



CITY OF LONDON SCHOOL FOR GIRLS

HEALTH & SAFETY AND WELLBEING POLICY

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1. Introduction

- 1.1 City of London School for Girls (CLSG) is owned by the City of London Corporation (CoL), by whom the Board of Governors is appointed. The Health and Safety at Work etc. Act 1974 places overall responsibility for Health and safety with the employer, the Corporation, therefore CLSG adheres to the overarching Corporate Health, Safety and Wellbeing Policy and associated documents.
- 1.2 CLSG, as a Department of the Corporation, and therefore the Headmistress, as the Departmental Chief Officer, has a duty to produce our own Health and Safety Plans, and this document sets out our framework for the management of health and safety at CLSG.
- 1.3 This document should be read in conjunction with the City of London Corporation's corporate safety policy and is not intended to duplicate its contents or that of its associated procedures, guidance or protocols but provides a link between corporate requirements and the School's and demonstrates our commitment to managing health and safety. CoL health and safety documents are available on CoL Intranet (COLNET), assessable via the CLSG Staff Links on My Portal.
- 1.4 The purpose of this policy is to outline the organisation (people) and arrangements (systems) in place for managing health and safety at CLSG. It also includes arrangements in place for the planning, organising, control, monitoring and review of preventative and protective measures.
- 1.5 This policy should also be read in conjunction with:
- The Accessibility Policy and Plan
 - The Educational Visits Policy
 - The Fire Safety Policy and Procedures
 - The First Aid Policy
 - The Medical Conditions, Medicine and Infection Control Policy
 - The Risk Assessment Procedure (which incorporates the City of London Corporation guidance on Risk Assessment)
 - The Security, Access Control, Workplace Safety and Lone Working Policy
 - Drug and Substance Abuse Policy
 - Catering and Food Hygiene Policy
 - The School Staff Development and Induction Policy
 - The City of London Corporation's Occupational Health and Wellbeing Policy
 - The City of London Corporation's Policy on Physical and Verbal abuse of City of London Corporation employees
 - The City of London Corporation's Staff Code of Conduct

All other relevant City of London Corporation policies¹.

- 1.6 This policy consists of three parts:

¹ Available with a City of London Corporation employees' login.

- the general statement of policy
- the description of responsibilities for and the organisation of health and safety
- the detailed arrangements for health and safety

1.7 This policy has regard to Part 3 (Welfare, health and safety of pupils), Paragraphs 11 (Health and Safety) and 16 (Risk Assessment) and Part 5 (Premises of and accommodation at schools), Paragraphs 23–29 of the Independent School Standards Regulations.

2. General statement of policy

2.1 On behalf of the City of London Corporation (as the employer), the Governors attach the highest priority to ensuring that all the operations within the school environment, both educational and support, are delivered in a manner that is safe and healthy for all.

The Governors and the Headmistress are committed to promoting the welfare of all in the School community so that effective learning can take place, and we recognise that under the *Health and Safety at Work Act* (1974) we have a collective responsibility for providing a safe and healthy school for all of the School's staff, pupils, parents / carers, visitors, contractors and anyone else affected by the School's activities or who use the premises of the School from time to time. We will actively promote best practice from regulatory bodies, as this is fundamental to the success of the School and its pupils.

Our aim is to provide and maintain safe and health working conditions, facilities, equipment, and systems of work for all our employees. We believe that through information, training, resources, collective sharing of good practice, having open and honest communication and clear supervision, we will be able to foster a positive safety culture at CLSG.

The allocations of duties and responsibilities for safety matters and the particular arrangements which we make to implement this policy are set out below. To ensure that people understand what they need to do to stay safe this document and all other health, safety and wellbeing documents will be presented in a clear and uncomplicated way.

We will ensure that the policy and arrangements are kept up to date, particularly as new risks are identified or emerge and where there are changes within the school in terms of its nature or size.

Signed:

The Headmistress:

Date:

2.2 The Governors, the Headmistress and Staff recognises there is specific legislation and guidance from the Health and Safety Executive and other Government departments that

need to be referred to and complied with to enable us all to maintain a safe environment in which to work and learn.

- 2.3 We recognise the guidance contained in the Health and Safety Executive (HSE)'s [*Managing for Health and Safety*](#) (HSG 65) and [*Sensible Health and Safety Management in Schools*](#) and intend to follow the good practice recommendations they make. The School is aware of, and will follow, the DfE's guidance [*Health and safety: responsibilities and duties for schools*](#).
- 2.4 The School recognise the good practice contained in the HSE's guidance [*School Trips and Outdoor Learning Activities: Tackling the Health and Safety Myths*](#) and the DfE's [*Health and Safety on Educational Visits*](#) (2018), and this is incorporated in the School's Educational Visits Policy.
- 2.5 The School will create and maintain written risk assessments of the risks to the health and safety of its employees whilst they are at work and others who may be affected, as required by the [*Management of Health and Safety at Work Regulations*](#) (1999) (see the Risk Assessment section).
- 2.6 The School is conscious of the external environment that may be affected by its activities and pays regard to the implications of the [*Environmental Protection Act*](#) (1990) (in particular, the duty of care as regards waste).
- 2.7 The Governors accept these responsibilities and it will continue to be their policy to promote standards of health, safety and welfare that comply fully with the terms and requirements of the above Act, Regulations made under that Act, and Approved Codes of Practice. It is considered by the Governors that health and safety is a responsibility at least equal in importance to that of any other function of the School, and they believe that the prevention of accidents, injury or loss is essential to the efficient operation of the School and is part of the good education of its pupils.

3. Responsibilities

3.1 **The responsibilities of the Board of Governors (on behalf of the City of London Corporation²)**

In the discharge of its duty the Board of Governors will:

- Provide strategic governance by demonstrating leaderships and commitment to improving health, safety and wellbeing performance at CLSG;
- Ensure that they and the whole CLSG community adhere to the provisions laid out in the overarching CoL Health, Safety and Wellbeing Policy and associated documents;

² The City of London Corporation provides the necessary legal, technical and practical health and safety assistance and information to help the School undertake the measures needed to comply with health and safety law, and provides an independent monitoring service of the activities of the School.

