

**Outcomes  
First  
Group.**



**Benton House  
SCHOOL**

# Health and Safety Policy

Benton House School is safe, supportive and exciting place to be. We provide an environment that is stimulating and nurturing, balanced with structure and boundaries. This is to ensure that your child can learn and develop academically, socially and emotionally. We encourage children to have a clear understanding of school expectations and to set their own personal targets and goals. We offer a caring atmosphere where all children are valued and encouraged to respect themselves and each other.

When we come to Benton House School, we enjoy the present and we follow the following core values: Curiosity, Ambition, Respect and Empathy. This, partnered with positive relationships and nurturing principles, underpins all that we do.

We always strive to provide the very best educational environment in which the children can all achieve and experience success. We are fortunate to have a very caring and committed staff, and children who are friendly and eager to learn

#### ABBREVIATIONS

The following are used in the policy:

COSHH – Control of Substances Hazardous to Health

DATA – Design and Technology Association

DSE – Display Screen Equipment

H&S – Health and Safety

HSE – Health & Safety Executive (enforcing body for health and safety legislation in schools.)

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**PART A – General Statement from OFG Appendix 1**

**STATEMENT OF POLICY- This policy is read in conjunction with individual OFG Health & safety policies**

The school recognises its responsibility to promote a culture where H&S issues are discussed in an open and positive way to achieve improved standards and safe methods of work.

Without prejudice the school will ensure, so far as is reasonably practicable, that:

- 1 plant, equipment and systems of work are safe and without risks to health.
- 2 the handling, storage or transport of articles and substances will be safe and without risk to health.
- 3 information, instruction, training and supervision will be provided as necessary, to ensure the health and safety of employees, and those who are affected by the work of the school.
- 4 the site is maintained in a safe condition and without risks to health.
- 5 access to and from the site and to all places of work on site are maintained in a condition that is safe and without risks to health.
- 6 a working environment is provided that is safe and without risks to health.
- 7 there are adequate arrangements for staff welfare at work and the welfare of pupils and other visitors.
- 8 Sufficient instruction and Training supervision

The persons with specific responsibilities for H&S are identified in Part 2 of this policy and the arrangements implemented to meet the above requirements are as detailed in Part 3 of this policy.

**PART B- ORGANISATION OVERNORS**

The School governors will ensure that:

- a) The Head Teacher produces a school H&S policy for approval by the governing body and that this policy is regularly reviewed.
- b) Risk assessments of work activities are undertaken and a written record of the assessments are kept
- c) Sufficient funding is allocated for health and safety, e.g. in respect of training, personal protective clothing etc.
- d) Regular safety inspections are audits are undertaken yearly by our health & safety manager and our property manager Stephen Turnbull.
- e) A positive H&S culture is established and maintained.
- f) Ensure H&S is an agenda item on termly governing body meetings

**HEADTEACHER**

*(The Head teacher is the day-to-day manager of the site and is responsible for H&S on that basis.)*

The Head Teacher will ensure that:

- a) A school H&S policy is produced for approval by the governing body and that the policy is regularly reviewed and revised as necessary; with the contents brought to the attention of all relevant persons
- b) Risk assessments of work activities are undertaken, that a written record of the assessments is kept and that the assessments are reviewed regularly and when they are no longer felt to be valid are adapted.
- c) Safe systems of work, identified via risk assessment or to comply with national standards/guidance, are monitored to ensure they are followed and effective;
- d) Appropriate staffing levels are in place for safe supervision
- e) A regular safety inspection is undertaken, and a schedule of maintenance is in place to ensure safe conditions, using the Info Exchange health & safety recording system
- f) The Head Teacher cooperates with the LA in meeting its legal requirements in respect of the monitoring of health and safety practice and procedures;
- g) Staff are competent to undertake the tasks required of them and that they have been provided with any necessary training, equipment or other resources to enable the task to be undertaken safely; All staff complete training on Shine.
- h) If the Head Teacher delegates H&S duties to an individual, normally referred to as the H&S Coordinator, she ensures that the duties are clearly defined, the person is competent to carry them out and that sufficient resources are allocated to enable them to be carried out.
- i) An adequate analysis of H&S training is undertaken for school staff and sufficient resources are put in place to ensure training is carried out. Appropriate training will include:

H&S Induction Training

Emergency Fire Training for the whole school

First Aid Training to ensure appropriate numbers of staff are first aid trained

Risk Assessment

Working at Heights

Lifting and Handling

- j) Adequate and retrievable Health & safety training records are available
- k) Contractors and other authorised visitors to the school are appropriately managed.
- l) Emergency/Fire arrangements are formulated and reviewed as necessary and tested
- m) Fire Risk Assessment is completed and updated every 2 years
- n) A Facilities manager is suitably instructed to take responsibility in the absence of the Head.

