



Ashwood Spencer Academy

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# Health and Safety Policy

Issue 4 - September 2021



**ASHWOOD**  
SPENCER ACADEMY

Ashwood Spencer Academy  
Amber street  
Derby  
DE24 8FT



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## Introduction

### **School vision statement**

At Ashwood Spencer Academy all pupils are supported and nurtured to ensure they reach their full potential as learners and positive contributors to society. We expect every pupil and staff member to follow our DREAM expectations to create a culture that has respect, resilience, aspiration, determination and positive relationships at its core. We offer a safe and enjoyable learning environment where excellence is promoted.

The purpose of this Health and Safety Policy and supporting documentation is to help us, The Spencer Academies Trust, to meet our legal, financial and moral duties with respect to the management of health and safety at work.

The policy is signed by the senior person in the organisation and is a legal document. The Company will aim to carry out its undertakings in accordance with the requirements of relevant health and safety legislation and in accordance with this Health and Safety Policy.

The Principals will support and enforce this policy and will monitor its implementation, use and effectiveness.

All employees are required to work in accordance with this policy, as well as in accordance with workplace procedures, safe systems of work and risk assessment findings.

Benefits of good health and safety management include, but are not limited to:

- Employee safety
- Tenant safety
- Safety of non-employees (contractors, members of the public, etc.)
- Compliance with legal duties
- Avoidance of legal actions (civil and criminal)
- Avoidance of fines and other costs associated with defending a legal action
- Protection of commercial reputation

We, The Spencer Academies Trust, will only reap the benefits of good safety management and get value from this Health and Safety Policy and supporting documentation if the entire Company is committed to meeting the standards required.



## Health and Safety Policy Statement

### Ashwood Spencer Academy

We will establish and implement a Health & Safety Policy to identify, eliminate, reduce and control the risks associated with our premises and undertakings. We will provide suitable and sufficient resources to meet the requirements of current Health & Safety legislation for all academies under its control.

We will monitor Health & Safety performance regularly and will revise our Health & Safety Policy as required. We will seek to improve the Health, Safety and Welfare of our employees through a system of continuous improvement.

We will carry out suitable and sufficient assessments of the risk arising from our premises, substances and undertakings. We will implement such actions as are required to reduce the risk to an acceptable level, with regard to relevant legislation. Risk assessments will be reviewed regularly and revised as needed. We will conduct specific risk assessments that may be required by specific legislation. We will consult with our staff, as appropriate, on issues relating to Health & Safety.

We will provide suitable and sufficient training for our employees to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out.

We will ensure that all work equipment is maintained in a safe and efficient condition, with regular checks and inspections, including statutory examination as and when required. We will provide suitable induction training for all new staff. We will ensure the premises are maintained in a safe and efficient condition, with respect to health, safety and welfare.

We will provide personal protective equipment, as may be required, free of charge to employees.

We will co-operate with others in these premises to ensure that they are aware of any risks to their staff and other people posed by our activities, that we comply with the relevant requirements of fire legislation.

Everyone, whilst at work, has a duty to take reasonable care of their own health and safety; to take reasonable care of the health and safety of others who may be affected by their acts or omissions; to co-operate so that the employer can comply with statutory provisions; not to misuse or interfere with anything provided in the interests of health and safety.

*P. J. Clarke*

Principal



Policy Issue Status Page

Date	Description of amendments made	Employees made aware of the changes
3/12/2019	Completion of First version	N/A
12/05/2020	Completion of Second version	N/A Covid 19 RA & Documents sent to all staff
08/06/2021	Completion of Third version	N/A Covid 19 RA & Documents sent to all staff

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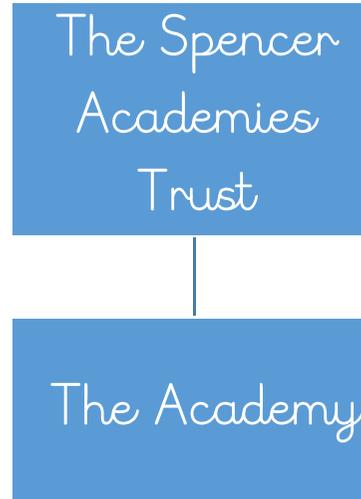


Pregnancy Health and Safety Checklist	
Safeguarding Policy	DSL
Snow & Ice Policy	
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Legionella Checklist	Site Manager
Legionella Testing Record Sheet	Site Manager
Work at Height Policy	Site Manager
Ladder Safety Procedures	Site Manager

Title	Responsible Person (if appropriate)
Work Equipment & Machinery Policy	Site Manager
Equipment Safety Checklist	Site Manager
Machine Inspection Record	Site Manager
Workshop Safety Policy	Site Manager
Workshop (Weekly) Inspection Record	Site Manager
Abbreviations	
Inspection Records	Site Manager
Slips and Trips Checklist	Principal & Site Manager
Site Safety Audit	Principal & Site Manager



## Organisation Chart





## Principals Responsibilities

Within the Academy, it is the responsibility of the Principals to ensure that:

- Employees are made aware of the contents of this Health & Safety Policy, including amendments as and when they are made, and that employees have access to a copy of this Policy.
- The effectiveness of, and the adherence to, the Health & Safety Policy is monitored regularly.
- The Health and Safety Policy is reviewed regularly and revised as necessary.
- Managers and other supervisory staff are fully aware of their health and safety responsibilities, including those described within the Health & Safety Policy.
- Managers and other supervisory staff have sufficient training and experience to discharge their health and safety responsibilities.
- Principals, Managers and Supervisors are kept up to date with respect to relevant health and safety legislation.
- Suitable and sufficient training is identified and provided for all employees.
- Suitable and sufficient assessments of the risks arising from the premises and the undertakings of the Company are completed by competent persons and are reviewed regularly and revised as necessary.
- The actions and recommendations arising from the risk assessments (including the Health & Safety Improvement Plan) are implemented fully, and that suitable arrangement is made to monitor this implementation.
- The risks arising from employers' undertakings are brought to the attention of relevant employees, as well as the control measures to be used and the significant findings of relevant risk assessments.
- Suitable and sufficient arrangements are made for health surveillance and workplace monitoring (noise, COSHH, etc.)
- Suitable arrangements are made for communication and consultation with employees on matters relating to Health & Safety.



- Suitable arrangements are made for First Aid, including the appointment of First Aiders, provision of First Aid kits, etc.
- Details of all notifiable/reportable accidents, diseases and dangerous occurrences (RIDDOR) are reported to the relevant Enforcing Authority.
- Details of all accidents, ill health, near misses and employee safety concerns are recorded and are investigated as appropriate.
- Health & Safety monitoring records are completed at the required frequencies by relevant employees, including Principals.
- Suitable arrangements are made for contact with external organisations such as the emergency services.
- Premises, plant, storage facilities and work equipment are maintained in a safe and efficient condition.
- Adequate arrangements are made for employee welfare.
- Arrangements are in place for statutory examinations of plant and equipment to be made at the required intervals and that all actions arising from these examinations are completed as appropriate.
- Suitable and sufficient resources (money, people, time, materials and equipment) are provided to meet health and safety requirements.
- Adequate insurance cover (Employers' Liability Insurance, Motor Insurance, etc.) is provided.
- Competent persons are appointed to provide health and safety assistance and advice.
- Safe systems of work (including Safe Operating Procedures) are developed and implemented as appropriate.
- The Health & Safety Rules are understood and adhered to by all.



## Employees' Responsibilities

### INTRODUCTION

Employees have a duty to ensure their own health and safety whilst at work and the health and safety of those that might be affected by their acts or omissions.

Some simple aspects of the employees' responsibilities are laid out in the Company's Health and Safety Rules.

*Within the Academy, it is the responsibility of all employees:*

- To take reasonable care of their own health and safety and that of others affected by their acts and omissions.
- Not to interfere with or misuse, intentionally or recklessly, anything provided in the interests of health and safety.
- To co-operate with the Trust (or its representatives) so that it can fulfil its legal duties.
- To set a good personal example in relation to health and safety.
- To act in accordance with any specialist training received (such as First Aid, Fire Safety, etc.)
- To report to management any dangerous work situation and any shortcomings in safety arrangements so that appropriate remedial action can be undertaken.



## Health & Safety Rules

### INTRODUCTION

The importance of adherence to health and safety rules in protecting the health, safety and welfare of employees, as well as protecting the health and safety of non-employees is recognised. The following health and safety rules are to be considered as documentation of the common-sense rules that govern health and safety at work.

