

HEALTH AND SAFETY POLICY



The Bridge
Education Centre

July 2011 review Sept 2019

Headteacher Chris Bayliss

Signature of Headteacher

STATEMENT OF INTENT

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the health, safety and welfare of our employees and all persons likely to be affected by our activities including the general public where appropriate. We will co-operate and co-ordinate with partnerships, contractors, sub-contractors, employers, Hampshire County Council departments and the occupiers and owners of premises and land where we are commissioned to work in order to pursue our Health and Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working environment ensuring the welfare of all persons
- Maintain control of health and safety risks arising from our activities
- Comply with statutory requirements as a minimum standard of safety
- Consult with all staff on matters affecting their health, safety and welfare
- Provide and maintain safe systems, equipment and machinery
- Ensure safe handling, storage and use of substances
- Provide appropriate information, instruction and supervision for everyone
- Ensure staff are suitably trained and competent to do their work safely
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health
- Assess risks, record significant findings and monitor safety arrangements
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement to amend or improve arrangements
- Develop and maintain a positive health and safety culture through regular communication and consultation with employees and their representatives on health and safety matters

Our health and safety management system has been developed to ensure that the above commitments can be met. All staff and governors will be instrumental in its implementation.

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at *The Bridge Education Centre* is held by *Hampshire County Council* who will:

- Ensure that health and safety has a high profile
- Ensure adequate resources for health and safety are made available
- Consult and advise staff regarding health and safety requirements & arrangements
- Periodically monitor and review local health and safety arrangements

Responsible Manager

The responsible manager for the premises will act to:

- Develop a safety culture throughout the centre
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management
- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding health and safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure staff are aware of their health and safety responsibilities
- Periodically update governing bodies/partnerships as appropriate
- Produce, monitor and periodically review all local safety policies and procedures

All Staff including volunteers, supply staff and visitors

All staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own health and safety and that of others affected by their activities by:

- Supporting the centre's health and safety arrangements
- Ensuring their own work area remains safe at all times
- Not interfering with health and safety arrangements or misusing equipment
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions
- Reporting safety concerns to their staff representative or other appropriate person
- Reporting any incident that has led, or could have led to damage or injury
- Assisting in investigations due to accidents, dangerous occurrences or near-misses
- Not acting or omitting to act in any way that may cause harm or ill-health to others

Site Manager

The site manager is responsible for undertaking a wide range of typical health and safety related duties on behalf of, and under the direction of the responsible manager. They are to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. They are to work within their level of competence and seek appropriate guidance and direction from the headteacher and Children's Services Health & Safety Team as required.

On-Site Health & Safety Co-ordinator

The on-site Health & Safety co-ordinator to the centre will manage, give advice and co-ordinate local safety matters on behalf of, and under the direction of the headteacher. There are to work within their level of competence and seek appropriate guidance and direction from the headteacher and Children's Services Health & Safety Team as required.

All Teachers & Supervisors

The responsibility of applying local safety procedures on a day-to-day basis rests with the teachers and supervisors. Where any new process or operation is introduced in the area of their responsibility, they are to liaise appropriately so that the associated risks are assessed and any precautions deemed necessary are implemented. They are to ensure that all new members of staff under their control are instructed in their own individual responsibilities with regards to health and safety, and they will appropriately monitor those new staff. They are to make periodic inspections of their areas of responsibility, taking prompt remedial action where necessary to control risk.

Management Committee Member

The purpose of the safety committee member is to assist in the assessment of safety related matters and provide appropriate support to the responsible manager/headteacher. The safety committee member is to periodically meet to monitor and discuss on-site health and safety performance, and recommend any actions necessary should this performance appear or prove to be unsatisfactory. The safety committee member will be kept informed of all changes in practices and procedures, new guidance, accidents, incidents and risk related matters.

The management committee has 1 member responsible for H&S. The member meets termly with the site manager and H&S coordinator.

Fire Safety Co-ordinator

The fire safety co-ordinator who is the competent person for fire safety on the premises and acts on behalf of the responsible manager. They are to attend the fire safety co-ordinator training course and refresh this training every three years. The fire safety co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual.

