

Health and Safety Policy



Responsibility: Governing Board

Approved on: February 2024

Next Review Date: February 2025

 21/2/24

8th Edition

At Nelson we work collectively to grow an inclusive learning community whose values, beliefs and principles are at the very core of our work. We strive to continually develop an environment where our children are nurtured by positive example in a safe, supportive atmosphere.

All Stakeholders will achieve this by an ongoing commitment to the health, safety and welfare of the staff, pupils and visitors through the provision of appropriate and effective advice, support and guidance on all health and safety matters in order to facilitate a healthy and safe working environment.

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1. STATEMENT OF GENERAL POLICY

The Governing Body of Nelson School recognises that the health, safety and welfare of all staff and pupils, whether on the school's premises or carrying out the schools business elsewhere, is primarily the responsibility of Birmingham City Council (BCC) and the Directorate for People. We acknowledge and accept that for practical purposes that this responsibility is to a great extent delegated in the first instance to the Schools Governing Body. These responsibilities also extend to ensuring that other agencies or contractors on the school premises have adequate safety policies and procedures in place.

- 1.1** On behalf of the Governing Body, I accept the duties and obligations imposed upon us under the Health and Safety at Work etc Act 1974, The Occupiers Liability Acts 1957-84 and will through this Policy ensure, so far as is reasonably practicable, the Health and Safety of:
 - a. All persons employed at Nelson School whilst they are at work;
 - b. Persons other than Nelson School employees who may be exposed to risks arising out of, or in connection with, the activities of employees of Nelson School whilst they are at work.
- 1.2** To effectively achieve this Nelson School will provide, so far as is reasonably practicable:
 - a) Safe premises, plant and systems of work;
 - b) Safe methods of using, handling, storing and transporting of articles and substances;
 - c) Information, instruction, training and supervision;
 - d) A safe working environment;
 - e) Safe access to, and egress from, a place of work and procedures for evacuation in an emergency.
- 1.3** The Governing Body for Nelson School will comply with safety policies, guidance, advice and instructions issued by BCC, the Directorate for People and advice from Education Safety Services. Nelson School will further provide, so far as is reasonably practicable, any additional codes of practice and safe systems to effectively cover all aspects of health, safety and welfare.
- 1.4** While this policy is written to comply with the Health & Safety at Work Act 1974, we consider the matters of pupil and staff safety and welfare to be of equal importance. Where necessary this will be expressed in specific arrangements, otherwise it is implicit in all actions and arrangements within this policy.
- 1.5** It is an offence under the Health & Safety at Work Act 1974 to intentionally or recklessly interfere with, or misuse, anything provided in the interests of Health and Safety

All members of staff must co-operate fully with measures the school will be taking to comply with the relevant statutory provisions and in implementing this Health & Safety Policy, in order to ensure that their working environment, together with those of their colleagues and pupils, are as safe and healthy as possible.

2. ORGANISATION AND RESPONSIBILITIES

Governing Body

Governors are responsible for the strategic overview of health and safety including that of ensuring full implementation of the Schools Health and Safety at Work Policy. **This will be achieved by ensuring there is an effective plan for safety that sets clear areas of responsibility and achievable standards for all school staff.**

- 2.1 The Governors consider the best means of developing and progressing this policy, thus providing effective management of health & safety, is to establish a Safety Advisory Group. The role of the Group will be to act as a communication link between the Governing Body, Head Teacher, Trade Union Appointed Safety Representatives and members of staff generally. Its terms of reference are to:

- Identify and develop practicable arrangements for health & safety
- Develop strategies/arrangements to actively monitor their enforcement
- Consider/assess any safety issues for new equipment or in anticipation of organisational change
- Ensure effective remedial action has been considered and implemented to comply with the electronic version to report accidents online.
- Identify opportunities for further improvement to safety arrangements
- Carry out a review of the policy and its arrangements annually and recommend necessary improvements on general strategic matters of health & safety
- Draft a brief status report to the full Governing body each year
- Bring any matter of concern relating to health and safety, that cannot be resolved through the school's management structures or by the Head Teacher, to the immediate attention of the Chair of Governors

A clear intention is to seek continual improvement through the development of a safety culture built on a common understanding of safety and a commitment by all staff to meet their challenging goals.