Employees are reminded of their duties, under Section 7 of the Health and Safety at Work Etc. Act 1974, to ensure their own health and safety (as well as that of others who may be affected by their acts and omissions) and to co-operate with the employer in matters relating to health and safety.

### PRINCIPALS

- The Principals will oversee the implementation and effectiveness of these health & safety rules within the academy.

### EMPLOYEES

Employees must:

### GENERAL

- Co-operate with the Trust (and its Directors and managers) in fulfilling its legal obligations in matters relating to health and safety.
- Not intentionally, or recklessly, interfere with anything provided in the interests of health, safety or welfare.
- Report to management any dangerous work situation and any shortcomings in safety arrangements so that we can take the necessary remedial action.
- Not use any equipment, vehicles, substances, etc. that they have not been trained and authorised to use.

### FIRE SAFETY

- Familiarise themselves with the fire safety arrangements for the site.
- Ensure that they are aware of muster points, location of fire exit routes, firefighting equipment and fire alarm call points.
- Not prop open fire doors or tamper with firefighting equipment.
- Maintain clear, unobstructed access to all exit routes.



- Report any defects in firefighting equipment, blocked exits or obstructed escape routes, etc.
- Not smoke within the premises.

## GENERAL WORKPLACE

- Maintain all access and egress routes throughout the workplace in good condition and ensure that they are free from obstruction and slipping and tripping hazards at all times.
- Never leave cables trailing across floors unless absolutely necessary and then only if the appropriate warning sign is used.
- Keep work areas and workplaces clean and tidy.
- Ensure that rubbish, debris and other waste materials are removed from the workplace at appropriate, regular intervals.
- Clean up or report spillages, but must not expose themselves to harm (known or unknown).
- Ensure that lighting, ventilation and heating are all satisfactory and report any defects.

## ACCIDENTS AND HEALTH

- Report all injuries, accidents and cases of ill health, including minor injuries, caused by or affecting their work to their supervisor or to the principle.
- Ensure the details of accidents and injuries are recorded in the Accident Book and where appropriate reported on T.A.M and the H&S officer notified.
- Report all dangerous occurrences and 'near miss' incidents on T.A.M
- Report any medical condition or medication that they are taking, which could affect their ability to carry out work safely.
- Must not work if they have taken any substance that could affect their ability to work.
- Report immediately any situation that they become aware of that has the potential to cause an accident or injury.
- Co-operate with any incident or accident investigation.
- All reports, incidents or accident investigations must be directly communicated to The Spencer Academies Trust.

## MACHINERY & WORK EQUIPMENT

- Must not operate machinery or use work equipment unless they have been trained and authorised to use it.
- Must not leave machinery or other potentially dangerous equipment unattended while it is in operation.
- Must not clean or adjust moving machinery, unless it has been specifically designed to allow this type of operation and they have been trained to do so.
- Must not carry out repairs and maintenance on machinery (work equipment) unless they have been trained to do so.



- Must not use machinery (work equipment) unless a risk assessment has been carried out and, where appropriate, a safe operating (or working) procedure (SOP or SWP) has been implemented.
- Must not use machinery (work equipment) where there are missing or defective guards and safety devices.
- Must complete machinery guarding and safety device inspections at the appropriate frequency.
- Must report any faults or defects in machinery (work equipment), guards or safety devices immediately.
- Must not interfere with, defeat or otherwise damage or overcome any guard or safety device.

## HAZARDOUS SUBSTANCES

- Must only use substances, materials that they have been trained and authorised to use.
- Must make correct use of all suitable control measures (such as extraction, PPE, etc.).
- Must not use substances without access to suitable health and safety information.
- Must ensure that all substances and materials are stored in appropriate locations.
- Must ensure that labels (and warning signs) on all substances and materials are clear.
- Must not store hazardous substances in unlabelled (or mislabelled) containers.
- Must clean up or report spillages, but do not expose themselves to harm (known or unknown).

## PROTECTIVE CLOTHING AND EQUIPMENT (PPE)

- Must use the PPE provided in accordance with information, instruction and training.
- Must maintain all PPE provided in good condition.
- Must report any defects found in PPE.

## COMPANY VEHICLES

- Must not drive (or operate) a vehicle if they are not authorised to do so.
- Must not drive a vehicle for which they do not hold the appropriate licence or permit.
- Must always check the vehicle prior to use according to the Academy vehicle checklist.
- Must not tamper with the vehicle.
- Must report any damage caused to the vehicle and to property.
- Must not use mobile phones whilst driving.



## Health and Safety Policies

### Asbestos Policy

#### INTRODUCTION

We recognise that many people (including teaching staff, pupils, employees, and contractors) can be at risk from the hidden dangers of asbestos in buildings. The MAT and the Academy will cooperate to control the legacy risks created by asbestos in our premises.

*It is the policy of MAT to:*

- *Appoint a Director or senior manager to oversee the effectiveness of this policy.*
- *Ensure that they have access to the Asbestos Register.*
- *To share the Asbestos Register with all interested parties, especially contractors.*
- *Report any observed deterioration in (or concern about) the condition of asbestos-containing materials within the Academy premises.*
- *Ensure that only competent contractors are allowed to carry out any work on asbestos, including its removal.*
- *Ensure that work on asbestos insulation, asbestos coating and insulating board, including sealing and removal to be carried out by a contractor licensed by HSE only.*
- *Ensure that if asbestos is inadvertently disturbed, the offending work is immediately stopped, the affected area vacated and sealed off and advice sought.*
- *Complete and Refer to the Asbestos Management guide*





## Electrical Installation and Equipment Policy

### INTRODUCTION

The MAT and the individual Academies need to work in cooperation to create a safe workplace and a safe teaching environment. The dangers from uncontrolled and inadequately controlled electrical supplies and equipment are recognised. These risks include electric shock, electrocution, and fire. The risks arising from use and condition of the fixed installation (the switchgear and electrical distribution systems for the premises) as well as the use of portable electrical equipment.

It is the policy of The Academy to:

- Appoint a Director or senior manager to oversee the effectiveness of this policy.

### Fixed Installation

- Ensure that the fixed electrical installation at each school within the MAT is tested and inspected by a competent person, in accordance with the requirements of the current version of the Wiring Regulations (18<sup>th</sup> Edition).
- Ensure that all corrective actions identified in the fixed electrical installation inspection are addressed in a timely manner.
- Limit work on electrical systems, including fault finding, etc. to suitably trained and authorised competent persons.

### Portable Electrical Equipment

- Create and maintain an inventory of all portable electrical appliances.
- Arrange for a competent person to inspect and test all items of portable electrical equipment at appropriate intervals, such as identified in the relevant risk assessment or determined by a competent person.
- Isolate or take out of service any faulty electrical equipment.
- Test electrical appliances following repair and prior to reinstating their use.
- Take all reasonable precautions to ensure that any hired or leased electrical equipment is safe to use.



## Fire Safety Policy

### INTRODUCTION

The MAT and the individual Academies need to work in cooperation to create a safe workplace and a safe teaching environment. We recognise that fire prevention is an important obligation for all organisations, including ours, and that fire has the potential to present significant risk to our health and safety.

*It is the policy of The Academy to:*

- *Appoint a Director or senior manager to see the effectiveness of this policy.*
- *Ensure that they have access to the specific Fire Risk Assessment for the Academy, relating to the premises and to the operations carried out.*
- *Validate the Fire Risk Assessment, and to ensure that it reflects the fire safety risks and control measures in place at the Academy.*
- *Conduct suitable Fire Evacuation Drills in accordance with the requirements of the Fire Risk Assessment but at an absolute minimum frequency of once per term.*
- *Provide Fire Safety Instruction to all staff as part of the Induction Training Process.*
- *Provide Fire Safety Training (and refresher training) on at least an annual basis for all staff. (Available on iHasco via the Trust)*
- *Consult with other occupiers of the building or controllers of the premises on matters relating to fire safety.*



## Duties of the “Responsible Person”

### INTRODUCTION

Under the Regulatory Reform (Fire Safety) Order 2005, the duties of the Responsible Person are:

- General fire precautions to be taken that will ensure, so far as is reasonably practicable, the safety of employees. In relation to relevant persons who are not employees, the responsible person must take such general fire precautions ‘as may reasonably be required in the circumstances of the case’ to ensure that the premises are safe.
- To carry out a suitable and sufficient (fire safety) assessment of the risks to which persons are exposed.
- To ensure that appropriate arrangements for the effective planning, organisation, control, monitoring and review of the preventive and protective measures are in place.
- To ensure that where a dangerous substance is present in or on the premises, risks from that dangerous substance are either eliminated or reduced.
- To ensure that premises are equipped with appropriate fire-fighting equipment and with fire detectors and alarms. Any non-automatic fire-fighting equipment provided must be easily accessible, simple to use and indicated by signs.
- To ensure that routes to emergency exits from premises and the exits themselves are kept clear at all times and emergency routes and exits lead as directly as possible to a place of safety.
- To ensure that procedures for serious and imminent danger are established.
- To ensure that any facilities, equipment and devices provided under the RRFSO 2005 are maintained in an efficient state, in working order and good repair.
- To appoint one or more competent persons to assist with undertaking preventive and protective measures.
- Ensure that employees are provided with comprehensible and relevant information.
- Ensure that the employer of any other employees who are working in or on the premises is provided with comprehensible and relevant information on the risks.