**H&S COORDINATOR – Facilities Manager Stephen Turnbull**

*(This is the person delegated with specific responsibilities by the Head Teacher in respect of the management of H&S.)*

The H&S Coordinator will:

- a)Receive all H&S information sent to the school and disseminate the information to staff/governors as necessary;
- b)Advise the Head Teacher and Governors on action required to comply with relevant

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H&S Legislation;  
c) In consultation with Head Teacher/Governors, set timescales/ensure work is carried out to meet the requirements of H&S Legislation;  
d) Carry out the regular safety inspection.

**SUBJECT TEACHERS** responsible for the day-to-day management of Health and Safety issues within an Area/classroom.

- a) Ensure that H&S is a standard item on the agendas of staff meetings;
- b) Produce a class risk assessment for their subject area, which follows the conventions of the school safety policy, i.e. will include a statement indicating it supplements the school safety policy, include any specific H&S responsibilities and any specific arrangements or standards followed
- c) Assist the H&S Coordinator in identifying competent persons/carrying out risk assessments;
- d) Ensure that H&S requirements, e.g. staff training, provision of Personal Protective Equipment (PPE), are adequately catered for in the Area budget or brought to the attention of Head/H&S Coordinator as appropriate.
- e) must ensure any equipment or appliance which has been identified as being unsafe is removed from their classroom
- f) Must ensure all accidents and incidents occurring within their area are reported, recorded and investigate in accordance with procedure.
- g) Must know emergency procedures and are conversant with H&S policy
- h) Must ensure effective and appropriate supervision of pupils they are supervising
  - i) Must ensure appropriate safety instructions are given to all pupils prior to practical sessions.

Must ensure all pupils wear personal protective equipment and it is checked fully prior to issue. And all safety devices on machines are in good working order.

**EMPLOYEES**

All employees must:

- a) Take reasonable care for their health and safety at work and that of other persons who might be affected by their acts or omissions at work; They must wear personal protective equipment
- b) Report immediately, or as soon as practicable, any defects noted with equipment machinery or the workplace generally to their line manager or other designated person;
- c) Not misuse anything provided for health and safety purposes;
- d) Report any accident, near miss incident, dangerous occurrence or case of ill health arising out of work and cooperate with management in investigating such accidents or incidents;
- e) Co-operate with management in respect of complying with H&S requirements.
- f) Report any unsafe working practices to the Head Teacher
- g) Be familiar with the procedure to be followed in the event of a fire/emergency

**NB Staff are advised to ensure that their own vehicle insurance covers them for any use of the vehicle for work purposes. The School does not hold insurance to cover use of private vehicles.**

**SITE STAFF AND CLEANERS**

Have the responsibilities indicated for all employees

**VOLUNTEER HELPERS**

Have the same duties as those indicated for employees.

**STUDENTS / PUPILS**

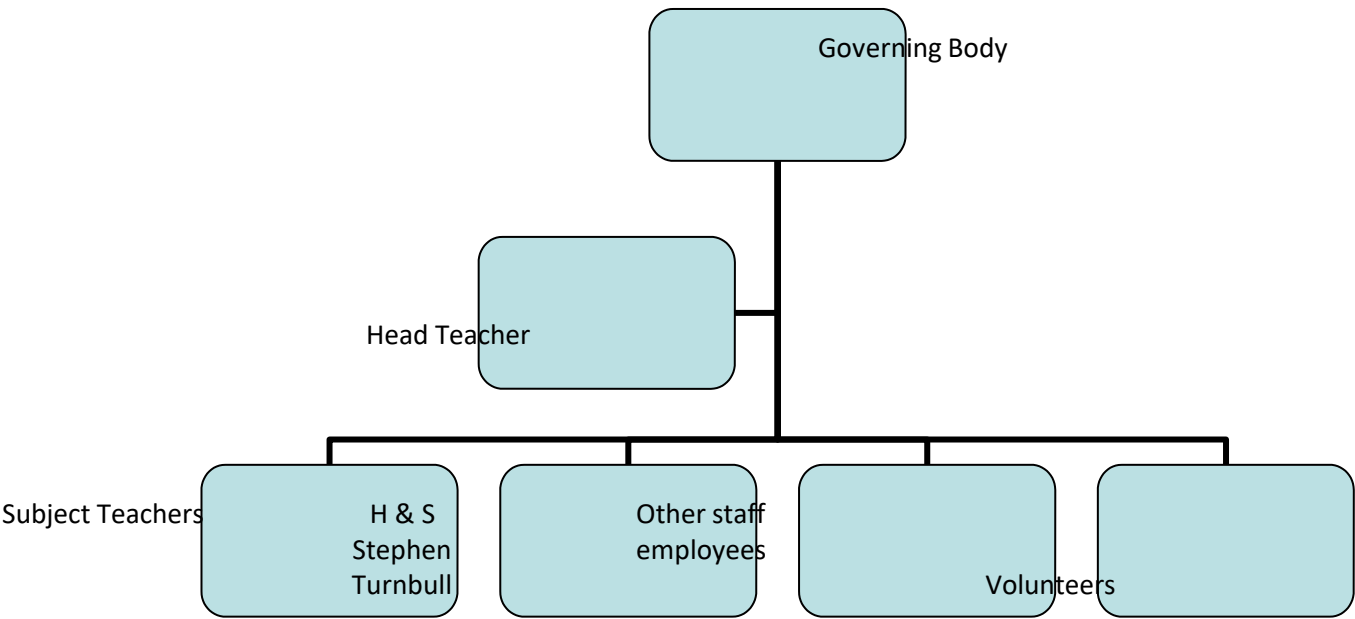
*(Although students are not employed and have no specific responsibilities in legislation, other than the requirement on all persons not to interfere with items provided for H&S, schools will have expectations as to what is appropriate behaviour.)*