- Ensure that there is an effective and enforceable policy for the provision of health and safety throughout the School and that it contains rigorous and comprehensive systems for monitoring and auditing health and safety management within the School;
- Ensure that CLSG's health and safety policies and procedures are kept up to date and that positive arrangements are in place to ensure that all staff and pupils are aware of and comply with their contents;
- Accept their role, collectively and individually, in providing health and safety leadership within the School, and will ensure and require that they are kept informed of, and alert to, relevant health and safety risk management issues;
- Fulfil their responsibility by appointing a nominated as Governor with responsibility for overseeing Health and Safety (see the *Responsibilities* section below, and Appendix 1);
- Receive reports relating to health and safety in order to enable them to monitor the adequacy of arrangements and take any action necessary.

3.2 Nominated Health and Safety Governor

The Governors will appoint one of their number to be the nominated governor, who has responsibility for oversight of Health and Safety matters, but clearly acknowledge that this role does not detract from the health and safety responsibilities of the other Governors, either individually or as a whole. The nominated Governor will ensure that the Headmistress is actively taking responsibility for ensuring that corporate and departmental policies are being effectively implemented within the school.

3.3 The responsibilities of the Headmistress

The Headmistress is directly responsible to the Governors on a day-to-day basis for the safe functioning of all the School's activities. They are also responsible for ensuring the implementation of Corporate and School policies. In particular, the Headmistress is required to:

Leadership, management and oversight

- Be aware of the basic requirements of the *Health and Safety at Work Act* (1974) and any other Health and Safety legislation and codes of practices relevant to the School.
- Take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are always met in full.
- Implement the requirements of this policy and ensure compliance with all health and safety legislation within the School.
- Ensure that the objectives outlined within this policy are fully understood, observed and implemented by persons under their control.
- Demonstrate a personal commitment to health and safety by providing visible and active leadership and leading by example.
- Ensure a positive health and safety culture is evident and a proactive approach to health and safety management is adopted within the School.

- Ensure, at all times, the health, safety and welfare of staff, pupils and others using the School premises or facilities or services or attending or taking part in School-sponsored activities.
- Oversee the maintenance and development of safe working practices and conditions for teaching staff, support staff, visiting and casual staff, pupils, visitors and any other person using the premises or engaged in School-sponsored activities. The Headmistress will take all reasonably practicable steps to achieve this end, through the Bursar, Heads of Departments (where appropriate) and other senior members of staff, Teachers, and others as appropriate, to ensure the co-operation of all staff at all levels with regard to working to this policy.
- Monitor the standards of health and safety throughout the School, including all School-based activities, encourage staff, pupils and others to achieve the highest possible standards, and discipline those who consistently fail to consider their own well-being or the health and safety of others.
- Be responsible for ensuring that all staff fully understand their responsibilities and are given both the time and the encouragement to pursue them.
- Appoint a competent person, the Compliance Manager, to assist them with meeting the health safety objectives, standards and checks detailed in this policy.
- Consult with all appropriate members of staff, including staff representatives, on health and safety issues.
- Constantly monitor the effectiveness of this policy as regards both teaching and non-teaching work, and report back and recommend (to the Bursar and /or Compliance Manager, as appropriate) changes to the policy in the light of experience.
- Take steps to ensure that changes in curriculum are considered for their health and safety implications.

Facilities and environment

- Ensure the School requirements with respect to Fire Matters are implemented in line with legislation and CoL policy.

Investment in and provision of resources

- Ensure all school decisions (including new projects, procurement decisions, contractor selection, etc.) fully consider health and safety.
- Ensure that, so far as it is within their control, that adequate funds, materials, equipment and human resources are provided to ensure health and safety requirements are being met.

Risk management

- Be responsible for ensuring that suitable risk assessments are completed covering all processes and activities carried out, with adequate records being maintained and available for inspection.
- Ensure safe working practices and procedures throughout the School, including those relating to the provision and use of machinery and other apparatus, so that each task is carried out to the required standards and so that all risks are controlled.

- Ensure that adequate communication and consultation channels are maintained so that information concerning health and safety matters, including the results of risk assessments which may affect staff, is adequately communicated to them.
- Encourage all employees to suggest ways and means of reducing risks.
- Monitor performance with regard to health and safety by the completion of the CoL Corporation's Annual Certificate of Assurance.
- Ensuring that CLSG manages its risk profile through the recording of the most significant ('Top X') risks on the CoL Risk Register, and that this is kept under constant review and appropriately updated.

Training

- Ensure suitable persons are nominated to undertake key health and safety functions within the School and to ensure these individuals are adequately supported and suitably trained.
- Ensure that all persons under the Headmistress's control are adequately trained to carry out any task required of them in a healthy and safe manner.

3.4 The responsibilities of the Bursar and Senior Deputy Head

The Headmistress works with the Board of Governors to ensure compliance with this policy. The Bursar is the member of the Senior Management Team (SMT) to whom the Headmistress delegates day-to-day operational responsibility for health and safety in the School. The Bursar has overall responsibility for monitoring health and safety within the School and for reporting any serious breaches to the Governors through the Headmistress. The Bursar works closely with the Senior Deputy Head and Compliance Manager in fulfilling this role, and is responsible to the Board of Governors (through the Head) for:

Organisation and management

- Monitoring the management structure, along with the Headmistress and nominated Governor.
- Chairing the School's Health & Safety Committee.
- Encouraging staff, pupils and others to promote Health and Safety.
- Ensuring compliance with the City of London Corporation's Corporate Health and Safety Policy including the requirement for monitoring, safety assurance and inspections.

