



The Tiffin Girls' School

HEALTH and SAFETY POLICY

REVISED JUNE 2020

OVERVIEW

1. The Tiffin Girls' School is committed to ensuring a safe and healthy working environment for staff, students, contractors and visitors. This policy document defines the Governors' responsibilities to staff, students, contractors and visitors while on the School premises. The School's health and safety policy should be read in conjunction with the:
 - Premises Management Policy
 - First Aid Policy [including any addendum in place at the time, e.g. COVID-19, norovirus]
 - Serious Adverse Weather Procedure
 - Asbestos Management Plan
 - Supporting Students with Medical Conditions Policy
 - Business Continuity Plan
 - Trips and Visits Policy
2. The Governing Board notes the provisions of the Health and Safety at Work Act 1974 and any subsequent Acts and in particular the duty of every "employer" to conduct their business in such a way as to ensure, so far as is reasonably practicable, that persons who are and also persons who are not in their employment, but who may be affected by it, are not exposed to unacceptable risks to their health and safety. The Governing Board accepts that it has a responsibility to take all reasonably practicable steps to ensure the health, safety and welfare of staff, students and others. The Department for Education February 2014 publication Health and safety: advice on legal duties and powers is also noted.
3. The arrangements outlined in this policy statement and the various other safety provisions made by the Governing Board cannot in themselves prevent accidents or ensure safe and healthy working conditions. This can only be achieved through the adoption of safe methods of work and good practice by every individual. The Governing Board will take all reasonable steps to identify and reduce hazards to a minimum but all staff and students must appreciate that their own safety and that of others also depends upon their individual conduct and vigilance while on the school premises, or while taking part in school activities.
4. To ensure this policy is kept up to date, the Governing Board will review this policy annually. Staff and students are expected to interpret the document sensibly and at all times give primary consideration to safety. Advice will be sought from publications by the Health and Safety Executive and Department for Education to inform this policy.
5. The Governing Board, so far as is reasonably practicable, will through the Headteacher attempt to provide safe places of work, equipment and working conditions, will define emergency procedures, train staff to perform their jobs safely and effectively and inform them of any hazards of work. The Governing Board will also use its best endeavours to ensure that premises and equipment are maintained in a safe condition.
6. In the event of a requirement to develop a specific risk assessment for staff and students to work in the school buildings, e.g. a pandemic, the Governing Board are responsible for the approval of such a risk assessment.

7. The Governing Board are responsible for safety management during lettings and ensuring that premises, equipment and substances are safe and without risk to health.
8. The Governing Board will give proper consideration to the health and safety competencies of contractors during the tender process and only those contractors that can show their competencies and adherence to relevant legislation will be used.
9. The Governing Board has contracted the Royal Borough of Kingston upon Thames' Health and Safety advisory unit to provide competent health and safety advice in relation to all health and safety related issues. The school has a named advisor as first point of contact.

HEALTH AND SAFETY GOVERNANCE

10. The Governing Board has delegated responsibility (but not the accountability) for implementation, review and monitoring of this Health and Safety Policy and other relevant documents to the Premises and Infrastructure Group.
11. The Governing Board has an appointed Health and Safety Governor who is responsible for ensuring that the School has adequate controls in place to follow established H&S policy, procedures and practices to meet compliance requirements.
12. The day-to-day responsibility for Health and Safety within the School rests with the Deputy Headteacher (DHT) who is the primary point of contact for any member of staff of the School wishing to report health and safety concerns.

RESPONSIBILITIES OF THE HEADTEACHER

13. The Headteacher has overall responsibility for the application and fulfilment of School safety policy, and will delegate responsibility where necessary. The majority of Health and Safety daily management of the School is delegated to the DHT.
14. Where the Headteacher delegates responsibility for carrying out a particular health and safety function to a staff member, they must ensure that the person is aware of the duty, knows how he/she is expected to perform it, and is provided with any necessary information, instruction, training and supervision and resources (including time).
15. As well as having the general responsibilities/duties of all members of staff (see below), the Headteacher also has responsibility for ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times and for the day to day maintenance and development of safe working practices and conditions for teaching staff, support staff, students, visitors and any other person using the premises or engaged in school related activities. They will take reasonable, practicable steps to achieve this and assign clear safety functions to other members of staff as appropriate. The Headteacher fulfils many of these functions through the DHT.