- To ensure that employees are provided with adequate (fire) safety training at the time when they are first employed and on their being exposed to new or increased risks.
- To co-operate with any other responsible person in cases where two or more responsible persons share or have duties in respect of the premises.
- Ensure that every employee is aware that, while at work, they must take reasonable care for the safety of themselves and of other relevant persons who may be affected by his acts or omissions at work.



## Fire Emergency Plan

The Academy must also make an EMERGENCY PLAN. This will be specific to the premises and will detail the pre-planned procedures in place for use in the event of a fire. This must include the following features:

- Action on discovering a fire.
- Warning if there is a fire.
- Calling the fire brigade.
- Evacuation of the premises, including those particularly at risk.
- Power/process isolation.
- Places of assembly and roll call.
- Liaison with emergency services.
- Identification of key escape routes.
- The firefighting equipment provided.
- Specific responsibilities in the event of a fire.
- Training required.
- Specific arrangements, if necessary, for high fire risk areas.
- Contingency plans for when life safety systems such as evacuation lifts, fire detection and warning systems, sprinklers or smoke control systems are out of order.
- Procedures for meeting the fire and rescue service on their arrival and notifying them of any special risks, e.g. the location of highly flammable materials.
- Plans to deal with people once they have left the premises.



## General Fire Safety Checklist

<b>Corridors</b>	
Are fire escape routes kept clear?	Yes
Are any combustible items kept or left in the corridor, e.g. tables?	Yes
Are any metal cabinets in the corridor always kept shut?	No
Are all fire exit doors kept unlocked so people can evacuate in the event of an emergency?	Yes
Are all fire exits clearly marked?	Yes
Is all emergency lighting working?	Yes
Is the casing on any emergency lighting clean and in good condition?	Yes
Are all fire extinguishers in their correct place?	Yes
Do all fire extinguishers have their operating instructions nearby?	Yes
Have all fire extinguishers been visually inspected?	Yes
Can fire-fighting equipment be easily accessed?	Yes
Can fire alarms be heard clearly in every corridor?	Yes
Do the arrows on fire evacuation signs point in the correct direction?	Yes
Are all signs replaced following any building or decorating works?	Yes
Is all fire safety signage in good condition and in the correct place?	Yes
Are all fire doors in good condition?	Yes
Do all fire doors close properly?	Yes
Are all fire doors kept closed?	No
Are the evacuation procedures displayed prominently?	Yes
Is all rubbish removed regularly from the corridors?	Yes
Are the corridors cleaned regularly?	Yes
<b>Classrooms and other rooms made available for use</b>	
Rubbish bins emptied regularly?	Yes
If there is paper recycling, is the paper removed regularly?	Yes



Are there good levels of housekeeping within the rooms?	Yes
Are all walkways kept clear and without trip hazards?	Yes
Can fire alarms be heard in all rooms?	Yes
Are all fire doors into the office in good condition?	Yes
Do all fire doors in the office close properly?	Yes
Are all fire doors kept closed?	No
Are any of the sockets overloaded?	No
Do any plugs on any electrical equipment look damaged?	No
Does any wiring or cabling look unsafe?	No
Is any desk lighting on an uneven surface and likely to be knocked over?	No
Are all items of electrical equipment not in use unplugged?	Yes
If fire sprinklers are present, is there sufficient space between the top shelf items and the ceiling?	N/A



Corrective action	Proposed completion date	Actual completion date	Sign off
	Every		



## Maintenance Schedule- Fire Safety Equipment

Equipment	Testing frequency	Action
Emergency lighting	Weekly	Check all lighting units to ensure that they're in a good state of repair and apparent working order.
	Annually	Arrange for a full check and test of our system and individual units. This should be carried out by a competent service engineer.
Fire detection systems including smoke alarms	Weekly	Test the operation of both self-contained and manually operated systems. Arrange for repairs to any defective units.
	Annually	Comprehensive test and check of the system by a competent engineer.
Fire extinguishers	Weekly	Make visual checks of all fire extinguishers to ensure that they are in good working order. Ensure that they are in the correct position, e.g. not holding open any fire doors.
	Annually	Full check and test by a competent service engineer.
Hose reels	Weekly	Check any hose reel for correct installation and apparent working order.
	Annually	Comprehensive check and test of the system by a competent engineer.
Torches	Weekly	Operate torches and replace batteries as required. Repair or replace any defective units.
	Annually	Replace all batteries in torches.















## Arson Management Checklist

				Y/N
<b>Arson checklist</b>				
Are the following external areas kept locked, or otherwise secure from potential arsonists: -				Yes
<ul style="list-style-type: none"> <li>- Storerooms</li> <li>- Outhouses</li> <li>- Skips</li> <li>- Combustible materials such as timber</li> <li>- Rubbish bins</li> <li>- Recycling containers</li> <li>- Gas cylinders, such as Liquid Petroleum (LPG)</li> </ul>				
Are all points of entry to the building supervised?				Yes
If not, are these areas kept locked?				Yes
Have we instructed staff to approach unknown visitors to our premises?				Yes
Have we got real or dummy CCTV place in our external areas?				Yes
Is the whole site locked down at the end of each working day?				Yes
Are good quality locks used?				Yes
Are broken locks replaced promptly				Yes
Are the following kept in a state of good repair:				Yes
<ul style="list-style-type: none"> <li>- Fences</li> <li>- Gates</li> <li>- Walls</li> </ul>				
Do we carry our periodic reviews of our security arrangements?				Yes
Have we issued periodic reminders to staff regarding the risks of arson?				Yes
Do we have regular collecting of rubbish and materials for recycling?				Yes
Have we got good levels of external lighting?				Yes
<b>Corrective action</b>	<b>Proposed completion date</b>	<b>Actual completion date</b>	<b>Sign off</b>	
			MC	



## Supporting Pupils with Medical Conditions Policy

### Context

Children with medical needs have the same rights of admission to a school or setting as other children. Most children will at some time have short-term medical needs, perhaps entailing finishing a course of medicine such as antibiotics. Some children however have longer term medical needs and may require medicines on a long-term basis to keep them well, for example children with well-controlled epilepsy or cystic fibrosis.

Others may require medicines in particular circumstances, such as children with severe allergies who may need an adrenaline injection. Children with severe asthma may have a need for daily inhalers and additional doses during an attack.

The procedures we follow ensure that medication is given safely using the appropriate dose at the appropriate time.

Four of our teaching assistants are qualified in paediatric first aid, so that there is a first aider available at all times, whether children are being educated in school or off site (such as trips).

### Aims

This policy aims to ensure that:

- Pupils, staff and parents understand how our school will support pupils with medical conditions
- Pupils with medical conditions are properly supported to allow them to access the same education as other pupils, including school trips and sporting activities

The governing board will implement this policy by:

- Making sure sufficient staff are suitably trained
- Making staff aware of pupils' conditions, where appropriate
- Making sure there are cover arrangements to ensure someone is always available to support pupils with medical conditions
- Providing supply teachers with appropriate information about the policy and relevant pupils
- Developing and monitoring individual healthcare plans (IHPs)
- The named person with responsibility for implementing this policy is the Principal.



## Legislation and statutory responsibilities

This policy meets the requirements under [Section 100 of the Children and Families Act 2014](#), which places a duty on governing boards to make arrangements for supporting pupils at their school with medical conditions.

It is also based on the Department for Education's statutory guidance on [supporting pupils with medical conditions at school](#).

## Roles and responsibilities

### 4.1 The governing board

The governing board has ultimate responsibility to make arrangements to support pupils with medical conditions. The governing board will ensure that sufficient staff have received suitable training and are competent before they are responsible for supporting children with medical conditions.

