



HEALTH & SAFETY POLICY

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1. Aims

As the employer of staff, the City of London Academies Trust (COLAT) has overall responsibility for the health, safety and welfare of staff and students in the academies. COLAT will support each academy in putting in place clear policies which focus on the key risks and in checking that control measures have been implemented and remain appropriate and effective. Although overall accountability for health and safety lies with COLAT, day-to-day responsibility for the health and safety of staff and students in individual academies is delegated to the Local Governing Body, who in turn will delegate particular functions to the Principal and other staff, in particular the Head of Finance & Operations.

The local governing bodies of academies within COLAT are not the employers of staff but play an important role in ensuring strategic direction and will work in close partnership with the Principal and SLT of the NCS and relevant staff of the trust to support good health and safety management. Individual governors are generally protected from personal liability as a result of the governing body's decisions and actions. Governors should act at all times with honesty and integrity and be ready to explain their actions and decisions to staff, students, parents, volunteers and anyone with a legitimate interest in the NCS.

The NCS aims to:

- Provide and maintain a safe and healthy environment
- Establish and maintain safe working procedures amongst staff, students, volunteers and all visitors to the site
- Have robust procedures in place in case of emergencies
- Ensure that the premises and equipment are maintained safely, and are regularly inspected

2. Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff

- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

The NCS follows [national guidance published by Public Health England](#) when responding to infection control issues.

This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The governing board

The governing board has ultimate responsibility for health and safety matters in the NCS, but will delegate day-to-day responsibility to the Principal.

The governing board has a duty to take reasonable steps to ensure that staff and students are not exposed to risks to their health and safety. This applies to activities on or off the NCS premises.

The City of London Academies Trust as the employer, also has a duty to:

- Assess the risks to staff and others affected by sixth form activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Ensure that adequate health and safety training is provided

3.2 Principal

The Principal is responsible for health and safety day-to-day. This involves:

- Implementing the health and safety policy
- Ensuring there is enough staff to safely supervise students
- Ensuring that the NCS building and premises are safe and regularly inspected
- Providing adequate training for sixth form staff
- Reporting to the governing board on health and safety matters
- Ensuring appropriate evacuation procedures are in place and regular fire drills are held
- Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- Ensuring all risk assessments are completed and reviewed
- Monitoring cleaning contracts, and ensuring cleaners are appropriately trained and have access to personal protective equipment, where necessary

In the Principal's absence the **Deputy Principal** assumes the above day-to-day health and safety responsibilities.

3.3 Health and safety lead

The nominated health and safety lead is **the Head of Finance & Operations**

3.4 Staff

Staff have a duty to take care of students in the same way that a prudent parent would do so.

Staff will:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- Co-operate with the school on health and safety matters
- Work in accordance with training and instructions
- Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- Model safe and hygienic practice for students
- Understand emergency evacuation procedures and feel confident in implementing them

3.5 Students and parents

Students and parents are responsible for following the NCS's health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff.

3.6 Contractors

Contractors will agree health and safety practices with the Principal before starting work. Before work begins the contractor will provide evidence that they have completed an adequate risk assessment of all their planned work.

4. Site security

Bouygues Energies & Services, our Facilities Management provider, are responsible for the security of the school site in and out of school hours. They are responsible for visual inspections of the site, and for the intruder and fire alarm systems. They work alongside our buildings manager.

Our buildings manager and the LBN East Ham Campus Manager are also key holders and will respond to an emergency.

5. Fire

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices. Fire risk assessment of the premises will be reviewed regularly.

Emergency evacuations are practised once a term.

The fire alarm is a loud continuous **Two Tone Siren**

Fire alarm testing will take place once a week.

New staff will be trained in fire safety and all staff and students will be made aware of any new fire risks.

In the event of a fire:

- The alarm will be raised immediately by whoever discovers the fire and emergency services contacted. Evacuation procedures will also begin immediately

- Fire extinguishers may be used by staff only, and only then if staff are trained in how to operate them and are confident they can use them without putting themselves or others at risk
- Staff and students will congregate at the assembly points:
- Staff and students will remain outside the building until the emergency services say it is safe to re-enter

The NCS will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

A fire safety checklist can be found in appendix 1.

6. COSHH

Schools are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

Control of substances hazardous to health (COSHH) risk assessments are completed by the **Senior Science Technician** and circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information.