RESPONSIBILITIES OF THE DHT AND OPERATIONS DIRECTOR - The Health and Safety Working Party

16. In particular, the DHT will, so far as is reasonably practicable, and through delegation of authority and activity to the Operations Director where appropriate:
 - 16.1. Be aware of, and ensure compliance with, the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the school.
 - 16.2. Liaise with the Local Authority Health and Safety team on matters of legislation and other key areas.
 - 16.3. Where necessary, work with the enforcing authorities, such as the Fire Brigade and Health and Safety Executive, in relation to health and safety matters.

- 16.4.** Ensure that statutory health and safety notices are displayed in appropriate locations within the establishment.
- 16.5.** Ensure that all staff, including those with delegated health and safety responsibilities, understand and fulfil their obligations for the day-to-day implementation of the safety policy.
- 16.6.** Ensure that staff involved in the carrying out and documentation of hazard identification, risk assessments and development and implementation of suitable control measures have relevant training, experience and knowledge.
- 16.7.** Ensure that adequate provision is made for staff consultation on matters regarding health and safety.
- 16.8.** Ensure that decisions reflect the health and safety intentions articulated in the health and safety policy and other relevant health and safety guidance.
- 16.9.** Ensure, at all times, the health, safety and welfare of staff, students and others via the provision of safe working conditions, systems of work, practices and procedures.
- 16.10.** Ensure that all tools, machinery, plant and equipment is fit for purpose, adequately installed, guarded and appropriately used.
- 16.11.** Ensure that all tools, machinery, plant and equipment receive planned maintenance carried out by competent persons, that maintenance records are kept, in accordance with statutory legislation where appropriate, and ensure that defective equipment which constitutes a safety hazard is removed from service immediately and clearly labelled as defective.
- 16.12.** Ensure that PAT testing on electrical equipment is completed as required.
- 16.13.** Ensure that all hazardous/harmful substances provided within the school are handled, stored and used in the manner prescribed by the supplier and in accordance with their own or an appropriate hazard identification and risk assessment.
- 16.14.** Ensure that appropriate protective clothing and equipment is provided and used whenever necessary.
- 16.15.** Ensure that all staff members are trained (including suitable refresher training) and competent to undertake their work safely, are aware of their own limitations and know they must not undertake any task unless they have been trained, are competent and are confident they can carry out the task safely in the conditions that prevail.
- 16.16.** Ensure that adequate instruction, training and supervision are provided for students as required.
- 16.17.** Ensure that sufficient first aid cover and facilities are provided.
- 16.18.** Collate accident information and, when necessary, carry out accident and incident investigations.
- 16.19.** Ensure that emergency procedures and nominated individual responsibilities (including those for fire) are in place, known, tested regularly and that any necessary revisions are made and disseminated.
- 16.20.** Ensure the School has an up to date Business Continuity Plan in place to help deal with the aftermath of serious incidents such as fires. This is to enable the quick and safe recovery of the School to minimise disruption.
- 16.21.** Approve departmental health and safety procedures, ensuring there is no contravention with this policy.
- 16.22.** Encourage staff, students and others to promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks.
- 16.23.** Set standards and ensure responsibility is assigned for dealing with waste disposal in compliance with current waste and environmental legislation and monitoring housekeeping standards.
- 16.24.** Monitor the standard of health and safety throughout the school by:
 - Ensuring that frequent inspections of the premises are carried out and any deficiencies identified are rectified promptly and records are kept to help identify trends.
 - Carrying out periodic audit and review of the safety management systems that are in place.
 - Ensuring that any deficiencies which cannot be immediately rectified are notified to the Headteacher and that appropriate warning and protection are given to anyone potentially impacted.