Students are expected to:

- a) Comply with school rules relating to general behaviour;
- b) Take note of and comply with information provided for safety with regards activities undertaken;
- c) In cases of emergency to remain quiet, listen and obey instructions given by staff; and
- d) not to misuse anything provided for H&S reasons.

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SCHOOL STRUCTURE AND LINES OF COMMUNICATION



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**PART C –ARRANGEMENTS**

The following arrangements have either been established through risk assessment at school level or are national standards.

**GENERAL ARRANGEMENTS**

**1 ACCIDENT/INCIDENT RECORDING/REPORTING**

**1.1 Pupils** – All accidents to pupils involving injury are to be recorded. This will initially be by using the standard sheets in the school **accident book**, which is kept in the first aid room All accidents/incidents are discussed in the daily briefing to enable lessons to be learned.

In addition, any reportable incident will immediately be reported to Riddor. Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone with the exception of a toe or finger and any injury where the student is taken direct from site to hospital, whether by ambulance, member of staff or relative.

**1.2 – STAFF** – All accidents to staff are to be recorded in the Accident Book with an incident report if required. Any injuries to staff will be recorded on the Info Exchange system. Staff will be notified of Employer Assistance Welfare Package.

**1.3 – VISITORS** – All accidents to visitors other than students are to be recorded in the Accident Book.

**1.4 – NEAR MISS INCIDENTS** – For any near miss incident, which is an incident with the potential to have caused injury to a person or damage to property, an accident/incident form is to be completed. The form will be sent to the H&S Coordinator who will then decide if it needs to be forwarded to the Governing body.

**1.5 - ACCESS CONTROL/SECURITY** – Visitors are required to enter through the main gate, which is locked during school hours. Visitors will need to be let into school and taken out of school. All visitors must be taken to the school office to sign in and their ID checks done before entering the main body of the school.

**2 ASBESTOS**

The school Asbestos Management Plan (AMP) is kept by the School Office and any major work planned and any work involving access to roof voids, demolition or drilling into ceilings/floors/walls must be approved in advance to ensure asbestos is not likely to be disturbed.

**NB All staff are advised that asbestos containing materials in school are only labelled in places where students do not have access so always check before pinning, drilling or otherwise potentially damaging walls, ceilings, floors etc. Do not assume there is no asbestos present.**

**3 - CONTRACTORS ON SITE**

There are two distinct types of contractors who will have access to site. These will be service contractors who regularly work on the site and building contractors who work on an ‘as and when’ basis.

**3.1 – SERVICE CONTRACTORS** – Service contractors have regular access to site as specified by a contract. Such contractors’ visits can vary from an annual visit, e.g. to service boilers, check fire extinguishers etc., to those on site daily, e.g. Cleaning or catering staff. The service contract specifying what work is expected of them and what they can expect from the school. Their personnel will follow their own safe systems of work but their working methods do take into account how they will impact upon staff, students and other visitors on site. The school has/will provide details of its safe systems of work to the contractors where relevant and in the case of the cleaning/catering contractors they have been consulted over emergency arrangements. A copy of this policy will/has also been provided to them.

