



Saint Thomas Aquinas
Catholic Multi-Academy Trust

HEALTH & SAFETY POLICY

This Policy was approved and adopted by the Academy Trust Board on:	30 March 2020
Policy review date:	March 2021



Contents

This policy is in three parts.

1. **Health and Safety Policy Statement**

A statement of general policy based on legal duties under the Health and Safety at Work etc. Act 1974 [section 2 (3)].

2. **Organisation of Duties**

Explains the allocation of functions to individuals i.e. who does what as regards to health and safety management.

3. **Arrangements**

How health and safety functions allocated to individuals are carried out.

1. Health and Safety Policy Statement

St Thomas Aquinas Catholic Multi-Academy Trust will:

- Aim to provide a safe and healthy working and learning environment for staff/ pupils/students and visitors.
- Acknowledge the provisions of the Health and Safety at Work etc. Act 1974 and in particular the duty of every employer to conduct their business in such way as to ensure, so far as is reasonable practical, that persons who are in their employment, and also persons who are not but who may be affected by it, are not exposed to unacceptable risks to their health and/or safety.
- Accept that it has a responsibility to take all reasonable practicable steps to ensure the health, safety and welfare of staff and others.
- Promote an effective safety culture throughout the Trust
- Will take all reasonable steps to identify and reduce hazards to a minimum but all staff and pupils/students must appreciate that their own safety and that of others depends upon their individual conduct and vigilance while on the school premises, or whilst taking part in school sponsored activities.
- Consult with our employees on matters affecting their health and safety.
- Provide information, instruction, training and supervision for employees.
- Ensure that employees are 'competent' to carry out their activities.
- Provide adequate welfare facilities for employees and pupils.
- Monitor the standards of health and safety performance and ensure continuous improvement in the management of health and safety.
- Review the systems in place that manage health and safety and to revise it as necessary on an annual basis.

This policy will be brought to the attention of all employees and will be kept readily available for employees on the Trust website.

Signed:

Chief Executive Officer

Date:

Signed:

Chair of Trust Board

Date:

2. Organisation of duties

Duties of the Trust

The ultimate responsibility for health and safety rests with the employer although some functions under the Health and Safety at Work etc. Act 1974 are delegated to Headteachers (as detailed below).

The Board of Directors will:

- Establish mandatory health and safety policies and outcomes that academies will follow and achieve.
- Monitor academies' compliance with legislation and policies.
- Monitor academies' health and safety performance.
- Provide direction as necessary to academy management in the interests of health and safety.
- Ensure that academy management are appropriately trained in health and safety principles.
- Ensure any Trust-wide purchasing and contracting procedures and arrangements that are in place consider health and safety compliance and performance.
- Consult with employees on matters affecting their health and safety according to the Safety Committees Regulations 1977 and Health and Safety (Consultation with Employees) Regulations 1996.

Duties of the Chief Executive

The Chief Executive will:

- Ensure Health and safety regularly appears on the agenda for board meetings.
- Appoint a "Trust Health and Safety Coordinator" for the Trust to demonstrate its strategic importance.
- For the purpose of maintaining health and safety legal compliance and/or complying with the Trusts health and safety aims and objectives direct an academy to take compulsory action.
- Ensure that competent health and advice is available as referenced in Regulation 7 of the Management of Health and Safety at Work Regulations 1999.

Duties of the Director of Business Services

The Director of Business Services will:

- Act as Health and Safety Coordinator for the Trust.
- Ensure that the Trust properly discharges its duties under its Health and Safety Policy.
- Develops and reviews the Health and Safety policies in line with statutory requirements.
- Integrate good health and safety management into business decisions.
- Coordinate with Academies ensuring the implementation of the Trust's policies and procedures in relation to maintaining health and safety statutory documentation and ensuring that the Trust discharges its duties.
- Coordinate with Academies ensuring that health and safety management systems, processes and practices are consistent, coordinated and synchronized across all of the Academies in the Trust.

- Works with the Assistant Director of Business Services to ensure that facilities-related risk assessments and other statutory and non-statutory testing and inspections are completed in a timely manner and by staff and contractors who are competent.