16.25. Ensure that the school responds to any requirements put in place by the government for safe working in the event of a pandemic, or in the event of a partial or full return to school following a pandemic. In particular:

- Purchase equipment to enable key functions of the school to be undertaken in a safe way
- Organise classrooms and public spaces in line with guidance
- Make adjustments to the school day to ensure that the school can function in a safe way, and to ensure social distancing requirements can be complied with, where required.
- Communicate clear guidance on expectations for staff and students
- Ensure that parents are clear on how the school will ensure safe working
- Ensure that requisite premises checks have been completed in the event of an extended school closure, in particular legionella testing

RESPONSIBILITIES OF HEADS OF DEPARTMENT (HoD) AND MANAGERS

- 17.** As well as having the general responsibilities of all members of staff, managers will be directly responsible to the Headteacher and DHT for the implementation and operation of the health and safety policy in their relevant departments or section and area of responsibility.
- 18.** All managers of staff will, so far as is reasonably practicable make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the School and also their area of responsibility.
- 19.** As part of their day to day work all managers will ensure that safe methods of work exist and are implemented throughout their department, that health and safety regulations, rules, procedures and codes of practice are being applied effectively and that all health and safety information is communicated to the relevant persons. In addition, separate health and safety records and/or policies will be maintained for the following departments by the respective HoD or Manager:
- Biology - Departmental Health and Safety Procedure is reviewed annually. CLEAPSS is used for individual risk assessments for equipment and experiments.
 - Chemistry - Departmental Health and Safety Procedure is reviewed annually. CLEAPSS is used for individual risk assessments for equipment and experiments.
 - Physics - Departmental Health and Safety Procedure is reviewed annually. CLEAPSS is used for individual risk assessments for equipment and experiments.
 - Science – three laboratory technicians are qualified first aiders.
 - Design & Technology - Departmental Health and Safety Procedure is reviewed annually. CLEAPSS is used for detailed individual risk assessments for tools and machinery.
 - Art - Departmental Risk Assessment is reviewed annually. The Art technician is a qualified first aider.
 - Drama - Departmental Risk Assessment is reviewed annually.
 - PE - Guidelines provided through subscription to AfPE Safe Practice in Physical Education. Annual updates, safety checks and fire assessments are completed following these guidelines. The PE teachers are qualified first aiders.
 - Catering - Departmental Health and Safety Procedure is reviewed annually and machinery regularly maintained. Two Catering Assistants are qualified first aiders.
- 20.** Managers at all levels will ensure that:
- 20.1.** Staff, students and others under their management are instructed in safe working practices and adequate supervision is provided at all times
- 20.2.** Regular safety inspections are made of their area of responsibility and recorded and corrective action is taken where necessary to ensure the health and safety of staff, students and others

- 20.3.** They are aware of hazard identification and risk assessments as appropriate for their area of work
- 20.4.** All tools, machinery, plant and equipment in the department in which they work are adequately guarded and are in good and safe working order
- 20.5.** All reasonably practicable steps are taken to prevent the unauthorised and improper use of all tools, machinery, plant and equipment in the department in which they work
- 20.6.** Appropriate protective clothing and equipment, first-aid and fire appliances are provided and are readily available
- 20.7.** Toxic, hazardous and highly flammable substances in the department in which they work are the subject of a written risk assessment and are correctly used, stored and labelled in accordance with current legislation and guidance from organisations such as CLEAPSS
- 20.8.** They monitor the standard of health and safety throughout the department in which they work, encourage staff, students and others to promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks
- 20.9.** When needed they will assist in accident/incident investigations within their department. The level of assistance will be determined by the Headteacher or DHT;
- 20.10.** They report, as appropriate, any health and safety concerns to the DHT.
- 20.11.** Ensure that staff and students in their department are clear on requirements for safe working during or following a pandemic, and raise any concerns with the Health and Safety Working Party.

