



Health & Safety Policy & Defined Roles

Author	LA
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Aspiring Foundations Federated Nursery Schools (AFFNS) is committed to providing a safe and healthy environment for our school communities. The Federation will ensure that:

- ❑ All legal requirements are met under both health and safety and fire legislation
- ❑ All advice and guidance provided by the LA in relation to health, safety and welfare is implemented or that systems equally or if not more effective are in place.
- ❑ The school is proactive in identifying hazards and managing risks relating to the children, employees, parents, contractors, members of the public, premises, equipment and both curriculum and extra-curriculum activities.

To establish a robust system for managing health, safety and welfare in school, the following responsibilities will have been allocated

Governing Body Role:

The Governing Body will ensure that the school implements a health and safety management system based upon the advice and guidance provided by the LA or a competent¹ health and safety practitioner.

In their decision-making capacity, governors will show due diligence by ensuring that where significant health and safety concerns arise, appropriate resources (human, financial, time) will be made available.

The Governing Body will be kept informed of:

- ❑ And adopt Health and Safety policies;
- ❑ Health and safety related advice and guidance provided by the LA;
- ❑ The findings and actions arising from premises, fire, stress, occupational and curriculum-related risk assessments;
- ❑ Any hazards identified outside of the risk assessment process;
- ❑ Significant accidents and their causes and any actions taken or recommended to prevent future incidents;
- ❑ The findings of the LA health and safety review and any recommendations translated into a school action plan;
- ❑ Health and safety issues² arising from the annual maintenance review carried out by Property Services

¹ "competent" requires Corporate Membership of the Institute of Occupational Safety and Health (IOSH)

² health and safety issues in the annual maintenance reports are identified by the yellow hazard triangle and require prompt attention

Headteacher's Role:

The Head teacher has responsibility for the daily management of health and safety:

- ❑ There are relevant Policies meeting the requirements of Health and Safety legislation;
- ❑ As required by the Management of Health, Safety and Welfare at Work Regulations, 1999, ensuring that all categories of risk assessment³ are carried out at recommended intervals;
- ❑ Ensuring that any actions arising from risk assessments are put into a time-bound action plan;
- ❑ Monitoring the implementation of action plans arising from both risk assessments and the health and safety review process;
- ❑ Delegating clear roles and responsibilities for health and safety functions;
- ❑ Identifying and supporting the provision of relevant health and safety training for school employees;
- ❑ Attending any training for Head teachers that is recommended by the LA;
- ❑ Ensuring that contractors have sight of the school's asbestos register before commencing work;
- ❑ Providing a safe working and learning environment;
- ❑ Ensuring that all activities are carried out safely;
- ❑ Communicating health and safety information;
- ❑ Investigating and recording accidents;
- ❑ Managing fire safety and safe escape routes; and
- ❑ Providing health and safety information to new employees upon induction
- ❑ Where appropriate, specialist guidance is followed e.g. BAALPE for Physical Education and CLEAPSS for science and design and technology;
- ❑ All staff are aware of safe practices and procedures;
- ❑ Systems are in place to monitor Health and Safety performance;
- ❑ Thorough accident investigations are carried out for all curriculum related accidents; and
- ❑ Accidents are reported according to the requirements of the LA
- ❑ All staff are aware of safe practices and procedures

³ risk assessments are required for: The premises, fire, occupational, stress, educational visits, curriculum activities e.g. Science — refer to Section 2 of Health and Safety Guidance for Schools

Local Authority

The LA is responsible for:

- ❑ Providing model Health and Safety Policies in meeting the requirements of Health and Safety legislation;
- ❑ Providing advice and guidance to support schools in meeting the requirements of Health and Safety legislation;
- ❑ Providing support in the investigation of significant accidents;
- ❑ Ensuring that schools are provided with up to date information on legislative changes;
- ❑ Providing Health and Safety training and where necessary identifying specialist course providers; and
- ❑ Monitoring the implementation of the LA guidance.

All Employees

Employees are responsible for ensuring that:

- ❑ Activities within the Nursery are carried out safely;
- ❑ Any significant risks are identified and adequately controlled;
- ❑ Have a duty to report any identified hazards;
- ❑ Where appropriate, specialist guidance is followed e.g. BAALPE for Physical Education and CLEAPSS for science and design and technology;
- ❑ Accidents are reported to the Head according to the requirements of the LA
- ❑ Are responsible for their own health and safety and that of pupils, colleagues and any others who may be affected by their work;
- ❑ Should co-operate with the employer by following the Health and Safety Guidance; and
- ❑ Should be familiar with relevant sections of the Health and Safety Guidance provided by either the LA or the school's "competent advisor"

Consultation and Communication

The Headteacher and governing body will ensure that there is a two-way communication system for all health and safety matters by having health and safety as a standing item on the agenda of staff and departmental meetings. Trade Union representatives and employees are invited to take an active role in the management of health and safety in school.