The fire safety co-ordinator is to work within their level of competence and seek appropriate guidance and direction from the responsible headteacher and Children's Services Health & Safety Team and the Property Services Fire Team as required.

Facilities Management

Children's Services Department require that every site have a facility management trained member of staff who is the competent person for the overall management of general premises facilities and acts on behalf of the responsible manager. They are to attend the facilities management-training course and refresh this training every six years. They are responsible for the local management and completion of day-to-day premises matters and duties. They are to work within their level of competence and seek appropriate guidance and direction from the responsible headteacher and Children's Services Health & Safety Team as required.

Health & Safety Representative

The premises health and safety representative appointed, will represent the staff with regard to their health and safety at work. They are expected to promote a positive safety culture throughout the premises and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Head of Departments and Subject Leads

The Head of Department is responsible for the day-to-day local management of health and safety within their own department, acting on behalf of the headteacher. They will ensure that staff are provided with adequate safety information and they will manage all integral and specific risks relating to the department's functions. They are to ensure the department complies with overall school policies and procedures; that all activities are periodically risk assessed, periodic inspections are carried out, and necessary controls are implemented.

Legionella Competent Person

The site manager is the nominated competent person for Legionella on the premises and acts on behalf of the headteacher to provide the necessary competence to enable Legionella to be managed safely. They will annually complete the Legionella e-learning course and all training records retained.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with departmental and corporate requirements. They will advise the headteacher of any condition or situation relating to Legionella that may affect the safety of any premises users. They are to work within their level of competence and seek appropriate guidance and direction from the headteacher and Property Services as required.

Asbestos Nominated Responsible Person

The site manager is the nominated responsible person for asbestos on the premises and acts on behalf of the headteacher to provide the necessary competence to enable asbestos management safely in accordance with the Corporate Procedure.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. They are to ensure that the appropriate staff are competent in the use of the asbestos register and that asbestos management is in accordance with departmental and corporate requirements. They are to advise the headteacher of any condition or situation relating to asbestos, which may affect the safety of any premises users. They are to work within their level of competence and seek

appropriate guidance and direction from the headteacher and Children's Services Health & Safety Team as required.

Accident Investigator

The on-site trained accident investigator is the headteacher who will lead on all accident investigations in accordance with departmental and corporate procedures.

ARRANGEMENTS

The following arrangements for health and safety have been developed in accordance with the Management of Health and Safety at Work Regulations 1999. These arrangements set out all the health and safety provisions for The Bridge Education Centre and used alongside other current premises procedures & policies.

In carrying out their normal functions, it is the duty of all managers and staff to act and do everything possible to prevent injury and ill health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident/Incident Reporting & Investigation

The on-site management, reporting and investigation of accidents, incidents and near misses is carried out in accordance with the corporate policy requirements.

Any accident, incident or injury involving staff, visitors, contractors, and the more serious accidents/incidents to children are to be reported and recorded on the HCC Accident/incident reporting form (on line or via the paper version stored in the Health and Safety Co-ordinator,s office. If the paper version is used then it will need to be added on to the on line system as soon as practical).

A copy of the completed form is then automatically sent to Children's Services Health & Safety Team the person reporting the incident and the headteacher will receive a request to carry out an investigation and a link to record this on. The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

Minor accidents to pupils are to be recorded in the text book located in the Health & Safety Co-ordinator office

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) will be notified to the Children's Services Health & Safety Team for them to report. A copy of the form will then created by CSHST and sent to the HSE.

The headteacher will ensure that the governing body and senior management is appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the Health & Safety Team for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

Premises hirers and community/extended service/third party users must report all incidents related to unsafe premises or equipment to the centre staff, who will appropriately report and investigate each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures.

Asbestos Management

Asbestos management on site is controlled by the Nominated Responsible Person. The asbestos register as issued by the Asbestos Team is located in the main office and is to be shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site.

The Headteacher and the Nominated Responsible Person must complete the asbestos checklist relevant to their role (one for each role) when they are appointed. Copies of these must be retained with the asbestos register.