**3.2 – BUILDING CONTRACTORS** – These are contractors who attend site to undertake building works, which can vary from simply replacing a broken window to remodelling a room or building a new block. The following is the general risk assessment on these activities that identifies the potential hazards and how these will be minimised/eliminated.

**Hazards** associated with building work relate to personal injury or damage to health caused by:

- a) Slips/trips/falls as a result of contamination of surfaces by spillages, trailing leads or unprotected edges;
- b) Being hit by falling objects dropped by persons working above head height;
- c) Inhalation of smoke/fume through heating substances or use of same, i.e. paint/varnish/tar etc. d) coming into contact with machinery or vehicles.

The above is only a brief outline of the hazards associated with this activity that may occur in areas where staff and students have access. Such hazards are controlled by the arrangements listed below and by the effective supervision of students.

**3.2.1 – SMALL SCALE BUILDING WORKS** – This will include day-to-day maintenance work and all work undertaken on site **where a pre site meeting has not taken place.**

- a) All contractors must report to the office on their arrival and under no circumstances are they to commence work until given approval to do so by the **Headteacher**
- b) Before any work is commenced, it is essential that the **Headteacher** is made aware of:
  - 1. what work is to be undertaken,

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- 2. where the work is to be carried out
- 3. an indication of the likely timescale,
- 4. what equipment is to be used,
- 5. what services are required.
- c) Before work is to commence, the contractors must be advised by the

**Headteacher**

- 1. where they can gain access to services,
- 2. what the fire precautions are for the building, i.e. upon hearing the alarm, which is a continuous bell, they must exit the building immediately and report to the **Car Park**
- 3. any particular problems with the work, e.g. access may still be required to the area.

d) The contractors must be issued with a visitors pass and advised that it must be worn at all times whilst on site.

e) The contractors must be advised who to contact on site if they have a problem

**3.2.2 – LARGE SCALE WORKS** - This encompasses all work where a pre site meeting is required. In normal circumstances this will involve work where part of the site is completely handed over to the contractors.

For all large scale works a pre meeting will take place and the **Headteacher** will attend the meeting. This meeting will identify timescales for work, methodology (e.g. noisy work done when school is unoccupied wherever possible), access requirements, emergency access requirements,

**4 CONSULTATION WITH EMPLOYEES**

The school complies with the H&S (Consultation with Employees) Regulations 1996 by:

Having H&S as a standard item on the agenda of all staff meetings; and  
where appointed, consulting with the Trade Union Accredited Safety Representative.

**5 COMPETENCY**

All staff appointed are considered to be competent to perform the tasks they are given. Specifically with regards to Health and Safety competency is viewed as one of the key elements of risk management and is essential in respect of the control of dynamic work situations, e.g. teaching a class of students.

For each job/role basic competency requirements are included in the job description but for health and safety the school has a list of items that need to be covered at induction and a supplemental list within each Department.

**6 E-SAFETY**

The school has a separate policy for online safety and a copy of this policy can be found in the school office and on the website.  
The policy indicates there is a whole school approach to Online safety and details the ways ICT facilities can and cannot be used by the networks users.

**7 FIRST AID**

The school will try to exceed the basic recommendation for first aiders, which is for two persons to have a first aid at work certificate, and a list of staff who hold a first aid at work certificate is on notices displayed around the school or available from the office. Stephen Turnbull is our First Aider at Benton House School.

**7.1 FOLLOWING ACCIDENT**

In all cases where an accident involves a serious injury, e.g. broken bone, or where there is any doubt about the injury the injured person is not to be moved, unless in danger, until assessed by the first aider. The first aider will then decide what action is to be taken but where they are in doubt as to the severity of the injury the advice is to **obtain immediate medical attention by dialling 999 and asking for an ambulance**. In cases involving students, their parent/guardian should be contacted as soon as possible, but this should not result in a delay obtaining medical attention.

For cases involving injuries to students that are less serious but still of concern, e.g. sprains, strains, cuts etc. the student will be asked if parents/guardians should be contacted or if they feel fit enough to stay in school.

**NB in the event of a bump to the head it is essential that persons be monitored and not left alone or unsupervised.**

**7.2 RECORDING** - Any accident where first aid is administered to students is to be recorded initially in the accident book.

**7.3 FIRST AID BOXES/MATERIALS** - First aid boxes are kept on site in all classrooms, and on the school vehicles as well as in the First aid room, and these only contain approved materials.

**7.4 – INJURIES INVOLVING BLEEDING** - Staff dealing with injuries involving bleeding must wear appropriate protective clothing. Disposable gloves and disposal aprons are provided for this purpose and kept **next to** the first aid box

**.8. GENERAL MAINTENANCE CONTRACTS**

All equipment on site will be maintained in efficient working order to ensure that it is safe to use. Without detracting from the generality of the above the following maintenance arrangements have been made.