- 2.2 Members of the Group shall include the following:

Claire Forrest	Head Teacher
Louise Barnes	Deputy Head Teacher/Safety Coordinator
Claire Dawes	Deputy Head Teacher / Induction
Matthew Fulford	Building Services Supervisor
Daniel Taylor	Governor

The School Council have been empowered to make representation to, and informed they may be invited to contribute to the future work of the Safety Group. Two members of the School Council are elected as Safety Officers each year. The School Council consist of pupils from Year 2 to Year 6. Two pupils from each class are elected by pupils to represent the class.

Additional members will be co-opted where appropriate to discuss safety matters relating to specific areas of work. Each Group member will be confirmed annually by their respective bodies as appropriate and confirmed by a full governing body at its AGM. The Group will meet every term and more often at the request of one Group member, the Head Teacher or the Governing body.

2.3 Supervisory School Staff

Members of staff who manage, or supervise other staff/trainees, or are responsible for pupils/members of the public, who may be affected by work activities, have a particular responsibility for the health and safety of those under their charge.

They will carry out and/or assist in the process of undertaking a suitable assessment of the risks to health and safety arising out of or, in connection with their undertakings. These assessments shall be reviewed periodically, following accidents and in light of improved knowledge or technical change. This is the principal cornerstone of Nelson School Health and Safety Management.

Supervisory staff will instruct those under their charge/control precisely and clearly on their duties with regard to the health and safety of themselves and others, and will inspect their designated area of responsibility at periodic intervals.

2.4 Head Teacher

The Governors charge Head Teacher Miss Claire Forrest with the day-to-day responsibility of managing and enforcing Nelson School Health and Safety at Work Policy. Where necessary the Head Teacher will initiate, support and assist all staff in the risk assessment process and, take appropriate steps and make the final decision on any safety question where matters are unable to be resolved satisfactorily through delegated responsibility arrangements within this safety policy.

The Deputy Head Teacher, Louise Barnes, will assume these responsibilities in the absence of the Head Teacher.

2.5 Health and Safety Co-ordinator

Deputy Head Teacher Louise Barnes and Matthew Fulford are appointed by the Head Teacher to assist in the day-to-day implementation of the School safety plan. As Safety Co-ordinators their role is to ensure that other members of staff are familiar and clear as to their duties and responsibilities stated in this Health and Safety Policy. They will also be responsible for convening meetings of the Safety Advisory Group, ensuring that minutes are taken and stored in a place accessible to all interested parties. The Safety Co-ordinators will also provide/arrange assistance and support to relevant staff to ensure that risk assessments are actually carried out. They will endeavour to keep up-to-date with safety regulations and through the Safety Advisory Group initiate steps that ensure arrangements for health and safety at Nelson School conform to both current regulations and best-known practice.

2.6 Phase Group Leaders

The nature of the school's activities can be diverse from an operational point of view and essential activities and priorities may vary between key phases and subjects. Leaders will be responsible for initiating/undertaking/assisting in the risk assessment process in areas and for tasks relating to pupils, members of staff and others in their sphere of operation.

They will ensure their designated areas are inspected regularly to identify hazards and bring any concerns to the attention of the Head Teacher. Where significant hazards are identified a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the risk. Relevant staff will be informed of any findings that will also be recorded in the Health and Safety file in Teams for audit inspection.

In the event of a hazard presenting a significant risk to anyone in school, steps will be taken immediately to ensure health & safety is not compromised. This may require

immediate intervention actions - such as restricting access to the hazard before reporting the matter to the Head Teacher or Safety Coordinator. Leaders will also assist in the implementation of other safety arrangements considered necessary to comply with health & safety regulations and codes of practice as may be determined from time to time and approved by the Governing body/Head Teacher.

2.7 Classroom Teachers/School Business Manager

Will be responsible for initiating/undertaking/assisting in the risk assessment process in areas and for tasks relating to pupils, members of staff and others in their sphere of operation. They will inspect their designated areas regularly to identify hazards and raise any concerns with their line manager or a member of the Safety Advisory Group. Where significant hazards are identified a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the risk. Staff members under their charge will be informed of any findings that will also be recorded and filed in the school office for audit inspection.

In the event of a hazard presenting a significant risk to anyone in school, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting access to the hazard before reporting the matter to their designated SLT member/Head Teacher. Classroom Teachers/School Business Manager will also assist in the implementation of other safety arrangements considered necessary to comply with health & safety regulations and codes of practice as may be determined from time to time and approved by the Governing body/Head Teacher.