Any changes to the premises' structure that may affect the asbestos register information will be notified to the Asbestos Team in order that the asbestos register may be updated accordingly.

Under no circumstances must staff drill or affix anything to walls that may disturb materials without first checking the register and/or obtaining approval from the nominated responsible person.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the headteacher and the asbestos nominated responsible person who will immediately act to cordon off the affected area and contact the Asbestos Team for guidance. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the headteacher and asbestos competent person.

Community Users/Lettings/Extended Services

The site manager/headteacher will ensure that:

- Third parties and other extended service users operate under hire agreements
- A risk assessment for the activity is completed
- The premises is safe for use and is always inspected prior to, and after each use
- Means of general access and egress are safe for use by all users
- All provided equipment is safe for use
- Fire escape routes and transit areas are safe and clear of hazards
- Hirers/users are formally made aware of fire safety procedures and equipment

Contractors on Site

It is recommended that HCC registered contractors are always to be used for contractual work on the premises. Where non-HCC registered contractors may be required or selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. The departmental CSAF-013 Safe Selection of Contractors Checklist is to be used to determine competence of non-HCC contractors who will require adequate risk assessments to demonstrate their safe working practices for specific work being undertaken.

All contractors must report to reception where they will be asked to sign the visitors book and asbestos register, and will be issued with a badge and health and safety information

All contractors must be issued with the local written contractor induction brief that includes all relevant details of fire safety procedures & local safety arrangements and CSAF-008 Contractors on site safety assessment check list.

Host staff are responsible for monitoring work areas and providing appropriate supervision, moreso where the contractor's work may directly affect staff and pupils on the premises. Whenever possible contractors will be asked to carry work out during school holidays or when the pupils are not on site.

Curriculum Activities On Site and Active Curriculum

All safety management and risk assessments for curriculum based activities will be carried out under the control of the relevant Heads of Department and subject teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS and Hampshire County Council and Outdoor Education Service's. It is the responsibility of HIAS inspectors to advise and monitor H&S in the curriculum. Heads of Department and the appropriate subject teachers will be responsible for local risk management and ensuring that maintenance of equipment, and premises in their areas of the curriculum are managed safely following the appropriate guidance and all off site activities and trips are logged through EVOLVE. HIAS issue monitoring forms annually in the different subject areas and it is the responsibility of subject heads/teachers to complete them

Display Screen Equipment

All users must complete the *display screen equipment e-learning course* every year without exception. All users must carry out periodic workstation assessments using the Workstation Assessment Form. Workstation assessments will be actioned as necessary by line managers and routinely reviewed at intervals not exceeding three years.

Electrical Equipment

The headteacher will ensure that:

- Only authorised and competent persons are permitted to install or repair equipment
- Where 13-amp sockets are in use, only one plug per socket is permitted
- Equipment is not to be used if found to be defective in any way
- Defective equipment is to be reported and written in the maintenance book & immediately taken out of use until repaired or replaced
- All portable electrical equipment will be inspected/tested at intervals of 12 months annually Equipment testing/inspection can only be carried out by a competent person.
- The competent person to be used is the site manager
- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by management and it has been tested
- New equipment must be advised to the site manager/headteacher in order that it can be added to future PAT testing schedules
- Property Services conduct fixed wire testing every ten years

Any defective or suspected defective equipment, systems of work, fittings etc must be reported to the site manager/health & safety co-ordinator and written in the maintenance folder in the staffroom which is checked daily by the site manager.

Emergency Procedures

General emergency evacuation for non-fire related emergencies is to be carried out in accordance with the centre's emergency evacuation plans. The centre has a fire emergency plan for fire related emergencies and an emergency evacuation plan for all non-fire emergencies.

New members of staff will receive a brief of the emergency evacuation plan at induction, and all staff will be periodically provided with updated information as the emergency evacuation plan is routinely reviewed and amendments are introduced.

Personal Emergency Evacuation Plans are to be completed, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident.

