

Health & Safety Policy



St Benedict
CATHOLIC ACADEMY TRUST

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Review Due:	September 2025

ST BENEDICT CATHOLIC ACADEMY TRUST

HEALTH & SAFETY POLICY

Our mission is inspired by our Patron St Benedict, to live, learn, pray and celebrate together. Our community of Catholic schools are committed to ensuring that each child realises their God-given gifts. Our strong sense of community promotes Gospel values which inspire students to make a positive contribution to society. We provide the best possible opportunities for every child's education, with an overarching mission focused on delivering a strong Catholic education, firmly rooted in the belief that Christ should be at the core of all our endeavour.

This Health & Safety Policy has been approved and adopted by St Benedict Catholic Academy Trust for use in all its academies on 27th September 2024 and will be reviewed in

**Signed by Director of the Trust:
Signed by Principal/Principal of the Academy:**

DEFINITIONS

- I. In this Health & Safety Policy, unless the context otherwise requires, the following expressions shall have the following meanings:
- II. 'Academy' means any academy operated by St Benedict Catholic Academy Trust and includes all sites upon which the Academy undertaking is, from time to time, being carried out.
- III. 'Board' means the board of Directors of the Trust.
- IV. 'Diocesan Schools Commission' means the education service provided by the Diocese of Southwark, which may also be known, or referred to, as the Diocesan Education Service.
- V. 'Principal' means the most senior teacher in the Academy who is responsible for its management and administration. Such a teacher may also be referred to as the Head of School or Principal.
- VI. 'Local Academy Committee' means the body carrying out the employment functions of the Trust in relation to the Academy.
- VII. 'Trust' means St Benedict Catholic Academy Trust, which is the company responsible for the management of the Academy and, for all purposes, means the employer of staff at the Academy.

1. About this Policy

We are committed to ensuring the health and safety of staff and anyone affected by our activities, and to providing a safe and suitable environment for all those attending our premises.

This policy sets out our arrangements in relation to:

- assessment and control of health and safety risks arising from work activities;
- preventing accidents and work-related ill health;
- consultation with employees on matters affecting their health and safety;
- provision and maintenance of a safe workplace and equipment;
- information, instruction, training and supervision in safe working methods and procedures;
- emergency procedures in cases of fire or other major incident.

This policy covers all employees, officers, consultants, contractors, volunteers, casual workers, and agency workers.

This policy does not form part of any employee's contract of employment, and we may amend it at any time. We will continue to review this policy to ensure it is achieving its aims.

2. Responsibility for Health and Safety Matters

The Board has overall responsibility for health and safety and the operation of this policy. The Principal is the Principal Health and Safety Officer with day-to-day responsibility for health and safety matters.

The COO will ensure that this policy is reviewed annually. Recommendations for any amendments are reported to the Board.

3. Specific Responsibilities by category of personnel

All staff share responsibility for achieving safe working conditions. You must take care of your own health and safety and that of others, observe applicable safety rules and follow instructions for the safe use of equipment. All risk assessments communicated to relevant participants and adhered to.

Commented [GU1]: Where do we mention adhering to risk assessments or carrying out risk assessments?

You should report any health and safety concerns immediately to your line manager or the COO.

Commented [GU2]: Do we need to stipulate who reports to the HSE?

You must co-operate with managers on health and safety matters, including the investigation of any incident. The COO will advise on HSE reports.

Failure to comply with this policy may be treated as misconduct and dealt with under our Disciplinary Policy and Procedure.

Principals

Principals are responsible to the Trust for all aspects of health and safety in each academy and will delegate to particular individuals' specific functions for which they will be responsible to the Principal.

In particular, a Principal will ensure the following in each academy:

- There are arrangements for playground supervision, at the start and end of school days, break times and lunchtimes.
- There are arrangements for adequate supervision during the changeover of lessons.
- There are procedures for educational visits and learning outside the classroom including the appointment of an Educational Visits Co-ordinator.
- There are arrangements for personal safety and security.
- That regular evacuation, invacuation, lock down drills and fire drills are arranged.

Commented [GU3]: Invacuation / lock down drills?

- That all incidents, accidents, and assaults involving students, staff and any other individuals are reported as per the Academy's procedure.
- That dangerous incidents are reported to the Trust.
- That, in the event of a bomb warning the building is evacuated and the emergency services are called, that the police are met and informed of the situation and that the Trust is informed of the incident.
- That repairs needed to the building and equipment are reported and acted upon.
- An internal safety audit will be conducted once a term and ensure that new members of staff including students on teaching practice and work experience students are inducted into the Health and Safety Policy of the Academy and that volunteers who frequently visit the Academy are appraised of the relevant parts of the Academy's Health and Safety Policy. They will keep a record of all such training.
- That when the Academy's Health & Safety Policy is reviewed, that members of staff are notified of any changes to it.
- To ensure that staff are given appropriate training and guidance.
- In general, Principals will be finally responsible for the maintenance of a safe working environment and safe practice within the Academy in accordance with guidance received from the Health and Safety Executive, Department for Education, Diocesan Schools Commission or any guidance received from the Risk Protection Arrangement or other appropriate insurer and/or any health and safety consultants engaged by the Trust and/or the Academy.