2.8 Building Services Supervisor (BSS)

The BSS Matthew Fulford has a key role to ensure that the school premises are kept clean, secure and maintained in a safe condition. This is achieved by undertaking tasks as defined in the job description or additional tasks as determined by arrangement with the Head Teacher. The BSS is also responsible for the supervision of cleaning staff, materials and any equipment they use. He will be responsible for undertaking/assisting in the risk assessment process in matters relating his work and that of other members of staff within the sphere of his work. This will include responsibility as first point of call and active liaison with contractors who are at the school premises, ensuring they comply with and are aware of Health and Safety Policy and arrangements.

It is expected that particular work undertaken by the BSS will identify quickly areas that threaten the safety of himself, pupils or other members of staff.

The BSS will inspect specified designated areas regularly to identify hazards and will raise any concerns with the Head Teacher/Line Manager. Where necessary a formal risk assessment process will be undertaken to determine the risk factor and what measures, if any, are needed to either eliminate or adequately control the hazard. Relevant staff will be informed of any findings that will also be recorded and filed in the Health and Safety file in Teams for audit inspection.

In the event of a hazard presenting a significant risk to anyone in school, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting access to the hazard before reporting the matter to the Head Teacher or Safety Co-ordinator. The BSS will also assist in the implementation of other safety arrangements as considered necessary to comply with health & safety regulations and codes of practice, as may be determined from time to time and approved by the Governing Body/Head Teacher.

2.9 All Other Staff (Non-Supervisory)

A vital role and responsibility for implementing Nelson School safety plan is that of the individual member of staff who has a statutory duty to co-operate with the school's managers and comply with all arrangements considered necessary for the health, safety and welfare of pupils, themselves and their work colleagues.

They will assist in the process of undertaking a suitable assessment of the risks to health and safety arising out of or, in connection with their work.

Staff have a laminated safety check list in their classrooms to refer to, this includes areas nearby the classroom, such as corridors.

In the event of a hazard presenting a significant risk to anyone in school, steps will be taken immediately to ensure health & safety is not compromised. This may require immediate intervention actions - such as restricting access to the hazard before reporting the matter to their line manager.

3. ARRANGEMENTS

The Governing Body will ensure that those appointed and charged with responsibility for implementing Nelson's Primary School Health and Safety at Work Policy and its arrangements will be adequately trained to fulfil their delegated responsibilities.

Where specialist knowledge is required advice will be sought from Education Safety Services to advise/assist directly or where appropriate identify other competent persons to provide support.

Staff will be made aware and encouraged to consult the safety manual and/or Children's Services Safety web site for guidance on specific safety topics.

The arrangements for managing health and safety within Nelson Primary School are designed to eliminate hazards or adequately control risks to staff and pupils are as follows:

3.1 Education Safety Services Policies for Safety

Useful information, guidance and policies can be viewed on the Schools internal network for staff. Additional information may be found the Schools HR Sap System. There are several schools designated Safety Advisors who can be contacted directly for support and advice on 07500 125 373, or call Safety Services on 675 0364, or email schoolsafety@birmingham.gov.uk

3.2 Staff Induction

All Teachers, new Teaching Assistants, Lunchtime Supervisors and students are supported by Claire Dawes who guides them through the induction process. A record of the induction process will be kept (see Appendix SI). Safety Policies can be viewed on our school website and copies are kept in the Head Teachers Office.

3.3 Fire Safety

The Head Teacher will ensure a fire risk assessment is carried out to comply with the Regulatory Reform (Fire Safety) Order 2005. This assessment also sets out detailed arrangements for staff training and on procedures to be followed in the event of a fire emergency. The risk assessment will be reviewed annually or in the event of change and significant findings will be processed onto a priority action plan of remedial steps to be taken. All documentation including records of fire drills and equipment test will be retained in a Fire SafetyLog.

3.4 Critical Incidents – see separate policy

3.5 Security – see separate policy

The school will undertake a review of security annually. This will be carried out by the Safety Advisory Group. Findings will be recorded and progressed onto action plan of remedial measures. Staff and pupils will be urged to bring any concerns they may have to the immediate attention of the Head Teacher (see Appendix SA).

