

# Welwyn St Mary's C of E Primary School

**Believe and Achieve**



***'With God, all things are possible' (Matthew 19:26)***

## Health and Safety Policy

<b>Frequency of review (unless there are changes to legislation)</b>	Every two years
<b>Author</b>	Based on Hertfordshire County Council Model Health and Safety Policy (reviewed January 2025)
<b>Reviewed by staff</b>	May 2025
<b>Approved by governors</b>	June 2025
<b>Date of next review</b>	June 2027



## **Our Vision – Believe and Achieve: ‘With God, all things are possible’ (Matthew 19:26)**

At Welwyn St Mary’s our school vision is ‘Believe and Achieve’ taken from St Matthew’s gospel (Chapter 19, verse 26 – “With God, all things are possible”). By this, we aspire that all members of our community will flourish and be inspired to **be the best that we can be** by believing in ourselves, each other and in the teachings of Jesus. Believing in ourselves will give us the confidence to succeed. Believing in each other will empower others to do their best and by following the teaching of Jesus shows that His teaching drives all aspects of school life.

### **PART 1. STATEMENT OF INTENT**

The Governing Body of Welwyn St Mary’s Church of England VA Primary School 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 statement sets out how these duties will be conducted and includes a description of the school’s organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and/or issued to, all members of staff, saved on the shared drive and published on our website.

This policy statement and the accompanying organisation and arrangements will be reviewed every 2 years.

This policy statement supplements:

- Supporting pupils with medical needs
- Positive Behaviour Policy
- Safeguarding Policy
- Critical Incident Plan
- Child Protection Policy



**Chair of Governors**

20/6/25.



**Headteacher**

20/6/25



## **PART 2. ORGANISATION**

In Voluntary Aided schools, the responsibility for health and safety rests with the Governing Body as the employer.

**At a school level duties and responsibilities have been assigned to staff and governors as detailed below.**

### **Responsibilities of the Governing Body**

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day-to-day management of the school.

As a minimum these management systems should adhere to the LA's health and safety policy, procedures and standards as detailed on the H&S pages of the [Hertfordshire Grid](#) and follow the HSE's '[Managing for health and safety](#)' (HSG65) ([hse.gov.uk](http://hse.gov.uk)), namely:

- **Plan**-set the strategic direction for effective H&S management.
- **Do**-ensure management systems deal with risks sensibly, responsibly and proportionately.
- **Check**-monitoring and reporting processes are in place to ensure the school is compliant.
- **Act**-undertake a formal review of health and safety performance.

A Health & Safety Governor, Adrian Lofty, has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Headteacher in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with.

In Voluntary Aided Schools, the Governing body as the employer provides access to competent H&S advice via HCC's Health and Safety Team, Tel: 01992 556478 [healthandsafety@hertfordshire.gov.uk](mailto:healthandsafety@hertfordshire.gov.uk) as required by the Health and Safety at Work etc. Act 1974.

### **Responsibilities of the Headteacher**

Overall responsibility for the day-to-day management of health and safety in accordance with the governing body's health and safety policy and procedures rests with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.



- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the Governing Body as the employer any significant risks which cannot be rectified within the establishment's budget.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

**Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.**

The task of overseeing health and safety on the site has been delegated by the head to the site manager. Within departments this task is further delegated to the subject leader.

#### **Responsibilities of other staff holding posts of special responsibility**

The site manager and subject leaders will:

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the head of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

#### **Responsibilities of employees**

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.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in



undertaking their work.

- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in 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.
- Email the headteacher and site manager with any hazards and locations that require attention.
- Injury or Dangerous Occurrences Report Form File - containing copies of HCC accident reports sent to HSE is located in the school office.
- Staff Accident/Incident Log - to be completed by staff for any accident or incident that occurs in school – liaise with office manager

**Other specific school roles and responsibilities, e.g. where there are third parties / other services on site.**

The school is also the lead agency of the **wraparound care on site** and thus retains overall responsibility for H&S. The local arrangements of this policy will therefore apply equally to **Rising Stars Wraparound Care**. The school retains responsibility for all repairs and maintenance. The day-to-day management of health and safety within **Rising Stars Wraparound Care** is the responsibility of Alison Draper (After-school Club Lead) and Nick Webb (Rising Stars Manager).