### 4.2 The Principal

The Principal will:

- Make sure all staff are aware of this policy and understand their role in its implementation
- To access training identified by staff and medical professionals
- Ensure that there is a sufficient number of trained staff available to implement this policy and deliver against all individual healthcare plans (IHPs), including in contingency and emergency situations
- Ensure that all staff who need to know are aware of a child's condition
- Take overall responsibility for the development of IHPs
- Make sure that school staff are appropriately insured and aware that they are insured to support pupils in this way
- Contact the school nursing service in the case of any pupil who has a medical condition that may require support at school, but who has not yet been brought to the attention of the school nurse
- Ensure that systems are in place for obtaining information about a child's medical needs and that this information is kept up to date

### 4.3 Staff

It is the responsibility of staff

- To know and understand the school policy (refer also to Staff Handbook)
- To identify training needs



Supporting pupils with medical conditions during school hours is not the sole responsibility of one person. Any member of staff may be asked to provide support to pupils with medical conditions, although they will not be required to do so. This includes the administration of medicines.

Those staff who take on the responsibility to support pupils with medical conditions will receive sufficient and suitable training, and will achieve the necessary level of competency before doing so.

Teachers will take into account the needs of pupils with medical conditions that they teach. All staff will know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

#### 4.4 Parents

Parents will:

- Provide the school with sufficient and up-to-date information about their child's medical needs
- Ensure that any medication is only brought in to school inline with the guidance set out in this policy
- Be involved in the development and review of their child's IHP and may be involved in its drafting
- Carry out any action they have agreed to as part of the implementation of the IHP, e.g. provide medicines and equipment, and ensure they or another nominated adult are contactable at all times

#### 4.5 Pupils

Pupils with medical conditions will often be best placed to provide information about how their condition affects them. Pupils should be fully involved in discussions about their medical support needs and contribute as much as possible to the development of their IHPs. They are also expected to comply with their IHPs.

#### 4.6 School nurses and other healthcare professionals

Our school nursing service will notify the school when a pupil has been identified as having a medical condition that will require support in school. This will be before the pupil starts school, wherever possible. They may also support staff to implement a child's IHP.

Healthcare professionals, such as GPs and pediatricians, will liaise with the school's nurses and notify them of any pupils identified as having a medical condition. They may also provide advice on developing IHPs.

## Equal Opportunities

Our school promotes inclusion and is clear about the need to actively support pupils with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them from doing so.

The school will consider what reasonable adjustments need to be made to enable these pupils to participate fully and safely on school trips, visits and sporting activities.

Risk assessments will be carried out so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. In doing so, pupils, their parents and any relevant healthcare professionals will be consulted.



## Being notified that a child has a medical condition

When the school is notified that a pupil has a medical condition, the process outlined below will be followed to decide whether the pupil requires an IHP.

The school will make every effort to ensure that arrangements are put into place within 2 weeks, or by the beginning of the relevant term for pupils who are new to our school. See Appendix 1.

### Individual healthcare plans

The Principal has overall responsibility for the development of IHPs for pupils with medical conditions. This has been delegated to Vice Principal for Inclusion.

Plans will be reviewed at least annually, or earlier if there is evidence that the pupil's needs have changed.

Plans will be developed with the pupil's best interests in mind and will set out:

- What needs to be done
- When
- By whom

Not all pupils with a medical condition will require an IHP. It will be agreed with a healthcare professional and the parents when an IHP would be inappropriate or disproportionate. This will be based on evidence. If there is no consensus, the Principal will make the final decision.

Plans will be drawn up in partnership with the school, parents and a relevant healthcare professional, such as the school nurse, specialist or paediatrician, who can best advise on the pupil's specific needs. The pupil will be involved wherever appropriate.

IHPs will be linked to, or become part of, any education, health and care (EHC) plan. If a pupil has SEN but does not have an EHC plan, the SEN will be mentioned in the IHP.

The level of detail in the plan will depend on the complexity of the child's condition and how much support is needed. The governing board and the Principal & Vice Principal with responsibility for developing IHPs, will consider the following when deciding what information to record on IHPs:

- The medical condition, its triggers, signs, symptoms and treatments
- The pupil's resulting needs, including medication (dose, side effects and storage) and other treatments, time, facilities, equipment, testing, access to food and drink where this is used to manage their condition, dietary requirements and environmental issues, e.g. crowded corridors, travel time between lessons
- Specific support for the pupil's educational, social and emotional needs. For example, how absences will be managed, requirements for extra time to complete exams, use of rest periods or additional support in catching up with lessons, counselling sessions
- The level of support needed, including in emergencies. If a pupil is self-managing their medication, this will be clearly stated with appropriate arrangements for monitoring



- Who will provide this support, their training needs, expectations of their role and confirmation of proficiency to provide support for the pupil's medical condition from a healthcare professional, and cover arrangements for when they are unavailable
- Who in the school needs to be aware of the pupil's condition and the support required
- Arrangements for written permission from parents and the Principal for medication to be administered by a member of staff, or self-administered by the pupil during school hours
- Separate arrangements or procedures required for school trips or other school activities outside of the normal school timetable that will ensure the pupil can participate, e.g. risk assessments
- Where confidentiality issues are raised by the parent/pupil, the designated individuals to be entrusted with information about the pupil's condition
- What to do in an emergency, including who to contact, and contingency arrangements

## Managing medicines

Prescription medicines will only be administered at school:

- When it would be detrimental to the pupil's health or school attendance not to do so **and**
- Where we have parents' written consent

The only exception to this is where the medicine has been prescribed to the pupil without the knowledge of the parents.

- Pupils under 16 will not be given medicine containing aspirin unless prescribed by a doctor.
- Anyone giving a pupil any medication (for example, for pain relief) will first check maximum dosages and when the previous dosage was taken. Parents will always be informed.

The school will only accept prescribed medicines that are:

- In-date
- Labelled
- Provided in the original container, as dispensed by the pharmacist, and include instructions for administration, dosage and storage

The school will accept insulin that is inside an insulin pen or pump rather than its original container, but it must be in date.

All medicines will be stored safely. Pupils will be informed about where their medicines are at all times and be able to access them immediately. Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens will always be readily available to pupils and not locked away.



Medicines will be returned to parents to arrange for safe disposal when no longer required.

### 8.1 Controlled drugs

Controlled drugs are prescription medicines that are controlled under the Misuse of Drugs Regulations 2001 and subsequent amendments, such as morphine or methadone. All controlled drugs are kept in a secure cupboard in the school office and only named staff have access.

Controlled drugs will be easily accessible in an emergency and a record of any doses used and the amount held will be kept.

### 8.2 Pupils managing their own needs

Pupils who are competent will be encouraged to take responsibility for managing their own medicines and procedures under the supervision of staff. This will be discussed with parents and it will be reflected in their IHPs.

Staff will not force a pupil to take a medicine or carry out a necessary procedure if they refuse, but will follow the procedure agreed in the IHP and inform parents so that an alternative option can be considered, if necessary.

### 8.3 Unacceptable practice

School staff should use their discretion and judge each case individually, with reference to the pupil's IHP, but it is generally not acceptable to:

- Prevent pupils from easily accessing their inhalers and medication, and administering their medication when and where necessary
- Assume that every pupil with the same condition requires the same treatment
- Ignore the views of the pupil or their parents
- Ignore medical evidence or opinion (although this may be challenged)
- Send children with medical conditions home frequently for reasons associated with their medical condition or prevent them from staying for normal school activities, including lunch, unless this is specified in their IHPs
- If the pupil becomes ill, send them to the school office or medical room unaccompanied or with someone unsuitable
- Penalise pupils for their attendance record if their absences are related to their medical condition, e.g. hospital appointments
- Prevent pupils from drinking, eating or taking toilet or other breaks whenever they need to in order to manage their medical condition effectively



- Require parents, or otherwise make them feel obliged, to attend school to administer medication or provide medical support to their pupil, including with toileting issues. No parent should have to give up working because the school is failing to support their child's medical needs
- Prevent pupils from participating, or create unnecessary barriers to pupils participating in any aspect of school life, including school trips, e.g. by requiring parents to accompany their child

Administer, or ask pupils to administer, medicine in school toilets

### **Administration Procedures – Short Term Medication**

- The school will only administer **prescribed** medicines in their original packaging.
- We will also administer **prescribed** eye and ear drops in their original packaging.
- The parent/carer **must** take the medicine to the office at the start of the day
- Office staff will fill in an administration form (see Appendix 2) which informs us of the type of medication, the dosage and the time for administration. A photo of the pupil will be attached to the form.
- The form also requires parents/carers to give written permission for a member of staff to administer the medicine.
- The medicine is then kept in the office in a refrigerator, if required
- Generally the office staff or a first aider (who has completed training on administering medication) will administer the medication; on trips, the accompanying first aider (TA) will administer it
- This is recorded on the consent form, giving the time and the initials of the person who administered it, and the person who witnessed the correct dosage
- Parents/carers are requested to collect the medication from the office at the end of each day
- If necessary, a first aider will hold and administer medication on school trips

### **Long Term Medical Needs**

- Prior to admission to school, the Pupil Support Officer (Foundation Stage teacher if prior to Nursery) fills in an admission form which includes details of all medical conditions with each child's parents/carers.
- This information forms part of the child's personal record.
- Procedures to meet the medical needs of pupils are then set up, according to their condition, in partnership with the parents/carers and health professionals as appropriate
- Staff training needs are also identified and training provided prior to the child's entry into school or nursery. Sufficient staff will be trained to support children with medical



conditions and all staff are aware of a child's condition and understand the child's Individual Healthcare Plan.