Reporting and monitoring

- Providing copies of all relevant paperwork to the governor overseeing health and safety.
- Producing reports for Governors on health and safety covering:
 - statistics on accidents to pupils, staff and visitors
 - staff training
 - fire practices
 - all new or revised related policies and procedures.
- Providing the minutes of the Health and Safety Committee's meetings, together with any other issues on health and safety that the Bursar as Chair of the Health

and Safety Committee considers need to be brought to the Governors' attention, at each meeting of the Board of Governors.

- With the Facilities Manager, ensuring that the School's adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to external inspection by the Environmental Health Officer. [In addition, the Catering Manager arranges for a regular independent hygiene and safety audit of food storage, meal preparation and food serving areas, together with regular external deep cleaning and pest control services, and the Bursar reports on all these aspects to the Health and Safety Committee.]
- Providing for monitoring by the Health and Safety Committee of safety assurance / inspection reports and actions required / timescales.
- Maintaining the School's Risk Register via Pentana, the CoL Risk Management Information System, and ensuring that the top risks are regularly reviewed by SMT and the Board of Governors to ensure that they accurately reflect the top risk and actions to mitigate the risk.

Risk Assessment

- Arranging systems of risk assessment which allow both the identification of educational opportunities and the prompt identification of potential hazards.
- Ensuring that robust arrangements, including adequate monitoring, are in place for the control of contractors working anywhere on the school site / premises.
- With the Facilities Manager, ensuring that a suitable and sufficient risk assessment for legionella / water hygiene management is periodically completed (frequency based on risk assessment) and that a suitable scheme of control is developed, implemented and monitored, including monthly water temperature testing regimes.

First Aid

- With the School Nurse, monitoring first aid and welfare provision.
- Ensuring that an adequate number of staff (teaching and support) is trained and qualified in first aid.

Fire Safety

- Ensuring that the School has a fire risk assessment, carried out by a suitably competent external risk assessment consultant, and that this is updated every five years (or more frequently if significant changes are made to the interior of buildings or on significant change of usage). The Health and Safety Committee should review this risk assessment every time it is amended.
- Supervising the Facilities Manager in the role of Fire Safety Manager.

Induction and Training

- Ensuring that the school has a comprehensive policy in place for the training and induction of new staff in health and safety related issues, which should include basic manual handling and working at height training where required. Health and Safety training that is related to an individual member of staff's functions, such as

a science technician, will be provided in addition to the “standard” induction training.

- Identifying the training needs of staff and pupils in Health and Safety matters and ensuring, within the financial resources available, that all members of staff and pupils who have identified training needs receive adequate and appropriate training.

3.5 The responsibilities of Compliance Manager

The Compliance Manager is the competent person with regard to health and safety at CLSG. They are responsible for ensuring there is a coherent and adequate health and safety management system in place. They provide general advisory and information services for CLSG on matters of health, safety, wellbeing and fire and activity assists the Bursar and Senior Deputy Head with their day-to-day operational duties. They work in partnership with the Facilities Manager on matters relating with health, safety and fire and are responsible for:

- Reviewing health and safety policies and ensuring that our documents reflect our risk profile and are compliant with relevant legislation and industry best practice;
- Working with the Facilities Manager, carrying out site inspections, internal safety audits and overseeing external audits including those completed by the CoL;
- Carrying out periodic reviews and safety audits on the findings of risk assessments;
- Collating accident and incident information and, where necessary, carrying out accident and incident investigations and to complete reports, when required, to the CoL Health and Safety Team in line with their procedures, including RIDDOR reportable incidents;
- Work in collaboration with the School’s Facilities Manager, ensure compliance with all fire regulations, CoL fire policies and procedures and ensure that regular fire risk assessments are undertaken and action plan implemented;
- Monitor the safety management system and advise relevant managers in reviewing departmental safety procedures;

3.6 The responsibilities of Supervisory Staff

All supervisory staff (e.g. the Senior Management Team, Heads of Departments (HoDs), Science Technician and D of E Coordinator) are responsible for the effective control of risks within the specific areas under their control. They will also be responsible for identifying potential hazards within their departments and writing appropriate risk assessments.

As part of their day-to-day responsibilities they will ensure that:

- Safe methods of working exist and are implemented throughout their department.
- Health and Safety regulations, rules, procedures and codes of practice are being applied effectively.
- Staff, pupils and others under their jurisdiction are instructed in safe working practices.
- New staff within their department are given instruction in safe working practices.

- They monitor the standard of health and safety throughout the department in which they work, encourage staff, pupils and others to achieve the highest possible standards of Health and Safety and discipline those who consistently fail to consider their own well-being or the Health and Safety of others.
- Regular safety inspections are made of their area of responsibility.
- Positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils and others.
- All plant, machinery and equipment in the department in which they work is in good and safe working order and is adequately guarded where required, and all reasonably practicable steps are taken to prevent its unauthorised or improper use.
- Appropriate protective clothing and equipment, first aid and fire appliances are provided and readily available in the department in which they work.
- Toxic, hazardous and highly flammable substances in the department in which they work are correctly used, stored and labelled.
- All the signs used meet the statutory requirements.
- All Health and Safety information is communicated to the relevant persons.
- They report, as appropriate, any Health and Safety concerns to the Bursar, Compliance Manager and Senior Deputy Head.

3.7 The responsibilities of all members of staff

All members of staff are responsible for taking reasonable care of their own health and safety, and that of pupils, visitors, temporary staff, volunteers, contractors and any other persons who may be affected by their acts or omissions at work as regards any duty or requirements imposed on the School or any other persons by or under any of the relevant statutory provisions. They are responsible for cooperating so far as necessary with the Headmistress, other members of the Senior Management Team and Compliance Manager in order to enable the Governors to comply with health and safety duties and requirements.