Fire Safety

Arrangements regarding fire safety are set out in the Fire Safety Manual. The fire safety co-ordinator is the competent person for fire safety on the premises and is the immediate point of contact for all fire safety related enquiries on site.

The responsible headteacher will ensure through the fire safety co-ordinator that:

- All staff complete the mandatory *fire safety induction e-learning course* every year
- Fire safety procedures are readily available for all staff to read
- Fire safety information is provided to all staff at induction and periodically thereafter
- Fire safety notices are posted in the key areas of the building close to the fire points
- Evacuation routes and assembly points are clearly identified
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire
- All staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those marked *flammable*
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with corporate guidance and the premises fire safety manual
- The fire risk assessment is reviewed annually by the fire safety co-ordinator and amended as new hazards or required amendments are identified

First Aid

Arrangements regarding first aid provision are set out in the First Aid Policy. The names and locations of the first aid trained staff on site are listed in the first aid policy and also clearly signposted around the centre

A needs assessment of first aid requirements is completed annually
First aid is never to be administered by anyone except first aid trained staff with in-date training certification, operating within the parameters of their training.

Blood born viruses will be managed by taking suitable precautions, the wearing of PPE and using body fluid kits, referring to the Needles/Sharps procedures and guidance. Incidents are to be reported to the first aiders, responsible manager

Supporting Pupils with Medical Needs Policy

Arrangements regarding supporting medical needs are set out in the Supporting Pupils with Medical Needs Policy

Child Protection & Safeguarding

Arrangements regarding Child Protection and Safeguarding are set out in the Child Protection and Safeguarding Policies. It is a requirement that all staff receive Safeguarding and Child Protection training.

Any concerns must be reported to the centres DSLs if a DSL is not available anyone can report using the professionals line and must keep a record. Inform the DSL as soon as possible.

General Equipment

All general equipment requiring statutory inspection and/or testing on site (*eg. boilers, hoists, lifting equipment, local exhaust ventilation, PE equipment, climbing apparatus*) will be inspected by appropriate competent contractors as provided by the term contractor under PBRS arrangements, or as locally arranged.

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported and recorded in the maintenance folder in the staff room and immediately taken out of use until repairs/replacements are carried out.

Glazing

Glass and glazing on site is surveyed and risk assessed to ensure that it is suitable glass for the area in which the glazing is located, this includes taking account of the activities undertaken and types of children in the school. The survey and assessment are kept electronically in the H&S File and is reviewed periodically or when there are changes to the premises. Assessments are reviewed on a regular basis or after an incident or accident involving glass or windows. All damage to glass must be reported immediately to the facilities manager/h& s coordinator/responsible manager and recorded in the maintenance folder.

Good Housekeeping

Tidiness, cleanliness and efficiency are essential factors in the promotion of good health and safety. The following conditions are to be adhered to at all times:

- All corridors and passageways are kept free from obstruction
- Shelves in storerooms and cupboards are stacked neatly and not overloaded lighter equipment kept on higher shelves, heavier equipment kept on the lower shelves
- Cupboard floors are kept clear of obstructions
- Floors are kept clean and dry, and free from slip and trip hazards
- Emergency exits and fire doors are not obstructed in any way

- Supplies are stored safely in their correct locations
- Rubbish and litter are cleaned and removed at the end of each working day
- Poor housekeeping or hygiene conditions are immediately reported

Hazardous Substances

Any hazardous substance, (chemical solid, liquid, gas or vapour) are not permitted to be used or brought into use on site unless a documented COSHH assessment has been undertaken by the trained COSHH assessor, and the product has been approved for safe use on site by the responsible manager/site manager. When using a harmful substance staff must ensure that adequate precautions are taken to prevent ill-health in accordance with the COSHH assessment completed for that hazardous substance and must follow the instructions, use the control measures and report any defects. Staff must never attempt to use a harmful substance unless adequately trained to do so, and then only when using the safe working practices and protective personal equipment identified in the COSHH assessment. Staff must never use chemicals for which authorisation and training have not been given.