- Individual Healthcare Plans for children with medical conditions are tailored to a child's particular needs and agreed by the school, parents, the child (if appropriate) and the relevant healthcare professionals.
- No child with complex medical needs will be excluded from any part of school life such as off-site school visits, sporting activities. Teachers should be aware of how a child's medical condition will impact on their participation, but there should be enough flexibility for all children to participate according to their abilities. The school will make arrangements for the inclusion of pupils in such activities unless evidence from a clinician such as a GP or consultant states that this is not possible.

### **Administration Procedures – Asthma Inhalers**

- If a child has a history of asthma, however mild, the parent is asked to complete an Asthma Information sheet (see Appendix 3). This outlines triggers and treatments and gives the school instructions for administering the medication. Permission to administer the medication according to those instructions is also given on the form.
- One copy of the asthma information sheet is kept in the office and another is kept in the attendance register by the class teacher.
- Inhalers are kept by the class teacher so that they are readily available for the child if needed. Class teachers also discuss how and when the inhaler should normally be used with the parent of the child.
- Asthma inhalers are held by the first aider on school trips, however short (eg walk to the library)
- Teachers take care that inhalers are not left where other children can pick them up.
- In cases of a severe asthma attack, one of the qualified First Aiders will be consulted, the parent contacted and the emergency services if that is deemed appropriate.
- When a child has used his/her inhaler unexpectedly, the class teacher will inform the parent at the end of the day.
- When the child transfers to another school, the personal record is sent to the receiving school. Teachers inform the receiving teacher verbally as part of the transfer process.

### **Long Term Medication Administration Procedures**

This covers a variety of conditions and will vary according to the condition. It includes the medication for epilepsy and allergies.



The procedures for long term administration of medication are encapsulated in an Individual Healthcare Plan, which outlines

- the responsibilities of the parent, including maintaining the supply of up to date medication
- the responsibilities of the school, including the recording of administration the personnel involved and their training record

## Emergency Procedures

Staff will follow the school's normal emergency procedures (for example, calling 999). All pupils' IHPs will clearly set out what constitutes an emergency and will explain what to do.

If a pupil needs to be taken to hospital, staff will stay with the pupil until the parent arrives, or accompany the pupil to hospital by ambulance.

## Entitlement

The school accepts that pupils with medical needs should be assisted if at all possible and that they have a right to the full education available to other pupils.

The school believes that pupils with medical needs should be enabled to have full attendance and receive necessary proper care and support.

The school accepts all employees have rights in relation to supporting pupils with medical needs as follows:

- choose whether or not they are prepared to be involved;
- receive appropriate training;
- work to clear guidelines;
- have concerns about legal liability;
- bring to the attention of management any concern or matter relating to supporting pupils with medical needs.

## Training

Staff who are responsible for supporting pupils with medical needs will receive suitable and sufficient training to do so.

The training will be identified during the development or review of IHPs. Staff who provide support to pupils with medical conditions will be included in meetings where this is discussed.

The relevant healthcare professionals will lead on identifying the type and level of training required and will agree this with the Principal/ SENDCO. Training will be kept up to date.

Training will:

- Be sufficient to ensure that staff are competent and have confidence in their ability to support the pupils
- Fulfil the requirements in the IHPs
- Help staff to have an understanding of the specific medical conditions they are being asked to deal with, their implications and preventative measures



Healthcare professionals will provide confirmation of the proficiency of staff in a medical procedure, or in providing medication.

All staff will receive training so that they are aware of this policy and understand their role in implementing it, for example, with preventative and emergency measures so they can recognise and act quickly when a problem occurs. This will be provided for new staff during their induction when meeting with the SENDCO.

## Expectations

It is expected that:

- Parents will be encouraged to co-operate in training children to self-administer medication if this is practicable and that members of staff will only be asked to be involved if there is no alternative;
- Where parents have asked the school to administer the medication for their child, the prescription and dosage regime should be typed or printed clearly on the outside. The school will only administer medicines in which the dosage is required 4 times a day or specifically required during the school day. The name of the pharmacist should be visible. Any medications not presented properly will not be accepted by school staff. Pupils should not bring in their own medicine. This should be brought into school by the parent.
- That employees will consider carefully their response to requests to assist with the giving of medication or supervision of self-medication and that they will consider each request separately.
- The school will liaise with the School Health Service for advice about a pupil's special medical needs, and will seek support from the relevant practitioners where necessary and in the interests of the pupil.
- Any medicines brought into school by the staff e.g. headache tablets, inhalers for personal use should be stored in an appropriate place and kept out of the reach of the pupils. Any staff medicine is the responsibility of the individual concerned and not the school.

## Record keeping

The governing board will ensure that written records are kept of all medicine administered to pupils for as long as these pupils are at the school. Parents will be informed if their pupil has been unwell at school.

IHPs are kept in a readily accessible place which all staff are aware of.

## Liability and indemnity

The governing board and Spencer Academy Trust will ensure that the appropriate level of insurance is in place and appropriately reflects the school's level of risk.



## Complaints

Parents with a complaint about their child's medical condition should discuss these directly with the Vice Principal for Inclusion or the Principal in the first instance. If the Principal cannot resolve the matter, they will direct parents to the school's complaints procedure.

## Policy into Practice

There is a need for proper documentation at all stages when considering the issue of support for pupils with medical needs in school.

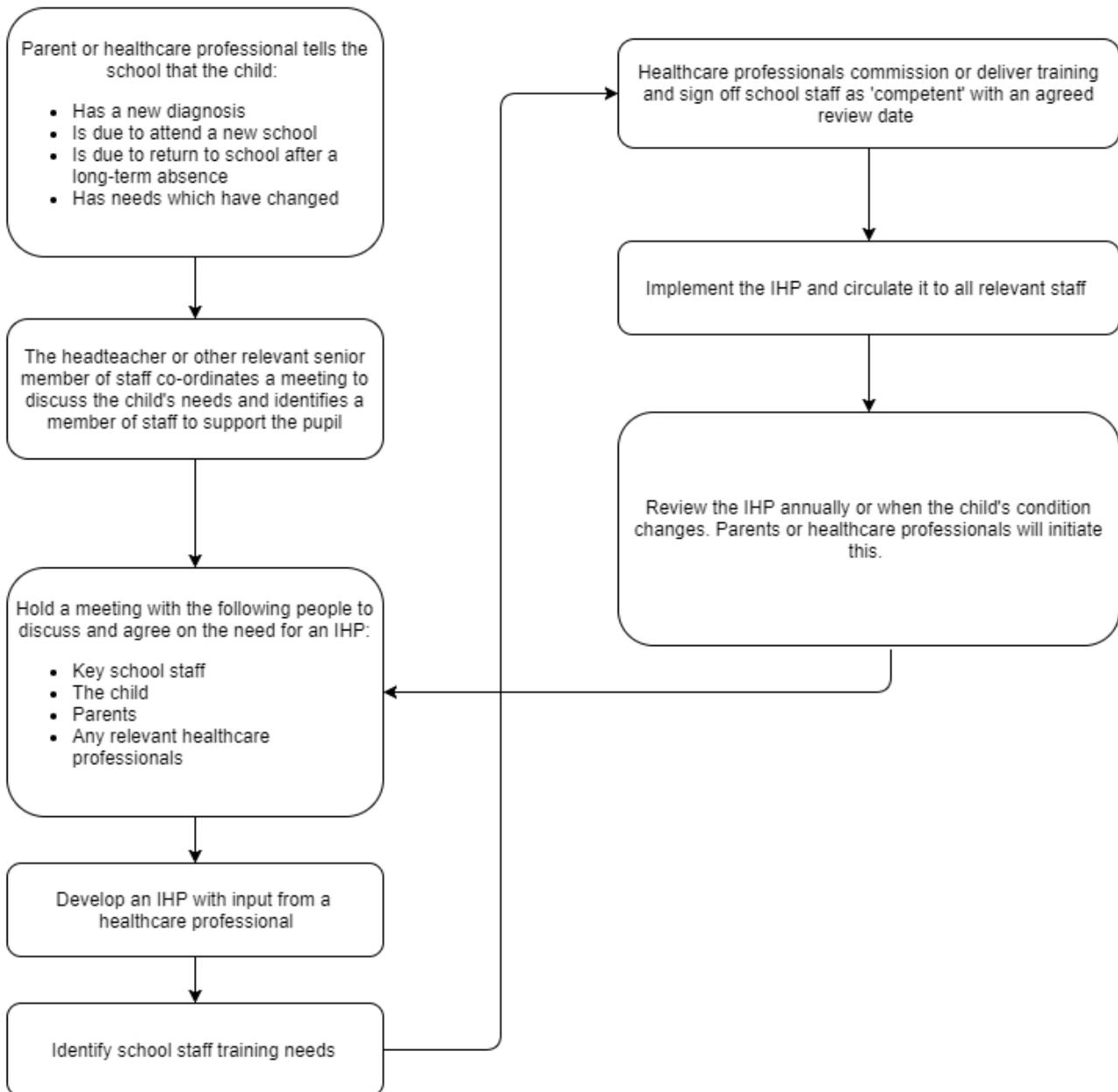
This policy links to the following policies:

- Accessibility plan
- Complaints
- Inclusion Policy
- First aid
- Health and safety
- Safeguarding
- Special educational needs information report and policy



## Appendix 1

# Being notified that a child has a medical condition





**Appendix 2**  
**Medication Administration Form**  
Ashwood Spencer Academy Medical Consent Form

I understand that Ashwood Spencer Academy can only administer medication prescribed by a registered General Practitioner, dentist, nurse or pharmacist and medicines containing aspirin should only be given if prescribed by a doctor. As the parent/guardian of the child named below, I give my permission for the Practitioner in charge and other member of school staff to administer the prescribed medicine.

*A separate form is required for each medicine prescribed.*

*All medicine should be supplied in the original container, stating who they are prescribed for and dosage information.*

Ashwood Spencer Academy cannot be held responsible for any reaction or side effects that a child may suffer as a result of taking the medication prescribed.

Please note that staff cannot give medication if this form is not clearly completed and signed by the parent or guardian

Please ask the practitioner in charge if you have any questions

Child's Name: \_\_\_\_\_ Age: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Date medication began: \_\_\_\_\_

Date treatment ends: \_\_\_\_\_

Name of medication: \_\_\_\_\_

Dose required: \_\_\_\_\_

Frequency required: \_\_\_\_\_

Time of last dosage: \_\_\_\_\_

Times when medicine should be administered: \_\_\_\_\_

Any known side effects: \_\_\_\_\_

Signature of Parent/Guardian: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_



Date: -----

ASHWOOD SPENCER ACADEMY MEDICATION LOG						
Name of Child	Date and Time	Name of Medication	Dose Given	Practitioner Signature	Parent's Signature	
					Medication In	Medication Out



## Appendix 3

### ASTHMA POLICY

The welfare of all pupils is of paramount importance at Ashwood Spencer Academy.

The aims of this policy are:

- To ensure that children with asthma are treated appropriately, when the need arises
- To enable children with asthma to access the full range of school experiences

*In order to achieve these aims, the following procedures are followed by all staff.*

- Prior to admission to school, the Pupil Support Officer (Foundation Stage teacher if prior to Nursery) fills in an admission form which includes details of all medical conditions with each child's parents/carers.
- If a child has a history of asthma, however mild, the parent is asked to complete an Asthma Information sheet (attached). This outlines triggers and treatments and gives the school instructions for administering the medication. Permission to administer the medication according to those instructions is also given on the form.
- One copy of the asthma information sheet is kept in the office and another is kept in the attendance register by the class teacher.
- Inhalers are kept by the class teacher so that they are readily available for the child if needed. Class teachers also discuss how and when the inhaler should normally be used with the parent of the child.
- Teachers take care that inhalers are not left where other children can pick them up.
- In cases of a severe asthma attack, one of the qualified First Aiders will be consulted, the parent contacted and the emergency services if that is deemed appropriate.
- When a child has used his/her inhaler unexpectedly, the class teacher will inform the parent at the end of the day.
- When the child transfers to another school, the personal record is sent to the receiving school. Teachers inform the receiving teacher verbally as part of the transfer process.



ASTHMA HOME/SCHOOL LIAISON FORM

Child's Name	
DOB	
Home Phone No.	
Emergency Nos. in case of attack	
Name of Doctor	
At what age did asthmatic attacks start?	
How often do attacks occur?	
How long do attacks normally last?	
Is there a time of day when they occur more frequently?	
Do you know of any particular cause which might bring on an attack?	
Does your child use a Nebuliser at home?	
Name of Inhaler/medication being used.	
Should the inhaler be used during the school day, please give written instructions:-	
Please give advice on how we should handle a more serious attack in your child:-	
Any further comments.	

NB If your child is to use an inhaler at school we recommend that you ask your doctor for an extra inhaler to be kept in school. It will be kept by the class teacher and used according to your instructions.

Signed \_\_\_\_\_ Parent/Guardian      Date \_\_\_\_\_



## First Aid Policy

### Aims:

The aim of this policy is to set out guidelines for all staff in school in the administering of First Aid to children, employees or visitors. This policy shall be shared with all employees during their induction to ensure they are familiar with the school's first aid procedures. The Governors are committed to the Local Authority's procedure for reporting accidents and recognize their statutory duty to comply with the Reporting of injuries, diseases and dangerous occurrences regulations 1995.

### What is first aid?

First aid can save lives and prevent minor injuries becoming major ones. Under health and safety legislation employers have to ensure that there are adequate and appropriate equipment and facilities for providing first aid in the workplace. The school has many staff in school who are qualified first aiders with valid certificates, many of our Teaching Assistants are first aid trained with some having paediatric first aid training. Our forest school leaders also have a Level 3 award in outdoor first aid.

### Our First Aid Kits:

- Comply with the Health and Safety (First Aid) Regulations 1981 and British Standard - BS 8599-1:2011;
- Include assorted plasters, disposable sterile triangular bandages, eye pads, medium-sized dressings, large-sized dressings, sterile cleansing wipes, nitrile powder-free gloves, first aid in an emergency booklet, safety pins, resusci aide, Tuff-Kut scissors, Burnshield dressing, finger dressings, conforming bandages, disposable heat retaining blanket, microporous tape and disposable tweezers.
- Are regularly checked. Each class has their own first aid kit. Class teachers and support staff are responsible for maintaining the kits in their individual rooms. These are checked and restocked at the end of every term by the responsible staff member. The school medical room hosts a first aid kit which is regularly checked and restocked by the first aid team on rotation. The first aid room is:
  - re-stocked as necessary;
  - easily accessible to adults;
  - items are kept out of the reach of children.

### Accident books:

- There are accident books on the school premises. These are kept safely but accessible to first aiders.
- The main universal accident book is located in the office during teaching times, at break and lunchtime it is kept in the first aid room. The first aider responsible for first aid during these times collects and returns the accident book to its correct place.



- The accident book is used for playtimes, lunchtimes and any other incident that an injury occurs on the school site.
- Slips will be completed, and at the end of the break/lunchtime session the copies for parents will be sent to the classrooms and teaching staff notified of any accident that has occurred. For any pupil who has bumped their head the office will be notified immediately by the first aider and parent will be contacted as soon as possible by office staff/ staff member to inform of the head injury.
- The school office has its own book for accidents that happen to staff and visitors on site. All serious accidents must be recorded in the office book, on the same day, and then handed to the Principal to be uploaded onto TAMS (the electronic incident reporting system for the local authority) within 24 hours.
  - The staff maintain their own accident records book for their own children.
  - All staff and volunteers know where they are kept and how to complete them.
  - All accident books are reviewed half termly by a member of the first aid team to identify any potential or actual hazards.
  - All near misses are recorded and reported via TAM to Spencer Academies Trust estates management team.

Our accident books keep a record of any first-aid treatment given by first aiders and other members of staff. These accident books MUST be written in pen, completed on the same day of the incident, and include:

- The date, time and place of the incident.
- The name of the injured or ill person.
- Details of the injury or illness and first-aid given.

The information in the accident books can:

- Help the school identify accident trends and possible areas for improvement in the control of health and safety risks;
- Be used for reference in future first-aid need assessments;
- Be helpful for insurance and investigative purposes.