Teachers

Teachers will be responsible for:

- The general safety of furniture and equipment in use in their own classroom;
- Deficiencies must be reported to the member of staff with responsibility for the defective item.
- The safe storage of equipment in their room when not in use; deficiencies should be reported to the Site Supervisor or other appropriate member of staff.
- The safe use of equipment and furniture in whichever area they may be working;
- Ensuring equipment is stored away safely as appropriate in whichever area they may be working.
- Ensuring that any materials that have been used during a lesson are cleared away.
- Training pupils in the safe use, movement, and storage of equipment where appropriate.
- Ensuring that work is displayed safely.
- Ensuring that pupils in their class know and understand the health and safety risks and requirements and any other instructions that are relevant to them.
- Know the procedures in an emergency, evacuation, or accident.
- Completing appropriate risk assessments for activities where there are significant hazards present.

Other Designated Staff

Designated Staff will have responsibility as follows:

Specialist Curriculum equipment e.g. Science, DT, Art, PE

- All relevant teachers using the equipment and the Curriculum Leader.

AV & IT equipment

- All relevant teachers using the equipment, the Curriculum Leader and ICT support.

Furniture

- All relevant teachers using the furniture, the Curriculum Leader, cleaning staff and Site Supervisor.

Kitchens

- Kitchen staff, contractors or other staff using cooking appliances.

It will be the responsibility of the designated staff to ensure that:

- By regular inspection, equipment has no obvious faults.
- If faults are found, equipment is withdrawn and repaired in accordance with the appropriate procedures.
- New equipment is inspected on receipt to confirm that it is in working order.
- All staff are aware of safe practices concerned with such equipment and follow manufacturer's instructions where appropriate.
- Where equipment is checked regularly by a contractor (as distinct from a day to day usage basis), this is done and a record kept of such checks - this record will involve noting the date of the inspection in the Health and Safety file and keeping details of the inspection.

First Aiders

Current First Aid qualifications are held by members of staff. Details of first aid facilities and the names of trained first aiders are displayed on the notice boards. All accidents to, or serious illnesses of staff or pupils must be reported to them, and it will be their responsibility:

- To inform the Principal or other senior member of staff at once, if necessary.
- To deal with the accident or illness in accordance with any appropriate guidance.
- To log all incidents, accidents or assaults to, or serious illnesses of pupils and staff in the accordance with the Academy's procedures for recording incidents and accidents.
- To report incidents and accidents in accordance with the Academy's procedures for incidents and accidents.

The Chief Operating Officer

The Chief Operating Officer will be responsible for the following:

- Giving advice on the safe use and storage of equipment in the Academy.
- The Health and Safety files.
- Providing advice on risk assessment.
- Advising on appropriate health and safety training.

The [Business Manager]

The [Business Manager] will be responsible to the Principal for the following:

- Ordering replacement items for first aid boxes as requested by the persons with current first aid qualifications.
- The maintenance of an up-to-date inventory of clinical equipment. This must be available when required for inspection.
- Knowing the location of first aid equipment in the Academy or Trust site and ensuring that staff and contractors are aware of its availability and who the first aiders are.
- Preparing and making available plans showing the location of all fire appliances in the Academy or Trust site.
- Reporting any Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) applicable incidents, to RIDDOR, the Principal, the Local Academy Committee and the Board.

The [Site Supervisor]

The [Site Supervisor] at each academy will be responsible to the Principal for the following:

- The cleanliness of the site. In the event of a breakage, the [Site Supervisor] will come and remove it as soon as possible. It will be cleared, wrapped up and disposed of. This also applies to the spillage of liquids or contamination by body fluids.

Commented [GU4]: lone working, site security

- Any maintenance needs must be reported to the [Site Supervisor] immediately and then dealt with, in a timely manner. Any broken furniture must be dismantled and taken away. The [Site Supervisor] should conduct a regular check of the Trust and/or Academy's facilities and maintain a record of maintenance services.
- Check and maintenance of fire safety equipment.
- Check and mitigate for frost danger.
- Clearing snow from paths.
- Ensuring that all points of access and egress are clear at all times throughout the site.
- Maintaining an up-to-date inventory of plant, including all forms of heating and ventilation and of electrical and caretaking equipment - this to be available when required for inspection.
- Training staff in relevant safety precautions i.e., handling materials, equipment etc.

Midday Assistants

All staff involved with supervision during lunchtime will be responsible for the general safety of students in:

- The dining areas throughout lunchtime.
- The playground during lunchtime, or classroom in the event of wet dinner times.