**a) ELECTRICAL INSTALLATION**

The fixed electrical installation is tested by maintenance contractors every 5 years as required by the electricity at Work Legislation. Following this check a certificate is issued to confirm the electrical installation is safe.

**b) FIRE EXTINGUISHERS**

Fire extinguishers are subject to an annual check by contractor and on a weekly basis the extinguishers are checked, by the **School Fire Officer** to ensure that they are in position and that the pins are in place.

**c) PORTABLE ELECTRICAL EQUIPMENT**

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Portable electrical equipment is to be visually checked by staff before use and if any defects are noted the item is to be put out of use. In addition, the portable electrical equipment is subject to a regular check in line with guidance on the checking of electrical equipment supplemented by local experience. Currently Class 1 (Earthed) items will be tested within 14 months.

9 INFECTIOUS DISEASES

The school follows the national guidance produced by the Health Protection Agency, which is summarised on the poster, ‘Guidance on infection Control in Schools and other Child Care Settings’. This is displayed in the First Aid Room.

10 MEDICAL NEEDS

The school will try to accommodate pupils with medical needs wherever practicable in line with the School Policy on Managing Medical Needs.

10.1 PREGNANT STAFF / PUPILS

The school will accommodate all pregnant staff and pupils. A full risk assessment will be put in place once staff/pupil notify school they are pregnant. The risk assessment will take account the physical effects of pregnancy, the person’s personal medical requirements, exposure to diseases and environmental hazards as well as hazards arising from the duties of the school working environment.

11 – RISK ASSESSMENTS - The School has a comprehensive School Risk Assessment Policy

11.1 – COMPUTER WORKSTATION ASSESSMENTS - Any member of staff who is a ‘user’ as defined by the Display Screen Equipment (DSE) regulations, which lays down specific requirements for workstations incorporating computers etc., must complete a ‘user audit for the workstation(s) where they work. A ‘user’ being someone who is habitually employed to work on a computer and does so for more than an hour at a time more or less on a daily basis. Such staff are also entitled to a free eye test, reimbursement available from School Office, and payment for a basic set of glasses where they are required mainly for use with DSE.

11.2 – FIRE – A fire risk assessment has been undertaken in line with the requirements of the Regulatory Reform (Fire Safety) Order and this identified the physical fire precautions in place, the measures to prevent fires starting and the measures to ensure everyone can escape from the building in the event of a fire.  
All staff are fire safety trained  
Fire order based on the outcomes have been produced and these are as displayed, whilst fire drills are carried out four times a year, twice in terms 1 & 2, once in terms 3&4 and once in terms 5&6.

**NB All staff are reminded that in the event of a fire the priority is to raise the alarm and ensure that everyone gets out of the building; fire extinguishers are provided to aid escape if required but are not otherwise intended to be used.**

11.3 – HAZARDOUS SUBSTANCES - The requirement to assess hazardous substances either in use or created by school operations is a requirement of the Control of Substances Hazardous to Health (COSHH) Regulations. Hazardous substances are those identified as corrosive, irritant, toxic, harmful and any with a Workplace Exposure Limit (WEL), which will include dusts, e.g. pottery, wood etc. and biological hazards.

11.4 LEGONELLA Benton House School has a separate policy covering Legionella including risk assessment. – All checks are carried out monthly. The records of the risk assessments carried out are kept in specific COSHH assessment files in the school office. If staff have any questions on hazardous substances these should be raised with the Head Teacher.

SLIPS AND TRIPS

Benton House recognises that all times they will endeavour to reduce and limit the chances of slipping or tripping at work. We recognise the following potential problems.

- Floor which are or can become slippery when wet.
- Spillage or contamination occurring
- Contractors or works are being carried out, where there is a greater risk of tripping.

Hazards such as trailing cables.

- Poorly maintained floor covering

Benton House School try to reduce these potential problems by:

- Floors are mopped outside of school hours. Any spills are dealt with immediately and a warning notice put up.
- All spillages are cleaned up immediately all chemicals or hazardous substances are cleaned in the appropriate manner per the manufactures instructions.
- Notices will be put up to warn of contractors working in specified areas.
- Floor coverings will be checked and repaired and/or replaced when appropriate.

11.4.1 – MANUAL HANDLING – Manual handling legislation requires that any manual handling operation that is likely to cause a significant injury needs to be assessed. All staff will undertake an element of manual handling but any frequent operations and any involving even occasional movement of awkward or heavy items, those over 10 kgs, must be covered by a written manual handling assessment.