RESPONSIBILITIES OF ALL STAFF

- 21.** All staff (including the staff of contractors such as the Cleaning Contractor and Maintenance Contractors) will make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the School and also the particular area in which they work. They will, so far as is reasonably practicable:
 - 21.1.** Be familiar with this health and safety policy and all safety arrangements including those for fire, first aid and other emergencies as laid down by the Governing Board
 - 21.2.** Ensure that health and safety regulations, rules, routines and procedures are being applied effectively
 - 21.3.** Be aware of hazard identification and risk assessments as appropriate for their area of work. Staff will be asked to read relevant Risk Assessments on an annual basis
 - 21.4.** Take part in health and safety training as required
 - 21.5.** Inform their manager if there is any reason they are unable to perform any task without undue risk (e.g. illness, incapacity, pregnancy)
 - 21.6.** Take reasonable care of their own health and safety and that of any other persons (staff, students, visitors etc.) who may be affected by their acts or omissions at work
 - 21.7.** Co-operate fully as a legal duty with their employer on health and safety matters, including following safe systems of work and not interfering with or misusing anything provided for their health, safety or welfare
 - 21.8.** Ensure that all tools, plant, machinery and equipment are adequately guarded, are in good and safe working order and are not used by unauthorised persons or in an improper manner
 - 21.9.** Ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled in accordance with their written risk assessment and in accordance with current legislation and guidance from organisations such as CLEAPSS
 - 21.10.** Use the correct equipment and tools for the job and any protective equipment, protective clothing or safety devices that may be supplied
 - 21.11.** Report any defects that they observe in the premises, plant, equipment and facilities and take action to ensure no one is put at risk
 - 21.12.** Report all accidents and near misses immediately, whether injury is sustained or not using the appropriate procedure
 - 21.13.** Report any reasonable suggestions in how the School can improve health and safety to the DHT

- 21.14. Promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks.
- 21.15. Ensure that they and their students are clear on requirements for safe working during or following a pandemic, and raise any concerns with their Head of Department and the Health and Safety Working Party.

HIRERS, CONTRACTORS AND OTHERS

22. All contractors must report to the School Office on arrival and departure from the school. This is to ensure that the Operations Director can make any necessary arrangements to ensure the safety of staff and students. When contractors are working at the school the Operations Director and/or caretaking staff will liaise with the contractor and his/her supervising office to make them aware of the school fire evacuation and health and safety procedures. The Operations Director, in liaison with the caretaking staff, will ensure that all temporary rules such as exclusion from the premises or parts thereof are made known to all staff, students and visitors to the premises whilst contractors are working at the school.
23. When the premises are used for purposes not under the direction of the Headteacher then the principal person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in the Responsibilities of the Headteacher and DHT (see above sections).
24. The Headteacher or designated representative will seek to ensure that hirers, contractors and others who use the School premises conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.
25. When the premises are hired it will be a condition for all hirers and others using the premises or facilities that they comply with all safety directives and that they do not, without the prior consent of the Governing Board, introduce equipment for use on the school premises, alter fixed installations, remove fire and safety notices or equipment or take any action that may create hazards for any persons using the premises.
26. Hirers will be responsible for assessing the need for, and the provision of, their own first aid facilities.
27. All contractors must comply with requirements for safe working during or following a pandemic, including those put in place both by the government and by the school.

RESPONSIBILITIES OF STUDENT LEADERSHIP TEAM

28. The School has an active Student Leadership Team and they are encouraged to:
 - Report on behalf of other students any health and safety concerns to the SLT member responsible for Health and Safety.
 - Become involved in changes to the premises that may affect the students.

RESPONSIBILITIES OF ALL STUDENTS

29. Students should look after their own safety and that of others. Students:
 - Must comply with the School's health and safety procedures and policies
 - Must follow staff's instructions in relation to the use of equipment and chemicals.

FIRE PRECAUTIONS

30. Fire prevention is part of everyone's duties. In particular, attention should be paid to checking the premises before leaving at night to ensure that nothing has been left which could lead to a fire

developing while the premises are unoccupied. All electrical equipment that need not be left on should be switched off. Equipment that needs to be left on should be kept clear of combustible material in case of a fault developing when unattended.

31. The volume of combustible rubbish must be kept to a minimum in order to reduce the risk of fire. Arrangements must be made to have any large amount of combustible rubbish removed from the building.
32. The DHT is responsible for ensuring that:
 - Regular fire evacuation practices are carried out.
 - Fire alarms are tested on a weekly basis.
 - Any emergency lighting system is tested on a regular basis.
33. The Operations Director is responsible for ensuring that:
 - Fire alarm and emergency lighting systems tests are recorded.
 - Fire extinguishers are inspected and maintained annually
 - The battery bank of the fire alarm and emergency lighting system is maintained
34. The caretaking staff are responsible for ensuring that all fire extinguishers and fire blankets are in the correct place. A guide to the symbols found on fire extinguishers and their meaning can be found in APPENDIX 1.

