



Emmanuel Holcombe CE Primary

Health and Safety Policy

Vision Statement

Jesus came to give us life in all its fullness. Our vision is that through faith, family and friendship, each of us can grow in love and learning, being tolerant, having resilience and developing enquiring minds, so that we can all experience the abundance Jesus came to give us.

Mission statement

In our small, friendly school, everyone respects and cares for one another
In our community, church, home and school we work together to grown in faith and
friendship
In our learning we encourage each individual to reach their potential to grow through
skills, knowledge and understanding

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STATEMENT OF INTENT

Emmanuel Holcombe CE Primary School's Governing Body and Senior Leadership Team recognise and accept their responsibilities for health and safety under both civil and criminal law.

As responsible employers and persons in control of premises, the requirement to provide, so far as is reasonably practicable, a safe and healthy working environment for all employees, visitors and pupils is acknowledged.

In doing so, the school will expect all staff, parents, pupils and visitors to abide by the requirements of this policy.

In compliance with the Health and Safety at Work etc. Act 1974, Emmanuel Holcombe's Governing Body will ensure, so far as is reasonably practicable, that:

- The premises are maintained in a safe condition.
- Safe access to and egress from the premises is maintained.
- All plant and equipment is safe to use.
- Appropriate safe systems of work exist and are adhered to.
- Sufficient information, instruction, training, and supervision are available and provided.

The Governing Body will ensure through the Senior Leadership Team that adequate resources are set aside from the total budget allocation for this policy to be properly implemented.

Consultation with employee representatives will be held as and when appropriate on all matters affecting the health and/or safety of employees concerned.

This policy, together with the organisational structure of responsibilities and arrangements contained within it, will be reviewed annually.

In addition to this general health and safety policy, the school has several policies which relate directly to specific areas of health and safety. These detailed policies set out the responsibilities and arrangements for the management of the risks arising from these areas and are listed in the appendices.

Name: Amy Longstaff

Name: Lisa Wilson

Signature:

Chair of Governors



Date: September 2023

Acting Head Teacher**Chair of Governors**

1.0 ORGANISATION AND RESPONSIBILITIES

School level duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Governing Body

The Governing Body is responsible for health and safety matters at a local level including but not restricted to:

- Ensuring adherence to this health and safety policy and the procedures and standards it sets out
- Reviewing the school's health and safety policy annually and implementing any new arrangements where necessary.
- Monitoring, reviewing, and evaluating the school's health and safety performance.
- Providing appropriate resources within the school's budget to meet statutory requirements and the local authority health and safety policy, procedures, and standards.
- Receiving from the Head Teacher or other nominated member of staff reports on health and safety matters and reporting to the local authority, or other body as necessary, any hazards which the school is unable to manage from its own budget and ensuring appropriate follow-up actions are taken.
- Seeking specialist advice on health and safety which the school may not feel competent to deal with.
- Promoting a positive health and safety culture and high standards of health and safety within the school via the nomination of a named health and safety governor.
- Ensuring that when awarding contracts health and safety is included in specifications and contract conditions and takes account of local authority policy and procedures.

Responsibilities of the Health and Safety Governor

The Health and Safety Governor is an important role in the management of health and safety within the school.

A guide to the responsibilities of the Health and Safety Governor can be found as Appendix 3.

Training for School Governors is able at:

<https://www.nga.org.uk/Training-and-Development/NGA-Learning-Link-e-learning/Collections/Compliance/Health-and-Safety.aspx>

NOMINATED HEALTH AND SAFETY GOVERNOR: Glad Cooper

Responsibilities of the Head Teacher

Overall responsibility for the day-to-day management of health and safety in accordance with this policy rests with the Head Teacher.

As manager of the school and of all the activities carried on within it, the Head Teacher will advise Governors of the areas of health and safety concern which may need to be addressed by the allocation of resources.

