedule to cover all areas accessible by pupils. Only safety-approved cleaning materials are used.

- We provide nappy changing facilities
- Our toilet facilities have a particularly high standard of hygiene arrangements in the way they are cleaned on a daily basis and in the facilities provided for washing and drying
- We provide all protective clothing and equipment as necessary when dealing with any issues of hygiene or cross-contamination, including suitable disposal facilities where appropriate.
- All food and drink kept on the premises is stored safely and appropriately. Our refrigerators are kept clean and at a temperature recommended for safe storage. It is checked on a daily basis.
- All pets and animals are supervised within the school. Dogs, for example, must remain with their owner and under full control by means of a suitable lead or restraint.

Recording and Reporting accidents to staff, pupils and visitors

Grittleton House School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

The Headmaster ensures that Grittleton House School complies with the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)* under which the school is required to report to the Health and Safety Executive (telephone: 0845 300 99 23):

- Deaths;
- Major injuries;
- Over-three-day injuries;
- An accident causing injury to pupils, members of the public or other people not at work;
- A specified dangerous occurrence, where something happened which did not result in an injury, but could have done - a 'near miss'.

Hirers, Contractors and Others

When the premises are used for purposes not under the direction of the Headmaster then, subject to the explicit agreement of the Proprietor, the person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in the Responsibilities/Duties of the Headmaster. The Proprietor notes their residual responsibility for the control of premises and will take all reasonable steps to ensure that such persons detailed above comply with the terms of this Policy. The Proprietor or their designated representative will seek to ensure that hirers, contractors and others who use the school/ premises conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.

When the premises or facilities are being used out of normal school hours for an activity then, for the purposes of this policy, the organiser of that activity, even if they are an employee, will be treated as a hirer and comply with the requirements of this section. When the premises are hired to persons outside the 'employ' of the Proprietor, it will be a condition for all hirers and others using the premises or facilities, that they are familiar with this policy, that they comply with all safety directives of the Proprietor and that they do not, without the prior consent of the Proprietor:

- Introduce equipment for use on the school premises
- Alter fixed installations
- Remove fire and safety notices or equipment
- Take any action that may create hazards for any persons using the premises

Hirers must:

- comply with all school policies as described in the letting agreement (e.g. in relation to smoking, substance abuse, alcohol, and so on.);
- adhere to the capacity figures detailed on any lettings documentation.

All contractors who work on the premises are required to ensure safe working practices by their own employees under the provisions of the Health and Safety at Work Act 1974 and must pay due regard to the safety of all persons using the premises in the accordance with this Act. In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Proprietor or their representative will take such actions as are necessary to prevent persons in their care from a risk or injury. The Proprietor will draw the attention of all users of the premises (including hirers and contractors) to Section 8 of the Health and Safety at Work Act 1974, which states that no person shall intentionally or recklessly interfere with, or misuse, anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

Lettings and Hirers:

The Proprietors are directly responsible for safety management/compliance during lettings and ensuring that premises, equipment and substances are safe and without risk to health and ensures that

- the means of access and egress are safe for the use of hirers and that all plant and equipment made available to and used by the hirer is safe;
- fire escape routes and exits are clearly marked for the benefit of unfamiliar users of the building, particularly during the hours of darkness;
- hirers of the building are briefed about the location of the telephone, fire escape routes, fire alarms and firefighting equipment. Notices regarding emergency procedures should be prominently and clearly displayed;
- hirers using any equipment or facility provided by Grittleton House School are familiar with its safe use and if necessary, briefed accordingly;
- arrangements are made for checking the security and condition of the premises and equipment used after vacation by the hirer or their staff;
- hirers comply with all school policies as described in the letting agreement (e.g. in relation to smoking, substance abuse, alcohol, and so on.) and;
- hirers adhere to the capacity figures detailed on any lettings documentation.

The Curriculum

We teach the pupils about health and safety in order to equip them with the skills, knowledge and understanding to enable them to live positive, successful and healthy lives. Teachers take every opportunity to educate pupils in this regard in the normal school curriculum. We teach children respect for their bodies, and how to look after themselves. We discuss these issues with the children in Personal, Social, Health, Economic Education (PSHEE) along with Citizenship; reinforcing these points in science, where children also learn about healthy eating and hygiene. We also show them how to move and play safely in PE lessons. Health and safety issues also arise when we teach care for the environment and awareness of the dangers of litter. Our school promotes the spiritual growth and welfare of the children through the Religious Education curriculum, through special events such as harvest festivals and through collective worship. Each class has the opportunity to discuss problems or issues of concern with their teacher. Teachers use circle time to help children discuss and overcome any fears and worries that they may have. Teachers handle these concerns with sensitivity.