Rising Stars must have H&S measures in place for risk assessments, first aid provision etc. The service manager will develop their own local health and safety arrangements to supplement those of the school, both parties to collaborate and communicate effectively on shared issues (lockdown, fire evacuation arrangements etc.). A 'site user group' meeting occurs at least annually with H&S a standing agenda item.



### **PART 3. LOCAL ARRANGEMENTS**

Further detailed information and guidance on the LA's expectations are provided via [Health and safety - Hertfordshire Grid for Learning \(thegrid.org.uk\)](http://thegrid.org.uk)

The following list of arrangements covers the key elements of a Health and Safety policy.

Appendix 1	-	Risk Assessments
Appendix 2	-	Offsite visits
Appendix 3	-	Health and Safety Monitoring and Inspections
Appendix 4	-	Fire Evacuation and other Emergency Arrangements
Appendix 5	-	Fire Prevention, Testing of Equipment
Appendix 6	-	First Aid and Medication
Appendix 7	-	Accident Reporting Procedures
Appendix 8	-	Health and Safety Information and Training
Appendix 9	-	Personal safety / lone Working
Appendix 10	-	Premises Work Equipment
Appendix 11	-	Flammable and Hazardous Substances (COSHH)
Appendix 12	-	Asbestos
Appendix 13	-	Contractors
Appendix 14	-	Work at Height
Appendix 15	-	Moving and Handling
Appendix 16	-	Display Screen Equipment
Appendix 17	-	Vehicles
Appendix 18	-	Lettings
Appendix 19	-	Stress
Appendix 20	-	Legionella
Appendix 21	-	School Swimming and pools
Appendix 22	-	Infectious diseases



<b>RISK ASSESSMENTS</b>
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**General Risk Assessments**

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the relevant teacher following guidance contained on the H&S pages of the [Hertfordshire Grid](#) and are approved by the Headteacher.

Risk assessments are available for all staff to view and are held centrally in the staffroom and, electronically, on the shared drive: Teachers/School performances, trips and photos/ Risk Assessments. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

As part of the review process previous versions of risk assessments are clearly dated and securely kept. Risk assessment records will be kept for a minimum of 5 years (any relevant risk assessments linked to pupil incidents and subsequent investigations will be retained for a minimum of 3 years after their 18<sup>th</sup> Birthday).

**Individual Risk Assessments**

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by a teacher or the headteacher. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

**Curriculum Activities**

Risk assessments for curriculum activities will be carried out by the relevant teacher/subject teacher using the relevant codes of practice and model risk assessments detailed below. Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use lesson plan.

All LA schools have a subscription to [CLEAPSS](#) and their publications are used as sources of model risk assessment within Science, Art and DT.

See

- CLEAPSS technology site <http://dt.cleapss.org.uk/>; CLEAPSS science site <http://science.cleapss.org.uk/>; CLEAPSS primary school's site <http://primary.cleapss.org.uk/>

In addition, the following publications are used within the school as sources of model risk assessments:

- Be Safe! Health and Safety in primary science and technology, 4th Edition ASE ISBN 978-0-86357-426-9
- Safe Practice in Physical Education, School Sport and Physical Activity 2024' Association of PE 'AfPE' <http://www.afpe.org.uk/>



<b>OFFSITE VISITS</b>
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HCC has adopted the Outdoor Education Advisory Panel's (OEAP) [national guidance](#) for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance available via <https://oeapng.info/>

Responsibilities of key roles are outlined by the OEAP here:

[Visit leader](#)

[EVC](#)

[Headteacher](#)

See HCC's policy for the [management of Learning outside the classroom and offsite visits](#)

The LA's Offsite Visits Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system.

Evolve is used for the planning and approval of offsite visits, specifically for those, which are more 'remote', such as the PGL school residential and involves transport and thus immediate support from the school is unavailable, relevant risk assessments, participants' names etc. will be attached electronically as required. The school also have their own set of standard operating procedures and risk assessments for local learning areas (routine / low risk activities taking place near the school).