The governors will also be informed of health and safety issues as required by the LA during the meeting of the full governing body

HEALTH AND SAFETY ARRANGEMENTS

Overall and final accountability for health and safety within the school is:

Liane Johnson

STATEMENT OF GENERAL POLICY	NAMES	ACTION/ARRANGEMENTS
Appropriate staff are given health and safety responsibilities	Liane Johnson	<ol style="list-style-type: none"> Areas including, Science DT Sports Educational Visits Coordinator & Deputy – Emma Prior / Liane Johnson Supporting Pupils with Medical Needs – Emma Prior Buildings, building maintenance and management of building contractors – Ian Oliver Equipment and equipment maintenance – Ian Oliver
To prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities.	Named person/s in charge of risk assessments: Catherine Kenny / Liane Johnson	<p>Relevant risk assessments completed where necessary and actions arising out of those assessments implemented. The risk assessments will include:</p> <ol style="list-style-type: none"> Occupational for staff including, Teachers/Teaching Assistants Midday assistants Manual staff Office staff Cleaning staff Manual Handling First Aid Needs Stress COSHH Violence and aggression

STATEMENT OF GENERAL POLICY	NAMES	ACTION/ARRANGEMENTS
		<p>2. Building and Environments including,</p> <ul style="list-style-type: none"> Fire Premises Classroom Security Driving within School Grounds School Kitchen Playgrounds Legionella Passenger Lifts sun Ladder Safety Checklist <p>3. Others arising from individual risks,</p> <ul style="list-style-type: none"> Workstations (DSE) Sun SEN Lone Working Mini Bus Pregnancy COSHH <p>4. Activities</p> <ul style="list-style-type: none"> Sports Educational Visits Keeping Animals <p>These are reviewed every year, or earlier if working conditions change.</p>

STATEMENT OF GENERAL POLICY	NAMES	ACTION/ARRANGEMENTS
To provide adequate training to ensure employees are competent to do their work.	Named person/s who organizes training and maintains records: Catherine Kenny	<p>All staff given necessary health and safety induction with signed records.</p> <p>As identified or recommended, provided with appropriate training including,</p> <ol style="list-style-type: none"> 1. General health and safety 2. Risk Assessment 3. Fire (general) 4. Medical & Administration of Medication 5. First Aid 6. Work at heights 7. Manual Handling 8. Team Teach 9. COSHH 10. Science & DT 11. Managing Conflict 12. Visit Leader 13. Others as identified <p>Records will be maintained of the training to ensure that they are reviewed and refreshed when required.</p>
To communicate, engage and consult with staff on health and safety conditions	Named person responsible for communications: Liane Johnson / Catherine Kenny	<p>Systems for ensuring that health and safety information is communicated to staff include:</p> <p>Induction, Staff meetings, INSET training, Electronically</p> <p>Staff are routinely consulted on health and safety matters as they arise but also formally consulted at staff meetings</p> <p>The Governing Body have been made aware of health and safety matters formally at Governing Meetings</p>
To provide advice and support on occupational health issues	Named provider: HY Education	Provision of an Occupational Health provider

STATEMENT OF GENERAL POLICY	NAMES	ACTION/ARRANGEMENTS
	and via Teacher Absence Insurance	
To implement emergency procedures – evacuation in case of fire or other significant incident.	Named person/s in charge : Ian Oliver / Catherine Kenny	<p>Evacuation plans including fire, bomb, critical incidents are,</p> <ul style="list-style-type: none"> - prepared, - communicated to staff, - tested from time to time (including termly fire drills); and - updated as necessary. <p>Escape routes well signed and kept clear at all times.</p>
To maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.	Named person/s in charge : Ian Oliver	<p>Toilets, washing facilities and drinking water provided.</p> <p>System in place for routine inspections and testing of equipment and machinery and for ensuring that action is promptly taken to address any defects.</p> <p>Staff trained in safe handling/use of substances</p>
To record and investigate accidents / incidents	<p>Named First Aiders: Emma Prior / Ian Oliver</p> <p>Named person who reports under RIDDOR: Liane Johnson</p>	<p>In the event of accidents / incidents; to ensure that initial actions are taken and they are subsequently recorded and investigated.</p> <p>To ensure that, if required, they are reported to the HSE as required under RIDDOR,</p>

Version Control and Change History

Version Control	Date Released	Amendment
1		Documented created
2	Unknown	Unknown
3	Unknown	Unknown
4	Feb-2014	Unknown
5	July 2019	Document reviewed.
6	Nov 2022	Document Reviewed with name changes
7	Nov 2023	Document Reviewed with name changes
8	June 2024	p.4 Areas of science, DT and sport removed as areas of responsibility as not applicable for EYFS Name changes from Mandie Crank to Catherine Kenny for areas of responsibility.
9	March 2025	Name added to implement emergency procedures – Catherine Kenny Occupational Health provider added – HY Education