All completed accident books should be given to the Office Manager, who will store them for reference in future.

### Ofsted requirement to notify parents and the Data Protection Act

Parents must be informed of any accidents, injuries sustained and/or first aid treatment given to their child whilst in school. The first-aider who treated the injury will usually be the person who contacts the parent to inform them of what happened and recommended next steps. This will either be through the accident slip from the accident book or via a phone call from the office by either the office staff or the first aider.



### Medical Emergencies at Ashwood Spencer Academy

The school will call an ambulance before contacting parents if a child becomes seriously ill or injured- this applies to all children and not only those with health care plans. The school will arrange for a competent member of staff to travel to hospital in an ambulance and act in loco parentis until the parents arrive.

The member of staff in loco parentis will have the right to sanction emergency procedures as advised by medical staff in the ambulance or at the hospital.

For information the nearest hospital to Ashwood Spencer Academy is:

Derby Royal Hospital

Uttoxeter Road

01332 340131

Hours: Open 24 hours

Emergency department: Open 24 hours

### Sickness

Our policy for the exclusion of ill or infectious children is discussed with parents. This includes procedures for contacting parents - or other authorised adults - if a child becomes ill while in the school.

- We do not provide care for children, who are unwell, e.g. have a temperature, or sickness and diarrhoea, or who have an infectious disease.
- Children with head lice are not excluded, but must be treated to remedy the condition.
- Parents are notified if there is a case of head lice in the school.
- HIV (Human Immunodeficiency Virus) may affect children or families attending the school. Staff may or may not be informed about it.
- Children or families are not excluded because of HIV status.
- Good hygiene practice concerning the clearing of any spilled bodily fluids is carried out at all times by the Health and Safety Coordinator and the Emergency First Aiders.

### Treatment of injuries

Following an accident, the First Aider is to take charge of the first aid administration/emergency treatment commensurate with their training. Following their assessment of the injured person, they are to administer appropriate first aid and make a balanced judgement as to whether there is a requirement to call an ambulance.

The First Aider should call an ambulance on the following occasions:

- In the event of a significant injury or head injury
- If bleeding cannot be controlled



- In the event of a period of unconsciousness
- Whenever a fracture or break is suspected
- Whenever the first aider is unsure of the severity of the injuries

The Principal (or in their absence Vice Principal) must be informed if an ambulance called.

### Treatment of head injuries to children

Children often fall and bang themselves, and thankfully most bangs to the head are harmless events and can be dealt with by the supervising adult by applying a cold compress (wet tissue or cloth) for the child's own comfort. Parents/Carers must be contacted if the child has a visible or grazed bump to the head. All head bumps must be recorded into the accident book and a letter sent home informing parents of possible symptoms to look out for. It is the responsibility of the first aider dealing with the head bump to contact the parent and also inform the class teacher. Head bump letters will be passed on to parents/carers so the school can be sure the parent receives the information.

Under no circumstances, should ICE PACKS be applied to head bumps. It will reduce swelling but it can actually do more harm if there is a hairline fracture this could result in the child needing additional emergency hospital treatment.

### Emergency First Aiders should be sought if the child:

- becomes unconscious;
- is vomiting or shows signs of drowsiness;
- has a persistent headache;
- complains of blurred or double vision;
- is bleeding from the nose or ear; and/or
- has pale yellow fluid from the nose or ear.

If any of the above symptoms occurs in a child who has had a bang to the head, urgent medical attention is needed. Parents should be contacted and the emergency services too.

In the event of an accident in which the child cannot stand up unaided, he/she should be left in the position that he/she was found (even if this is in the toilets or playground) so long as it is safe to do so and the emergency first aider must be called immediately to assess the situation.

### Treatment of suspected breaks/fractures

The seven things to look for are:

1. Swelling
2. Difficulty moving
3. Movement in an unnatural direction
4. A limb that looks shorter, twisted or bent
5. A grating noise or feeling
6. Loss of strength
7. Shock



- If it is an open fracture, cover the wound with a sterile dressing and secure it with a bandage. Apply pressure around the wound to control any bleeding.
- Support the injured body part to stop it from moving. This should ease any pain and prevent any further damage.
- Once you've done this, call 999 or 112 for medical help. While waiting for help to arrive, don't move the injured person unless they're in immediate danger.
- Keep checking the casualty for signs of shock.

First Aid training states that clothing should only be removed if absolutely necessary. Where clothing needs to be removed which could cause a safeguarding issue then two members of staff should be present. Only one needs to be first aid trained. However, if waiting for a second member of staff puts a child's life in danger then the first aider should not withhold treatment.

### Disposing of blood

Blooded items should be placed in the yellow clinical waste bags and disposed of in a sanitary bin in the disabled toilets.

### Splinters

Splinters can be removed if they are small and you can see the angle it went in but not if they are embedded or in a joint. They must be extracted in the same direction they went in. Sterile single-use tweezers are stored in the first aid boxes.

### Ice Packs

Instant ice packs are single-use only and for the treatment of sprains, strains and bruises and must be kept out of children's reach. These are stored in the medical room cupboard.

Guidance on the use of ice packs: Ideally an ice pack should be applied within 5 -10 minutes of the injury occurring. The pack must be wrapped in a cloth to prevent cold burns and applied to the injured area for 20 - 30 minutes and repeated every 2 to 3 hours for the next 24 - 48 hours. Emergency first aiders must check the colour of the skin after 5 minutes of applying the pack. If the skin is bright red or pink, remove the pack.

With injuries older than 48 hours, a heat source can be applied to bring more blood to the injured area to stimulate the healing process.

Precautions when using ice and heat **DO NOT USE ICE OR HEAT**

- If the casualty is diabetic
- Over areas of skin that are in poor condition
- Over areas of skin with poor sensation to heat or cold
- Areas with known poor circulation
- In the presence of visible or known infection(s)



## Asthma

When children at Ashwood Spencer Academy have a diagnosis of asthma they are requested to ensure all pumps are labelled and kept in the classroom in a safe place. In the event of an attack, the inhaler must be taken to the child.

All inhalers should accompany children when they are off the school grounds e.g. on a trip, swimming, visiting another school, etc. Children on the asthma register who have parental consent for the use of the emergency inhaler are clearly indicated. An emergency inhaler can be used if the child's prescribed inhaler is not available (for example, because it is broken, or empty).

Please refer to the Supporting Children with Medical Needs policy available on the school website, for further information.

In the event of an asthma attack follow the advice from

<https://www.asthma.org.uk/advice/child/asthma-attacks/>

The school will work with parents and pupils to complete an asthma plan which will be reviewed annually or as needed [see administering medicine policy]. Support for parents and schools is available

from <https://www.asthma.org.uk/advice/child/life/school>

Information for Parents re managing asthma in school from [asthma.org.uk](https://www.asthma.org.uk)

ALWAYS SEEK THE ADVICE/ATTENTION OF A QUALIFIED FIRST AIDER IN THE EVENT OF AN ASTHMA ATTACK

## Individual Healthcare Plan

Some children with medical conditions like asthma have an Individual Healthcare Plan (IHP). This sets out key points about your child's asthma, like their symptoms, medications and what to do in an emergency, so the school knows how to support them. Not all children with asthma need an IHP, but it's a good idea to have one if the child's asthma symptoms often get worse which could lead to an emergency situation like an asthma attack.

The Principal has overall responsibility for IHPs, so they're the person to ask if you think your child needs one, see Supporting Children with Medical Needs Policy.

## Epi-Pens

All Epi-Pens are labelled and stored out safely in a locked area (drawer or cupboard which is accessible to staff).

All first aid staff will have Anaphylaxis and Epi Pen training. Including the staff working with children who currently have an epi pen.

Anyone can administer an Epi-Pen in an emergency if the adult/child is unable to do it themselves.

Should a member of staff, who has not had the training have to do this, then the emergency services must be informed at the same time as the Epi-Pen is administered. From 1 October 2017 the Human Medicines (Amendment) Regulations 2017 will allow all schools to buy adrenaline auto-injector (AAI) devices without a prescription, for emergency use in children who are at risk of anaphylaxis but their own device is not available or not working (e.g. because it is broken, or out-of-date).



The school's spare AAI should only be used on pupils known to be at risk of anaphylaxis, for whom both medical authorisation and written parental consent for use of the spare AAI has been provided. The school's spare AAI can be administered to a pupil whose own prescribed AAI cannot be administered correctly without delay.

### Training

A central record of all training related to first aid is held by the Designated Safeguarding Lead and reviewed annually to ensure that certificates are renewed within timescales.