All staff must ask themselves the question when considering undertaking any manual handling operation **can I move the objects where I need to safely and without risks to health?** Where staff feel the answer is no, or they are unsure, **they must not attempt the operation until they have obtained assistance.** Within school the following written assessments are in place.

11.4.2 – REGULAR OPERATIONS – EQUIPMENT/MATERIALS – A summary of the regular operations undertaken has been produced which indicates what the manual handling operation is, frequency with which it is carried out and whether viewed as a high medium or low risk. All staff must make

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themselves aware of this list and follow the procedures indicated. Within each Department/Faculty a supplemental list has been produced, in a similar format, where there are specific additions or changes from the generic. Staff who undertakes a significant amount of manual handling will be provided with training whilst basic information on safe practice is available.

**11.4.3 - WORK AT HEIGHT** – Work at height legislation identifies work at height as any work where someone or something can fall a distance likely to cause injury. This will include putting up displays if not able to stand on the ground to do so, accessing high level storage if not able to reach and any work where access equipment is needed, e.g. step ladder, ladders, scaffolds. PHS has a separate working at heights policy.

**11.4.4 SAFEGUARDING**  
The school has a separate Safeguarding including child protection policy in line with KCSIE

**12 – SCHOOL TRIPS**

At times it is necessary for pupils to leave the school premises for activities. It is the responsibility of the Educational Visits Coordinator (EVC) and subject teacher organising the visit to ensure that the following measures are taken.  
Benton House School’s EVC Coordinator is Belinda Young.  
All EVC paperwork is completed including a parental permission form.  
Pupils are taken to only registered centres and activities.  
A safe mode of transport is provided.  
All pupils are wearing adequate and correct clothing for the activity.  
Adequate staff supervision in relation to the number of pupils available.  
For further information, see Health & Safety of Pupils on Educational Visits Policy.  
A full Risk Assessments is carried out before all visits/trips off site

**13 TRANSPORT**  
The school has adopted the council guidelines for the transport of pupils. One of the following options will therefore be used.  
1 - Staff transport students/equipment in their own cars or drive to other venues during the working day. Staff who use their own cars must confirm that their insurance policy covers them for this purpose as such cover is not provided by the Council.

**NB Staff driving their own vehicles for work need to hold Business Class insurance for the vehicle they use.**

2 - Staff transport students/equipment in the school minibus or a minibus hired in for the purpose.

**NB: Only Staff who hold a Council approved MIDAS Certificate are allowed to drive the minibus.**

3 - Transport and driver are hired in from a reputable source. This is the usual practice for school trips.

4 - The parent(s)/guardian(s) of the students are advised of the venue and time of activity and that their son(s)/daughter(s)/ward(s) are required to be there at that time. (See page 2.810 of the H&S Manual for additional information.)

**14 WELLBEING**  
The wellbeing of staff is seen as an integral part of the schools H&S responsibilities. The Governing Body and Head Teacher have statutory obligations under a duty of care but also wish to promote an ethos of mutual respect and support across the staff team as a whole.  
  
All staff has the right to a reasonable work life balance and to expect appropriate support or intervention when they experience health or personal difficulties. Staff are encouraged to raise any concerns with the Head Teacher or line manager but also have access to a confidential counselling service. Sickness absence or health concerns will be dealt with under the school’s absence policy

School run a wellbeing Wednesday for all staff, which comprises of after school activities to promote wellbeing such as mindfulness, or yoga. Staff are given additional boosts on a Wednesday this can include Muffins, outside coffee providers, drinks and meals out or an early finish.

OFG provide an Employee Assistance Package which gives staff access to Bupa, information and support.

**Occupational Health & Work-Related Stress**

Stress is the adverse reaction people have to excessive pressure or other types of demands placed upon them. It can be caused by things at work or outside work or both.

Benton House endeavour to assess the risk to your health from work related stress and put in place measures to eliminate, or where that is not possible reduce that risk.

**What does stress do?**

Stress in itself is not an illness, but it can lead to increases problems with ill health, if it is prolonged or particularly intense.

- For example:
- Physical effects:
  - Heart disease

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- Back Pain
- Gastrointestinal disturbances

Psychological Effects

- Anxiety
- Depression

Many people in the country at times feel stressed in the workplace. The Management of Health & Safety at work Regulations 1999 require you as an employee to tell your employer if you are feeling stressed, and if you are aware of any shortcomings in their health and safety arrangements. All employees have a responsibility to look after their own health and safety and reduce their own stress; this can be done by following the points below.