The member of staff planning the trip (visit leader) will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) [Stuart Whiteland and Emma Phillips] who will check the documentation and planning of the trip and if acceptable refer the visit for approval to the headteacher [Stuart Whiteland] for approval.

HCC recommends that the EVC should attend training and refresher training every 3 -5 years.



**HEALTH AND SAFETY MONITORING AND INSPECTION**

A formal inspection of the site will be conducted on a termly basis and be undertaken / co-ordinated by the site manager.

Inspections of individual departments will be carried out by Heads of Department or nominated staff.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the headteacher. Responsibility for following up items detailed in the safety inspection report will rest with the Site Manager and the Health & Safety Governor, as part of the Finance & Fabric Committee.

A named governor [Adrian Lofty – H&S Link Governor] will be involved in monitoring the school's health and safety management systems on at least an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Advice and pro forma inspection checklists to assist the monitoring process can be found on the [Grid](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

See Appendix 10 for details of monitoring premises compliance issues.

**FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS**

The headteacher is responsible for ensuring the school's fire risk assessment is undertaken by a competent person and implemented following guidance contained in '[Fire safety risk assessment; Educational premises](#)' and the [Grid](#).

The fire risk assessment is located electronically in *SharePoint>Teachers>Site Manager>Fire Risk Assessment* and will be reviewed on an annual basis.

### **Emergency Procedures**

Fire and emergency evacuation procedures are detailed in *St Marys Sharepoint>Office>Evacuation Plans>Fire Evacuation 2024.docx* and in the school's emergency response plan, and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process. This training is supported by regular termly drills.

Evacuation procedures are also made available to all other users of the building (contractors / visitors/ hirers etc.).

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained as part of the school's emergency



response plan by the Finance Officer and Office Manager and updated to the LA via Solero.

The school has arrangements in place for the evacuation of people with specific needs and where required the SENCo and class teacher are responsible for completing Personal Emergency Evacuation Plans (PEEPs) which are reviewed annually / sooner in the event of any significant changes.

### **Fire Drills**

- Fire drills will be undertaken termly, and results recorded in the fire logbook.

### **Fire Fighting**

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.
- Staff are made aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use at induction.

### **Details of service isolation points (i.e. gas, water, electricity)**

**Water:** There is a stop cock in the floor by the medical bay.

**Electricity:** Mains switch off is in the service board in the plant room in the basement.

**Gas:** There are two emergency gas shut off point in the kitchen.  
One between the door into the dining hall and serving hatch  
One near the kitchen exit on the way out to the KS2 play area.  
A lever on the gas pipe by the gas hobs  
There is an emergency gas switch off button opposite the two boilers in the basement

### **Details of chemicals and flammable substances on site.**

An inventory of these will be kept by the Site Manager as appropriate, for consultation.  
(See COSHH Appendix 11)



<b>INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT</b>
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The site manager is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire logbook located in the site manager's office and on *St Marys Sharepoint>Teachers>Site Manager>Monthly Annual Reports>Fire Drill>Fire Drill Record Sheet.docx*.

**FIRE ALARM SYSTEM**

Fire alarm call points will be tested weekly in rotation. This test will occur on Friday 7:00 – 7:30am.

Any defects on the system will be reported immediately to the alarm contractor.

A fire alarm maintenance contract is in place with CAMS Fire and Security and the system tested annually by them.

**FIRE FIGHTING EQUIPMENT**

Weekly in-house checks are undertaken to ensure that all firefighting equipment remains available for use and operational.

Chubb undertakes an annual maintenance service of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Chubb.

**EMERGENCY LIGHTING SYSTEMS**

Emergency lighting will be checked for operation monthly in house and these tests recorded.

Annually a full discharge test for the duration of the batteries and certification of the system will be undertaken by Plowright & Hinton in August 2025.

**MEANS OF ESCAPE**

Daily checks are undertaken for any obstructions on exit routes and ensures all final exit doors are operational and available for use.



<b>FIRST AID AND MEDICATION</b>
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The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities).