In particular, all members of staff will:

- Be familiar with, and comply with, this policy and all other safety policies and procedures as approved by the Board of Governors.
- Acquaint themselves with any specific health and safety legislation applicable to their role.
- Ensure health and safety regulations, rules, routines and procedures are being applied effectively by both staff and pupils.
- See that all plant, machinery and equipment is in good and safe working order and adequately guarded (where required) and prevent its unauthorised or improper use.
- Use the correct equipment and tools for the job and any protective equipment or safety devices which may be supplied.
- Ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled.
- Report any risks or defects in the premises, plant, equipment and facilities which they observe to the Bursar, Compliance Manager and / or the Facilities Manager.

- Take an active interest in promoting health and safety and suggest ways of reducing risks.

Employees should not be in any doubt that CLSG will apply disciplinary procedures to an employee who is in breach of the Schools' and CoL Corporations policies and procedures.

All staff are briefed on the availability of this policy on the Staff intranet and the School's website. Staff will be advised as and when it is reviewed, added to or modified. Details of the organisation and arrangements for carrying out the policy are to be found below.

3.8 The responsibilities of Pupils

Pupils will be reminded by staff that they are expected to;

- Exercise personal responsibility for the health and safety of themselves and others;
- Observes all health and safety rules of the school and, in particular, the instruction of staff given in an emergency;
- Use and not wilfully, neglect or interfere with things provided for their health and safety.

3.9 The responsibilities of Hirers, Contractors and Others

When the premises are used for purposes not under the direction of the Headmistress, then the principal person in charge of the activities for which the premises are in use will have responsibility for safe practices.

The Headmistress, the Bursar or Senior Deputy Head will seek to ensure that hirers, contractors and others who use the School premises conduct themselves and carry out their operations in such a manner that all statutory and advisory safety requirements are met at all times.

When the School premises or facilities are being used out of normal School hours for a school-sponsored activity then, for the purposes of this policy, the organiser of that activity, even if a member of staff, will be treated as a hirer and will comply with the requirements of this section.

When the premises are hired to persons outside the employ of the School, it will be a condition for all hirers, contractors and others using the School premises or facilities that they are familiar with this policy, and aspects of any other relevant health and safety policies and procedures, that they comply with all safety directives of the School, report any accidents or near misses which occur on the premises and that they will not without the prior consent of the School:

- introduce equipment for use on the School premises
- alter fixed installations
- remove fire and safety notices or equipment
- take any action that may create hazards for persons using the premises or the staff or pupils of the School

All contractors who work on the School premises are required to ensure safe working practices by their own employees.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Headmistress will take such actions as are necessary to protect persons in the care of the Headmistress from risk or injury.

4. Arrangements to Establish, Monitor and Review Procedures

- 4.1 Our arrangements set out the process by which we can demonstrate our commitment to eliminate or reduce the risks of hazards in the workplace and facilitate the creation of a healthy and safe working environment throughout the School.

As a 'Department' of the CoL we adhere to the policies and procedures published on the CitySafe section of COLNET as well as our own health safety documents published on the School Portal. The health and safety policies, procedures, maintenance records, documents and signage represent an integral part of the School's Safety Management System. The individual policies and procedures provide guidance on the processes to follow to demonstrate a consistent approach to health and safety across the School and must be adhered to. They contain the forms and templates required to control and manage hazards identified.

4.2 The Health and Safety Committee

The Health and Safety Committee provides a platform to ensure the dissemination of health and safety information as well as to deliver an appropriate forum for two-way communication.

The Health and Safety Committee is chaired by the Bursar and meets termly. The Governor who is responsible for health and safety attends these meetings, whenever possible. Membership of the Health and Safety Committee is as shown in Appendix 1, which also gives the identities of key post-holders in the School. CoL Building Surveyor and Health, Safety and Wellbeing Manager are Co-opted members.

The aims of the committee are to monitor the effectiveness and implementations of this Health and Safety Policy and the safety management systems. This will include review of accidents, changes to legislation and guidance, updates to policies and procedures, discuss inspection and audit actions plans, review risk assessments, discuss training needs, assist in the development of safety rules and ways to increase reporting by all members of staff and pupils.

4.3 Health & Safety Coordinator

The Compliance Manager is the School's Health and Safety Coordinator, supported by the Facilities Manager. In this capacity, they are responsible, with the Bursar, for the submission of the City of London Corporation's Annual Certificate of Assurance (ACA)

and termly safety assurance inspections, the results of which are reported to the Health and Safety Committee.

The Health and Safety Coordinator is assisted in these inspections by the Senior Deputy Head, the Bursar, Facilities Manager and the Governors' representative.

4.4 External Advisors for Health and Safety

The City of London Corporation Surveyor's Department, Fire Safety Team, Health and Safety Team and, where necessary, external consultants provide advice on matters of health and safety as required:

General

- All gym and fitness equipment and machinery used in design technology is serviced annually as arranged by the Facilities Manager.
- CLEAPSS for Science, Art and D&T safety.

Facilities

- The City Surveyor gives advice on the external fabric of the school and compliance with the Construction (Design and Management) Regs 2015 (CDM).
- The City Surveyor monitors and services the School's plant, equipment and lifts as required.
- All work on gas boilers, appliances and installations is carried out by suitably competent Gas Safe registered engineers.
- All lightning protection and earthing are tested annually by a specialist contractor.
- NICEIC qualified Electrical Engineers inspect and maintain electrical installations, all of which are RCB protected and meet the requirements of IEE wiring regulations; current electrical test certificates are held for all areas of the School.

Catering and Cleaning

- Adherence to health and safety in catering and cleaning is subject to external inspection by the Environmental Health Officer.
- In addition, the School's catering contractor arranges for:
 - An external professional to take swabs of all knives, chopping boards and other kitchen equipment three or four times a year, and report on those findings.
 - An independent hygiene and safety audit of food storage, meal preparation and food serving areas three times a year.
 - Professional advice from a dietician on healthier food, menu planning and special diets where necessary
 - The professional deep cleaning of all equipment, high level cleaning of all cooking, food preparation and storage surfaces, areas, etc. once a year.
 - Appropriate pest control measures to be in place.