The Head Teacher has responsibility for:

- Co-operating with the Local Authority and governing body to enable health and safety policy and procedures to be implemented and complied with.
- Ensuring effective health and safety management arrangements are in place for carrying out regular inspections and risk assessments, implementing actions and submitting inspection reports to the Governing Body and Local Authority where necessary.
- Communicating the policy and other appropriate health and safety information to all relevant people including employees, visitors, and contractors.
- Carrying out health and safety and accident investigations.
- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction, and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Reporting to the Local Authority any hazards and reportable incidents which cannot be managed within the school's budget.
- Ensuring that the premises, plant, and equipment are maintained in a serviceable condition.
- Monitoring purchasing and contracting procedures to ensure compliance with local authority arrangements.
- Ensure that all accidents, incidents and near misses occurring within their department are promptly reported and investigated using the appropriate forms and are submitted to Bury Council / the HSE as required.

HEAD TEACHER: Amy Longstaff (Acting Head Teacher)

The Head Teacher delegates certain tasks to other members of staff within the school, however, overall responsibility for health and safety within the school rests with the Head Teacher.

The task of overseeing health and safety on the site has been delegated by the Head Teacher to:

Caretaker

Tony Bliss

Within school the task of overseeing health and safety within classrooms and within subject specific activities, is further delegated to the relevant **Class Teachers** and **Subject Leaders**.

Responsibilities of Class Teachers and Subject Leaders

- Apply the school's health and safety policy to their own area of work and be directly responsible to the Head Teacher for the application of the health and safety procedures and arrangements.
- Maintain or have access to up-to-date, relevant published health and safety guidance from sources including CLEAPSS, AfPE, etc., and ensure that all staff for which they are responsible, (TAs, students on teaching practice, classroom visitors), are aware of and make use of such guidance.
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff in their classrooms.
- Resolve health, safety, and welfare problems that members of staff refer to them and inform the Head Teacher of any problems to which they cannot achieve a satisfactory solution, within the resources available to them.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture, and activities are safe to use and record these inspections where required.
- Ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training, and supervision to enable employees and pupils to avoid hazards and contribute positively to their own health and safety.
- Arrange for the repair, replacement, or removal of any item of furniture or equipment which has been identified as unsafe, (in liaison with the caretaker, and where necessary, the Head Teacher).

Responsibilities of Employees

Under the Health and Safety at work etc. Act 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Always comply with the school's health and safety policy and procedures.
- Report all accidents and incidents in line with the reporting arrangements.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety, and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their Line Manager.
- Report immediately to their Line Manager any shortcomings in the arrangements for health and safety.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

2.0 POLICY REVIEW

The Head Teacher, Caretaker and the named Governor for Health and Safety, will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected, to ensure that precautions remain suitable and sufficient, by conducting a whole school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Body.

Risk assessments and procedures are reviewed, when necessary, at least once per year or sooner if there are any significant changes.

Workplace inspections are undertaken on a regular basis and be integrated into the day-to-day management of the school.

Governors are required to take steps to ensure that they are kept informed of Bury Council's advice and guidance on health and safety matters.

To ensure that health and safety is a regular, termly, item on the agenda of the following meeting(s):

- **INSET Days**
- **Staff Meetings**
- **Governor Meetings**
- **Health and Safety Review Meetings with named Governor**
- **Weekly Head Teacher and Caretaker Meetings**

The Health and Safety policy is reviewed on an annual basis and agreed by the full governing body.

The policy is communicated and made available to all staff on TEAMs and on the school website.

Staff, volunteers and visitors are advised on the health and safety policy during the induction process and there is a dedicated section on Health and Safety in the staff handbook and volunteer leaflet.

3.0 HEALTH AND SAFETY GOVERNANCE ARRANGEMENTS

The school ensures that appropriate arrangements for governance are in place with regards to health and safety.

These arrangements include termly Governor meetings, where health and safety issues are a standing agenda item, in addition to a named governor for health and safety.