All hazardous substances are to be stored in a secure place with appropriate signage these places are to remain locked at all times. Only compatible substances are to be stored together. Minimum quantities of hazardous substances to be held and they are to be stored and dispensed from their original container. Hazardous substance labels information to be followed and users to know what chemicals are being worked with and any danger they may cause. Staff are responsible to report any symptoms of ill health to their line manager.

Inspections and Monitoring

Daily monitoring of the premises, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the premises maintenance book and reported to the site manager.

Monitoring and inspections of individual departments will be carried out by Heads of Department and/or the subject teachers as nominated by the Head of Department.

Routine documented inspections of the premises will be carried out monthly in accordance with the premises monthly inspection schedule by the facility manager. Inspection findings are to be recorded on the locally adapted Premises Safety Inspection Checklist.

Defects identified during these routine documented inspections are to be immediately reported to the site manager and headteacher. Any identified high level risks or safety management concerns are to be actioned at senior leadership meetings & headteacher health & safety meetings.

It is the school's responsibility that the termly H&S web monitoring form is completed by the *h & s coordinator*. This monitoring form will focus on different areas each term and is an integral part of the school and CSHST monitoring programmes alongside site inspections by the CS H&S team.

Periodic detailed inspections of the premises is carried out annually by the management committee h&s advisor using premises safety inspection checklist who then sends the school a report and also the management committee.

Kitchens

The main kitchen area is only to be used by authorised staff in accordance with the identified safe working procedures. Authority and procedures for local management of the main kitchen is managed by HC3S. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices.

Safe working procedures and authorised access for other kitchen areas are managed by the food tech department teachers.

Legionella Management

Legionella management on site is controlled by the Legionella competent person who will manage and undertake all procedures regarding Legionella in accordance with Hampshire County Council policy and guidance. The competent person will assess the risks (complete a risk assessment) from legionella in the centre with hot and cold water systems and record and implement suitable control measures. The competent person will implement, manage and monitor precautions and keep records. The records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes. Property services will be notified of any suspected outbreaks by the competent person.

Lone Working

Lone working increases the risks to the individual and as such needs to be kept to a minimum (both in terms of the frequency of lone working and the time spent undertaking the activity). To further reduce the risks lone workers should not undertake any hazardous tasks whilst working alone:

- Working at Height
- Using hazardous equipment/tools (i.e. hedge trimmers)

When lone working is undertaken it must only take place:

- With the headteacher's approval
- Be in accordance with the Corporate Lone Working Procedure where staff have been appropriately categorised and control measures have been identified and put into place.

The lone working arrangements for staff who may undertake lone working on site and off is documented in the Lone Working Policy and Procedures these must be adhered to by staff working alone.

The lone working risk assessment will record the risks from lone working and record the measures that have been put in place to reduce the risk to an acceptable level. The procedures and policy will be periodically reviewed or when any changes take place.

Minibuses

Hampshire Transport Management is responsible for the operation and maintenance of minibuses in accordance with requirements set out in the HCC corporate Minibus Policy. This will include safety checks, services and MOTs. It is the responsibility of the minibus driver to carry out daily checks of engine oil, water levels and operations of lights. Checklist sheets are provided for each minibus. All check list sheets need to be handed to the Site Manager on a weekly basis and the Site Manager will carry out weekly checks on all the minibuses. All defects appearing must be reported to HTM on form TMO 40 as soon as they are evident (this is the responsibility of the driver.) All minibus drivers must be MIDAS trained prior to being permitted to drive any minibus and the minibus protocols adhered to at all times. It is the drivers' responsibility to inform the Health & Safety Officer 6 months prior to their Midas date expiring so retraining can be put in place.

Moving and Handling

All staff must complete the *moving and handling e-learning course* every year without exception this will be organised by the h&s coordinator and is mandatory. Staff are to use the safe lifting techniques taught in the e-learning. Staff are not permitted to regularly handle or move unreasonably heavy or awkward items, equipment or children unless they have attended specific moving and handling training and/or have been provided with mechanical aids in order to work safely.

