

# Health and Safety Policy

## 2016



**ENFIELD**  
LEARNING TRUST

	Name	Signature	Date
Prepared by:	Dennis Brown		01.09.16
Checked and Reviewed by:	Estelle Tierney		01.09.16
Approved by:	Sarah Turner		01.09.16
Document Title:	Health and Safety Policy for the Enfield Learning Trust		
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**This plan will be amended according to legislation / changes to better practice and will be updated as and when required.**

### The Trustees

This policy supplements and should be read in conjunction with the London Borough of Enfield, Schools Health Safety Framework Policy. It lays down the local organisation and arrangements established by the Trustees to implement that policy.

The Trustees are committed to high standards of health, safety and wellbeing and will take all reasonable steps to ensure the Schools and Children's Services Health and Safety Framework Policy, and its health and safety procedures e.g. Health and Safety documents available on Fronter, Fire Log Book, Responsible Persons Premises Log etc are implemented. In view of this, the school's own safety policy has been devised to complement that of the Local Authority and provide those details that a Local Authority policy cannot.

**The Trustees recognise their responsibilities as set out in the Local Management of Schools Scheme. We will endeavour to ensure the Schools and Children's Services department's Framework policy is implemented with regard to:**

- a safe and healthy working environment with adequate control of health and safety risks arising out of the school's activities
- an effective local organisation to implement the policy
- full consultation with staff on matters affecting their health and safety
- effective communication throughout the school on health and safety matters
- provision of information, instruction and supervision
- ensuring staff are competent to carry out their work and meet their health and safety responsibilities; and the provision of adequate training and development
- obtaining competent advice when that is not available within the school
- risk assessments are undertaken and the necessary controls implemented
- the effective management of contractors
- effective monitoring and review of the implementation of the policy and health and safety performance adequate resources to implement this policy

The Trustees will review this policy annually.

Signed:

John West

Date:

Chair of Trustees

## Responsibilities

### **Chief Executive Officer (CEO)**

The CEO is responsible for the overall implementation of this policy throughout the schools. This includes day-to-day responsibility for maintenance and development of safe working practices and conditions for all staff, pupils, visitors and any other person using the premises or undertaking activities under the school's control. In particular, the CEO will:

- (a) nominate a senior manager as health and safety coordinator
- (b) ensure subordinate managers meet their health and safety responsibilities
- (c) ensure the arrangements for consultation with staff are implemented and chair the safety committee
- (d) ensure effective communication of health and safety matters
- (e) ensure requirements with regard to staff competence are met
- (f) ensure health and safety standards, school health and safety procedures/codes of practice are implemented
- (g) ensure risk assessments are carried out
- (h) undertake risk assessments in relation to directly managed staff (e.g. stress risk assessments)
- (i) ensure health and safety monitoring is undertaken, including:
  - (i) incident reporting and investigation
  - (ii) specific equipment & premises inspections
  - (iii) termly inspections
  - (iv) monitoring of health safety action plans
  - (v) health and safety in staff appraisals
  - (vi) ensuring an annual (or ongoing) report is provided to the governing body
  - (vii) make recommendations to the governing body in relation to external independent audits
  - (viii) report to the governing body any health and safety issues that cannot be resolved.

### **Senior management team**

The senior management team will support the CEO with regard to the overall management of health and safety in the school. This includes:

- (a) providing leadership by ensuring health and safety is considered as part of every decision
- (b) considering the health and safety impact of new initiatives
- (c) informing the Head about any health and safety issues that affect the school
- (d) agreeing strategic health and safety initiatives
- (e) monitoring the overall implementation of the schools health and safety policy in their areas of control and agreeing health and safety reports.

### **Health and safety coordinator**

The health and safety coordinator is responsible for the overall coordination of health and safety throughout the school on behalf of the CEO. Responsibilities include:

- (a) co-ordinating all aspects of health, safety and wellbeing policy and practice
- (b) liaising with safety representatives and attending the safety committee
- (c) disseminating health and safety information

- (d) coordinating accident reporting procedures
- (e) coordinating emergency evacuation procedures
- (f) ensuring health and safety matters raised by staff are dealt with
- (g) maintaining a central file of health and safety procedures and other relevant information;
- (h) monitoring implementation of the policy by:
  - (i) ensuring heads of department undertake inspections
  - (ii) ensuring incidents are investigated
  - (iii) reporting 'reportable' incidents to the Health and Safety Executive.
  - (iv) managing the schools annual monitoring checklist
  - (v) making recommendations to the Head teacher about an independent audit
  - (vi) reporting health and safety issues that cannot be resolved to the Head/governing body.

### **Other managers**

(Including heads of department, managers of non-teaching staff.)