3.6 Supporting Pupils at School with Medical Needs

The Governing Body will ensure that a policy is drafted that complies fully with the Statutory Guidance that is required to be implemented. (DfE guidance ‘Supporting Pupils at School with Medical Conditions’ 2015) This policy will incorporate arrangements requiring that steps are taken to identify any consequential health & safety risk to staff or pupils in the support provided for pupils with medical needs. Where necessary, in consultation with relevant staff a specific risk assessment will be undertaken that will also identify relevant staff training needs.

3.7 Safety Training

Training needs for staff will be identified through the induction process. Future training needs will be identified through the staff development review process or in light of changed responsibilities.

3.8 Dynamic Risk Assessment

Following consultation with school staff, the Safety Advisory Group will identify and list specific work tasks where a significant risk of harm could arise. The staff consultation process and list of jobs/tasks identified will be reviewed annually (See Appendix HT)

In order to ensure compliance with the requirement to undertake risk assessment a team of school staff have been trained in the risk assessment process and they will approve any plan for carrying out any of the listed tasks before work begins.

Staff are instructed not to undertake any of the listed tasks unless it follows a safe system of work and prior approval has been sought from a member of the Dynamic Risk Assessment Team.

3.9 Good House Keeping Safety Sweeps

Will be carried out on a continuous basis so that physical type hazards are identified as soon as possible. This will be achieved by staff teams sweeping a designated safety zone within the school and findings will be recorded on a Safety Sweep checklist every term.

Completed checklists will be handed onto a member of the Safety Advisory Group to sign off and where necessary ensure appropriate action is taken or seek advice on what steps could be taken to manage any safety concerns.

Any issues raised on the Safety Sweep forms will be collated into a ‘job list’ and distributed to those people who are required to action them. Completed checklists along ‘job list’ documentation of any remedial action taken will be retained in a Safety Sweep folder held in the school office for future audit inspection.

These arrangements will be closely monitored and checklists inspected annually by the Safety Advisory Group. Any failure to comply with these arrangements must be brought to immediate attention of the Head Teacher and Governing Body.

3.10 Play Ground and Grounds Safety Sweeps

Will be carried out on a continuous basis so that physical type hazards are identified as soon as possible. This will be achieved by the BSS and Lunch Time Supervisors being alert and checking areas within the playground or grounds and record findings on a checklist. Staff are reminded to report any issues immediately in the Health and Safety file in Teams. **Staff without access to Teams, will inform the Office Manager, who will record the concern on their behalf.**

3.11 Working at Height

Head Teachers/Managers/Supervisors/Teachers must not instruct staff under their charge to undertake any work at height task unless a suitable and sufficient risk assessment has been carried out and properly recorded.

Closer supervision must be exercised at all times when asking vulnerable persons to undertake work at height tasks. These will include young persons, student placements and new or expectant mothers.

All staff are instructed not to undertake any work at height task unless they have been authorised to do so and have been informed of the risk assessment findings, trained and instructed as appropriate.

While not an exhaustive list such work at height tasks may include the following:

- Storing and/or retrieving materials
- Placing and/or removing displays at height
- Cleaning windows and light fittings
- Maintenance tasks

A Line Manager will be informed and will approve a plan for working at height before the task is carried out. Recorded approval/risk assessments will be passed onto a Line Manager for signature before commencing the task then filed for future staff reference and audit inspection.

All relevant staff will be informed formally of the risk assessment findings.

Arrangements must be made to ensure new or temporary employees are informed of risk assessment findings before being asked to undertake any work at height task.

Staff receive training in the safe use of ladders. This includes step ladders and leaning ladders.

All access equipment will be fully inspected every 6 months by Matthew Fullford and a record of this retained. Authorised staff will also be instructed on procedures of how to visually check access equipment before use. This arrangement will be monitored by Matthew Fullford every 12 months.

3.12 External Educational Visits

Thea Palmer has been appointed and trained as Educational Visit Co-ordinator (EVC). The EVC will ensure all external visits are planned and detailed arrangements are recorded. This will include ensuring additional risk assessments are undertaken where necessary. As part of the planning process for external educational visits the EVC will consider whether there are any opportunities to involve the pupils in understanding how they could be harmed during the visit in order to underpin their understanding and cooperation in control measures. Near misses will be recorded on risk assessments when they occur.