First Aid

Please refer to the school's separate First Aid Policy. Grittleton House School has in place:

- practical arrangements at the point of need;
- the names of those qualified in first aid and the requirement for updated training every three years;
- having at least one qualified person on site when pupils are present;
- showing how accidents are to be recorded and parents informed;
- access to first aid kits;
- arrangements for pupils with particular medical conditions (for example, asthma, epilepsy, diabetes);
- hygiene procedures for dealing with spillage of body fluids and
- guidance on when to call an ambulance;

The arrangements for first-aid provision will be adequate to cope with all foreseeable incidents. The number of designated first-aiders will not, at any time, be less than the number required by law. This is determined by risk assessment (Local Authority guidance). Designated staff will be given such training in first-aid techniques as is required to give them an appropriate level of competence. All staff will be aware of how to summon first aid in an emergency, who the first aiders are and their contact and location details. All first aid-signs and containers must be identified by a white cross on a green background. A written record will be kept of all first-aid administered either on the school premises or as a part of a school related activity.

Medication

If a pupil requires medication whilst in the care of the school, the parent should notify the school and ask permission for the medication to be brought in. The safekeeping and administration of medication is in accordance with the school policy as stated by the Headmaster. The school complies with the Regulatory Requirements, Part 3, Paragraph 12, of the Education (Independent School Standards (England) Regulations 2010.

- Health and Safety Department of Education (DfE) advice on legal duties and powers for local authorities, Headmasters, staff and governing bodies (DfE July 2011)
- Health and Safety Manager (HSM) School trips and outdoor learning activities tackling the health and safety myths (HSE July 2011)

Occupational Health Services and Managing Work-Related Stress

As a good employer we take our duties and responsibilities with regard to the welfare of both staff and pupils very seriously. The school has access to occupational health services including specialist medical and counselling facilities if so required and has the appropriate policies and procedures and working practices in place.

Slips and trips

All injuries, accidents, and dangerous occurrences will be recorded. The First Aider or supporting teacher will fill in an accident report form for every serious or significant accident that occurs on or off the School site if in connection with the School. This will be kept by the School Office. Records should be stored for at least three years or if the person injured is a minor.

Off-site Visits, Including Residential Visits and School-Led Adventure Activities

The School has an Educational Visits Co-ordinator (EVC) along with policies and procedures for Educational Visits and Off-Site Activities. These include a manual for Learning Outside the Classroom, Behaviour Management on Outdoor and Off-Site Activities, and Action to be taken by the Group Leader in the event of a serious accident. The school also has access to professional advice and detailed documentation in this area of the curriculum. With reference to our off-site activities:

- We always ensure adequate staffing ratios at all times.
- Adults accompanying residential trips have a CRB enhanced certificate.
- We ensure parents are always informed of all forthcoming plans for events on our premises.
- Whilst parents provide the school with a general consent for off-site activities, a specific form is required where there is a residential visit.
- We ensure that our staff have access to all the equipment needed when we go on outings and that they use a checklist each time to ensure nothing is forgotten.
- All staff undertaking school trips make the appropriate risk assessment prior to the visit.
- We always ensure we have means of communication with us during outings and a list of appropriate telephone numbers for contacting the right people whenever required.
- Whenever we require vehicles to transport pupils anywhere, we only use approved and licensed contractors that operate vehicles that conform to all the safety standards.
- We ensure that any drivers of coaches etc that are required to transport the pupils on any outings are competent and trustworthy drivers and that the vehicles are properly equipped with safety seatbelts. We instruct the pupils to use seat belts at all times when the bus is moving.

Behaviour of any person (including a parent) on the school premises

Our School has a written Behaviour Policy setting out the behaviour expected of parents on the premises and the procedures that will happen when the school wishes to restrict a parent's access to school premises because a person is causing a nuisance or disturbance. A parent who has been banned from entering school premises is trespassing if he or she does so without permission. Any violent behaviour will be reported to the police.

Theft or other criminal acts

Grittleton House School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

The Headmaster will investigate any incidents of theft involving pupils. If there are serious incidents of theft from the school site, the Headmaster will inform the police and record the incident in the incident book. Should any incident involving physical violence against a teacher occur, this must be reported to the Headmaster immediately.

Violence towards Staff

If there are any concerns about the behaviours of visitors they are required to leave the premises. With reference to pupils, there is a well-established behaviour management policy and procedures including the use of reasonable force and physical restraint. All adults, including staff, parents and visitors, are expected to behave in a manner which is in line with and supportive of our school ethos.