The NCS has a chemicals store and appropriate storage for radioactive material located in the main science prep room which is locked at all times if unoccupied.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

6.1 Gas safety

- Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer through Bouygues services
- Gas pipework, appliances and flues are regularly maintained
- All rooms with gas appliances are checked to ensure that they have adequate ventilation

6.2 Legionella

- A water risk assessment has been completed on **30th April 2020 by Hugo Maio (Safecare)**. Bouygues are responsible for ensuring that the identified operational controls are conducted and recorded in the sixth form's water log book
- This risk assessment will be reviewed **every two years** and when significant changes have occurred to the water system and/or building footprint
- The risks from legionella are mitigated by the following: **Weekly checks to ensure the Stored Hot Water is kept above 60°C, and all outlets flushed weekly to avoid the water stagnating. We also take Tap water Temperatures Monthly to ensure that all is correct, and water samples are taken to ensure no contamination**

6.3 Asbestos

- Staff are briefed on the hazards of asbestos, the location of any asbestos in the sixth form and the action to take if they suspect they have disturbed it
- Arrangements are in place to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work
- Contractors will be advised that if they discover material which they suspect could be asbestos, they will stop work immediately until the area is declared safe
- A record is kept of the location of asbestos that has been found on the school site in the resources building and an asbestos register is maintained

7. Equipment

- All equipment and machinery is maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place
- When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards
- All equipment is stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

7.1 Electrical equipment

- All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely
- Any student or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them
- Any potential hazards will be reported to **the Buildings Manager** immediately
- Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- Only trained staff members can check plugs
- Where necessary a portable appliance test (PAT) will be carried out by a competent person
- All isolators switches are clearly marked to identify their machine
- Electrical apparatus and connections will not be touched by wet hands and will only be used in dry conditions
- Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment is only carried out by a competent person

7.3 Display screen equipment

- All staff who use computers daily as a significant part of their normal work have a display screen equipment (DSE) assessment carried out. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time
- Staff identified as DSE users are entitled to an eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use)

8. Lone working

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties
- Site cleaning duties
- Working in a single occupancy office

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed then the task will be postponed until other staff members are available.

If lone working is to be undertaken, a colleague, friend or family member will be informed about where the member of staff is and when they are likely to return.

The lone worker will ensure that they are medically fit to work alone.

9. Working at height

We will ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.

In addition:

- The Buildings Manager retains ladders for working at height
- Students are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- Access to high levels, such as roofs, is only permitted by trained persons

10. Manual handling

It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.

The NCS will ensure that proper mechanical aids and lifting equipment are available in the sixth form, and that staff are trained in how to use them safely.

Staff and students are expected to use the following basic manual handling procedure:

- Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
- Take the more direct route that is clear from obstruction and is as flat as possible
- Ensure the area where you plan to offload the load is clear
- When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

11. Off-site visits

When taking students off the sixth form premises, we will ensure that:

- Risk assessments will be completed where off-site visits and activities require them
- All off-site visits are appropriately staffed
- Staff will take a sixth form mobile phone, a portable first aid kit, information about the specific medical needs of students along with the parents' contact details

12. Lettings

The NCS does not currently let the site buildings out to any external organisations. Should the NCS let the premises out in future, those who hire any aspect of the sixth form site or any facilities will be made aware of the content of the NCS's health and safety policy, and will have responsibility for complying with it and the required risk assessments.

13. Violence at work

We believe that staff should not be in any danger at work, and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/Principal immediately. This applies to violence from students, visitors or other staff.

14. Smoking

The NCS follows the requirements set out in the Trust No Smoking Policy. Smoking is not permitted anywhere on the NCS premises and East Ham campus and applies to staff, students, parents, volunteers, visitors, governors, trustees and contractors. This includes E-cigarettes and Vaping.

Signage is displayed as required by the Health & Safety act.

15. Infection prevention and control

We follow national guidance published by Public Health England (PHE) when responding to infection control issues. We will encourage staff and students to follow this good hygiene practice, outlined below, where applicable.

15.1 Handwashing

- Wash hands with liquid soap and warm water, and dry with paper towels. Hand sanitiser units are located at various points in all three buildings
- Always wash hands after using the toilet, before eating or handling food, and after handling animals
- Cover all cuts and abrasions with waterproof dressings

15.2 Coughing and sneezing

- Cover mouth and nose with a tissue
- Wash hands after using or disposing of tissues
- Spitting is discouraged

15.3 Personal protective equipment

- Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
- Wear goggles if there is a risk of splashing to the face
- Use the correct personal protective equipment when handling cleaning chemicals
- Wear the required and available PPE available for First Aid staff when dealing with students with COVID symptoms

15.4 Cleaning of the environment

- Clean the environment frequently and thoroughly

15.5 Cleaning of blood and body fluid spillages

- Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
- When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface
- Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below
- Make spillage kits available for blood spills

15.6 Clinical waste

- Always segregate domestic and clinical waste, in accordance with local policy
- Remove clinical waste with a registered waste contractor

- Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection

15.9 Exclusion periods for infectious diseases

In the event of an epidemic/pandemic, we will follow advice from Public Health England about the appropriate course of action.