4.0 ARRANGEMENTS

a) Competent Person(s)

The school gets their competent health and safety advice from:

Lorraine McCrorie CMIOSH



Details of competency requirements and sources of competent advice can be found in Appendix 2.

b) Fire

The school ensures that a fire evacuation drill is completed at least once per term and will record the date, time taken to evacuate and any other relevant details in the fire log.

The fire log is kept up to date with entries for weekly fire alarm checks and fire door (means of escape) checks, monthly emergency lighting checks and fire extinguisher checks and any contractor visits or false alarms.

The Head Teacher will ensure a fire risk assessment is completed and reviewed at least annually or more frequently if there is a significant change to the building or number / types of pupils..

All staff are responsible for ensuring that pupils and visitors evacuate in an orderly and timely fashion in the event of the alarm sounding.

All staff are responsible for ensuring evacuation routes and doors are always kept clear.

For further details please see the school's **Fire Risk Assessment**.

c) Health and safety reporting procedure

The school must implement a system for recording, investigating, and taking appropriate action for injuries, illness (including stress related ill-health), violence, dangerous occurrences and near misses and situations where health and safety risks are not appropriately managed.

Reports are monitored for trends on a termly and annual basis and a report made to the Governors at the next scheduled meeting.

Any accidents reportable to the HSE under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) will be completed using the HSE's online reporting system at <http://www.hse.gov.uk/riddor/>

Responsibility for RIDDOR reporting lies with: **Amy Longstaff (Acting Head Teacher)**

The Council must be informed whenever a RIDDOR report is submitted. There is an option to receive a copy of the report during the online reporting procedure, this must

be chosen, and a copy of the report is held at the school with a copy forwarded to the Council via email to HSS@bury.gov.uk.

The Head Teacher is responsible for ensuring that all reported situations are investigated appropriately, that RIDDOR reports are submitted when required, and that a copy of each RIDDOR report is forwarded to the Council.

Information on RIDDOR for schools can be accessed through:

<https://www.hse.gov.uk/pubns/edis1.pdf>

d) Administering of Medicines

The school must follow DfES guidance on the dispensing of medicines within their school.

Records of administration will be kept by: **The School Office**

Further guidance can be found at:

<https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3>

e) First Aid

A first aid needs assessment is carried out and regularly reviewed by the Head Teacher.

An up-to-date list of all first aiders is displayed **in the staffroom**.

Paediatric first aiders:

- Adaobi Oghagbon (Peelers After School Club Manager)
- Sandra Lawson (EYFS Teaching Assistant)
- Deborah Dearden (Teaching Assistant)
- Johanna Cousins (Breakfast Club Manager)
- Janine Leigh (Teaching Assistant)

Emergency first aiders:

- Hayley Brewer (Teaching Assistant)
- Natalie Gully (Lunchtime Welfare Assistant)
- Diane Hughes (Teaching Assistant and Lunchtime Welfare Assistant)

First aid kits are located in all classrooms and in communal areas.

Portable first aid kits and walkie talkies are available for off-site trips and visits.

f) Health Care Plans

Health care plans are in place for those pupils with complex medical needs e.g., chronic, or ongoing medical conditions.

The plans are reviewed annually by: **Jan Thomond (Assistant Head for Inclusion)** and parents sign to approved the Health Care Plans.

Health Care Plans are displayed in classrooms and in the staffroom, alongside medical boxes containing the medication.

Medication is checked for expiry dates and sent home annually to parents.

g) Display Screen Equipment (DSE)

The duties under the Display Screen Equipment Regulations require the employer to assess the risks to the health and safety of its employees from the use of DSE.

All staff who habitually use computers as a significant part of their normal work (continuous or near continuous spells of an hour at a time) will be asked, in the first instance, to complete a DSE Self-Assessment. A template DSE Self-Assessment Form is available from the HSE at the following link:

<https://www.hse.gov.uk/pubns/ck1.htm>

The school must provide furniture and equipment that enables the necessary set-up and adjustments covered by the assessment document to be made. The school may delegate completion of the assessment to the individual to complete as this will ensure that they have the relevant knowledge needed for work at a DSE workstation.