Duties of Principals/Headteachers

Principals/Headteachers will:

- Acts as Building Responsible Officer (BRO)
- Demonstrate visible, active commitment to health and safety improvement.
- Promote the maintenance and development of safe working practices and conditions for all employees, pupils and other non-employees on site.
- Ensure that the requirements of all relevant legislation, codes of practice, trust and academy policies are met at all times.
- Coordinate with the Trust to ensure implementation of the Trust's policies and procedures in relation to maintaining health and safety statutory documentation and ensuring that the academy discharges its duties.
- Appoint a Delegated Duty Officer (DDO) to work in coordination with the Assistant Director of Business Services.
- Ensure safe working conditions and safe working practices are provided for the health, safety and welfare of staff, pupils and others.
- Consult with employees, and safety representatives, on local health and safety issues.
- Ensure effective means of communication with staff on health, safety and welfare issues.
- Ensure that risk assessments are undertaken and reviewed annually or as necessary.
- Identify the training needs of employees and ensure that they are 'competent' to carry out their activities.
- Work with the Director of Business Services to ensure that arrangements are made to rectify defects in the premises, its plant, equipment or facilities are reported and made safe.
- Ensure that accident, work-related ill health and violent incidents are reported and investigated as necessary.
- Monitor the standard of health and safety throughout the academy.
- Work with the Director of Business Services to ensure that emergency procedures are in place.
- Ensure that staff involved in educational visits are aware of their responsibilities regarding off-site visits and that all relevant staff have access to health and safety information, policies and procedures.
- Authorise all off-site visits; inform Governors of all non-routine off-site visits.

Duties of the Delegated Duty Officer (DDO) or Operations/Site Manager

The Responsible Property Officer will:

- Ensure that the academy properly discharges its duties under its Health and Safety Policy.
- Work with the Director of Business Services to review and develop existing and new Health and Safety policies and procedures in line with statutory requirements.
- Coordinate with the Assistant Director of Business Services ensuring that health and safety management systems, processes and practices are consistent, coordinated and synchronized across all of the Academies in the Trust.
- Ensure that facilities-related risk assessments and other statutory and non-statutory testing and inspections are completed in a timely manner and by staff and contractors who are

competent.

- Only engage the services of a contractor or supplier who has been approved by the Trust and ensure that suitable and sufficient risk assessments and methods statements are provided prior to the commencement of any works.
- Take reasonable care of their own health and safety and of others who might be affected by their actions or lack of action.
- Cooperate with the academy and the Trust on health and safety matters including compliance with Trust and academy procedures.
- Keep premises records up to date (including records of asbestos and water hygiene monitoring, fire drills, etc.). These should include an accurate record of contractor visits.
- Ensure that all the building's machinery, plant and other fixed services and systems are maintained (and also formally inspected as relevant) and that maintenance and inspection records are kept on site.