**TRAINED TO FIRST AID AT WORK LEVEL (3 days /18 hrs):**

Katie Bryant  
Emma Phillips

**TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 2 days/ 12 hrs):**

Georgia Birch (to 25 Nov 2027) – 1 Birch  
Tamsin Brunson (to 6 Jan 2028) – 3 Hazels  
Katie Bryant (to 19 March 2027) – 4 Larches  
Salli des Forges (to 30 January 2026) – 5 Pines  
Hayley Hanley (to 2 July 2027) – Reception  
Alice Hawkins (to 20 Feb 2028) – 2 Chestnuts/Apples  
Nicky Jackson (to 12 Dec 2025) - Nurture  
Natasha Lewis (to 13 Oct 2027) - Reception  
Sarah Porter (to 15 Nov 2025) – 2 Cedars  
Viv Pullin (to 16 June 2026) – 4 Limes  
Helenka Sanyal (to 25 Nov 2027) - Reception  
Tammy Spence (to 13 Oct 2027) - Reception

For school based early years providers under the EYFS at least one person who has a current paediatric first aid certificate must be on the premises and available at all times when children are present and must accompany children on outings.

**TRAINED TO EMERGENCY FIRST AID AT WORK (1 day / 6 hrs):**

Alice Hawkins  
Sam Rogers

**OTHER TRAINING IN EMERGENCY FIRST AID (6 hr):**

Mental Health First Aid – Sam Branch, Nicky Jackson, Emma Harrison

First aid qualifications remain valid for 3 years. The office team will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

**FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:**

Entrance foyer

Medical room

Reception class corridor

Katie Bryant is responsible for regularly checking (termly) that the contents of first aid boxes, (including travel kits) are complete and replenished as necessary.

**An AED (automated external defibrillator) IS LOCATED IN THE MEDICAL ROOM.**

**The office team** checks the AED on a weekly basis (modern AEDs self-test and will indicate a problem via a warning light / audible alarm).

Defibrillators are registered on [The Circuit](#) to ensure they are visible to local ambulance services.



**Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 111) and, in the case of pupil with the parents/carers.

School nurse 01707 252450

QEII Urgent Care / Lister hospital 01438 314333

### **Administration of medicines**

All medication will be administered to pupils in accordance with the DfE document [Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate school policy.

No member of staff will administer **any** medication (prescribed or non-prescribed) to children under 16 without a parent's written consent except in exceptional circumstances.

The Office Manager and the office team are responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept by the office staff.

All non-emergency medication kept in school is securely stored in a lockable cupboard in the finance office, refrigerated meds kept in clearly labelled container within fridge up in the staff area with access strictly controlled. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens are always readily available to children and not locked away. These are kept in the school office, and clearly labelled.

The school have chosen to hold an emergency salbutamol inhaler for use by pupils who have been prescribed an inhaler and for whom parental consent for its use has been obtained. This emergency inhaler would be used if the prescribed inhaler is not available e.g., broken / empty.

The school have chosen to hold an emergency Adrenaline auto injector (AAI) e.g., EpiPen for emergency use on pupils who have been prescribed one and for whom parental consent for its use has been obtained. This emergency AAI would be used where their own device is unavailable or not working.

In the event of a possible severe allergic reaction in a pupil without a prescribed device, parental consent/emergency services (999) would be contacted, and advice sought as to whether administration of the emergency AAI is appropriate.

### **Individual Health Care Plans (IHCP)**

Parents / carers are responsible for providing the school with up to date information regarding their child's health care needs and providing appropriate medication.

IHCPs are in place for those pupils with significant medical needs e.g., chronic



or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc.

The IHCP is developed with the pupil (where appropriate), parent/carer, designated named member of school staff, specialist nurse (where appropriate) and relevant healthcare services. These plans will be completed at the beginning of the school year / when child enrolls / on diagnosis being communicated to the school and will be reviewed annually by Sam Branch (the SENCo).

All staff are made aware of any relevant health care needs and copies of health care plans are available in the staffroom.

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.



## ACCIDENT REPORTING PROCEDURES

### **Accidents to employees**

Employees must report all accidents, violent incidents and near misses.

Where HCC is the employer then **all** employee incidents must be reported to HCC using the online accident/incident reporting system hosted on Solero.

Employee accident / incident forms are to be retained for a minimum of 3 years.