Free eye and eyesight tests and support with purchasing of corrective appliances such as glasses where specifically required for DSE use must be made available to these staff.

Further guidance is available at: <https://www.hse.gov.uk/pubns/ck1.pdf>

h) Training

The Head Teacher will ensure that all staff have suitable and sufficient training to complete the tasks required of them.

All members of staff, as part of their Induction to the school, will receive training on the requirements of this policy.

The school office holds a record of all staff training, and refresher training is completed where required.

i) Managing Contractors

The Head Teacher, supported by the caretaker and office staff, liaises with and monitors contractors on site.

The school has appropriate arrangements in place for the control of Contractors. This includes arrangements for:

- appropriate selection (in liaison with Diocese approved architects, OL3)
- pre-work checks, (to verify the contractor has the appropriate insurances and competencies to carry out the works)
- provision of appropriate information (e.g. on asbestos containing materials at the school and emergency arrangements);
- supervision and monitoring of the works undertaken by the contractor.

j) Asbestos

Asbestos Responsible Person: **Amy Longstaff (Acting Head Teacher) and Tony Bliss (Caretaker)**

The Asbestos Responsible Person has received Asbestos Awareness Training.

The Asbestos Responsible Person will ensure that:

- The asbestos register is developed by a competent surveyor (TRAC) and is subsequently maintained with any changes recorded. Any limitations and where additional surveying is required should be clear within the register e.g. any areas or materials that could not be accessed including (but not limited to) materials that may be within structures but not accessible on the surface of them.
- Any person who is to undertake works on the site must provide evidence that they have undertaken asbestos awareness training (see Appendix 2). They must use the asbestos register to identify asbestos containing materials which could be disturbed during the work that they will carry out. This must be done in conjunction with a member of school staff who has knowledge of the register and the building to ensure that the register is not misunderstood. Work must be designed so that it can be carried out safely without anyone facing uncontrolled risks of exposure to asbestos. The person undertaking the work and the school representative must sign a declaration confirming that these checks have been undertaken before any work that disturbs the materials in question takes place.
- Materials identified in the asbestos survey must be assessed by school representatives in conjunction with the competent surveyor with decisions made on how to manage each material (e.g., remove under controlled circumstances; seal/encapsulate under controlled circumstances; leave in situ, and design activities so that the materials do not get disturbed or damaged; undertake regular checks that materials have not become damaged; undertake checks whenever unplanned events such as leaks or structural damage occur which may damage materials)
- The school has an Asbestos Management Plan which details how asbestos materials will be managed by the school. This will include how regularly and when the materials are checked; who will undertake the checks; (the caretaker); when and how the register and material assessments are updated (e.g., when changes in the condition of asbestos materials occur and when materials are removed or treated); arrangements for ensuring that asbestos materials are identified before anyone carries out work (second bullet point above); what to do if a material becomes damaged.

The Asbestos Register is held **in the school office**. An Asbestos Survey and Asbestos Management Plan was completed in **December 2022** by **TRAC**.

k) Electrical Installations

Arrangements are in place for the testing of fixed wiring and fixed appliances by competent electrical engineers.

l) Electrical Appliances

The school has all portable appliances inspected and tested by **Bexan**, as per the 'Statutory and Recommended Checks.'

All staff visually inspect electrical equipment before use for obvious defects.

Personal items of electrical equipment are not brought into school for use by staff or pupils.

Emmanuel Holcombe use approved contractors **Bexan** for PAT.

Frequency of portable appliance tests are in line with HSE guidance – see link <https://www.hse.gov.uk/electricity/faq-portable-appliance-testing.htm>

m) Control of Substances Hazardous to Health (COSHH)

All substances which may be considered hazardous to health have been assessed.

To produce a COSHH Risk Assessment for a substance a Manufacturers Safety Data Sheet (MSDS) must be obtained. These are available from manufacturers (usually through product suppliers) and it is the school's responsibility to obtain any relevant MSDS.