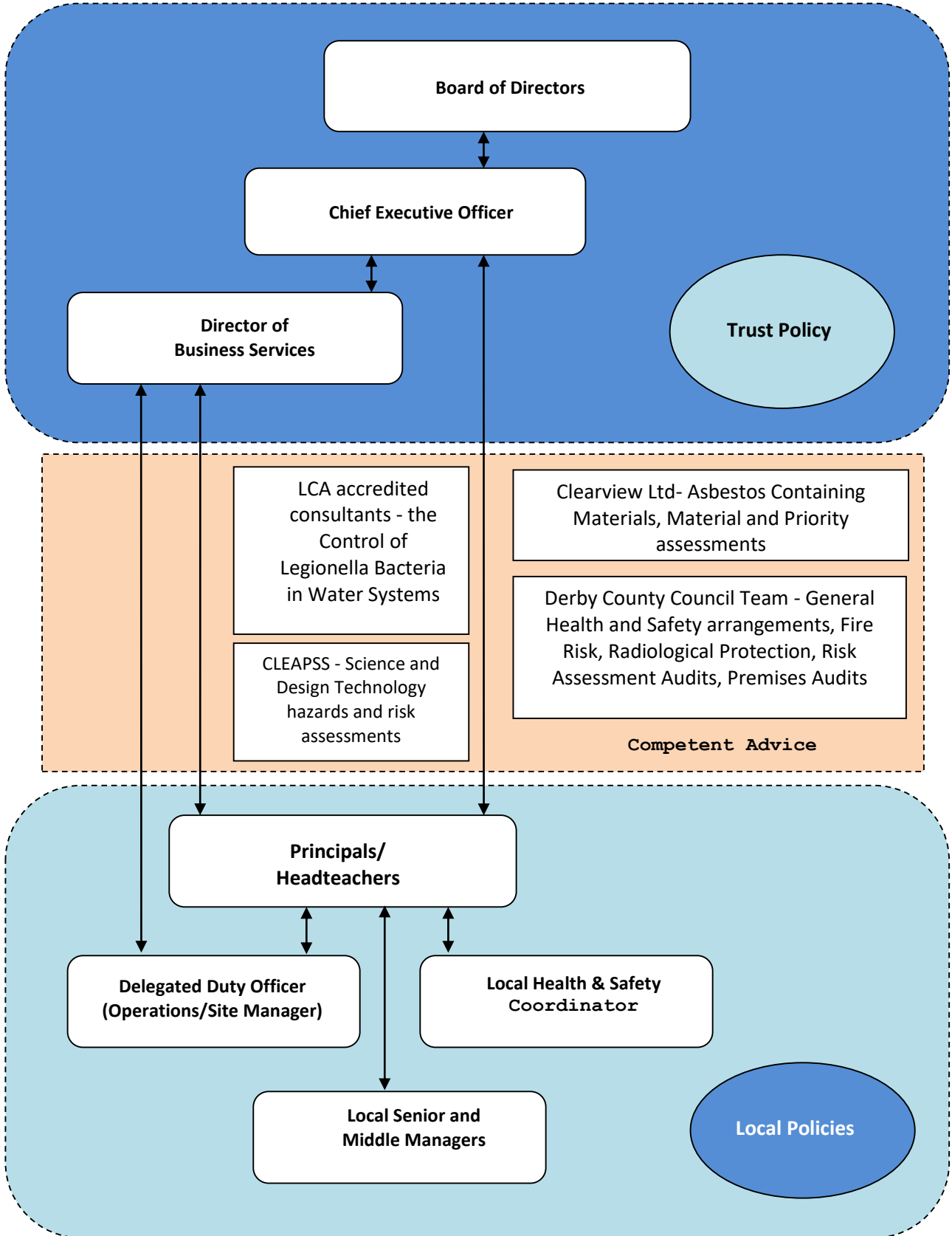
Duties of All Employees

All employees will:

- Take reasonable care of their own health and safety and of others who might be affected by their actions or lack of action.
- Cooperate with the academy on health and safety matters including compliance with Trust and academy procedures.
- Not interfere with anything provided to safeguard their health and safety.
- Report any health and safety concerns, e.g. hazards or defects etc. in line with local procedures.
- Ensure that pupils are aware of the academy's emergency procedures.

Health and Safety Organisation

The chart below shows the relationship between the Trust Health and Safety Policy and local Health and Safety Policies and shows how key management roles interact.



3. Arrangements

Competent Advice

The Trust has appointed the following a competent health and safety advisers:

- Derby County Council (Academies) Team in respect of general Health and Safety arrangement, fire risk, risk assessments, risk assessment and premises audits;
- A specialist safety and risk advisors in respect of the control of asbestos containing materials, material and priority assessment;
- Various LCA accredited consultants in respect of the control of legionella bacteria in water systems;
- CLEAPSS in respect of science and design Technology hazards;
- Other competent advice will be taken as and when required.

Competent advice is taken in the management of health and safety at both Trust and academy level.

Every – Compliance portal

Relevant statutory documents, reports, surveys, testing and compliance information will be held on 'Every' under the 'Compliance' library. The Deputy Duty Officer (DDO) or Operations/Site Manager will upload data to the Compliance Library to demonstrate compliance and provide an audit trail.

Accident Reporting and Investigation

Accidents to employees will be reported and recorded locally using the Derby County Council Corporate accident reporting system. Accidents or near misses reportable under RIDDOR (the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) will be reported at Trust level by the Director of Business Services. Academies will inform the Director of Business Services immediately if such an incident occurs in their academy.

Accidents to pupils and other non-employees are recorded as laid down in the academy's guidance and local policies.

Accidents are investigated locally by line managers. Accidents are monitored by the Director of Business Services.