Non-Smoking

Our school, in compliance with the law, is a non-smoking establishment. We do not allow smoking on the school premises, as we do not want to present smoking as acceptable. Nor do we wish to present adult smokers as role models. Any member of staff wishing to smoke must leave the school site, out of view from the children, in their own time and not in the employer's time. Should we find any member of staff smoking at school, we would consider this a serious breach of the terms of employment. We aim to help children know and understand the dangers of smoking and the harmful effects that smoking can have on their bodies. We provide children with the knowledge and information necessary for them to make responsible choices in relation to smoking. We equip children with the social skills that help them to resist the pressure to smoke, either from their peer group, or from society in general.

Dealing with Health and Safety Emergencies: Procedures and Contacts

The procedures for Fire and Emergency evacuation are displayed in every classroom and in prominent positions around Grittleton House School. These procedures are updated on a regular basis and dated to indicate the latest update. The log book for recording and evaluation of practice and evacuation drills will be held securely at Reception. The Headmaster has overall responsibility for implementing the evacuation procedure if an emergency were to occur. Arrangements are in place in the absence of the Headmaster which are specified in the daily routines.

Monitoring and review measures to meet satisfactory health and safety standards

The Headmaster meets with the HSM to review Health and Safety. Consultation arrangements with employees are in place to ensure the maintenance of health and safety standards. Employees, visitors and contractors to the school are reminded that it is **their duty to look after their own health and safety; to ensure that they do nothing to endanger anyone else and to co-operate with the School in all matters of Health and Safety.** The HSM undertakes, on behalf of the Headmaster who is the proprietor, to copy this policy to all employees.

Manual Handling

All members of staff are aware of the regulations regarding *The Use of Force to Control or Restrain Children* as set out in Education Act 1996. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain children to prevent them injuring themselves or others, damaging property or committing a criminal offence.

Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Headmaster and recorded in the child's personal file. The child's parents are informed on the same day. Records are kept of when force is used and parents are informed. Guidance is given to all 'members of staff' (as defined above) on the circumstances in which 'physical intervention' is allowable.

On-site Vehicle Movements

Grittleton House School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

Onsite vehicle movements at Grittleton House School are varied due to the extensive grounds. Road signs indicate that vehicle movements around the grounds are restricted to 5mph. Due care and attention must be taken by drivers when moving vehicles.

Management of Asbestos

An Asbestos survey has been undertaken with recommendations implemented; the school has in place both policy and a specialist checklist for the management of asbestos. The school complies with the regulatory requirements for the management of asbestos.

Control of Substances Hazardous to Health

The implications to COSHH applied at Grittleton House School where both records and working practices reflect the seriousness in which Grittleton House School implements its policy and procedures in the care and maintenance of premises, the delivery of the curriculum and administrative functions. Integral to our COSHH Policy are both the inventory and risk assessments.

Selecting and Managing Contractors

When the premises are used for purposes not under the direction of the Headmaster then, subject to the explicit agreement of the Proprietor, the person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in the Responsibilities/Duties of the Headmaster. The Proprietor note their residual responsibility for the control of premises and will take all reasonable steps to ensure that such persons detailed above comply with the terms of this Policy. The Proprietor or their designated representative will seek to ensure that contractors conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.

All contractors who work on the premises are required to ensure safe working practices by their own employees under the provisions of the Health and Safety at Work etc Act 1974 and must pay due regard to the safety of all persons using the premises in the accordance with this Act. In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Proprietor will take such actions as are necessary to prevent persons in their care from a risk or injury. The Proprietor will draw the attention of all users of the premises (including hirers and contractors) to Section 8 of the Health and Safety at Work etc Act 1974, which states that no person shall intentionally or recklessly interfere with, or misuse, anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

When the premises or facilities are being used out of normal school hours for an activity then, for the purposes of this policy, the organiser of that activity, even if an employee will be treated as a hirer and comply with the requirements of this section. When the premises are hired to persons outside the 'employ' of the Proprietor, it will be a condition for all hirers and others using the premises or facilities, that they are familiar with this policy, that they comply with all safety directives of the Proprietor and that they do not, without the prior consent of the Proprietor:

- Introduce equipment for use on the school premises
- Alter fixed installations
- Remove fire and safety notices or equipment
- Take any action that may create hazards for any persons using the premises

The procedures for the selection, appointment and monitoring of contractors working within the school premises are defined in the Building Procedures. These have taken into account:

- the Construction (Design and Management) Regulations 1994 – Assessment of Competence and Provision for Health and Safety along with building Contracts undertaken on Educational Premises (from the Education Service Advisory Committee)

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For Health and Safety purposes the school must be notified by the person arranging the Works, at least two weeks in advance, of the following:

- the delineated area of the Works – including the associated adjacent area which, for Health and Safety reasons, forms the operating area of the contractor – hereafter and for the purposes of the contract termed ‘the site’;
- the scope of the Works
- the name of the Contractor undertaking the Works;
- the dates and times of operations at the school.