A copy of the MSDS and COSHH risk assessment are available.

Any person using these chemicals must ensure that they have seen and follow the information given on the COSHH assessment (including the wearing of any identified PPE).

Staff must not bring any hazardous chemicals onto the school site unless prior permission has been sought and a COSHH assessment has been completed.

Local Exhaust Ventilation (LEV) e.g., fume cupboards, dust extraction in CDT etc.

The school must have arrangements in place to appropriately manage LEV systems.

The requirements are:

- Review of equipment by competent person
- Maintenance and servicing
- Annual testing

n) Legionella

Legionella responsible person: **Knowsley environmental Services Ltd**

Legionella competent person: **Tony Bliss (Caretaker)**

The Legionella responsible person must ensure that:

- A legionella risk assessment is undertaken by a competent assessor and that it identifies any corrective actions (e.g., removal of dead pipe runs, unused water cylinders, etc.), any testing and treatment that is needed; any maintenance schedules such as bleeding/running off or flushing water systems at regular intervals
- A competent person is identified, and that appropriate training is provided to them so that they can undertake their role

The Legionella competent person must ensure that the testing, treatment, and maintenance schedules are fully and properly implemented, and records are kept.

The school has a legionella risk assessment. Further guidance from the HSE can be accessed at:

<https://www.hse.gov.uk/legionnaires/index.htm>

o) Health and Safety Monitoring and Inspections

Regular visual inspections of the site and installations, from which defects are documented, is carried out by the **Tony Bliss (Caretaker)**

A general inspection of the site, which is documented, is carried out termly by the **Amy Longstaff (Acting Head Teacher) and Tony Bliss (Caretaker)**

The Health and Safety Governor will undertake an inspection of the school and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

p) Manual Handling

The school completes risk assessments on any significant manual handling tasks.

Employees who complete manual handling tasks will have suitable and sufficient training. Where employees are required to lift pupils, they will receive training in appropriate moving and handling techniques along with training in the use of any specific equipment they may be required to use, such as hoists and slings.

q) Lone Working

Staff are encouraged not to work alone in school. Where lone working is deemed necessary it is risk assessed and monitoring systems are put in place. Further guidance from the HSE is available at:

<https://www.hse.gov.uk/lone-working/index.htm>

r) Offsite and Educational Visits

Emmanuel Holcombe follows Bury Council Educational Visits and Activities Guidance, with reference to OEAP National Guidance.

Emmanuel Holcombe CE Primary School also uses the 'Evolve' service, (contact: Dave Scourfield)

A link to this service can be accessed at:

https://evolve.edufocus.co.uk/evco10/evchome_public.asp?domain=buryvisits.org.uk

Where a visit includes contact with animals the school must take account of the hazard of Zoonosis (diseases which can be transmitted to humans from animals).

s) Infection Control

UK Government guidance on infection control in educational settings is followed and can be accessed from the following link:

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>

Latest guidance on the control of COVID 19 can be found on the Public Health England website.

A link to the latest UK Government guidance on COVID 19 within schools can be found at:

<https://www.gov.uk/government/collections/guidance-for-schools-coronavirus-covid-19>

t) Work Equipment and Procurement Arrangements

All work equipment is purchased from reputable suppliers.

Before purchase the following considerations are given:

- The installation requirements
- Safety considerations (noise, vibration, emissions, guarding)
- The suitability for purpose
- The positioning and or storage of the equipment
- Maintenance requirements (contracts and repairs)
- Training and use of the equipment.

Staff must not use new items of work equipment unless appropriate training has been given. A risk assessment must be completed for the work equipment and staff using the equipment must have access to and comply with the risk assessment.