### **Accidents to pupils and other non-employees (members of public / visitors to site etc.)**

A local accident book in the medical room, office and outside the Reception classes are used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

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

Pupil / student accident forms are to be retained for a minimum of 3 years after their 18<sup>th</sup> Birthday.

### **All Accidents**

All major incidents will be reported to the Headteacher and the Governing Body and Health and Safety Governor.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible. Any relevant learning points will be communicated to relevant staff and pupils / students.

### **Reporting to the Health and Safety Executive (HSE)**

The Headteacher is responsible for ensuring all RIDDOR reportable incidents are reported.

Incidents involving a fatality or major injury (to employees, [see specified reportable injuries from HSE](#)) will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/>

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc. within 10 days of the incident occurring.
- Employee absence or inability to carry out their normal duties as the result of a work-



related accident, for periods of 7 days or more (including W/E's and holidays), within 15 days of the incident occurring.

See the HSE information sheet ['Incident reporting in schools'](#) EDIS1 REV 3

**For VC and Community schools any incident notified to the HSE must also be reported to the LA's Health and Safety Team.**



<b>HEALTH AND SAFETY INFORMATION &amp; TRAINING</b>
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**Consultation**

Employees and/or their representatives will be consulted on all matters that affect their health, safety and welfare.

The school has a Finance & Fabric committee, which meets on a half-termly basis with a membership of 6 governors and 2 associate governors.

Both this sub-committee and the full governing body meet half termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by school management.

The Headteacher has not been informed of a teaching Trade Unions appointed Safety Representative on the staff.

Staff meetings are held on a weekly basis and Health and Safety is a standing agenda item.

**Communication of Information**

Information and guidance on how to comply with the LA's health and safety policy is given via the [H&S pages of the Grid](#).

The Health and Safety Law poster is displayed in the staffroom.

The Education Health and Safety Team, Tel: 01992 556478 provide competent health and safety advice for Community, Community Special and VC schools. In a Voluntary Aided School, such as Welwyn St Mary's, then the Governing body as the employer provides access to competent H&S advice via HCC'S H&S team (Tel: 01992 556478) as required by the Health and Safety at Work etc. Act 1974.

**Health and Safety Training**

All employees will be provided with:

- a copy of and induction training in the requirements of this policy.
- update training in response to any significant change.
- training in specific skills needed for certain activities (e.g., use of hazardous substances, work at height etc.) matched to their work and responsibilities
- refresher training where required.

Any new instructions or restrictions will be communicated to all staff either in writing or via staff meetings and recorded in minutes and highlighted as part of the standard cycle of policy review.

Training records will be kept electronically, where possible and in the SharePoint/Staff Meeting folder and in the Office training records file. Annie Ragless/Finance Officer is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received and ensuring staff are competent to undertake their duties.



Each member of staff is also responsible for drawing the Headteacher's / line managers attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.



<b>PERSONAL SAFETY / LONE WORKING</b>
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The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the headteacher.

These incidents will also be reported to the governing board.

The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

### **Lone working**

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

**Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.**

Staff working outside of normal school hours must obtain permission of the Headteacher and sign in and out of the school premises using their access card.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g., access to a telephone or mobile phone etc. and that they inform someone of their whereabouts, the time they are expecting to remain onsite and expected time to return home/arrive at their next destination etc.

Specific arrangements and expected control measures for lone working off site, *e.g. for staff conducting home visits*:

- It is expected that two members of staff will conduct home visits, unless authorised or specified otherwise by the Headteacher prior to the visit.
- Maintain mobile phone contact
- Notify a colleague of visit details, expected time of return / end time and arrangements for contacting etc.

### **School staff responding to alarm call outs**

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.



<b>PREMISES AND WORK EQUIPMENT</b>
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All staff are required to report to the site manager any problems found with the premises or plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Where premises defects are identified, a dynamic assessment is conducted to determine if the area should be isolated / cordoned off whilst awaiting repair.

The site manager and Finance Officer are responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

Equipment restricted to those users who are authorised / have received specific training is contained in the risk assessment file in the site manager's office.

### **Planned maintenance / inspection**

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors.