Fire

- The School has a professional fire risk assessment which is updated at least every 5 years³; this is coordinated by the Facilities Manager.

Water

- The City Surveyor arranges for a professional risk assessment for water / legionella; this is coordinated by the Facilities Manager.

Radiation

- The Radiation Protection Supervisor (RPS) is as stated in Appendix 1. The RPS is responsible for ensuring compliance with the Ionising Radiation Regulations 2017 including the requirement for appointing a suitable Radiation Protection Adviser (RPA) to provide competent advice.
- The Radiation Protection Advisor (RPA) is as stated in Appendix 1.

City of London Corporation Advisors

- Other advisors may be provided or appointed by the City of London Corporation as required.

5. Recording and Reporting Accidents

- 5.1 The School is obliged under the City of London Corporation's guidelines to record and report accidents of a certain nature. There is also a legal duty to report certain accidents and dangerous occurrences to the Health and Safety Executive (HSE) under the [*Reporting of Injuries, Diseases and Dangerous Occurrences Regulations*](#) (RIDDOR) (2013). Recording and reporting accidents enables the HSE and local authorities to identify where and how risks arise, and to investigate serious accidents.

All accidents occurring on site and on offsite trips and visits are to be recorded on the Health Safety form on the intranet. The Compliance Manager will be responsible for investigating all reports and judging the level of response required, including submitting reports the CoL who will report to RIDDOR on our behalf.

Further advice and guidance on the reporting of incidents can be found in the CLSG First Aid Policy.

6. Risk Assessment

- 6.1 The School's approach to Risk Assessment is outlined in the School's Risk Assessment Guidance, which should be read in conjunction with this policy.

³ The last Fire Risk Assessment was completed in November 2019.

7. Staff Welfare

7.1 Occupational Health Service

The Occupational Health Service is responsible for promoting health and wellbeing matters in the workplace. The service plays an integral part in the School's progressive and proactive role as an employer to safeguard the physical health and mental wellbeing of employees. The School provides access to the City of London Corporation's Occupational Health Service, as outlined in the City of London Corporation's Corporate Health, Safety and Wellbeing Policy and the City of London Corporation's Occupational Health and Welfare Policy. Further information is available from the Bursar, Senior Deputy Head and / or HR.

7.2 Violence to staff

Incidences of violence to staff will be handled in line with the City of London Corporation's Policy on Physical and Verbal abuse of City of London Corporation employees. In the event of such an incidence, staff should inform the Senior Deputy Head and / or the HR Manager; where required, reasonable recovery time would be provided and a referral would be made to the Occupational Health Service.

Incidences of violence to staff by pupils would also be handled in line with the pupil's Behaviour Policy.

7.3 Wellbeing Committee

CLSG are committed to improving the wellbeing of staff and pupils and have introduced a Wellbeing Committee to assist in this aim. The committee actively reviews and shares good practice, looks ahead to pre-emptive stressful situations and looks to ways to best promote wellbeing provisions offered by CoL Corporation and CLSG.

8. Competency and Training

8.1 Safety training is needed at all levels. It is an important way of achieving competence and helps to convert information into safe working practices. Each department's risk assessments should help to determine the level of training needed for each type of work as part of the preventive and protective measures. The training should include basic skills training, specific "on-the-job" training and training in health and safety or emergency procedures. A training needs analysis (TNA) must be carried out for each post, posts can be grouped under a general TNA, however, line managers must identify any particular need that an individual member of staff may have as a result of their duties or personal circumstances

8.2 General health and safety induction is provided by Line Managers and all staff are provided with a login to City Learning where they must complete the mandatory e-learning health and safety and fire modules.

- 8.3 Further health and safety training, as offered, can be booked via City People Self Service. Specific job-related training e.g. use of machinery is to be arranged by Managers using competent colleagues or external providers and risk assessment training is organised by the Compliance Manager. Managers should review any training needs as part of the risk assessment process and during staff appraisals. Managers should refer to the Health, Safety and Wellbeing Training Matrix which can be found on the COLNET, CitySafe.
- 8.4 Our policies and procedures form part of our training system and staff are responsible for making themselves aware of the content of all relevant documents applicable to their role.
- 8.5 So far as is reasonably practicable, the School will:
- Make arrangements for all staff (including temporary staff and those on fixed-term contracts) and volunteers, where necessary, to receive comprehensive information about this policy and all other relevant Health and Safety matters.
 - Ensure that this policy is used as a practical working document and that its contents are publicised fully.
 - Ensure that any changes in this policy will be brought to the attention of all employees.
 - Provide all staff and pupils with the information, instruction, training and supervision that they require to work safely and efficiently and carry out their duties in a safe manner without placing themselves or others at risk. Relevant information will be disseminated to staff as appropriate.
 - Ensure that they are kept informed about any significant health and safety failures and the outcome of the investigations into their causes.
- 8.6 Members of staff have responsibility for organising training and maintaining records of training as given in Appendix 1.

9. Measuring Performance

- 9.1 Effective monitoring, inspection and audit are required to ensure that health and safety policies, arrangements, regulations and standards are in place and remain effective.

Active measuring techniques employed by the school are to include:

- Routine audits of documentation and procedures by the Compliance Manager and reports submitted to the Health and Safety Committee, and Board of Governor meetings, as appropriate;
- External examination of records and policies by external audit to check that systems relating to the promotion of the environment and safety culture are complied with;
- The systematic inspection of premises, plant and equipment by maintenance staff, managers, safety representatives and auditing consultants;

- Regular inspections of by the Senior Deputy Head, Compliance Manager, Operations Manager and other staff as appropriate.

Reactive measurement is triggered after an accident, incident or illness and provides an opportunity for the School to check performance, to learn from mistakes and to improve the working environment, safety management and risk control.