EMERGENCY EVACUATION PROCEDURE

35. The emergency evacuation procedure notice (APPENDIX 2), MUSTER POINT map (APPENDIX 3) and escape routes (APPENDIX 4) will be displayed in every room as close as convenient to the normal entrance.
36. The emergency evacuation procedure notice includes detailed information regarding:
 - Emergencies during lesson times
 - Emergencies during non-lesson times
 - Emergencies during an assembly
 - Alternative escape routes
 - In the event of a school closure

FIRE REGULATIONS AND EVACUATION FOR EVENTS AND LETTINGS

37. The notes at APPENDIX 5 must be communicated to:
 - All third party letting organisers for communication to their visitors
 - All individual or small groups of visitors to the school
38. An announcement must be made at the start of all open events which include visitors to inform them of the evacuation routes and MUSTER POINT.
39. The designated person with this responsibility will normally be the Deputy Headteacher or the Headteacher during the school day.
40. A nominated alternative must be identified to inform visitors for School evening events, usually a member of the staff Senior Leadership Team
41. Lettings organisers together with the TGS Leisure Assistant will take joint responsibility during lettings when no TGS staff members are on site.

INDUCTION TRAINING

42. All new members of staff, including those engaged in Initial Teacher Training, must be given a copy of the Health and Safety Policy. Their duties under the policy must be discussed and understood.
43. Staff will sign to confirm that they have read and understood this Health and Safety Policy (APPENDIX 6). This is organised by the DHT who is advised when new staff start at the school. Specialist safety training and familiarisation with any departmental Health and Safety Procedure is arranged by the relevant Line Manager.
44. Supply teachers must be fully aware of any local arrangements for emergency action i.e. fire evacuation, accident procedures and reporting, and any other safety arrangements which may affect them whilst in the school. Briefing notes must be given to supply teachers on arrival by the person responsible for arranging cover.

SNOW AND ICE

45. In icy conditions, and especially when snow has fallen, the Premises Team will endeavour to clear, and maintain a safe environment so far as reasonably practical. Footpaths and routes around the School will be maintained in a safe condition.
46. In these conditions the Premises Team will commence work as early as possible so they can begin to clear the worst areas. However, it must be remembered that the School is a very large area and not all accessed areas can be cleared before the majority of staff and students arrive. Also there is a possibility that the Premises Team may encounter difficulties when travelling in to work if there has been a heavy fall of snow the night before.
47. Where there is a delay in gritting areas, staff should take the initiative and avoid walking in these areas, if this is not possible, then they are requested to take additional precautions when moving around the School (inside and outside). Where possible avoid high risk areas i.e. steps, ramps etc., also individuals are reminded to wear the appropriate footwear in snowy and icy conditions. Gritting and snow clearing will take priority over all other tasks unless there is an emergency situation.
48. Detailed information about how the school will respond to adverse weather is included in the School's Serious Adverse Weather Conditions policy.

WORKING AT HEIGHTS

49. The Premises Team will ensure that the following safe working practices are carried out when working at heights:
 - Only specially designed access equipment will be used i.e. ladders, steps and scaffolds.
 - Regular checks must be carried out on all access equipment to ensure its safety. These checks should be recorded by the Premises Team.
 - Access equipment must be long enough to reach the place of work without the user having to overreach in any direction. Only appropriate access equipment will be used e.g. steps must never be used unless the legs can be opened to their widest extent.
 - Only authorised persons should erect scaffolds. It is recommended that personnel should be trained in the safe erection and use of tower scaffolds and any other type of scaffold that may be used in a school.
 - If the Premises Team do not have the correct equipment to carry out the required task they must inform the Operations Director immediately, who in turn will make adequate arrangements for the work to be carried out safely (this will require a risk assessment to be done, recorded and kept for reference/inspection.)