Oversight of premises compliance issues is the responsibility of the site manager this is achieved by the use of [HCC compliance tracker](#).

### **Curriculum Areas**

Teachers are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

### **Electrical Safety**

The Electricity at Work Regulations 1989 require electrical equipment in the workplace to be maintained, regardless of ownership (e.g. employee-owned, leased or hired).

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Damaged /defective equipment must not be used and will be reported to the site manager.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in).

All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

This inspection and testing will be conducted by an external contractor on an annual basis.

The site manager is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing.

Personal items of equipment should not be brought into school without prior agreement. Whilst most equipment phone chargers etc. will be very low risk basic visual checks on condition prior to use must be undertaken. Higher risk items of equipment will also be checked by the site team and where relevant included in the schools PAT testing cycle.

An electrical installation condition report (fixed wire test) will be conducted by an external contractor on a 5-year cycle.

Records of these inspections and certification will be maintained and remedial works arising acted upon in a timely manner.

### **PE and External play equipment**



External play equipment will only be used when appropriately supervised.

This equipment will be checked daily before use for any apparent defects, and the site manager will conduct and record a formal termly inspection of the equipment.

PE and Play equipment are also subject to an annual inspection by an external contractor.



<p><b>COSHH (FLAMMABLE AND HAZARDOUS SUBSTANCES)</b></p>
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Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the “**Control of Substances Hazardous to Health Regulations 2002**” (COSHH Regulations).

Within curriculum areas (in-particular science and DT) subject leaders are responsible for COSHH and ensuring that an up-to-date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health is the site manager.

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all substances are appropriately and securely stored out of the reach of children.
- all substances are kept in their original packaging and labelled (no decanting into unmarked containers).
- any cases of accidental or deliberate ingestion of a potentially hazardous substance will be risk assessed and appropriate action taken including transfer to A&E
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

Records of exposure to hazardous substances in the workplace should be kept for up to 40 years.

### **PPE**

All staff required to wear PPE will be provided with suitable information, instruction and training in its use and will use PPE provided accordingly, reporting any defects to their manager.

Where persons may be affected by their use on site, the site manager is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).



An asbestos survey, register and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted on August 2014.

The school's asbestos log (including school plans, asbestos survey data and a site-specific register and management plan) is held in the small photocopier area by the school office.

The Headteacher will ensure that **all** school staff (and others such as catering and cleaning staff who may not be employed directly by the school) are made aware of the location of asbestos containing materials (ACM) within their work areas.

**Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g., affixing anything to walls without first obtaining approval from an Asbestos Authorising Officer.** (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos authorising officers and the area immediately evacuated and closed / locked off. (The school has a incident procedure for dealing with an unplanned disturbance of asbestos-containing materials see <https://thegrid.org.uk/Restricted-assets/asbestos-incident-management-july-2023.pdf>)

Professional advice will be sought and details of the incident reported to HCC's asbestos team [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk).

The school's asbestos authorising officers are the headteacher and site manager and refresher training is required 3 yearly.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g., boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum) as part of the school's asbestos management plan.
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g., areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years).
- The school's asbestos management plan is kept up to date, reviewed at least annually and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via [asbestos@hertfordshire.gov.uk](mailto:asbestos@hertfordshire.gov.uk).
- Where more invasive works and / or works which go beyond the limitations of the management survey are planned, a refurbishment / demolition survey will be



commissioned to obtain a comprehensive assessment of all ACMs that could be affected prior to the works commencing.

## APPENDIX 13

### CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to the school office where they will be asked to sign in and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

The site manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

#### **School managed projects**

The [Construction \(Design and Management\) Regulations 2015](#)<sup>1</sup> applies to all building, demolition, repair and maintenance or refurbishment work.

Where the school undertakes projects direct the governing body are considered the 'client' and therefore have additional statutory obligations. These projects are managed by the site manager on the school's behalf who will ensure landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the County Council that they understand and abide by health and safety regulations. Details can be found at [Property contractors and consultants - Hertfordshire Grid for Learning \(thegrid.org.uk\)](http://thegrid.org.uk)

When considering the appointment of contractors outside of Hertfordshire frameworks the site manager will undertake appropriate competency checks prior to engaging a contractor i.e. they have sufficient skills, knowledge and experience) to do the job safely, the degree of competence required will depend on the work to be done.

Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe systems of work to be used prior to works commencing on site.

Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The school, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

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<sup>1</sup> Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/ or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the school's behalf.



## WORK AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a **task specific** risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

Storage above head height is minimised as far as possible, where this cannot be avoided only lightweight and rarely used items are stored there.

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 etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders / stepladders.

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff. See also [LA455 - The Ladder Association](#)

The establishments nominated person(s) responsible for work at height is the site manager.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised.
- the use of access equipment is restricted to authorised users.
- all those involved in work at height are trained and competent to do so.
- the risks from working at height are assessed and appropriate equipment selected.
- a register of access equipment is maintained, all equipment is regularly inspected and maintained with any defective equipment taken out of use until repaired / replaced.
- any risks from fragile surfaces is properly controlled.
- Contractors must use a safe system of work when working at height.

## LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

**Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.**

Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to the site manager and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.



### **Paediatric Moving and Handling**

All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6 monthly basis by a competent contractor.

## **APPENDIX 16**

<b>DISPLAY SCREEN EQUIPMENT (DSE)</b>
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All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g., admin / office staff shall have a DSE assessment carried out.

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).

Advice on the use of DSE is available via the [Grid](#)



<b>VEHICLES ON SITE</b>
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Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / carers when bringing children to school or collecting them except in cases of illness or injury.

Access to the school must be kept clear for emergency vehicles.

Separate pedestrian and vehicle gates are provided.  
A risk assessment is in place for pedestrian / vehicle segregation.

There are restrictions on vehicle movement at certain times, predominantly during the school day, and when authorisation is given, for instance for parking on site, due care and attention, particularly if reversing vehicles, is emphasised. Deliveries are made to the main school entrance, and care still needs to be taken in the car park as this is also used for pedestrian access to the school. Clear demarcation with white lines and pedestrian symbols and zebra crossing demarcations to identify the suggested route through the car park for people on foot. At drop off and pick up, the site manager and other members of staff help to supervise entrance gates and pathways at beginning/end of school day.

<b>LETTINGS / SHARED USE OF PREMISES</b>
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Lettings are managed by the headteacher and the office team.

They will ensure a signed letting agreement is completed specifying the school's terms and conditions for hire. ( See [Hiring agreements and third party access - Hertfordshire Grid for Learning \(thegrid.org.uk\)](https://www.thegrid.org.uk))

Relevant public liability cover must be in place and checked by the school.

The school will provide hirers with a site induction to ensure they are clear on emergency procedures and any specific risks or restrictions relating to the use of the site.

A risk assessment (proportionate to the activity) will be completed before the event, the school reserves the right to impose restrictions in order to ensure health and safety.

This section should be read in conjunction with the school's Lettings policy. Lettings are agreed with specific restrictions on the use of school equipment, and upon seeing the organisation's safeguarding policy and public liability insurance. The organisation letting the school building/premises must ensure they have adequate staffing requirements and first aid provision in place. The school makes clear to any letting the fire and emergency arrangements, areas with and without emergency lighting, and the need for a public entertainment license etc, where necessary.



The governing body supports the greater community use of the school premises, to organisations and for activities relating to children and /or families, the school or community, for example lettings associated with PTFA activities and extended schools activities will be actively supported.

The following aspects refer to health and safety considerations relating to hires:

- Hirers must produce a suitable insurance certificate or agree to the terms and conditions of the LA's public liability insurance.
- Hirers must confirm in writing their arrangements for compliance with the school's safety briefing for hirers. Specific restrictions apply regarding numbers attending and equipment used
- Hirers are not permitted to interfere with the building or its fittings, fixtures or contents in any way, without the previous consent of the governors in writing. Furniture should be moved any when necessary and replaced in its original position unless otherwise directed.
- Hirers must comply with no-smoking requests.
- Hirers of the gymnasium or other parts of the premises for sporting or other physical activities must ensure safe conditions and proper supervision by appropriately qualified persons, including qualified first-aiders. When specialist equipment is to be used, e.g. for sports or fitness a suitably qualified person must be on duty. Names and qualifications of all first aiders must be provided in writing.
- The school field is let out of school hours and a key to the field gate may be given to the hirers for access at these times.