3.13 Stress/Well-being

The school adopts an open door policy for all staff to speak to a member of the Senior Leadership Team about any health issues or well-being concerns that they may have. The school will endeavour to support any member of staff experiencing anxiety or stress even though this may not be work related and a **strict need to know confidence will be observed at all times**.

Any member of staff who considers their well-being is being compromised due to work related pressures are to be encouraged to raise concerns with their line manager or a

member of the Safety Advisory Group who will if necessary seek external advice from the Employee Relations Service.

3.14 First Aid

Hazel Fitzsimons is our Senior First Aider and is responsible for ensuring that the appropriate number of appointed persons and facilities provided for first aid are maintained. The school reinforces the 1st Aid plan by providing periodic awareness training for all staff. In school we aim to have at least 8 qualified First Aiders. All staff will receive basic First Aid training every two years.

3.15 Accident Reporting and Investigation

Accidents involving pupils will be recorded and copies kept in the classroom. Serious accidents involving pupils will be recorded using BCC incident, accident and near miss reporting form and a copy printed and retained in school. The First Aider who dealt with the accident is responsible for completing the form and adding the Head Teacher or a Deputy Head Teacher's email as their line manager.

All accidents involving staff must be reported and recorded using the form on Teams, which will be sent to the Local Authority. The staff member themselves is responsible for completing the form and emailing it to the Head Teacher.

All accidents will be investigated by a member of the Safety Advisory Group in order to establish facts. Where necessary the risk assessment and procedures will be reviewed and where appropriate recommendations made to prevent any reoccurrence.

3.16 Key Building Duty Holders

The building duty holder/s for Nelson Primary School are:

Fire	Matthew Fulford / Claire Forrest / Louise Barnes
Asbestos	Matthew Fulford / Claire Forrest / Louise Barnes
Legionella	Matthew Fulford / Claire Forrest / Louise Barnes
Statutory Testing	Matthew Fulford / Claire Forrest / Louise Barnes

Duty Holders understand and have been fully trained to discharge their duties.

3.17 Statutory Testing

Nelson School subscribes to Stars Management services.

As a result of delegated responsibilities, schools and other establishments are responsible for managing significant elements of building maintenance to include statutory testing on various items of plant and equipment at appropriate frequencies.

This is not an option as failure to comply will contravene Health & Safety legislation and may result in fine or even imprisonment of the offender.

Further information on statutory testing can be obtained from Infrastructure and Development, Asset Management, Education & Skills Infrastructure Tel: 0121 303 3767

This arrangement will be closely monitored by Matthew Fullford Building Services Supervisor to ensure test results are entered into the Property Log Book. A matrix will also be displayed where showing the ongoing status of test compliance.

3.18 Asbestos Management

Recognising the absolute duty to **manage** asbestos containing materials (ACMs) effectively in the premises there will be strict compliance of the policy issued by Children's Services Health & Safety: See Matthew Fulford

The Asbestos Management Survey has been consulted and a management plan has been developed to determine the likelihood of exposure during normal day-to-day activities or maintenance.

To reinforce this policy members of staff are instructed not to undertake any work that may disturb the fabric/surface finish of the building unless specifically authorised to do so by the Duty Holder who will take regard of the Asbestos Survey, Management Plan and Guidance.

Contractors will be made aware of the Asbestos Management Survey and this policy and instructed that any work they undertake has considered the possibility of disturbing asbestos. Where necessary an Intrusive Survey will be undertaken in areas to be disturbed before any work begins.

In order to prevent an unplanned disturbance of asbestos and before the fabric/surface finish of the building is disturbed a 'Permit to Work' system will be employed.

The Duty Holder responsible for strict enforcement of this arrangement is the Head Teacher, the Deputy Head Teacher in her absence.

3.19 Substances Hazardous to Health

Where small quantities of harmful substances are used in classrooms, such as aerosols these will be used in accordance with manufactures safety advice and stored away from pupils.

Contractors will ensure all cleaning chemicals will be used and stored to comply with suppliers Safety Data Sheets and subjected to a detailed assessment to meet the requirements of the Control of Substances Hazardous to Health Regulations 2000 (COSHH 2000). The CASS appendix may offer a model for a range of cleaning materials used in schools but it is critically important that appropriate staff are formally trained to be aware of and understand the COSHH 2000 risk assessments. Where chemicals other than those listed are used then a supplier data sheet must be obtained and information processed into safe use to comply with COSHH.

