

HEALTH AND SAFETY POLICY

Incorporating the Local Health and Safety Arrangements for:

○ Willow Lane Community Primary School ○ 01003 ○ Willow Lane, Lancaster, LA15PR	○ Appletree Nursery School ○ 01162 ○ Milking Stile Lane, Lancaster, LA1 5QB
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This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System which is held on the School's Portal.

As a federation of Community or Voluntary Controlled Schools the county council is the employer. The governing body is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The county council, the governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

- provide adequate control of the health and safety risks arising from our work activities;
- provide and maintain safe plant and equipment;
- ensure all employees are competent to do their tasks and ensure the provision of adequate training;
- maintain safe and healthy working conditions;
- ensure safe handling and use of substances;
- review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
- consult with employees on matters affecting their health and safety;
- provide information, instruction and supervision for employees;
- prevent accidents and cases of work-related ill health;
- comply with appropriate directions given by the county council on health and safety requirements;
- act in accordance with the relevant provisions in the "Scheme for Financing Schools in Lancashire" and the "School Teachers Pay and Conditions Document".

Signed: Lucy Naylor	Signed: Nick Harrison
	On behalf of the Governing Body
Headteacher's name: Lucy Naylor	Chair of Governors name: Nick Harrison
Date: 12.09.25	Proposed Review date: September 26

Responsibilities

The responsibility for implementation and management of proper health and safety controls within the federation is that of	<i>Lucy Naylor</i> Headteacher
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice is	<i>Scott Clubb</i> Site Manager
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>Names and Designations eg</i> <i>Premises – Scott Clubb, Site Manager</i> <i>Fire safety – Lucy Naylor/ Headteacher</i> <i>Emergency plans – Lucy Naylor/ Headteacher</i> <i>Educational visits – Duncan Webster- Deputy Headteacher</i>
Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	<i>Lucy Naylor</i> <i>Scott Clubb</i>
Documented health and safety objectives and any associated action plan(s) can be found: Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.	<i>School Offices</i>
All employees within the school have a responsibility to:	
1. Co-operate with the headteacher and his/her nominated representatives on all matters relating to health and safety; 2. Not interfere with anything provided to safeguard their health and safety; 3. Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk; 4. Report all health and safety concerns to an appropriate person (as detailed in this policy statement); and, 5. Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.	

Health and safety risks arising from work activities

We will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by: Risk assessments will be undertaken prior to the introduction of any new work tasks / activities that pose a significant risk to health and safety.	<i>Lucy Naylor- Headteacher</i> <i>Scott Clubb- Site Manager</i> <i>Kirsty Banks- Pastoral Manager</i> <i>Alison Brennan- Office Manager</i> <i>Class teachers (as needed)</i>
The significant findings of risk assessments will be reported to:	<i>Lucy Naylor- Headteacher</i>
Action required to remove/control risks will be approved by:	<i>Lucy Naylor/ Scott Clubb</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>Lucy Naylor</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Lucy Naylor/ Scott Clubb</i>
Risk assessments will be reviewed regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with:	<i>Lucy Naylor/ Scott Clubb</i>

Federation's Commitment

To meet the requirements of this Policy Statement, the headteacher/governing body and/or his/her/their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the federation;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The federation will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

Consultation with employees

The federation recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the federation are:	<i>Sammy Westworth</i>
Consultation with employees is provided via:	<i>Staff Meetings Email Governors meetings</i>

The federation recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;
- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent;
- regularly inspect the workplace;
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

Safe plant and equipment

The federation will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>LCC- PROP</i> Scott Clubb- Site Manager
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>LCC- PROP</i> Scott Clubb- Site Manager
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>LCC- PROP</i> Scott Clubb- Site Manager
Any problems found with equipment should be reported to:	<i>LCC- PROP</i> Scott Clubb- Site Manager
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>LCC- PROP</i> Scott Clubb- Site Manager

Information, instruction and supervision

The Health and Safety Law poster is displayed at: Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's	<i>Staff room, office and site managers room(s)</i>
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reception area, or to give employees a copy of the Health and Safety Law leaflet.	
Health and safety advice is available from:	Scott Clubb- Site Manager <i>Lucy Naylor- Headteacher</i>
Induction, supervision of trainees/work placements etc will be arranged/undertaken/monitored by:	<i>Vicky Ball- Business Manager</i> Samantha Westworth- Appletree Office

Competency for tasks and training

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate. Write down your arrangements for training here, including arrangements for record keeping.

Induction training will be arranged/undertaken for all employees by:	<i>Name and Designation</i>
Job specific training will be provided by:	<i>Vicky Ball- Business Manager</i>
Jobs requiring specific health and safety training are:	<i>Site Supervisor - asbestos management and awareness, Legionella and water hygiene, COSHH, management of contractors, working at height. These will be achieved via eLearning/on the job training.</i>
Training records are kept by:	<i>Vicky Ball and Samantha Westworth- Business Manager</i>
Training will be identified, arranged and monitored by:	<i>Vicky Ball and Samantha Westworth- Business Manager</i>

Accidents, first aid and work-related ill health

The federation acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;

- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;
- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

The first aid box(es) is/are available:	<i>Every classroom Reception</i>
The first aider(s) and appointed person(s) is/are:	<i>See Training Matrix list</i>
All accidents and cases of work-related ill health are to be reported to:	<i>Lucy Naylor- headteacher</i>
Health surveillance is not required for any job roles within the school.	