Reactive measurement techniques to be employed include:

- Accident, incident and near miss reporting;
- Ill health data where related to occupational causes;
- Reporting the outcomes of accident and incident investigations;
- Details of enforcement action from external regulators, including improvement and prohibition notices and, where relevant, prosecution.

- 9.2 Each year the School completes and submits the CoL Annual Certificate of Assurance (ACA) which provides us with an opportunity to examine our Health and Safety systems and determine how effective they are. This is a useful tool to identify strengths and weaknesses in the application of health and safety policy and outcomes of the ACA direct action for the year ahead to ensure robustness of the health and safety systems is maintained.

10. Review of policy

- 10.1 This policy will be reviewed (at least) annually and updated, modified or amended as necessary to ensure the health, safety and welfare of staff and pupils.
- 10.2 From time to time the Department for Education (DfE), the Health and Safety Executive (HSE) and other regulatory or advisory bodies will issue codes of practice on particular topics for the guidance of Heads and others who are in control of educational premises, who will normally incorporate such codes into their Health and Safety policy and procedures. If the Headmistress considers the inclusion of all or any such documents into this policy to be inappropriate, the Headmistress will be required to demonstrate to the satisfaction of the Governors that codes of practice and methods of working which achieve a similar or higher standard of health and safety have already been introduced.

Appendix 1: Identities of key personnel

1.1 The table below gives the identities and contact information of key School personnel:

Nominated Governor	Peter Bennett
Bursar	Katie Kerr
Senior Deputy Head	Justine Venditti
Facilities Manager (also Fire Manager)	Mark Smith
Compliance Manager (Health and Safety Coordinator)	Jane Elliott-Waine
Radiation Protection Supervisor (RPS)	Mark Wilkinson (Head of Physics)

1.2 The table below gives the identities and contact information of key external support:

City of London Corporation H&S Advisor	Justin Tyas
City of London Corporation's competent person for advice on Fire Safety	Terence Short
City of London Corporation's competent person for advice on water hygiene / asbestos	David Renshaw
The Radiation Protection Advisor (RPA)	External consultant from CLEAPSS

1.3 The table below shows the composition of the Health and Safety committee:

Role in School	Role on Committee
Bursar	<i>Chairman</i>
Senior Deputy Head	
Facilities Manager	<i>Updates on building compliance</i>
Deputy Head Partnership and co-curricular	<i>Educational Visits Coordinator</i>
Compliance Manager	<i>Responsible for Accident reporting</i>
Head of Prep Dept	
Head of Physics (Dept Head of H&S) or Senior Science Technician	
Head of PE	
Head of DT or DT Technician	
Head of Art or Art Technician	
Director of Drama or Drama Technician	
D of E Co-ordinator / CCF	
School Nurse	<i>Responsible for first aiders</i>
Staffroom Chairperson or Representative	

In addition, the nominated Health and Safety Governor may attend committee meetings.

1.5 **The role of the Facilities Manager with regard to Health and Safety**

- Ensuring that the external fabric of the school, its plant, equipment and systems of work are surveyed and inspected regularly by competent professionals and that their recommendations and cyclical planning form the basis of the School's routine maintenance programmes.
- Ensuring that any defects in the premises, its plant, equipment or facilities which relate to or may affect the Health and Safety of staff, pupils and others are made safe without delay.
- Ensuring that suitable arrangements are in place for the day to day management of any asbestos containing materials (ACMs) so as to prevent them from being disturbed, forming part of our duty to manage asbestos.
- With the City Surveyor, ensuring compliance with Construction (Design and Management) (CDM) Regulations 2015.

1.6 The following members of staff have immediate and major delegated responsibilities for Health and Safety in the areas indicated below:

General

General Hazards	Compliance Manager and Facilities Manager
Machinery & Electrical Equipment	Facilities Manager, Head of DT, Head of Drama, Head of Science, IT Manager, Media Resources Technicians
Substances Hazardous to Health	Heads of Science subjects, Science Technicians, Head of Art, Head of DT, Art & Design Technicians, Facilities Manager, Cleaning Contractor
Kitchen	Catering Manager, Facilities Manager
Manual Handling	Facilities Manager
Display Screen Equipment	IT Manager and Media Resources Technicians
First Aid and Injury Reporting	School Nurse, Compliance Manager
Escorting pupils or arranging for pupils to be escorted to hospital and informing their parents of the circumstances	School Nurse
Checking that all first aid boxes and eye washes are kept replenished	School Nurse
Radioactive Substances	Head of Physics and Physics Technicians
Controlling contractor activity	Facilities Manager, Surveyors Department
Common Room Issues	Common Room Representative
Working heights over 2m	Facilities Manager, Drama Technician
Legionella Hazards	Facilities Manager
Statutory Notices	Bursar, Facilities Manager
Playground Safety	Senior Deputy Head, Head of Prep School and Head of PE

Cleaning	Facilities Manager, Contractors, and Science Technicians (in laboratories)
Disposal of Hazardous Waste	Facilities Manager, Head of Science, Science DT and Art Technicians
Swimming Pool and Plant	Facilities Manager
Duke of Edinburgh Awards	Duke of Edinburgh Coordinator
Monitoring and Review	Bursar, Compliance Manager, Health and Safety Committee, Board of Governors
Induction Training Procedures	Senior Deputy Head, Bursar, Compliance Manager and HR
Slips, trips and falls	Bursar and Facilities Manager (see Appendix 4)

Safety and Security

Building security (including alarms, CCTV, locking external doors and windows)	Bursar, who in turn has delegated day to day management to the Facilities Manager.
Preventing unsupervised access by students to potentially dangerous areas, such as the swimming pool, the science laboratories and the design technology rooms	Bursar, Senior Deputy Head and Heads of Department, working in cooperation with the Facilities Manager
Controlling lone working after hours	Senior Deputy Head and Facilities Manager
Ensuring that all visitors book in at Reception and wear visitors' badges	Bursar, Facilities Manager
Permits to Work implemented, where necessary, for physical works to the fabric of the buildings or on plant and equipment by contractors	Facilities Manager

Trips and visits

School Outings	Organisers of school trips to follow School Policy, with Deputy Head Partnerships and Co-curricular as Educational Visits Coordinator
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Vehicles & Transport

Control of loading bay and Andrews House care parking	Facilities Manager
Compliance with City of London Corporation Transport Policy	Bursar, Facilities Manager and Compliance Manager

Water, Drainage, etc.