We strictly follow updated guidance from the DfE and PHE in relation to the COVID pandemic and continue to review and update our practices and procedures to ensure

16. New and expectant mothers

Risk assessments will be carried out whenever any employee or student notifies the school that they are pregnant. In light of COVID expectant mothers will have enhanced risk assessments to ensure measures are in place to make their workspace COVID safe.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly

17. Occupational stress

We are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment.

Systems are in place within the sixth form for responding to individual concerns and monitoring staff workloads.

Staff have full access to the Employee Assistance Programme and fully qualified counsellors and advisors.

18. Accident reporting

18.1 Accident record book

- An accident form will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it. An accident form template can be found in appendix 2
- As much detail as possible will be supplied when reporting an accident
- Information about injuries will also be kept in the students educational record
- Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of

18.2 Reporting to the Health and Safety Executive

The **Head of Finance & Operations/Buildings Manager** will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The **Head of Finance & Operations/Buildings Manager** will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries. These are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding)
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days
- Where an accident leads to someone being taken to hospital
- Where something happens that does not result in an injury, but could have done
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
 - An electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)

<http://www.hse.gov.uk/riddor/report.htm>

19. Training

Our staff are provided with health and safety training as part of their induction process. Staff who work in high risk environments, such as in science labs, are given additional health and safety training in line with COSHH requirements

20. Monitoring

This policy will be reviewed by the Head of Finance & Operations every two years in conjunction with the buildings manger.

At every review, the policy will be approved by the Finance & Premises Committee.

21. Links with other policies

This health and safety policy links to the following policies:

- First aid
- Risk assessment
- Supporting students with medical conditions
- Accessibility plan

Appendix 1. Fire safety checklist

Issue to check	Yes/No
Are fire regulations prominently displayed?	Yes
Is fire-fighting equipment, including fire blankets, in place?	Yes
Does fire-fighting equipment give details for the type of fire it should be used for?	Yes
Are fire exits clearly labelled?	Yes
Are fire doors fitted with self-closing mechanisms?	Yes, enhanced to include fire door closers on all communal doors
Are flammable materials stored away from open flames?	Yes
Do all staff and students understand what to do in the event of a fire?	Yes, fire evacuations held termly
Can you easily hear the fire alarm from all areas?	Yes, and weekly testing is undertaken by the buildings manager

Appendix 2. COVID Update to H&S requirements

In addition to our daily Health & Safety requirements the NCS has made significant measures to ensure the safety of our students and staff in light of the COVID-19 pandemic. Including:

- Availability of PPE and resources for all staff:
 - Masks and visors
 - Lockers to store personal items
 - Resources baskets
 - Individual devices assigned
 - Personal stationary
- Students provided with I pads, individual whiteboards and stationary to reduce the spread of germs
- Protective shields installed in key areas including main reception, admin office and private study areas
- Clear protocols on visitors to the premises
- Hygiene points marked all throughout the buildings including hand sanitiser stations and hand sanitiser dispensers
- Social distancing measures including signage, different entrances and exits used for students in year group bubbles, a one way system adopted and marked floor signage
- A detailed risk assessment addressing risks alongside the mitigating factors and any changes to the government guidance reflected in the updates
- A dedicated COVID isolation room and enhanced PPE, first aid kits, equipment and cleaning materials provided for staff alongside clear guidance and protocols for dealing with students with COVID symptoms.

A regular and thorough review of the Health & Safety practices at the NCS

Appendix 3. Asbestos record – Resources Building

Location	Product	How much	Surface coating	Condition	Ease of access	Asbestos type
Half landing toilet	Asbestos	9m2	Composite	Medium damage	Easy	Chrysotile
Basement store	Asbestos	1no	AIB Painted or encapsulated	No visible damage	Difficult	Crocidolite
Basement store	Asbestos	Throughout	Composite	No visible damage	Difficult	Crocidolite
Basement Kitchen	Asbestos	Throughout	Composite	No visible damage	Difficult	Crocidolite
Basement Boiler room	Asbestos	1no	AIB Painted or encapsulated	No visible damage	Easy	Amosite
Basement Boiler room	Asbestos	2no	Composite	No visible damage	Difficult	Crocidolite
Basement Boiler room	Asbestos	1no	Composite	No visible damage	Difficult	Crocidolite
Basement Gas meter room	Asbestos	1no	Composite	No visible damage	Difficult	Crocidolite

NB No asbestos is present in the Main and Humanities buildings