

# The FORT Federation

*Friendship for all, One vision, Readiness to learn and Trusting in God*  
The Lord is my rock, my fortress and my protector

2 Samuel 22:2

## Health and Safety Policy

**Policy Version:** DCC Model Policy July 2020

**Policy Review Date:** 7<sup>th</sup> October 2020

**Reviewed by:** Resources Committee

**Next Review Date:** Autumn 2021

**Signed by the Chair:**



Living, loving and learning forever:  
becoming the best  
as we journey together

**The policies of this Federation have been developed from our vision. Our belief is that our policies seek to create inclusive, holistic environments based on Christian values linked to British shared values where all adults and children can flourish.**

## SECTION 1: STATEMENT OF INTENT

The Governing/Governing Body of Fort Federation will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the *Health and Safety at Work etc. Act 1974* and other statutory and common law duties.

This policy sets out how these duties will be conducted and includes a description of the Federation's organisation and arrangements for dealing with different areas of risk. Section 2 will establish specific responsibilities at all levels of the Federation's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the Federation's obligations under the law.

This policy will be brought to the attention of all members of staff through induction and in-service training meetings. A copy is kept in the Executive Headteacher's office, and a copy is available on the Federation website.

This policy statement and the accompanying organisation and arrangements will be reviewed at least annually.

.....  
Chair for the Governing Body

.....  
Date

.....  
Executive Head Teacher

.....  
Date

## SECTION 2: ORGANISATION

### The Duties of the Governing Body

- To produce and regularly review the Health & Safety Policy for the federation. This policy will reflect the requirements of the *Health and Safety at Work etc. Act 1974* by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the Federation's legal responsibilities as well as compliance with this policy
- To assist the Governing Body in discharging its legal obligations, the federation has appointed the Health and Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health and Safety Service's Health & Safety Arrangement Notes.

As a Governing Body, we must protect people from harm. This includes taking reasonable steps to protect our staff, pupils and others from coronavirus. A COVID-19 risk assessment (RA100) has been completed to help us manage the risk of COVID-19 and to protect people from harm in as far as is reasonably practicable.

We have identified and put in control measures on:

- work activities or situations which might cause transmission of the virus
- those staff and pupils who could be at increased risk (vulnerable person's risk assessment)
- how likely it is that someone could be exposed

Our RA100 risk assessment is advertised on the Federation's website.

### The Duties of the Executive Head Teacher

The Executive Head Teacher has day-to-day responsibility for health and safety management and will take all reasonable practicable steps to secure the health and safety of students, staff and others using the federation premises or participating in federation sponsored activities.

In particular, the Executive Head Teacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
- Co-operate with the Governing Body to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people including contractors
- Report to the Governing Body on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
- Ensure that the premises, plant and equipment are maintained in a safe and

serviceable condition

- Report to the Governing Body any significant risks or policy requirements which cannot be met within the establishment's budget
- Identify the training needs of staff and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure consultation arrangements are in place for staff and their trade union representatives should the need arise.
- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
- Promote a positive health and safety culture by leading by example

Whilst overall *responsibility* for health and safety cannot be delegated the Executive Head Teacher may choose to delegate certain *tasks* to the Health & Safety Coordinator.

The role of Health & Safety Coordinator for the Federation has been delegated to Penny Hammett

### **The Duties of the Health and Safety Co-ordinator**

To discharge their duties in relation to day-to-day health and safety management the health and safety co-ordinator will:

- co-ordinate and manage the risk assessment process for the federation
- co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Executive Head Teacher and Governing Body
- coordinate records of external inspections and maintenance to plant or facilities and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Governing Body if funds are not available
- assist with the identification of training needs and training delivery across the federation to ensure that staff are adequately instructed
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- arrange periodic health and safety audits and liaise with the Executive Head Teacher and Governing Body in relation to findings and any associated remedial actions

### **The Duties of Heads of School & Caretakers**

The Heads of School and Caretakers have specific delegated tasks in relation to health & safety management within their departments/subject areas. They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented
- Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to

them, informing the Executive Head Teacher or Governing Body of any problems they are unable to resolve within the resources available to them

- They carry out regular inspections of their area of responsibility and report / record these inspections to the Executive Head Teacher or Governing Body
- All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated

### **The Duties of all Members of Staff**

Under the *Health and Safety at work Act etc. 1974* all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions. This also applies to volunteers who are under the control of the Federation.