GUIDANCE ON THE USE OF SCREENS

50. Staff who work with computer screens should follow these guidelines:
- Breaks should be taken before the onset of fatigue, not in order to recuperate, and when performance is at a maximum, before productivity reduces. The timing of the break is more important than its length.
 - Breaks or changes of activity should be included in working time. They should reduce the workload at the screen, i.e. should not result in a higher pace or intensity of work on account of their introduction.
 - Short, frequent breaks are more satisfactory than occasional, longer breaks e.g. a 5 – 10 minute break after 50 – 60 minutes' continuous screen and/or keyboard work is likely to be better than a 15 minute break every two hours.
 - If possible, breaks should be taken away from the screen.

ACCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

51. The first aiders and/or appointed persons are listed in the staffroom, the school office and in the Science preparation rooms.
52. The first aid boxes are kept in the school office (including spare for trips) Science preparation rooms, S12, Art/DT – between classrooms N06/N07 on the wall and at the front of the Cookery Room (NO1), Sports Centre Reception, PE Department, Kitchen, Medical room and Music Office.
53. The automatic external defibrillators are kept in the school office and the sports centre.
54. A list of the names of students who have specific medical requirements is available to all staff on the network drive. Information about other students with medical needs/ history is kept in a ring binder in the medical cabinet in the school office in clearly labelled student pouches, that include student photos.
55. Students who have severe allergies should carry their own medicines and relevant devices, or will be able to access their medicines for self-medication quickly and easily. Students who have been prescribed an automatic adrenaline injector (AAI) (often referred to as epipens) are advised to keep a spare device in school. Where parents/carers have agreed to this and provided the school with this medication, the spare AAI is kept in the locked medical cabinet in the school office in clearly labelled student pouches. Such AAIs must be in date, labelled and provided in the original container as dispensed by a pharmacist
56. The school holds a supply of AAIs for use only in emergencies. These AAIs may only be used if:
- the student's prescribed AAI is unavailable because it is broken or empty or out of date **AND**
 - medical authorisation and written parental consent has been received and entered on the school's AAI register **OR**
 - emergency services have instructed the school to administer multiple doses
57. The school may also administer an AAI to a student not on the AAI register if instructed to do so by the emergency services.
58. Students who are asthmatic should carry their own medicines and relevant devices, or will be able to access their medicines for self-medication quickly and easily. Students may keep a spare reliever inhaler in school. Where parents/carers have agreed to this and provided the school with this medication, the spare reliever inhaler is kept in the locked medical cabinet in the school office in clearly labelled student pouches. Such inhalers must be in date, labelled and provided in the original container as dispensed by a pharmacist.

59. The school holds a supply of salbutamol inhalers and spacers for use only in emergencies. These inhalers and spacers may only be used if:
 - the student's prescribed inhaler is unavailable because it is broken, empty or out of date
AND
 - written parental consent has been received and entered on the school's asthma register
60. If the student is known to us as having asthma that is treated with an asthma inhaler, we may seek verbal parental consent to make use of a school inhaler in an emergency if the criteria in paragraph 58 above cannot be met.
61. Furthermore, where a parent/carer cannot be reached for verbal consent in such an emergency, the school may make the decision to allow use of the school inhaler and parents/carers will be informed afterwards.
62. Staff administering medication in an emergency must be fully trained to do so.
63. Information about staff with medical needs is kept in the medical cabinet in the school office. This information is collected, voluntarily, through the annual data collection exercise. The HR Director advises first aiders of such needs, and where relevant, the location of any medication.
64. All accidents are to be recorded on accident forms for accidents in the workplace, which are held in the school office.
65. If an accident occurs on a trip, accident forms are completed as accidents occur using forms in trips medicine boxes and returned to a member of SLT on return to school.
66. Cases of work-related ill health are dealt with through the HR Director.