All Staff

All staff are responsible for the following:

- Completing the appropriate incident/accident/assault form if they sustain an accident/assault in the course of their employment with their Line Manager and handing it to [the Principal] who will sign it and arrange for it to be processed by the [Business Manager].
- Entering into the Trust and/or Academy's inventory details of any dangerous substance they may order.
- Exercising their own judgement in determining what is safe whenever there are no relevant regulations or advice.
- Making themselves aware of Health and Safety at Work Act and other legislation, regulations, advice and safety principles relevant to their work and the education sector generally and observing relevant recognised codes or practice.
- Making themselves familiar with the relevant safety policies of the Trust and/or Academy.
- Ensuring a safe working environment is maintained in the classroom.

4. Information and Consultation

We will inform and consult [TRADE UNION] OR your elected workplace safety representatives] regarding health and safety matters.

We will ensure any health and safety representatives receive the appropriate training to carry out their functions effectively.

[The Principal Health and Safety Officer] [POSITION] is responsible for informing and consulting employees about health and safety matters.

5. Training

We will ensure that you are given adequate training and supervision to perform your work competently and safely.

Staff will be given a health and safety induction and provided with appropriate safety training, which may include manual handling, control of substances hazardous to health (COSHH), working at height, asbestos awareness, gas safety, electrical safety and the use of personal protective equipment (PPE).

6. National Health Alerts

In the event of an epidemic or pandemic alert we will organise our business operations and provide advice on steps to be taken by staff, in accordance with official guidance, to reduce the risk of infection at work as far as possible. Any questions should be referred to [HR]. It is important for the health and safety of all our staff that you comply with instructions issued in these circumstances.

7. Fire safety

All staff should familiarise themselves with the fire safety instructions, which are displayed on notice boards and near fire exits in the workplace.

- If you hear a fire alarm, leave the building immediately by the nearest fire exit and go to the fire assembly point shown on the fire safety notices. Do not stop to collect belongings [and do not use the lifts]. Fire wardens will assist in the evacuation of the building, and you must follow their instructions. Do not re-enter the building until told to do so.
- If you discover a fire do not attempt to tackle it unless it is safe, and you have been trained or feel competent to do so. You should operate the nearest fire alarm and, if you have sufficient time, call reception, and report the location of the fire.
- Nominated individuals will be trained in the correct use of fire extinguishers.
- You should notify your Line Manager or HR if there is anything (for example, impaired mobility) that might impede your evacuation in the event of a fire. A personal evacuation plan will be drawn up and brought to the attention of the relevant fire wardens and colleagues working in your vicinity.

Fire drills will be held at least every [12 OR [NUMBER]] months and must be taken seriously.

[The Principal Health and Safety Officer] [POSITION] is responsible for ensuring fire risk assessments are undertaken and implemented, and for ensuring regular checks of fire extinguishers, fire alarms, escape routes and emergency lighting.

8. Risk assessments and measures to control risk

We carry out general workplace risk assessments periodically. The purpose is to assess the risks to health and safety of employees, pupils, visitors and other third parties as a result of our activities, and to identify any measures that need to be taken to control those risks.

Commented [GU5]: Add here about Invacuation / Lock downs

Measures will be taken to avoid or reduce the need to lift or carry items which could cause injury (manual handling) and to provide training on manual handling, as necessary.

The use of hazardous substances at work will be avoided wherever possible and less hazardous alternatives will be used where available and/or appropriate. Training on the control of substances hazardous to health (COSHH) will be provided, as necessary.

Personal protective equipment (PPE) is provided for certain roles, such as those working in [the Science Department], but will also be provided to other staff or visitors where there are risks that cannot be adequately controlled by other means.

[The Principal Health and Safety Officer][POSITION] is responsible for workplace risk assessments, including general and/or periodical risk assessments, as well as any specific requirement or recommendation to undertake a risk assessment for a particular staff member or other visitor, and to take any other appropriate measures to control risks.

9. Computers and display screen equipment

If you use a computer screen or other display screen equipment (DSE) habitually as a significant part of your work:

- You should try to organise your activity so that you take frequent short breaks from looking at the screen.

- You are entitled to a workstation assessment.
- You are entitled to an eyesight test by an optician at our expense.
- You should contact your line manager or HR to request a workstation assessment or an eye test. Eye tests should be repeated at regular intervals as advised by the optician, usually every two years. However, if you develop eye problems which may be caused by DSE work (such as headaches, eyestrain, or difficulty focusing) you can request a further eye test at any time.
- We will not normally pay for glasses or contact lenses, unless your vision cannot be corrected by normal glasses or contact lenses and you need special glasses designed for the display screen distance. In such cases we will pay the cost of basic corrective appliances only.

10. Stress at Work

The Trust has adopted a Stress and Mental Wellbeing at Work Policy which covers all aspects of staff mental health.