Any significant moving and handling tasks are to be specifically risk assessed in order that training requirements and mechanical aids can be accurately determined to ensure that the task is carried out safely. The site manager is expected to undertake regular physical work which would typically include significant moving and handling, therefore the site manager must attend a formal moving and handling course specific to the work requirements.

Staff must refer to the moving and handling generic risk assessment and the centre's moving and handling policy and cooperate by using any recommended procedures in relation to moving and handling tasks. Employees have a duty of care to take care of their own health and safety and to follow safe systems of work. Any concerns about the moving and handling abilities of a colleague, outside agency or voluntary worker should report the matter to the responsible manager.

Off-site Activities

Arrangements regarding off-site activities are managed in accordance with the Outdoor Education Service's procedures and guidance. All off-site activities are managed through EVOLVE, The Education Visits Policy and offsite activities protocols and minibus behaviour protocols must be adhered to at all times.

Provision of Information

The headteacher will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are communicated at morning briefing, de-brief and staff meetings verbally, email distribution and the weekly bulletin also via the health and safety stand and notice board in the staffroom. Local health and safety advice is available from the headteacher, site manager and the h & s coordinator.

The Children's Services Health & Safety Team can provide both general and specialist advice.

The *Health and Safety Law* poster is displayed in the main foyer and in the staff room

Risk Assessment

General risk assessment management will be co-ordinated by the h&s coordinator in accordance with guidance contained in the Children's Services Safety Guidance.

- Risk assessments must be undertaken for all areas where a foreseeable significant risk is identified or a possibility of such risk exists. The risk assessment will be used to lower the risk as reasonably practicable. Identifying hazards:
- Identify who is at risk
- Identify controls
- Signed & dated

The trained risk assessors on site is the h&s coordinator & site manager who will oversee the correct completion of risk assessments as appropriate in consultation with staff. Risk assessments will be carried out by those staff with the appropriate knowledge and understanding in each area of work.

All risk assessments and associated control measures are to be approved by the headteacher or their delegated member of staff prior to implementation.

Completed risk assessments are listed in the Risk Register and will be reviewed periodically in accordance with each risk assessment's review date as listed for review in the premises bring-up diary system.

Smoking

For the purposes of this policy smoking includes e-cigarettes/vaporizers

Smoking is not permitted on the premises.

Stress & Wellbeing

The Bridge Education Centre is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors. Stress management through risk assessment and appropriate consultation with staff will be periodically reviewed and acted upon in accordance with the Children's Services' and Health & Safety Executive's Management Standards, guidance and requirements.

On-site arrangements to monitor, consult and reduce stress situations are:

- The availability of information in the staffroom including sign-posting staff to ESS support line
- Supervision sessions offered to all staff through 'No-Limits' counselling service
- Stress Training
- Referrals to the Occupational Health Service in cases of a more serious nature
- The 'Open Door to Talk' availability to senior management
- Line Management Meetings

Traffic Management

Arrangements regarding on-site traffic safety are based on the findings from the traffic on site checklist and are set out in the Traffic Management Plan and Traffic on Site Policy. These measures are shared with staff and the relevant provisions communicated to parents/visitors.

Staff vehicles to have servicing, insurance and maintenance arrangements in place. There are designated parking bays for cars, visitors and minibuses no vehicles to be parked outside these areas. Pedestrians have priority at all times and pedestrian routes/crossing are marked. There is a speed limit 5mph on site and all signage to be followed at all times.

Training

Health and safety induction training will be provided and recorded for all new staff/volunteers in accordance with The Bridge Education Centre's New Staff Induction Checklist.

The responsible manager is responsible for ensuring that all staff/volunteers are provided with adequate information, instruction and training regarding their safety at work. A training needs analysis will be carried out from which a comprehensive health and safety training plan will be developed and maintained to ensure health and safety training is effectively managed for all staff who require it.

All staff will be provided with following as a minimum training provision:

- Induction training regarding all the requirements of this health and safety policy
- Appropriate local training regarding risk assessments and safe working practices
- Updated training and information following any significant health and safety change
- Specific training commensurate to their own role and activities
- Periodic refresher training that will not exceed three yearly intervals
- Appropriate annual e-learning courses to meet HCC mandatory corporate training requirements

Training records are held by the h&s coordinator who is responsible for co-ordinating all health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff.