Managers are responsible for implementing this policy in their area of control. This includes:

- (a) ensuring staff meet their health and safety responsibilities
- (b) consulting with staff on matters affecting their health and safety
- (c) communicating health and safety information to staff
- (d) assessing staff competence and ensuring appropriate training and development
- (e) ensuring school-wide health and safety standards, and school health and safety procedures/codes of practice, are implemented
- (f) ensuring risk assessments are carried out
- (g) ensuring safe working procedures and codes of practice are prepared for activities under their control
- (h) undertaking risk assessments in relation to directly managed staff
- (i) implementing monitoring arrangements, such as:
  - (i) incident reporting and investigation
  - (ii) specific equipment / premises inspections
  - (iii) termly inspections
  - (iv) the schools annual monitoring checklist
  - (v) including health and safety in staff appraisals
- (j) reporting any health and safety issues which cannot be resolved to the health and safety coordinator/Head.

### **All members of staff**

All members of staff are responsible for:

- (a) taking care of their own health and safety and the health and safety of others affected by their actions
- (b) co-operating with the Trustees by following the schools safe working procedures and meeting responsibilities laid down in this policy
- (c) reporting health and safety hazards and any inadequacies they identify in health and safety procedures to their line manager or the school health and safety coordinator
- (d) undertaking any health and safety training/development identified as necessary
- (e) using work equipment in accordance with safe working procedures, instructions and training
- (f) not making unauthorised or improper use of equipment
- (g) ensuring a risk assessment is undertaken when carrying out projects or new activities
- (h) reporting health and safety incidents, and near misses, in accordance with the schools reporting procedures.

## Safety representatives

Safety representatives do not have responsibilities under this policy. However, they have functions as laid down in the Safety Representatives and Safety Committees Regulations 1977 (SI 1977 No. 500). Reasonable time will be provided to enable safety representatives to carry out their functions subject to the exigencies of the service. This should be arranged with their line manager and the health and safety coordinator.

Where no union representation for safety is available under the Safety Representatives and Safety Committees Regulations 1977, the Health and Safety (Consultation with Employees) Regulations 1996 will apply and employees will be consulted directly as individuals, or through **elected** health and safety representatives (known as “representatives of employee safety” in the Regulations), or a combination of the two.

## **ARRANGEMENTS FOR IMPLEMENTING THE POLICY**

### **Consultation with Staff**

#### **Health and safety committee**

There is an established health and safety committee for Schools and Children's Services, which meets termly. It is chaired by the Chief Education Officer, and includes management representatives and safety representatives elected by the staff. The committee facilitates consultation on schools issues, such as policy, strategy and guidance. It is also a forum where safety representatives can raise issues concerning health and safety and where unresolved issues can be addressed.

#### **Local consultation**

Line managers will consult directly with staff on health and safety issues relevant to a particular department or work area.

There are weekly staff briefings held at each site where health and safety matters can be raised by all staff. If staff need to be made aware of a health and safety concern prior to a staff briefing they would be informed by email, text or by a notice in the staffroom.

#### **Health and safety procedures**

The Schools Health and Safety Team has drawn up health and safety procedures and arrangements covering school-wide issues. These include the Health and Safety Framework Policy, Health and Safety Policies and health and safety guidance and procedures as found in the Health and Safety section on Fronter), Fire Log Book, Responsible Persons Premises Log etc.

Further procedures following required control measures for the school are drawn up locally following risk assessment.

#### **Educational visits**

The role of the educational visits coordinator, arrangements for seeking approval - both within the school and where appropriate from the LA, planning and safety during the visit, pre-visits, staff ratios, etc is covered in the 'Guidance for off-site Visits and Related Activities with EVOLVE, issued by the LA.

## **Fire and emergency procedures**

The roles of all staff; how the evacuation will be conducted; arrangements for ensuring everyone has left the building etc are derived from risk assessment and follow from guidance in the Fire Log Book

## **Risk Assessments**

The health and safety procedures referred to above were drawn up on the basis of an assessment of the risks. Some require further detailed assessment of the activity (e.g. display screen equipment, educational visits); in these cases the relevant member of staff must undertake the assessment. Others are generic risk assessments and where activities comply with the assessment there is no need to record a separate assessment. Where an activity differs from the generic assessment, the person responsible for the activity must ensure there is a re-assessment to account for these variations. Where this is minor it may be no more than adding a simple local variation to the generic assessment.

Heads of department and other line managers are responsible for ensuring risk assessments are drawn up and implemented for activities carried out under their area of control. For many such activities, line managers should arrange for a departmental health and safety procedure to be drawn up as a generic assessment, although, again, local variations may be needed when it is necessary to deviate from the generic assessment.

Formats for general risk assessment are available from the schools policy and guidance on risk assessment and includes specific guidance and advice e.g pupil risk assessment is available from the Schools Health and Safety section on Fronter.