Performance monitoring

The federation acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	Scott Clubb- Site Manager
Review all risk assessments regularly (at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; annually for the non-technical aspects of a fire risk assessment and every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: Health and safety risks arising from work activities for responsibility details
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc before requesting assistance from the Health, Safety and Quality team if necessary:	<i>Lucy Naylor- headteacher</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>Lucy Naylor- headteacher</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>Lucy Naylor- headteacher</i>

Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>Vicky Ball- Business Manager Lucy Naylor- headteacher</i>
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Emergency procedures - fire and evacuation

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>Lucy Naylor- headteacher</i>
Escape routes are checked by/every:	<i>Scott Clubb- weekly</i>
Fire extinguishers are maintained and checked by/every:	<i>Scott Clubb- yearly</i>
Alarms are tested by/every:	<i>Scott Clubb- weekly</i>
The emergency evacuation procedure is tested by/every:	<i>Lucy Naylor- termly</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>Lucy Naylor</i>

Table of occupational health and safety topics/activities that apply

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (✓)	Details of where information about the school's arrangements can be found
Accident reporting, recording and investigation	/	School's Internal Sharepoint
Asbestos management plan	/	School Office
Bodily fluids (urine; blood; faeces; vomit) and biological agents	/	Risk Assessment- School Office
Cleaning/caretaking tasks	/	Caretaker's room
Control of contractors	/	School Office
Control of substances hazardous to health (COSHH)	/	School Office
Disability access (health and safety implications)	/	Accessibility Plan
Display screen equipment and eye tests	/	School Office
Driving at work	N/A	
Electrical safety, for example, installations, PAT tests, visual checks, local policy on bringing electrical items into school etc	/	School Office/ PAMs
Emergency procedures other than fire, for example flood, services failure	/	School Office
Extended school and community use	/	School Office
Finger traps (internal and external)	/	School Office
Fire safety	/	School Office/ Policy on Sharepoint
First aid	/	Every classroom/ Sharepoint info
Gas safety, for example, installations, servicing, tests, visual checks, local policy on use of gas items in school etc	/	PAMS- PROP
Health and safety induction (a checklist is available on the health safety and quality website)	/	School Office
Infection control, including needles and needlestick injuries	/	School Office
Lettings to non-school groups	/	School Office
Manual handling	/	School Office/ Info staff room
Minibuses	N/A	

Occupational health and safety topic/activity (Note: This is not a comprehensive list. Please add any further topics/activities relevant to your school.) Information and guidance is available on the Health, Safety and Quality team website :	Applicable (√)	Details of where information about the school's arrangements can be found
Mobile phones (the use of)	/	Acceptable Use Policy
Personal safety including lone working and violence and aggression	/	Lone working POLICY
Play equipment installations inspections	/	School office
Playgrounds and external areas	/	School Office
Ponds and water features	/	School Office
Premises management (see premises management guidance on the Health, Safety and Quality team's website)	/	School Office/ PAMs
Pupil moving and handling (special needs)	/	SENDCO's Office / CPOMS
Pregnant employees and nursing mothers	/	Staff files
Reporting of health and safety concerns/faults	/	Staff files
Severe weather including winter gritting	/	Office
Shared use of buildings	N/A	
Sharps, for example, broken glass in the school building or external grounds	/	Office
Stress	/	Office/ Wellbeing policy
Swimming pools	N/A	
Transport safety/vehicle movement – arrangements for vehicle movement, car parking and vehicle/pedestrian segregation on site	/	School Office
Visitor and volunteers' safety	/	School Office- Policy
Waste storage and disposal	/	LCC agreement
Water hygiene (Legionella, lead etc) – a Legionella Risk Assessment should be in place as part of your premises management arrangements	/	School Office
Work equipment and machinery	N/a	
Working at height – ladders, access equipment etc	/	School Office
Workplace inspection (internal and external)	/	School Office

Table of non-occupational health and safety topics/activities that apply

Curriculum and other non-occupational activities (information and guidance is available in various parts of the Schools Portal)	Applicable (✓)	Details of where information about the school's arrangements can be found
Administration of medication	/	School Policy- Sharepoint
*Educational visits	/	Sharepoint
Food safety and hygiene	/	Training matrix
Outdoor activities	/	Sharepoint
PE equipment	/	Sharepoint
Pupil handling and restraint	/	Sharepoint- beh policy
Grounds maintenance activities		
Science (only where not covered by curriculum safety procedures set down in CLEAPSS)		Science lead
Smoking	/	LCC Policy
Special needs of pupils (health and safety issues)		
Stage and drama activities	/	Risk assessment
Wearing of jewellery	/	School Office/ website
Work experience	/	School risk assessment- placement school

The school will also take into account the risks, and make health and safety arrangements for, non-routine, out of hours, 'one-off', seasonal or sporadic activities for example special school and community events such as school fetes, etc.

*Note: Educational Visits have a separate intranet site on the Schools Portal at [Educational Visits](#).