All plant and equipment requiring statutory inspection, testing and maintenance, (for example steam boilers, pressure cookers, lifting equipment, local exhaust ventilation) will be inspected by an approved contractor (if the school does not use an approved contractor, it will ensure a competent contractor is used). Further guidance from the HSE can be found at: <https://www.hse.gov.uk/work-equipment-machinery/>

Any personal protective equipment (PPE) required for the use of work equipment will be supplied free of charge by the school. All employees must wear the PPE when operating such equipment.

PPE is a last resort in terms of managing risk, therefore the school always considers other risk control measures, such as elimination of the risk through not undertaking the task or substitution for an alternative task.

Procurement of equipment and/or services follow Bury Council approved procurement arrangements.

Health and safety implications are considered when procuring equipment, materials, and services.

u) Risk Assessments

Risk assessments are completed for all significant risks and appropriate risk management arrangements are in place, in line with the risk assessment findings. These cover curriculum-based activities in school, school visits and the running of the school buildings and grounds

Responsibility for ensuring risk assessments are completed across all departments and services within the school lies with the **Acting Head Teacher, Amy Longstaff**.

Risk Assessments are held centrally on Staff **TEAMS** and are available for all staff to view.

These risk assessments are working documents and will be viewed by staff carrying out the activity.

Risk Assessments are reviewed on an annual basis or whenever there is a significant change to the activity/task /personnel or following an accident.

Specific risk assessments relating to individuals, e.g., a member of staff or young person/pupil are held on that person's file and will be undertaken by their line manager or teacher as required.

v) Work at Height

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are used. Staff must not climb onto chairs etc.

Staff must not use access equipment unless appropriate training has been given.

The access equipment is visually checked before each use. An inventory is required for all access equipment, with a formal written 6-monthly check (tower scaffolds require specialist and more frequent checks). Further guidance from the HSE can be accessed at:

<https://www.hse.gov.uk/toolbox/height.htm>

w) Health Surveillance

The school must take account of the health surveillance requirements associated with certain areas of work (e.g., contact with wood dust) and have appropriate arrangements in place.

Further guidance is available at:

<https://www.hse.gov.uk/health-surveillance/index.htm>

<https://www.hse.gov.uk/woodworking/wooddust.htm>

See also m) COSHH

Please note anyone who is regularly exposed to wood dust is required to undertake health surveillance.

x) Winter Arrangements

Schools must have appropriate arrangements in place to control hazards associated with Winter weather.

Included below are relevant guidance documents:



Snow & Ice Advice
Note.pdf



SNOW AND ICE
GRITTING PRIORITY F



Snow Risk
Assessment.pdf



GUIDANCE TO
SCHOOLS ON UNAVC

Emmanuel Holcombe's Health and Safety Policy identifies core requirements for health and safety management.

Consideration is given to areas where more detailed arrangements may be helpful:

1. Fire
2. Accident Reporting
3. First Aid (HSE and DfE requirements)
4. Managing Medical Conditions
5. DSE
6. Control of Contractors
7. Asbestos Management
8. COSHH
9. Legionella Prevention
10. Manual Handling
11. Lone Working
12. School Journey and Visits
13. Work Equipment (Including PPE)
14. Risk Assessment
15. Stress Policy
16. Work at Height Guidance
 - <https://www.hse.gov.uk/risk/classroom-checklist.htm> checklist for classrooms
 - [slips and trips in educational establishments](#)
 - [selecting and managing contractors](#)
 - [good estate management for schools](#)
 - [school building design and maintenance](#) (and where necessary examination and testing)
 - [manual handling](#)
 - [managing work-related stress](#)

Additional information and guidance is available through the following links:

Department for Education 'Health and Safety Responsibilities and Duties for Schools':

<https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>

Health and Safety Executive:

[Education: health and safety in schools, further and higher education \(hse.gov.uk\)](https://www.hse.gov.uk/education/)

APPENDIX 2 REQUIRED COMPETENCIES FOR HEALTH AND SAFETY ADVICE AND CONSULTANCY SERVICES

Occupational Safety and Health Consultants

In 2010 the Government commissioned a review of health and safety management in Great Britain. One of the findings outlined in the subsequent report “Common Sense Common Safety” was a need to improve the professional competency of health and safety consultants because anybody regardless of qualification or experience could set up as such at the time.