The Principal/Headteacher is responsible for ensuring specified serious accidents to both employees and non-employees are reported to the Director of Business Services. Derby City Council H&S Team will report to the Health and Safety Executive as legally required by the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations.

Accidents of a very serious nature or those which may result in a claim or media interest are to be reported to the Trust immediately.

Asbestos Management

Each academy will maintain a register of asbestos containing materials. Asbestos management surveys identifying both material and priority assessments will be commissioned by the Trust and updated annually by the academy.

If asbestos containing materials pose a serious risk to the health of persons using the academy, the materials shall be removed as safely and as soon as reasonably practicable possible.

Asbestos surveys will be undertaken by a surveyor on a 5 yearly basis for all academies built prior to 2000. The Director of Business Services will organise any work required as a result of the survey in coordination with the Nottingham Diocese.

Where asbestos containing materials are present, and do not pose a serious risk, the academy will take the opportunity to remove them progressively when it is safe and cost effective to do so. Whilst asbestos containing materials remain in situ the academy will ensure that they are managed in accordance with their Local Asbestos Management Plan and in such a manner so that the risk to the health of our employees, contractors, visitors and other people using the premises is minimised.

All specified work on asbestos containing materials will be carried out in accordance with the current legal standards using the best working practices by licensed contractors where applicable. Where non-licensed work is carried out, this will be carried out to the standards laid out in the HSE Asbestos Essentials reference manuals and process sheets.

The condition of known asbestos in the building will be monitored by the Deputy Duty Officer (DDO) or Site Manager on a monthly basis and recorded in the Asbestos logbook.

No destructive or potentially destructive work (however minor) will be undertaken in the academy without first reference to the asbestos survey and logbook. This includes accessing service voids and ceiling voids

The academy will identify areas that are not covered by an asbestos survey and thus may not be accessed without further sampling and/or air tests and these areas will be considered out of bounds.

The Asbestos Survey and logbook will be held in the academy and on the Every Portal and will be made available to contractors prior to their carrying out work within the premises.

Condition surveys

Condition surveys will be undertaken every 5 years in rotation.

Construction work

All construction work is carefully monitored in accordance with Trust and Diocesan procedures. No construction work will take place without the prior consent of the Trust and the Diocese.

Consultation

The establishment of a Trust Health and Safety Committee will be considered if requested to do so by at least two safety representatives. Trust and model academy policies with Health & Safety implications will be subject to consultation with trade unions.

Consultation of policies and procedures with health and safety implications will be undertaken at a local academy level.

Consultation with Employees

Where policies, procedures and risk assessments have been created using the model versions these will be subject to local consultation with members of staff.

Contractors

The Trust recognises the shared responsibility that any work undertaken by contractors is done so in a safe manner. The contractors' health and safety compliance and performance are considered as awarding factors for the tendering of all locally managed contract work.

Contractor work is managed locally on site where induction procedures and monitoring is in place.

Curriculum

Risk assessments will be undertaken on all lesson activities where there is a significant risk of injury or ill health. Precautions will be included in lesson plans as necessary.

Specialist guidance will be provided by:

- Physical Education through The Association for Physical Education (afPE).
- Science through the Consortium of Local Education Authorities for the Provision of Science Services (CLEAPSS).
- Science and Technology (ages 3-12) - "Be Safe!" Association for Science Education.

Display Screen Equipment

Risks are managed locally. Risk assessments will be completed for designated users of Display Screen Equipment.

Electrical Safety

All portable electrical appliances in academies are checked by a 'competent' person appointed by the academy on an annual or bi-annual basis. Records of PAT testing are held on site and on the Every Portal.

All employees will be instructed to carry out a visual inspection of electrical equipment, prior to use, for signs of damage or charring. Defects will be reported to the Deputy Duty Officer so that action can be taken to take the equipment out of use.

The electrical installation will be inspected at 60 month intervals by a competent person i.e. electrical engineer.

Remedial action/s from the report will be undertaken by the academy.

Emergency Procedures

Each academy will complete an emergency plan. Copies will be shared with the Trust and will be stored on the Every Compliance Portal.

Finger Guards

Each academy will complete a risk assessment.

Fire Safety

Managed locally. Inspections and testing will be recorded manually in a dedicated fire logbook and on site and on the Every Compliance Portal.