Specifically, all employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work
- Comply with the Federation's health and safety policy arrangements at all times
- Report all accidents and incidents in line with the reporting procedure
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in the condition of premises or equipment and any health and safety concerns immediately to their line manager
- Ensure that they only use equipment or machinery that they are competent / have been trained to use
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons

### **Pupils**

Pupils, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and/or hygiene
- To observe all the health and safety rules of the federation and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

### **Contractors**

All contractors who work on the federation premises are required to identify and control any risks arising from their activities and inform the Executive Head Teacher of any risk that may affect the staff, pupils and visitors.

All contractors must be aware of this policy and the associated emergency procedures and comply with these requirements at all times.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Executive Head Teacher will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.

## **SECTION 3: ARRANGEMENTS**

### **Risk Assessment**

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health and Safety Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RA22 - Primary Whole School Risk Assessment
- RA08 - Fire Risk Assessment
- RA03 - Building and Site Safety
- RA09 - First Aid Needs and provision
- RA13B - Working Alone
- RA24 - Security Safety

Risk assessments are available for all staff to view and are held centrally in the office of the Executive Headteacher. Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed at least annually by the Health & Safety coordinator and lead Governor. This will be identified on risk assessment record.

For full details relating to risk assessment arrangements, reference should be made to the HS47 Arrangements Note.

*Other arrangements in alphabetical order:*

### **Accident/Incident Reporting**

All employee accidents must be reported to the Governing Body. This will be achieved by entering accident details onto the OSHENS on-line accident reporting system.

Accidents to pupils and other non-employees should be recorded in the accident book which are found in the first aid boxes. Those accidents to pupils and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Governing Body by entering accident details onto the OSHENS on-line accident reporting system.

Parents / carers will be notified immediately of all major injuries.

The Executive Head Teacher will investigate accidents and take remedial

steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Devon Health and Safety Service.

For full details relating to accident reporting arrangements, reference should be made to the HS01 Arrangements Note.

### **Asbestos**

The arrangements for the management of asbestos on the site are detailed in the Asbestos Management Plan (AMP). This is located in the main office of each federation school.

The Asbestos Register is held in main office of each school and in individual grab packs and will be made available to all staff and contractors prior to **any** work commencing on the fabric of the building or fixed equipment containing asbestos e.g. kilns, boilers. No work can commence until permission to work has been given by the authorising manager named in the AMP.

The authorising manager shall ensure:

- The AMP is reviewed annually and that any changes are approved by the Governing Body
- That the Asbestos Register is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is approved via the completion of the ASB1 form and/or the Contractor signing-in sheet.
- A visual inspection of those asbestos containing materials remaining on site is conducted and recorded on the ASB2 form according to the frequencies identified in the AMP. Any subsequent changes to asbestos containing materials on site will be recorded in the Register

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to Penny Hammett at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HS04 Arrangements Note as well as the Asbestos Management Plan.

### **Communication and Training**

Detailed guidance and information about health & safety issues can be found in the Health and Safety Service's Arrangements Notes which are located in the OSHENS Document Library. The Health and Safety Service also provide competent health and safety advice for federation staff and can be contacted on 01392 382027 or on [healthandsafety@devon.gov.uk](mailto:healthandsafety@devon.gov.uk)

The Health and Safety Law poster is displayed in staff room of each federation school.

### *Health and Safety Training*

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept by the Executive Head Teacher in the Health & Safety file. She is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Note.

### **Consultation**

Staff are represented on the Resources Committee. Consultation of day to day matters will be achieved by early morning meetings and after school staff meetings.

Members of staff with concerns should raise them initially with the Health & Safety Coordinator. If required, requests for external advice should then be sought from the Health and Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Governing Body welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HS08 Arrangements Note.

### **Contractors**

All contractors must report to the relevant school office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance and requirements for safe practice whilst on site. Where necessary, contractors will also be requested to sign to confirm that they have read and understood the Asbestos Register. To ensure contractor competency, Penny Hammett will undertake competency checks prior to engaging a contractor.

In respect of construction works, Penny Hammett has attended training to ensure that the client's duties under the Construction (Design & Management) Regulations 2015 have been understood and complied with. Specifically, Penny Hammett will ensure that any Designer/Principal Designer and Contractor/Principal Contractor is appointed in writing and will ensure that a Construction Phase H&S Plan is in place prior to any works commencing on the site.

For full details relating to the control of contractors, reference should be made to the HS07 CDM Arrangements Note.