Violent Incidents

Violent, aggressive, threatening or intimidating behaviour towards staff, whether verbal, written, electronic or physical, will not be tolerated at The Bridge Education Centre. Any member of staff exposed to violence or aggression must report all such violent and aggressive incidents to the responsible manager & HSE on line system to ensure that there is an awareness of potential issues and/or injuries, and to enable incidents to be appropriately investigated and allow reasonable actions to be taken to support those involved and reduce the risk of similar incidents occurring in the future. Risk assessments will be undertaken, recorded and reviewed regularly, E-learning training for staff is available

Violent incident reporting is completely confidential. Violent and aggressive incidents are to be reported using the on-line incident reporting system. Physical Restraint incidents are to be reported using the physical restraint reporting procedures of the centre.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire safety information to enable them to act appropriately and safely in the event of an incident.

Visitors to the premises will be provided with a badge and asked to read the safety information, and to sign the visitors book.

Visitors requiring PPE or an escort should inform the office on arrival for arrangements to be made

No bags to be left unaccompanied.

Vulnerable Persons

Where there are vulnerable persons (young, pregnant, those with a disability, those with temporary or permanent medical conditions etc) working in or visiting the premises, a risk assessment will be completed and appropriate procedures implemented to ensure their health, safety and welfare whilst on site. The risk assessment will be regularly reviewed and reasonable adjustments to arrangements made in the workplace if required. On returning to work a return to work process is in place

Work at Height

Work at height is always to be undertaken in accordance with the Corporate policy on Work at Height. At The Bridge Education Centre the general working at height will be undertaken in accordance with the on-site generic risk assessment for work at height which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

The competent person for work at height on the premises who has attended the Caretaker Support Service Ladder & Stepladder Safety half-day course is the site manager and he is authorised to:

- Use steps, stepladders and leaning ladders in accordance with their training
- Provide step stool instructional training briefs to staff
- Provide stepladder and steps training to staff
- Carry out periodic inspections of all on-site ladders, stepladders, step stools and podium steps
- Remove access equipment from use if defective or considered inappropriate for use

The competent person for work at height and all other staff are not permitted to use any other access equipment for work at height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms.

Children's Services staff will not be permitted to work on roofs, unless they have suitable edge protection and safe access arrangements.

Work at height on the premises is only permitted to take place under the following conditions:

- Any work to be carried out at height must be underpinned by a risk assessment
- Access equipment selected for work at height must be selected by the competent person and only used as specified in the risk assessment
- Any staff working at height must be appropriately trained to use the access equipment

CHILDREN'S SERVICES HEALTH & SAFETY

- Staff are not to improvise or use alternative access methods of their own choice
- Use of any furniture, including tables and chairs, is **forbidden** for any work at height
- Staff may only use step stools if they have received a local instructional training brief
- Staff may only use stepladders if they have attended the Ladder stepladder training or have received training from the ladder and stepladder competent person (using the CSHST Ladder presentation).
- Staff may only use leaning ladders if they have personally attended the Caretaker Support Service Ladder & Stepladder Safety half-day course within every three years
- Any safety concerns about a work at height task must be raised prior to work starting
- Access equipment used on site such as ladders and stepladders must only be that are provided and are never to be lent to, or borrowed from third parties or contractors
- Contractors working at height are to be appropriately supervised and must only use their own access equipment

Procedures and Policies to refer to:

- A. Supporting Pupils with Medical Needs
- B. Child Protection, Prevent & Safeguarding Policies
- C. Emergency Evacuation Plan
- D. Fire Safety Manual
- E. First Aid Policy
- F. Physical Intervention Policy
- G. Lone Working Policy Procedures & Protocols
- H. Traffic Management Plan & Traffic on Site Policy
- I. Education Visits Policy & Off Site Activities and Minibus Protocols
- J. Working at Height Policy & RA