3.20 Electrical Equipment

All electrical equipment used in school must be authorised for use. In addition to the Statutory Portable Appliance Testing (3.14 above) staff are reminded to regularly carry out a visual inspections of electrical equipment and should any defects be identified they **must** stop using the equipment and bring concerns to the immediate attention of a member of the Safety Advisory Group.

3.21 Tools and equipment

All tools and equipment, such as paper cutters, used in classrooms will be properly stored to ensure no unauthorised or unsupervised use. Only rounded blunt scissors, will be used by pupils, unless a risk assessment has been carried out.

As part of the planning process for curriculum activities that involve tools and equipment, Teachers will consider whether there are any opportunities to actively involve the pupils in order that they understand better how they could be harmed using such tools or equipment. This will underpin their understanding, cooperation and ownership in control measures. A risk assessment will be carried out before any tools or equipment which could be a risk are used in lessons.

3.22 Visitors and Contractors

All visitors to the school must sign in and be supervised by a member of the school staff at all times. Contractors must report to the school office who, will contact either the BSS

or Samantha Richards in the school office who will ensure appropriate Contractor School Rules or on larger jobs the Contractor RA.

3.23 Cooperation Liaison with other site/tenants users

Nelson Primary School has other agencies/partners working within the school. Shepherds After School Club and other After School provision take place here and so cooperation and liaison takes place about Security, Fire safety and First Aid.

3.24 Vehicle/Pedestrian Traffic

There is a Risk Assessment for the Staff Car Park. There are separate pedestrian entrances to come through the car park. These are linked to the office and pedestrians are buzzed through.

There are separate gates in the grounds for children to access and exit school. These gates are opened before school and locked by 4.00 p.m. giving children plenty of time to leave the school premises safely.

Children are always accompanied through the car park when going on school trips.

3.25 Holiday Shut Down

During the school holidays we endeavour to carry out any major repair or building works. We use our Star Management Service and obtain Landlord approval when necessary. Procedures are followed appropriately for each contractor working in school. Training is provided for all staff when necessary to ensure health and safety.

3.26 Safety Audit Arrangements

Meetings are held each term with the school Governors to give them an update on Health and Safety in school.

3.27 Policy Review Date

Will be undertaken annually. Should any changes be made to conditions, arrangements or designated staff with responsibilities, this policy will be amended immediately. Such changes will be brought to attention of staff at the earliest possible opportunity.

Matrix of delegated H&S responsibilities

Area of responsibility	Line Manager/s responsible to ensure compliance.	Staff responsible for implementing arrangement/task.
3.1 Safety Guidance	CF	Advisory Group
3.2 Staff Safety Induction	CD	CF
3.3 Fire Safety	LB	CF
3.4 Security Assessment	CF	Advisory Group
3.5 Supporting Pupils at School with Medical Needs	LB	CF
3.6 Safety Training	LB	Advisory Group
3.7 Dynamic Risk Ass	Advisory Group	ALL STAFF
3.8 Good House Keeping Safety Sweeps	CF	Advisory Group
3.9 Grounds Safety Sweeps	MF	ALL STAFF
3.10 Working at Height	MF	Advisory Group
3.11 External Education Visits	TP	ALL STAFF
3.12 Stress/wellbeing	CF	SLT
3.13 First Aid	HF	ALL STAFF
3.14 Accident Reporting	LB	ALL STAFF
3.15 Accident Investigation	Advisory Group	Advisory Group
3.16 Key Building Duty Holders	Advisory Group	Advisory Group
3.15 Statutory Testing	MF	MF
3.17 Asbestos Management	MF	MF
3.18 Substances Hazardous to Health	MF	MF
3.19 Electrical Equipment	MF	MF
3.20 Tools & Equipment	MF	ALL STAFF
3.21 Visitors & Contractors	SR	ALL STAFF
3.22 Liaison with Other Site Users	MF	MF
3.23 Vehicle Pedestrian Traffic	Advisory Group	Advisory Group
3.24 Holiday Shut Down Arrangements	CF	MF
3.25 Safety Auditing	Governing Body	Safety Advisory Group
3.26 Safety Policy Review	Governing Body	Safety Advisory Group