The Health and Safety Executive (HSE) were asked to oversee the development of a professional health and safety consultants register, working in conjunction with relevant professional bodies. This resulted in the setting up of The Occupational Safety and Health Consultants Register (OSHCR), which can be accessed via the following link: <https://www.oshcr.org/>

The OSHCR search facility allows organisations to search by geographical location, sector specific speciality (e.g., Education), and by specialist services within the health and safety field (e.g., asbestos, stress, etc.) It also provides a profile of each consultant.

As mentioned, the HSE encourages organisations to develop and/or use in-house health and safety expertise. It also makes it clear that organisations are responsible for ensuring the competency of health and safety consultants, should they decide to use external services. Unless work falls into one of the categories discussed below, in which case competency can be assured as described, only Occupational Health and Safety Consultants that are on the register or who are qualified to join should be engaged in Bury’s schools.

Asbestos

Selecting a competent asbestos surveyor

The HSE provides guidance on selecting a competent asbestos surveyor, which can be accessed through the following link:

<https://www.hse.gov.uk/asbestos/surveyors.htm>

Note that the link includes a further link to the United Kingdom Accreditation Service (UKAS) website. UKAS accredits surveying bodies, and their website can provide help in finding a surveyor.

Asbestos awareness training

The HSE provide advice on asbestos awareness training, including the use of e-learning. This can be accessed through the following link:

<https://www.hse.gov.uk/asbestos/training.htm>

Competency of fire risk assessment consultants

The Fire Risk Assessment Competency Council consists of representation from the various national fire safety bodies. The Council encourages an in-house approach to fire risk assessment whilst recognising the need for external support for more complex assessments. It recommends the use of fire risk assessment companies, including sole traders, which are third party certificated to appropriate schemes operated by United Kingdom Accreditation Scheme (UKAS) accredited Certification Bodies. The attached document provides guidance on choosing a competent fire risk assessor together with details of the various accredited Certification Bodies. Irrespective of whether external fire risk assessment consultants are engaged, managers responsible for school buildings must ensure that:

- There is local input into the process e.g., about building use, activities and behaviours that take place, which could affect levels of fire risk and influence the arrangements that are put in place
- Full ownership is taken of the actions and emergency plans that are designed and agreed through the risk assessment process
- Assessments and arrangements are reviewed whenever significant changes occur, including temporary changes e.g. whilst contractors are on site

More information is available in the following guide:



A Guide to Choosing
a Competent Fire Risk

HEALTH AND SAFETY GOVERNOR

The Head Teacher is the responsible 'person in charge of the workplace' but the governing body is responsible for setting the policy and agreeing strategy and procedures to implement that policy. In health and safety matters schools are mainly concerned with:

- Accident reporting and investigation: by whom and to whom.
- Fire hazards and safety.
- Regular checking and maintenance of electrical installations and appliances.
- Site maintenance and cleaning: standards and frequency.
- Safety training and awareness.

The governing body needs to be satisfied that the school is monitoring safety in:

- The playground.
- Fire drills.
- School journeys.
- School transport.
- Vehicle movement on the school site.
- Contractors working on site.
- Practical subject areas e.g. cooking.
- Waste disposal.
- Maintenance of equipment e.g., electrical appliances.
- Repairs e.g., broken windows.
- Letting parts of the premises.
- Asbestos sealing and removal.

The governing body can include the duty to monitor health and safety procedures in the terms of reference of the premises committee or can designate one governor, to have specific responsibilities for it.

The Health and Safety Governor (Glad Cooper):

- Works with the Head Teacher to ensure that the school has a health and safety policy and has appropriate health and safety procedures.
- Make regular health and safety inspections of the school premises.
- Keeps the governing body informed of health and safety issues.
- Attends appropriate training.