<b>STRESS / WELLBEING</b>
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The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors in line with the [HSE management standards](#)

The school will

- demonstrate good practice through a step-by-step risk assessment approach, ensuring the systems in place to support school staff are reflected in a risk assessment.
- allow assessment of the current situation using pre-existing data, staff surveys etc.
- promote active discussion with staff and their UNION representatives, to help decide on practical improvements that can be made

The school's wellbeing leaders are Sam Branch, Emma Harrison and Nicky Jackson.

The school has a policy in place to mitigate against and deal with the effects of stress amongst all staff members. Any individual who considers that they might be suffering stress should talk to the headteacher in the first instance or any member of the senior leadership team or wellbeing team.

Performance Appraisal and the option of coaching, mentoring and/or personal development plans are available within the school for responding to individual concerns and monitoring staff workloads. School Wellbeing sessions have taken place on an approximately half-termly basis, which have given staff the opportunity to discuss any issues with SLT, wellbeing leads and/or trained professionals.



<b>LEGIONELLA</b>
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A legionella risk assessment of the school has been completed on 9<sup>th</sup> April 2025 by Steve Baker of Trustwater (Jardak).

The site manager is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water logbook.

This risk assessment will be reviewed on a regular cycle and specifically where whenever there is reason to suspect it is no longer valid, e.g., significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are undertaken and recorded.

- Water is heated and stored to 60 deg C at calorifiers (any vessel that generates heat within a mass of stored water).
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods).
- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifiers).
- Quarterly disinfection / descaling of showers.
- Stored cold water tanks are inspected for compliance and safety on an annual basis by R West Plumbing and tank water temperature recorded.

All records relating to the management of Legionella must be kept for 5 years.

Water sampling for bacteria levels is undertaken annually.

<b>SCHOOL SWIMMING</b>
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**Primary school swimming in public pools / secondary schools**

These will be planned as an offsite visit in line with the school's policy.

The school will obtain a copy of the pool's standard operating procedure (PSOP), sometimes referred to as a normal operating procedure (NOP) and emergency action plan (EAP) which identify the safety arrangements for the host pool.

In addition, the school will obtain assurance over:

- The level of training of the swimming teacher(s) (Swim England level 2 Teaching Swimming (formerly ASA level 2)).
- Pupil / swimming teacher ratios.
- Rescue / lifeguard provision provided.
- Changing provision / arrangements



<b>INFECTION CONTROL</b>
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The school follows UKHSA guidance '[Health protection in education and childcare settings](#)' and the recommended [exclusion periods](#) for specific infectious diseases detailed in this guidance.

Risks for new and expectant mothers will be assessed and reviewed frequently, they will be notified of any known cases of infectious diseases that they may have been in contact with and that can affect pregnancy e.g., chickenpox, measles, rubella, slapped cheek etc. in order they can seek medical advice.

In the event of an outbreak the school will review and reinforce existing baseline infection prevention and control measures.

This will include:

- encouraging all staff and students who are unwell not to attend the setting.
- ensuring all eligible groups are enabled and supported to take up the offer of [national immunisation](#) programmes including coronavirus (COVID-19) and flu
- ensuring occupied spaces are well ventilated and let fresh air in
- reinforcing good hygiene practices such as frequent cleaning
- ensuring all potential contamination incidents involving bodily fluids are managed to minimise the risk of cross infection including cleaning, use of PPE and disposal of contaminated materials
- considering communications to raise awareness among parents and carers of the outbreak or incident and to reinforce key messages, including the use of clear hand and respiratory hygiene measures within the setting such as [E-Bug](#)

Specialist advice from UKHSA East of England Health Protection Team will be sought in the event of any outbreak or serious or unusual illness as listed in Chapter 4 of '[Health protection in education and childcare settings](#)' for example

- a higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection or diarrhoea and vomiting.
- evidence of severe disease due to an infection, for example if a pupil, student, child, or staff member is admitted to hospital.
- more than one infection circulating in the same group of students and staff for example chicken pox and scarlet fever.