First Aid

First Aid provision is managed locally. Each academy will complete a first aid needs risk assessment. One member of staff is required to be qualified to EFAW level to provide first aid treatment.

Gas equipment and appliances

All gas boilers and other gas appliances are inspected annually by an approved 'competent' contractor. Contractors will be approved from the Gas Safe Register at Trust level. Gas tightness tests will be carried out annually.

Hazardous Substances

Managed locally. Risk assessments completed as required.

Health and Safety Advice

Competent advice, guidance, generic risk assessments and training is provided through:

- Derby County Council's Schools Health and Safety Team.

Housekeeping

Managed locally.

Information and Communication

All employees are given adequate information on health and safety matters in relation to their work activities as identified in the relevant risk assessments.

A Health and Safety Executive (HSE) poster will be displayed in each academy. Details will be entered of contact details for the Director of Business Services, the H&S advisor (Derby County Council) and where to obtain details of the union safety representatives.

Inspections – Health & Safety

Academies will have an annual walkabout inspection undertaken by the Director of Business Services Director and the Assistant Director of Business Services. This may include a representative from the academy governing body and a local H&S committee representative.

Lettings/Use Premises Out of Hours

Academies will obtain advice regarding any lettings from the Director of Business Services. A lettings contract with conditions of hire will be completed, signed and approved as necessary. The person or organisation using the academy premises will submit their risk assessments for their activities prior to the commencement of their letting.

Lone Working

Managed locally. Risk assessments will be undertaken as necessary.

Maintenance and servicing of plant and equipment

Statutory inspection and servicing contracts to meet British Standards and good practice will be arranged by the Trust. Where each academy is required to arrange inspections and servicing this will be communicated to the academy by the Director of Business Services as necessary. Academies are required to upload all service docs and planned and reactive maintenance reports to the Every Portal.

Manual Handling

Risks managed locally and risk assessments are completed.

Medical Conditions- management of

Managed locally. Each academy will complete a risk assessment and have a local policy.

New and expectant mothers

Risk assessments are carried out locally as soon as the Principal/Headteacher is made aware by the employee and reviewed as necessary.

Off-Site Educational visits

Each academy will have an appointed Educational Visit Coordinator (EVC). The EVC is responsible to the Principal/Headteacher for ensuring health and safety issues have been addressed and that all relevant risk assessments are completed.

All trips are uploaded to EVOLVE. Advice and guidance is provided by Derby County Council Outdoor Education Team.

Personal Protective Equipment (PPE)

The need for PPE will be assessed through the completion of local risk assessment.

Positive Handling/De-escalation

The need for de-escalation and positive handling training will be assessed locally. The academy will record instances of handling.

Reporting of defects, hazards and near misses

All employees have been instructed to report defects, hazards, near misses via a recorded local procedure or verbally to the Deputy Duty Officer (if urgent) who will ensure that appropriate action is taken to avoid accident / injury.

Risk Assessments

Academies will complete the necessary risk assessments from a set that they have been provided via the Derby County Council Health and Safety Team. Academies will review risk assessments as necessary and on at least an annual basis. Further risk assessments will be undertaken as required.

The following risk assessments will be in place:

- Fire (office suite only)
- Provision of First Aid
- Hazardous substances used for cleaning (COSHH)
- Individual workstation (DSE)
- New and expectant mothers (as necessary)
- Individual staff- medical/disability (as necessary)
- Lone working (as necessary)
- Working at height
- Use of private vehicles for business use

Safety Representatives

Under legislation academy employees who have been appointed by their union as Safety Representatives have legal rights and functions e.g.:

- to represent employees
- to investigate hazards and complaints
- to carry out inspections of the workplace
- to attend safety committees

Security

The Deputy Duty Officer is responsible for maintaining the physical security of the site, e.g. locks, self-closers, gates, fences, etc.

Arrangements are in place to prevent unauthorised access, so far as is reasonably practicable, and also to ensure that pupils are prevented from absconding or accessing restricted parts of the site.

The response to alarm activation is covered in the lone working risk assessment and the associated procedures and arrangements.

Academies will complete a premises safeguarding and security risk assessment and establish their own security policy.

Site Inspections

Arrangements are in place for a joint inspection to be carried out of the building and site, at least annually, by the Principal/Headteacher and Deputy Duty Officer.