### **Curriculum Activities**

Risk assessments for the significant hazards within curriculum activities will be carried out by the Executive Headteacher using the appropriate Health and Safety Service's model risk assessments listed above.

For full details relating to the primary curriculum areas, reference should be made to the HS46 Arrangements Note.

### **Display Screen Equipment (DSE)**

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and corrective glasses (if required specifically for DSE use) subject to a total cost of £45.00.

For full details relating to DSE, reference should be made to the HS12 DSE Arrangements Note.

### **Fire and Emergencies**

The Executive Head Teacher is responsible for ensuring that the fire risk assessment is undertaken using the RA08 document and controls implemented accordingly. The fire risk assessment is located in the Executive Head teacher's office at each school and will be reviewed annually

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document which is located in the office of the Executive Headteacher at each federation school. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors.

The Administrator in each federation school is responsible for ensuring that the Federation's Fire Log is kept up to date.

COVID-related staffing issues have been considered:

Any illness or self-isolation will be covered by known supply teachers and/or

current staff.

Classes cannot be joined together due to bubble rules and not mixing of groups.

Any staff displaying symptoms will be given a home test if they are unable to get an online test quickly.

Procedures for other critical incidents and off-site emergencies are contained within the Federation's Emergency Management Plan which is located in the main office of each federation school and will be reviewed annually.

Emergency contact and key holder details are held in the buildings file in the main office of each federation school.

For full details relating to fire safety, reference should be made to the HS18 Fire Safety Arrangements Note.

### **First Aid**

The federation has risk assessed the need for first aid provision and the following has been provided accordingly:

Emergency First Aid at Work level:

Peta Goodman, Hannah Chandler, Becky Lea, Vicky Morris, Sophie Gough, Sue Machett, Timandra Burford, Nick Bladon, Emma Palmer, Emily Stoneman, Jo Vincent, Beverly Foulds, Claire Gunningham, Kay George  
Training valid to 09.03.2021

Paediatric First Aid:

Tracey Crawford valid to 07.02.2021

Carrie Ireland valid to 16.10.2022

Michell Lucas valid to 14.10.2022

Kay George valid to 25.01.2022

First Aid boxes are located at the following locations:

In all classrooms and in the main office of each federation school.

Beverley Foulds and Peta Goodman will ensure that refresher training is organised and for maintaining the contents of first aid boxes.

COVID-related staffing issues have been considered and Emergency PPE kits are available to First Aiders/ members of staff and are situated in the Isolation room of each federation school. Each member of the staff has been given their own face visor and arrangements are also in place to clean their designated rooms and equipment on a regular basis.

If a person is displaying Covid-19 symptoms they will be immediately be placed in our isolation room until they can go home safely. Arrangements are also in place to clean the isolation room if a person suspected to have Covid-19 symptoms has been placed in there until they are able to go home.

For full details relating to first aid, reference should be made to the HS19 First Aid Arrangements Note.

## **Legionella**

A water risk assessment for the school has been completed by Interserve for Awliscombe and Eplus Global for Payhembury *and* Tony Norrington is responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene logbook. This risk assessment will be reviewed where significant changes have occurred to the water system.

For full details relating to the control of legionella, reference should be made to the HS28 Legionella Arrangements Note.

## **Lettings/shared use of premises**

The Governing Body will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant Federation health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it.

## **Maintenance of Plant and Equipment**

Regular inspection and testing of federation equipment is conducted to ensure that work equipment is maintained in a safe and efficient state. Records of such monitoring will be kept in the main office at each federation school. All staff are required to report any problems found with plant/equipment to the Executive Head Teacher. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

The following specific statutory inspections and tests will be undertaken by a competent contractor:

- Annual oil fixed heating plant inspection and maintenance, to be undertaken by Devon Fire Alarm Servicing (Cannings).
- Electrical installation inspection every 5 years by Devon Norse

## *Portable Electrical Appliances*

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Executive Head Teacher.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a testing regime on an identified cycle dependent upon the level of risk associated with the particular appliance type. Inspections are undertaken every two years. This inspection and testing will be conducted by Cambs-Pat UK Ltd.

Personal items of equipment should not be brought into either school without prior authorisation and must be subjected to the same inspection process as Federation owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HS16 and HS58 Arrangements Notes.