SAFETY POLICY FOR PREGNANT WORKERS AND THE UNBORN CHILD

Introduction

67. The Management of Health and Safety at Work Regulations 1999 requires employers to make a suitable and sufficient assessment of risks to the health and safety of staff members.
68. The Board of Governors and the Headteacher of the school regards the Health and Safety of pregnant workers and the unborn child as a mutual objective for management and pregnant workers at all levels. It is therefore the school's policy to do all that is reasonably practicable to prevent injuries and stress to pregnant workers and the unborn child.
69. The School will carry out workplace risk assessments which take into account new or expectant mothers; women defined as:
 - Pregnant
 - Recently given birth (covering a period of up to six months from giving birth, although this can extend if breast feeding continues)
70. If workplace risk assessments cannot reduce the intensity of working conditions of a pregnant worker, then the conditions of her working employment will have to change, or she must be offered paid leave. Pregnant women are assigned jobs that have no potential to cause harm to themselves or the unborn child.

Staff members' Duties/Rights

71. Staff members, if requested by the employer, must provide a certificate from a Registered Medical Practitioner or a Registered Midwife, confirming the pregnancy.
72. Staff members have a responsibility to make their employers aware of their pregnancy, or that they are a new mother or breastfeeding.
73. Staff members have a responsibility to protect their own health at work and must take the appropriate measures to protect themselves –avoid hazardous manual handling at all costs.

74. Staff members have a responsibility to inform their employers of any medical or midwifery advice they have received which would affect the risk assessment process.

The School's Duties

75. The School must take particular account of risks to new and expectant mothers when assessing risk in work activity and ensure the following:
- Hazardous manual handling jobs will not be given to pregnant women.
 - Jobs that involve long periods of standing are not assigned to pregnant women.
 - Pregnant women are not exposed to either low or high temperatures
 - Pregnant women are not exposed to noxious fumes, high levels of dust, Ionising radiation, vibrations, chemical and biological agents, working conditions and hazardous infections such as Rubella
76. If the School has identified a significant risk to the health and safety of a new or expectant mother, the School must decide what action to take. The School should in all cases consider removing the hazard or seek to prevent exposure to the risk. Where this is not feasible the risk should be controlled.
77. If there is still a significant risk at work to the safety or health of a new or expectant mother, which goes beyond the level of risk to be expected outside the workplace, the following steps should be taken to remove the staff member from the risk:
- Temporarily adjust the working conditions and/or hour of work; or if it is not reasonable to do so, or would not avoid the risk.
 - Offer suitable alternative work; or if that is not feasible.
 - Give the staff member paid leave for as long as necessary to protect her safety or health or that of her child.
78. These actions are only necessary where as a result of risk assessment there is genuine concern.
79. If there is any doubt, the School should seek professional advice (e.g. occupational health) on what the risks are and whether they arise from work before offering alternative employment or paid leave.
80. The regulations provide that the employer must take action as set out above when informed in writing that a staff member is pregnant.
81. The School must keep the risk under review as although the hazard may remain constant, the possibility of damage to the worker or her foetus as a result of a hazard may vary at different stages of pregnancy.

ASBESTOS

82. The Operations Director is responsible for the Asbestos Management Plan. Responsibilities include; location of survey, arrangements to ensure contractors and others have sight of survey prior to starting any work, instruction to staff not to drill or affix anything to walls without first obtaining approval and checking the survey.
83. Guidance on reporting damage to asbestos materials and emergency plans in case of asbestos disturbance should also be given by the Operations Director.

HEALTH AND SAFETY ON DAY TRIPS AND OVERSEAS TRIPS

84. A full risk assessment is carried out as part of the trip application process. All risk assessments for overseas trips and trips including adventurous activities are checked by RBK. Other risk assessments are checked by the Educational Visits Coordinator and the Headteacher. See the Trips and Visits Policy for further detail.

MOVEMENT OF VEHICLES

85. Staff and visitors should park their vehicles in the designated car parking spaces.
86. A speed restriction of 5mph is in place within the school grounds.

MONITORING

87. To check our working conditions and to ensure our safe working practices and policies are being followed:
 - The Operations Director and the Premises Team carry out a site walk on a weekly basis.
 - The Operations Director submits a Health and Safety report to the Governing Board on an annual basis.
 - A log of all incidents is held centrally by the Premises Team.
 - RBK will conduct a Health and Safety visit once a year
 - The Headteacher or DHT is responsible for investigating accidents
 - The Headteacher or DHT is responsible for investigating work-related causes of sickness absence.
 - The Governor with responsibility for Health and Safety visits the school annually and writes a report for the Governing Board.