## Appendix: Individuals with Specific Responsibilities in the Policy and Access to Information on Health and Safety

Responsibility	Name
Board of Trustees	John West – Chair of Trustees Sarah Turner – Chief Executive Officer/ Executive Headteacher Androulla Nicou – Chief Operations Officer/ Executive Associate Headteacher Ann Ball Tony Wilde Margaret McAlpine Matthew Newstead
Executive Leadership Team	<ul style="list-style-type: none"> <li>• Sarah Turner – Chief Executive Officer/ Executive Headteacher</li> <li>• Androulla Nicou – Chief Operations Officer/ Executive Associate Headteacher</li> <li>• Estelle Tierney – Executive Business Manager</li> </ul>
Senior Leadership Teams	<p><b>Bowes New Southgate</b></p> <ul style="list-style-type: none"> <li>• Effie Demertriu – Head of School</li> <li>• Kelly Hitchcock – Deputy Headteacher/ Teaching School Director</li> <li>• Miranda Thompson – Deputy Headteacher</li> <li>• Annick Sudre – Assistant Headteacher</li> <li>• Kate Stevens – Assistant Headteacher</li> </ul> <p><b>Bowes Southgate Green</b></p> <ul style="list-style-type: none"> <li>• Di Moore – Head of School</li> <li>• Gulev Karayel – Deputy Headteacher</li> </ul> <p><b>Bowes Edmonton</b></p> <ul style="list-style-type: none"> <li>• Androulla Georgiou – Head of School</li> <li>• Andrea Savas – Deputy Headteacher</li> </ul> <p><b>Chesterfield</b></p> <ul style="list-style-type: none"> <li>• Kaaren Holmes – Associate Headteacher</li> <li>• Tijen Hassan – Head of School</li> <li>• Kelly Gradwell – Head of School</li> <li>• Sarah Evans – Deputy Headteacher</li> <li>• Kim Stephenson – Deputy Headteacher</li> <li>• Andrew Gradwell – Assistant Headteacher</li> <li>• Glynne Hill – Assistant Headteacher</li> </ul> <p><b>St Marys</b></p> <ul style="list-style-type: none"> <li>• Laura Branston – Head of Centre/Deputy Headteacher</li> <li>• Charlotte Barnett - Deputy Centre Manager</li> </ul> <p><b>Hazelbury Primary School</b></p> <ul style="list-style-type: none"> <li>• Laura Taylor – Associate Headteacher</li> <li>• Clare Hutchinson-Wright – Senior Deputy Headteacher</li> <li>• Mel Berry – Deputy Headteacher</li> <li>• Hulya Zeki – Deputy Headteacher</li> <li>• Michelle Williams – Deputy Headteacher</li> </ul>

Health and safety coordinator	Estelle Tierney
Premises Manager	• Dennis Brown
Site Managers	• Gaby D'Allessio • Ken Wilkinson • David Fagan • Stephen Friend • Warren Raxworthy
Safety representatives	All staff members and union reps
First aiders	The majority of staff have undertaken first aid training
Appointed persons	Karen Borkett/Linda Bezani/Di Shaw/ Sandy Rutland/ Julie Square/ Bridget Sharp
Name and address and telephone number of nearest hospital	Bowes and Hazelbury Primary Schools – North Middlesex Hospital, Sterling Way, Edmonton N18 1QX (020 8887 2000) Chesterfield – Chase Farm Hospital, The Ridgeway, Enfield EN2 8JL (020 8375 2999)
Fire Safety manager/evacuation officer	Dennis Brown/ Julie Square
Location of fire log	Premises Manager's Office. Hazelbury – H&S lead office
Fire assembly point	School Playground. Hazelbury – school field/playground
Time of weekly fire alarm tests	Bowes Saturday/Chesterfield Wednesday/Hazelbury Thursday
Asbestos- appointed person (for AMS access)	Estelle Tierney/ Dennis Brown/ Warren Raxworthy
Procedures reporting hazards (contact arrangements)	Estelle Tierney/ Dennis Brown/ Julie Square In the absence of the above all Senior Leaders will take responsibility.
Legionella trained person	Estelle Tierney/ Dennis Brown/ Warren Raxworthy
Health and Safety Leads	Estelle Tierney – Enfield learning Trust Julie Square - Hazelbury Dennis Brown – Bowes and Chesterfield

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

These documents are held by the Health and Safety Lead in each school.

Document	Location (eg office, web address)
Fire Log Book	Premises Managers Office. Hazelbury H&S lead office
School Policies	Admin Shared/ School Website
Asbestos Register	Admin Shared
Training Programme	School Office
First Aid Book	Welfare Room
COSHH Assessments	Premises Managers Office/ Hazelbury Site Managers Office
Accident /Incident Reporting Guide	Admin Shared
Risk Assessments	Premises Managers Office/ Hazelbury H&S Lead Office
Responsible Persons Premises Log	Premises Managers Office/ Hazelbury School Sffice
Educational visits guide	Staff Group Shared (online)
Legionella Risk Assessment	Responsible Persons Log/ Premises Managers Office

Signature of Chair of Trustees:  	Signature of Executive Headteacher:  
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