### **Medication Arrangements**

Arrangements for medication are detailed in the separate Administration of Medicines Policy, which is reviewed annually. A copy of this policy can be found in the medicine file in the main office of each federation school. For full details relating to the administration of medication, reference should be made to the HS32 Medication Arrangements Note.

### **Monitoring**

The Executive Head Teacher will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health & Safety Review process undertaken by the Devon Health and Safety Service. Feedback from this process is to be referred to the Governing Body.

A general inspection of the site will be conducted termly and undertaken by the Health and Safety Co-ordinator; the Resources Committee will carry out an annual inspection. Feedback from this process is to be referred to the Governing Body.

Other processes employed to monitor compliance with this policy and health and safety performance in general include:

- Inspection reports,
- Monitoring cycles e.g. fire extinguishers

For full details relating to monitoring, reference should be made to the HS05 Audit & Monitoring Arrangements Note.

### **Moving and Handling**

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

For full details relating to moving and handling, reference should be made to the HS34/35 Moving and Handling Arrangements Notes.

### **Offsite Visits**

In line with the *Outdoor Education and Visits Policy*, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the *Evolve* online system.

For lower risk Category A visits the Federation's Educational Visits Co-ordinators, Nick Bladon and Peta Goodman

For full details relating to educational visits, reference should be made to the *Outdoor Education and Visits Policy* and standard operations.

### **Personal Safety and Security**

The federation believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific Behaviour Policy is in place at the federation.

Staff will report any such incidents on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the Executive Head Teacher in order to identify and implement control measures. The requirement to undertake a lone working risk assessment will also extend to working alone off-site where staff conduct home visits.

Staff working outside normal federation hours must obtain permission of the Executive Head Teacher.

Risk assessments will be reviewed annually or after significant change and recorded by amending the RA22 Risk Assessment.

### **Federation Security**

The Executive Headteacher is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area.

This will be reviewed annually or after significant change and recorded in the RA24B risk assessment document, using the Security Checklist as an aide.

For full details relating to security and lone working issues, reference should be made to the HS31 Lone Working and HS50 Security Arrangements Note.

### **Stress/Wellbeing**

The federation is committed to promoting high levels of health and well being and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

The Federation has specific arrangements for responding to individual concerns and monitoring staff workloads.

All staff have a return to work meeting after absence, the Federation buys back Wellbeing@Work occupational health support and has clear performance management arrangements. All NQT's have mentors and new staff are inducted properly.

Where appropriate, risk assessment findings will be recorded using the RA25 document.

For full details relating to staff wellbeing, reference should be made to the HS24 Health Issues for Staff Arrangements Note.

### **Work at Height**

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff *must not* climb onto chairs.

Formal training on work at height will be undertaken where the need is identified in the risk assessment process described above. It will be ensured that:

- all work at height is risk assessed and properly planned and organised
- all those involved in work at height are trained and competent to do so
- the use of access equipment is restricted to authorised users
- access equipment is regularly inspected and maintained in a safe condition

For full details relating to the control of work at height, reference should be made to the HS60 Work at Height Arrangements Note.

### **Work Experience**

If the federation *hosts* a work experience placement, any significant hazards within the planned work tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RA28 risk assessment document.

### **Appendix A**

Specific Organisation and Arrangements for Awliscombe C of E School:  
The school has a wildlife area. There is a risk assessment that accompanies the use of the wildlife area and it is located in the school office.  
All children receive safety lessons using outdoor equipment and safe practice in the outdoors.  
The school is on a main road with a 30mph speed limit. Access to the road pavement is through a gate with an external barrier to prevent straight access onto the pavement and road. There is parking for drop-off and collection of children in a lay-by on the same side of road to the school. The apparent lay-by on the other side of the road is a tractor slip road and should not be used for parking. Parents are notified of this in the weekly newsletter when necessary, i.e. beginning of term and as and when the need arises due to misuse.

### **Appendix B**

Specific Organisation and Arrangements for Payhembury C of E School:  
The school uses the local farmer's swimming pool. The owner takes full responsibility for the chemicals in the pool and daily checking and recording.

The school has its own risk assessment for keeping children safe and also employs a lifeguard for every swimming lesson. The majority of the staff has received training for the teaching of swimming and all are first aid trained. The school has an extensive wildlife area with pond. The pond is fenced and locked from the children at all times. There is a risk assessment that accompanies the use of the wildlife area. The wildlife area and external areas of the school are visually checked at the beginning of each half term and after every public letting during weekends before the children use the space.