Slips, trips and falls

The risks associated with slip, trip or fall hazards are managed locally.

Stress, Work Related

The Principal/Headteacher is responsible for managing work-related stress (together with the Trust's HR department) within the academy setting. A stress toolkit will be used by academy management. Any instances of stress with the Principal/Headteacher will be managed by the Trust.

Sun Protection

Risks managed locally.

Supervision

Risks managed and decisions made locally.

Training

All employees are given adequate health and safety training, which includes basic skills training, specific on the job training and training in health and safety or emergency procedures.

New, temporary and supply staff are given basic induction training on health and safety, including the arrangements for first aid, fire, evacuation, security and reporting of concerns. This is recorded and kept of the employee's personal file. New employees are adequately supervised, as required.

Site Management staff will attend a general health and safety training course on at least a five yearly basis.

Other training needs will be identified through locally completed risk assessments.

Vehicles, Use of

Managed locally. If Academies allow staff to take pupils/students in their own car they should keep a copy of their driving license, insurance and MOT.

Violence

The Health & Safety Executive's (HSE) definition of violence is:

'any incident in which a person is abused, threatened or assaulted in circumstances relating to their work'.

All incidents of violence will be recorded locally and investigated as required by the line manager or Principal/Headteacher.

Water Management/Control of Legionella

Academies will comply with the requirements of the legionella Approved Code of Practice (L8). The Trust will employ a competent contractor to undertake and then review a legionella risk assessment on a five yearly basis, or sooner if changes to the supply or storage of water change due to works carried out to buildings or water systems. Regular tasks as required by the legionella risk assessment are managed locally.

Welfare facilities

Managed locally.

Work Equipment

Managed locally. Risk assessments undertaken as required. Training organised as necessary.

Workplace Transport Safety

Managed locally. Risk assessments undertaken as required.

Working at Height

Managed locally. Risk assessments will be undertaken as required. Training will be organised as necessary. Access equipment will be inspected, on a basis identified in the working at height risk assessment, by the Responsible Property Officer and recorded locally.

Scheme overview / summary:

- CEO
- Estates and Finance Committee – oversight of Trust compliance
- Director of Business Services - Trust H&S Coordinator and has Trust oversight, liaises with all parties, reports to the Board, actions issues not resolvable at local level (skill or finance deficiencies), monitors accident and near miss data across the Trust, supports with accident investigation, reports RIDDOR incidents, radiological protection, accessibility, construction / CDM 2015, asbestos, legionella, electrical, PUWER, LOLER etc etc.
- Principal/Headteacher – Building Responsible Officer (BRO) the locally responsible person, has local oversight, liaises with Director of Business Services, authorises EV's
- Academy DDO - responsibility for site and associated compliance, liaise with the Principal/Headteacher, Local H&S Coordinator and Assistant Director of Business Services
- EVC – manages EV's liaising with the Principal/Headteacher, competent advisor (Derby County Council) and the Trust where required
- Local department heads and senior managers – responsible for H&S in their work area, report to the Principal/Headteacher, interact with the DDO
- Directors of Performance & Standards – oversight in terms of statutory provisions relating to educational compliance

Systems overview / summary:

- All works involving invasive or destruction construction or maintenance are coordinated via the Trust
- SSoW – various Trust Safe Systems of Work are in place – contractor induction, permit to work system, hot works etc. DDO manages low level sit works via the implemented SSoW
- Trust Estate Portal (to be set up) - central online database of property documentation, risk assessments, condition and priority works, PM, RM and compliance
- DDO's – e-mail compliance trail and associated documents to the portal, manage contractors in terms of minor works
- Director of Business Services – manages the portal and verifies compliance
- Professional site inspection - annual
- Professional, competent audits – annual
- Property condition survey – 36 month interval (external company)
- Asset management / Planned maintenance – 5 year plan, updated annually to reflect condition slip
- Asbestos – central online database of risk assessments and priority works, annual update of priorities, feeds in to asses management plan, DDO monitors condition
- Legionella – central online database of risk assessments and priority works, feeds in to asses management plan, competent contractor monitors compliance and reports to the DDO and the Director of Business Services
- Professional services must comply with Trust standards – UKAS accreditation systems have been adopted