Reducing Stress at Work

What can you do at Work? You can help at work by:

- “Doing your bit” for managing work-related stress by talking to the Head of Education, if they don’t know there’s a problem, they can’t help. If you don’t feel able to talk directly to the Head ask a TU or other employee representative to raise the issue on your behalf.
- Supporting your colleagues if they are experiencing work –related stress. Encourage them to talk to the Head TU or staff representative.
- Speaking to your GP if you are worried about your health.
- Discussing with the Head whether it is possible to alter your job to make it less stressful for you. Recognising you and your colleagues needs.
- Trying to channel your energy into solving the problem rather than just worrying about it. Think about what would make you happier at work and discuss this with the Head.

Reducing Stress out Of Work

The following advice will not prevent work – related stress, but may help you take care of yourself and ensure that you don’t make the problem worse. You can:

- Eat healthily:
- Stop smoking – it doesn’t help you to stay healthy, even though you might think it relaxes you.
- Try to keep within Government recommendations for alcohol consumption – alcohol acts as a depressant and will not help you tackle the problem;
- Watch your caffeine intake – tea, coffee and some soft drinks (e.g. cola drinks) may contribute to make you feel more anxious;
- Be physically active – it stimulates you and gives you more energy.
- Try learning relaxation techniques –some people find it helps them cope with pressures in the short term;
- Talk to family or friends about what you’re feeling – they may be able to help you and provide the support you need to raise your concerns at work.

What to do after stress related illness

If you have been off work with a stress related illness Parkside House have the authority to request an Independent Psychologist assessment before you are able to return to work.

Benton House believe this is a necessary cause of action to safe guard the wellbeing of our pupils. Following a Psychological assessment an individual programme will be set up to support the staff member in the gradual re-introduction to their school and their job

DEALING WITH HEALTH & SAFETY EMERGENCIES

Procedures & Contracts

In any emergency, the safety of all pupils and staff is paramount. The procedures to be followed are:

- Fire or major incident
- Remove all persons from immediate area to a safe distance.
- Ensure fire brigade or emergency service is called.
- Inform relevant authorities including Parents/ Guardians,
- LEA’s RIDDOR, HSE when appropriate.

The overall message conveyed in this and any other Health & Safety Policy is that it is every person’s responsibility to make sure the site is a safe and healthy place to be

15 Health and Safety policies

Please note that all Health and safety policies are saved and stored in share point and in the facilities managers office, these can be requested to view by anyone.

LIST OF EMERGENCY NUMBERS

Emergency Services 999  
RIDDOR0845 300 9923  
HSE Info line 08453450055  
Pupils Individual Numbers School Office  
Belinda Young 07826224068  
(workplace Contact officer)

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School Health and Safety Management Checklist

School	
Person(s) completing checklist:	
Date:	

H&S Policy	Yes	No	N/A	Comments
Does the School have a written H&S policy that is, reviewed in the last 12 months.				
Signed by current Chair of Governors & Headteacher.				
Provided to or brought to the attention of all schools’ staff.				
H&S Coordinator	Yes	No	N/A	Comments
Has the school appointed an H&S Coordinator?				
H&S Training	Yes	No	N/A	Comments
Has the following training been undertaken by all relevant persons? Headteacher H&S Management.				
H&S Coordinator H&S Management.				
Risk assessment Process.				
Lifting & Handling.				

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	Yes	No	N/A	Comments
Fire/Emergency procedures				
Working At Heights.				
Environmental Safety				
<b>Risk Assessment</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Has the school prepared written risk assessments for each of the following core H&S items,  Access Control				
Administering medication				
Contractors				
Creative Arts				
D&T				
Electrical Safety				
Hazardous Substances				
Lone Working				
Manual Handling				
Off-Site Activities				
Physical Education				
Playground Safety				
Pond Safety				
Premises/Site Safety				
Science				
Working at Heights				

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	Yes	No	N/A	Comments
Have risk assessments been completed by trained schools' staff?				
Have School risk assessments been viewed for "suitable & Sufficient" by SCC/VT Four S				
Are risk assessments findings brought to the attention of all staff that may be affected by the risk?				
Has a <b>Fire Risk Assessment</b> been provided either by an appointed Consultant or by trained School staff?				
<b>Asbestos</b>	Yes	No	N/A	Comments
Does the school have an asbestos register?				
Is the Asbestos register consulted prior to any work that will damage or penetrate the fabric of the building?				
Are there emergency plans in place to respond to any Asbestos exposure?				
<b>Water treatment</b>	Yes	No	N/A	Comments
Is there an arrangement for the annual Inspection and Servicing of the school's water provision?				
Is there expertise and provision within the school for periodic testing of water temperatures?				
<b>Heating</b>	Yes	No	N/A	Comments
Is there an arrangement for the prescribed servicing of the school's heating system?				
Are temperatures adequate in all areas?				
<b>Fire Precautions</b>	Yes	No	N/A	Comments
Are fire appliances serviced and recorded as such every 12 months?				