For the duration of the Works the cleanliness of the site and the Health and Safety of all persons affected by the operations on the site are the responsibility of the Contractor undertaking the Works who must ensure that the school is indemnified against the Works. Access to and from the site is the responsibility of the Contractor undertaking the Works.

Maintenance and testing

The following arrangements are specifically put in place to look after all the equipment we have on our premises and any equipment that we may wish to hire or purchase.

- Maintenance (and, where necessary examination and testing) of plant and equipment such as electrical equipment, local exhaust ventilation, pressure systems, gas appliances, lifting equipment and glazing safety)
- All our electrical equipment and installations are checked by competent persons or organisations to ensure their intrinsic safety.
- Our gas heating boiler and gas supply lines are regularly checked by competent persons or organisations to ensure their intrinsic safety. Access to these is strictly controlled to prevent any accidental access by pupils.
- Regular visible checks are made on the integrity of all sports/games equipment used externally to ensure connections and fixings are not loosened and the externally exposed parts are not damaged. Suspect equipment is taken out of service until repaired by a competent person or organisation.

Fire Safety

In Accordance with the ‘Fire Safety Order’ (2005) Grittleton House School undertakes a fire risk assessment (formally recorded and regularly reviewed so as to keep it up to date) and our proprietor complies with the additional duties to:

- produce a fire risk (prevention) policy which includes the elimination or reduction of risks from dangerous substances;
- develop fire procedures and provide staff training (repeated periodically where appropriate);
- ensure the safety of staff or anyone else legally on the premises;
- carry out fire drills and contact emergency services when necessary;
- appoint one or more competent persons (with sufficient training, experience and knowledge) to assist in taking preventative and protective measures (including fire fighting and evacuation);
- have a suitable system for the maintenance of: clear emergency routes and exits (with doors opening in the direction of escape), signs, notices, emergency lighting where required, fire detectors, alarms and extinguishers (with the maintenance being a ‘competent person’ (such as, ISO 9001 certified or BAFE approved); and
- provide staff and any others working on the school site with fire safety information also requiring staff to take reasonable care.

The ‘responsible person’ at Grittleton House School keeps records of the following: (i) the fire risk assessment and its review; (ii) the fire risk (prevention) policy; (iii) fire procedures and arrangements; (iv) training records (v) fire practice drills; (vi) certificates for the installation and maintenance of fire-fighting systems and equipment.

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Further Information

With reference to the following statements, Grittleton House School has the required details, policies, procedures and working practices in place. An Appendix of all supporting policies and procedures is attached at the end of this policy. Further advice and guidance on many of the matters raised in this policy are available in the Health and Safety Manual. Specifically, there are details on:

APPENDIX - Index of Documents and Working Practices in support of Health and Safety

- Absence of children and lost children
- Access policy
- Alcohol policy
- Animals on site
- Answering the door and collection of children
- Arson prevention policy
- Asbestos management (and control of) Policy
- Bad Weather travel policy
- Bereavement and sudden death of a child
- Catering, drinking water and healthy eating
- Children and young persons' employment
- Complaints relating to health and safety
- Construction, design and management regulations
- CoSHH (Control of substances hazardous to health) legal requirements)
- Critical incident plan
- COSSH Inventory and risk assessment
- Crisis management and critical incident plan
- Critical incident report sheet and staff personal notes form
- Curriculum health and safety
- Defect reporting form
- DfE guidance for Schools
- Disability Discrimination Act
- Display screen equipment
- Drugs education
- Electrical equipment - visual inspection form
- Electricity at work policy
- Electricity at work regulations
- Fire Marshals
- Glass
- Handyman risk assessment
- Health and safety sub-committee
- Housekeeping
- Hygiene good practice policy
- Incident Report Sheet
- Internal accident or incident reporting form
- Ladder safety policy
- Late collection of children
- Legionnaires disease and water testing
- Location key fire safety equipment
- Lone worker policy including out of hours
- Manual Handling
- Medication administration record
- New or expectant mothers

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- Noise
- Non-smoking, alcohol and drugs policy
- Occupational health
- Office and classroom self-audit
- Outdoor equipment inspection
- Outside environment
- Pandemic outbreak
- Personal protective equipment (PPE)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)
- Risk assessment form
- Risk assessment guidance
- Security , critical incidents and criminal acts
- Sick child policy
- Slips, trips and falls (see H&S policy)
- Stress
- Sun safety policy
- Slips, trips and falls (see H&S policy)
- Sun safety policy
- Use of vehicles on site
- Violence and personal safety
- Visitors
- Work equipment
- Work experience
- Working at Height
- Workplace safety for teachers, pupils and visitors

Additionally documentation is in place concerning:

- Anti-bullying
- Behaviour management
- Employment
- Fire safety policy and audit
- First aid and the administration of medicines
- Risk assessment
- Safeguarding (child protection and safer recruitment)