The City Surveyor, together with the Facilities Manager, is responsible for:

Maintaining water quality.	A sampling regime, using external contractors, is in place
Ensuring that drains, gutters etc are kept unblocked.	Checking that all drain runs are clear using external contractors where necessary

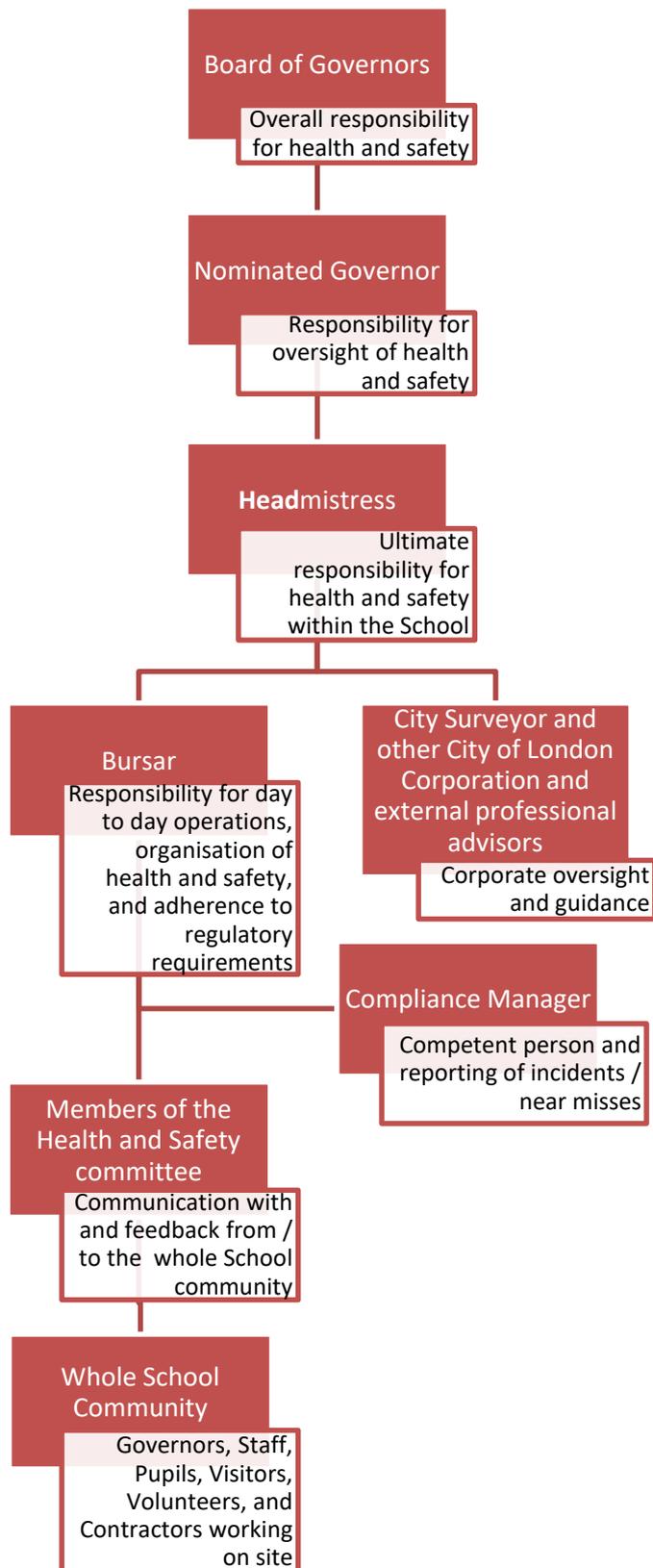
Fire

Fire	Bursar, Facilities Manager, Head of Science, Catering Manager, Director of Drama.
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- 1.7 The following members of staff have responsibility for organising training and maintaining records of training in the areas given below:

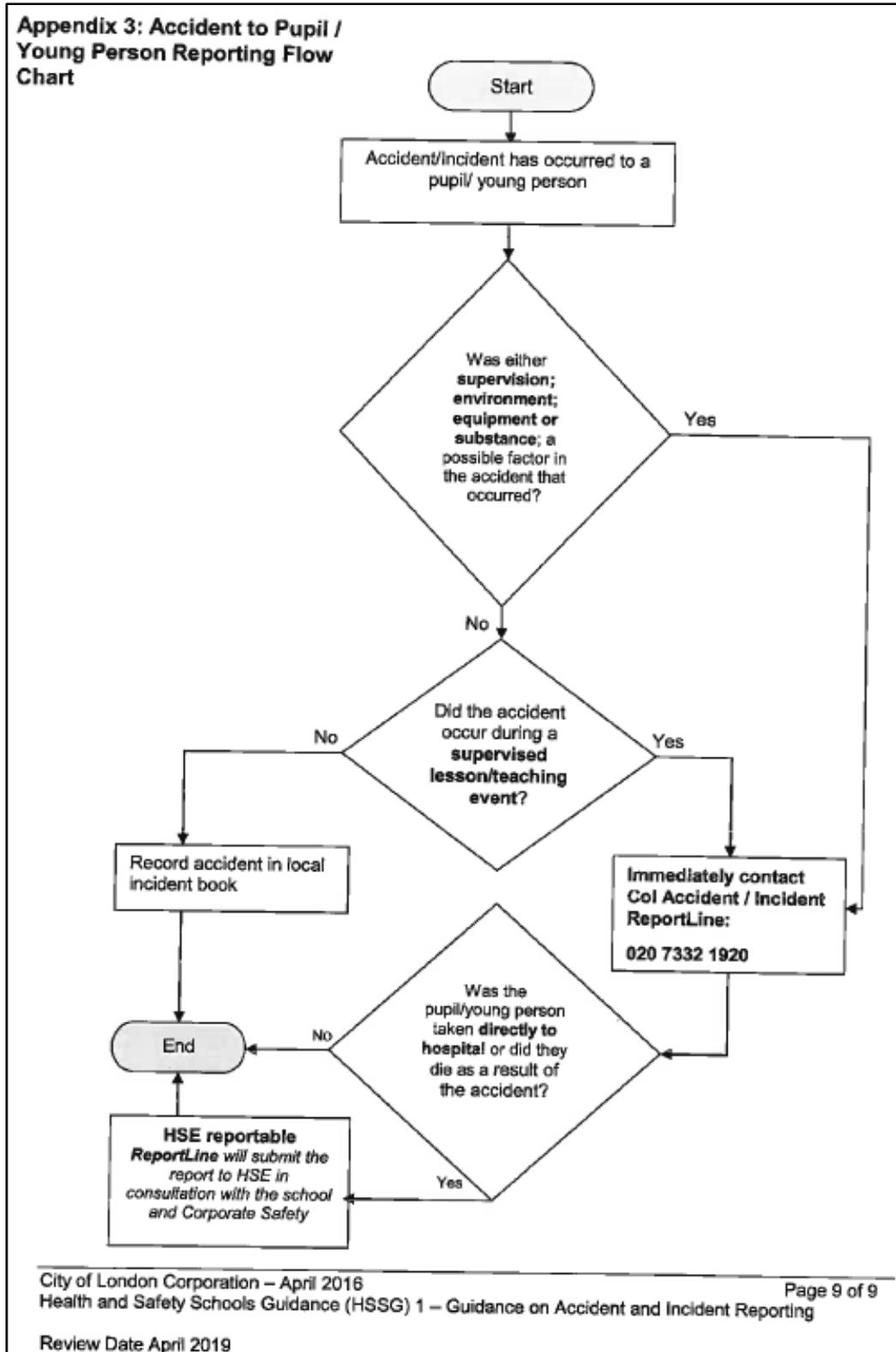
Member of staff	Area of responsibility
Science-related health and safety training	Head of Sciences
Design Technology related training	Head of DT
Health and safety training for catering and cleaning staff	Catering and Cleaning contractors
Briefing new pupils on emergency fire procedures	Pastoral Staff
Briefing new staff on emergency fire procedures	Line Managers in the new staff induction process
Inducting new staff in health and safety	Line Managers in the new staff induction process
Identifying specific health and safety training needs of staff	Heads of Department and Line Managers or Supervisors
First aid training	School Nurse
Health and Safety training for senior staff such as HODs	Bursar
DSE training and assessment	Media Resources Technician
All visits and trips	Educational Visits Coordinator

Appendix 2: The organisation for Health and Safety



Appendix 3: Accident Reporting Flow Chart

The flow chart below is used to determine whether an accident / incident occurring in School should be reported to the City of London Corporation.



Appendix 4: Guidance⁴ regarding Slips, Trips and Falls

5.1 Causes of slips and trips

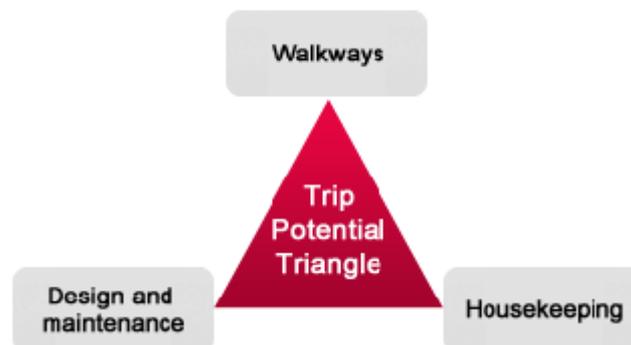
Slip and trip accidents happen for a number of reasons. The following slip potential model helps us to understand the factors that can contribute to slip accidents and the actions to take to prevent them:

- Contamination
- Cleaning
- People
- Flooring
- Environment
- Footwear

One or more of these factors may play a part in any slip accident.

5.2 Preventing trips

The majority of trips are caused by obstructions in walkways. The rest are caused by uneven surfaces. Preventing these accidents is often simple and cost-effective. We need to get all three right (walkways, housekeeping and design and maintenance), to prevent tripping accidents.



5.2.1 Walkways

Check for suitable walkways: are they in the right place, are they being used, and are they available for use? What tasks are taking place on the walkway (e.g. is the task preventing employees from seeing where they going)?

5.2.2 Housekeeping

It is not just good enough to have a walkway, it must be kept clear, no trailing wires, no obstructions. Employees and cleaners need to have 'a see it, sort it' attitude to ensure these and other work areas are kept clear:

- Is the cleaning regime effective?
- Are there enough bins, storage facilities, etc?

5.2.3 Design and maintenance

⁴ This guidance is reproduced from the HSE's [guidance](#) on the causes and prevention of slips and trips.

Is the floor suitable for the environment, fitted correctly and properly maintained?
Are the walkways wide enough & level? Are stairs suitable; are risers consistent;
are nosings highlighted where necessary; are usable handrails available?
Environmental factors also fall into this category: is the lighting good enough for
employees to see hazards; what about distractions that might prevent them from
seeing where they are going?

- 5.3 Staff should report concerns about hazards which may cause slips, trips and falls using the School's *Health and Safety Reporting Form*.