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	Yes	No	N/A	Comments
Is the fire alarm system serviced at the prescribed intervals in accordance with relevant British Standard?				
Is emergency lighting serviced in accordance with the relevant British Standard?				
Are individual Fire Alarm call points tested on a weekly cycle and recorded as such?				
Is a Fire Practice carried out each term and recorded?				
Electricity	Yes	No	N/A	Comments
Has the school's fixed wiring system been inspected & certificated by an electrical engineer within the last five years?				
Is there a register/Inventory of all of the school's Portable Electrical Appliances?				
Are all of the school's Portable Electrical Appliances Inspected & Tested in accordance with HSE guidance (PAT)				
Are staff instructed not to bring personal electrical items in to school for use in school?				
Ladders & Steps	Yes	No	N/A	Comments
Are similar ladders & steps uniquely identified?				
Access/Security	Yes	No	N/A	Comments
Is there a system for Identifying and managing visitors to the school, including contractors?				

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No.	Actions Required?	By whom?	By when?	Date completed:

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SCHOOL HEALTH & SAFETY INSPECTION CHECKLIST

School/Specific Area of School Site	
Person Undertaking Inspection:	
Date:	

Flooring	Yes	No	N/A	Comments
Is the flooring free from damage?				
Is the flooring free from slip, trip or fall hazards?				
Are trailing wires eliminated or well managed?				
Glazing	Yes	No	N/A	Comments
Are critical areas fitted with safety glass or otherwise made safe?				
Is the glazing free from damage?				
Windows	Yes	No	N/A	Comments
Are all windows designed to be opened, safely openable?				
Are window poles available if needed?				
Doors	Yes	No	N/A	Comments
Are vision panels free from obstruction?				
Are all doors closing properly?				
Do all self-closers function correctly?				
Are all final exit doors open able from the inside (whilst the school is in use) without the use of a key?				

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<b>Storage</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Is all shelving secure?				
Are storage areas kept tidy?				
Are items stored safely? E.g. heavy items should not be at high level.				
Are step ladders/kick stools available for use where necessary?				
<b>Furniture</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Is furniture damage free and stable?				
Is the furniture sited safely?				
<b>Housekeeping</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Are all areas kept clean & tidy?				
Is all rubbish put in suitable receptacles?				
Are receptacles emptied regularly?				
<b>Hazardous Substances</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Are all hazardous substances stored safely & securely?				
Are safety data sheets available for all hazardous substances?				
<b>Personal Protective Equipment</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Has PPE been issued to staff as necessary?				
Is PPE stored properly?				
Is PPE properly maintained?				
<b>Lighting</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Is the lighting provision sufficient in all area?				
	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Do any bulbs/fluorescent tubes				

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need replacing?				
Is emergency lighting provided in critical areas?				
Heating	Yes	No	N/A	Comments
Are temperatures adequate in all areas?				
Fire Precautions	Yes	No	N/A	Comments
Are escape routes clearly signed?				
Are escape routes free from obstruction?				
Are the fire exits free from obstruction?				
Are fire exits clearly signed?				
Are fire extinguishers free form obstruction?				
Have they been serviced in the last year?				
Are fire call points free from obstruction?				
Is there a fire action notice in each room?				
Electricity	Yes	No	N/A	Comments
Are all sockets and switches free from damage?				
Are all leads, wires and plugs free from damage?				
Stairs	Yes	No	N/A	Comments
Are all stairs including coverings & treads in good condition?				
Are all handrails secure?				
Are all stairwells properly lit?				
External	Yes	No	N/A	Comments
Are roof tiles in good order?				
Are chimneys secure?				
	Yes	No	N/A	Comments
Are aerials secure?				

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Are fences in good order?				
Are gates in good order?				
Are paths and walkways well maintained?				
Is snow and ice effectively cleared?				
Are ponds fenced and secure?				
Are out buildings and sheds secure?				
<b>External Play Equipment</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Has all external play equipment been professionally inspected within the last year?				
Does a nominated person inspect the play equipment on a daily basis?				
<b>Ladders &amp; Steps</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Are similar ladders & steps uniquely identified?				
Are all ladders & steps free from visible defect?				
<b>Security</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Comments</b>
Do visitors sign in and out?				
Are visitors provided with ID badges?				

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Acorn Education And Care  
National Fostering Group  
Options Autism

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