## First Aid Kit Checklist

<b>Basic Items</b>	
As a minimum, do we have the following:	
A first-aid container which protects its contents from damp and dust?	Yes
20 individually wrapped sterile adhesive dressings in various sizes (the combination of sizes will depend on your own needs)?	Yes
Where food handlers are employed, detectable blue dressings?	Yes
Two sterile eye pads?	Yes
Four individually wrapped triangular bandages?	Yes
Six safety pins?	Yes
Six medium-sized individually wrapped sterile unmedicated wound dressings (roughly 12cm x 12cm)?	Yes
One pair of disposable gloves?	Yes
A leaflet giving general guidance on first aid, e.g. HSE leaflet "Basic advice on first-aid at work"?	Yes
<b>Extra items</b>	
Our assessment may identify the need for certain other items. If so, do we need:	
Extra plasters for environments where sharp tools are used?	Yes
Tape?	Yes
Individually wrapped moist wipes (useful for dusty areas, such as workshops)?	Yes
Blankets (for outdoor workers)?	N/A
Sterile water or saline in a sealed, disposable container?	Yes
<b>Trips first aid kits: basic items</b>	
These are useful for those who travel regularly. Does our kit contain:	
Six individually wrapped sterile adhesive dressings?	Yes
Two triangular bandages?	Yes
One large sterile unmedicated dressing (roughly 18cm x 18cm)?	Yes
Two safety pins?	Yes
One pair of disposable gloves?	Yes
A leaflet giving general guidance on first aid, e.g. HSE leaflet "Basic advice on first-aid at work"?	Yes



Individually wrapped moist cleansing wipes?	Yes
Details of students with medical conditions	Yes
Emergency contact details of all staff and students	Yes
<b>Trips first aid kits: extra items</b>	
We may wish to consider extra items, depending on the employee needs. Have we included:	
Tweezers?	Yes
Tube of antiseptic cream?	Yes (Wipes)
Waterproof plasters?	Yes

Corrective action	Proposed completion date	Actual completion date	MC



## Lone Working Policy

### INTRODUCTION

The risks to employees who work alone are recognised.

Lone working may be defined as any work which is intended to be carried out in isolation from other workers by an individual or a small team of people, where the work activity is due to last more than a short duration.

Lone workers may be defined as any workers who work by themselves without close or direct supervision. The circumstances under which lone workers work away from their bases may include:

- Meeting clients who wish to view properties with a view to purchasing them.
- Travelling to and from visits.
- Elsewhere outside the organisation's control.

It is the policy of The Academy to:

- Appoint the principal or senior manager to oversee the effectiveness of this policy.
- Identify all activities where lone working may be required.
- Undertake a risk assessment for any and all lone working activities.
- Identify the hazards that are present (or may become present) due to the work activity.
- Ensure that all persons that are recruited to work alone are adequately training and competent.
- Provide an appropriate means of communication for lone workers.
- Prepare a procedure to be adopted to enable lone workers to summon assistance in the case of difficulty or emergency.
- Assign lone working training via the iHasco training portal



## Lone Worker Instructions

### INTRODUCTION

The lone worker is to ensure that, after site induction training, they are aware of the following arrangements and locations:

- Location of First Aid facilities.
- Fire safety arrangements for the premises.
- What the fire alarm sounds like and where the assembly point is.
- Location of Fire Escape Routes and Fire Fighting Equipment.
- Location of any areas that are restricted or to which access is prohibited.
- Complete the lone Working module on iHasco



### Risk Assessment for Lone Working

Date:	Assessor (Print name):
Name of Person being Assessed:	Site:
Signature of Person being Assessed:	Area:
Job Description being Assessed:	Assessment Review Date:

Is it possible to avoid Lone Working? <i>(please tick)</i>	Yes		No	
Can the work be carried out safely by one person who is alone <i>(please tick)</i>	Yes		No	

What special hazards are faced by the Lone Worker <i>(tick as appropriate)</i> <i>(Also specify OTHER* - if applicable)</i>					
work Equipment		Violence			
Substances		Fire			
Vehicles		Work at Height			
Lifting/Handling		*			

Is it the Lone Worker a YOUNG PERSON? <i>(please tick)</i>	Yes		No	
If YES, what special considerations are required?				

Is it the Lone Worker a WOMAN? <i>(please tick)</i>	Yes		No	
If YES, what special considerations are required?				



Is it the Lone Worker a <b>MEDICALLY FIT</b> and therefore suitable for lone working? <i>(please tick)</i>	Yes		No	
--	-----	--	----	--

If YES, what special considerations are required?

What **SPECIAL ARRANGEMENTS** are required to provide **FIRST AID** in the event of an **EMERGENCY**?

What **SPECIAL EMERGENCY ARRANGEMENTS** are required (e.g. in the event of **FIRE**)?

How will the Lone Worker raise the alarm in the event of an **ACCIDENT** or **ILLNESS**?

How will the Lone Worker raise the alarm should a **VIOLENT CONFRONTATION** occur?

Is the Lone Worker <b>PHYSICALLY/PSYCHOLOGICALLY</b> suitable for lone working? <i>(please tick)</i>	Yes		No	
--	-----	--	----	--

How will **REGULAR CONTACT** with the Lone Worker be achieved?

Are <b>AUTOMATIC WARNING DEVICES</b> or <b>EMERGENCY ALARMS</b> required? <i>(please tick)</i>	Yes		No	
--	-----	--	----	--



If YES, what specifically is required?

How will you know that the Lone Worker has STARTED/FINISHED their working shift safely?

What special INFORMATION/INSTRUCTION or TRAINING is required by the lone worker?

SUMMARISE below the *key elements* of the SAFE WORKING PROCEDURE for this Lone Worker?

Signature of the employee, signifying agreement with this Risk Assessment:



## Manual Handling Policy

### INTRODUCTION

It is recognised that manual handling operations cause about a third of all workplace accidents and injuries. It is also recognised that such accidents may result in both temporary and permanent disability.

It is the policy of The Academy to:

- Appoint the Principal and senior manager to oversee the effectiveness of this policy.
- Avoid, so far as is reasonably practicable, the need for manual handling operations to be carried out where there is a risk of injury.
- Carry out a detailed assessment of all manual handling activities, where there is a risk of injury that cannot be avoided.
- Implement controls to reduce the risk of manual handling injuries, depending on the findings of the detailed manual handling risk assessment.
- Consider the use of mechanical handling aids to reduce the need for manual handling.
- Provide, without cost to employees, appropriate PPE (such as gloves and safety footwear).
- Provide such information, instruction, training and supervision as may be required. This is available on the iHasoc on line training portal.



## Minibus Safety Policy

### Rationale

The Academy minibuses are a valuable resource, which helps to provide pupils with access to Academy Visits and Off-Campus Residentials, as well as to numerous other extra-curricular activities. It is essential that all users of this resource are aware of all legal and procedural responsibilities pertaining to its use.

### Aims

1. To provide clear procedures relating to use of the Academy Minibuses
2. To ensure that all users of the Academy Minibuses are aware of their legal responsibilities.

### **Eligibility to drive the Academy Minibuses and/or tow a trailer**

1. Those permitted to drive the Academy Minibuses must be between 21 and 70 years of age with a Full, clean driving licence and must have category D1 on their licence. Either by test or inherited rights (D1 101).
2. Any endorsements incurred by eligible drivers must be disclosed to the Academy, as these may affect eligibility to drive the vehicle. There will be a bi-annual inspection of driving licences. All eligible drivers will be trained using a recognised training scheme (Midas) every 4 years to ensure high levels of competence and skill.
3. New staff will be required to complete Midas training unless able to provide evidence of previous training. Midas certificates with other providers are transferable if valid.
4. All drivers MUST register their licence details with Total Motion vehicle management who will perform 6 monthly licence checks.
5. Permitted drivers must also abide by the trailer towing guidance. ( page - 5)

### Minibuses.

NB -Driving an Academy Minibus requires different levels of knowledge, skill and awareness. It also carries different legal responsibilities which trained drivers will be made aware of during their Midas training course.

### **Procedures**

1. The Academy Minibuses must not be used unless the named driver meets the eligibility requirements above.
2. The chief operating officer has overall responsibility for the Academy Minibuses and final powers of authorisation over their use.
3. Drivers of the Academy Minibuses must complete a Minibus Vehicle Check / Log Sheet stored in the Minibus along with the mileage and driver record sheet. This MUST be done prior to use. This is to allow careful monitoring of the Minibus, its condition and its general use.



4. The Academy Minibus should be collected and returned to where it was collected from and keys should be returned at the end of each journey, or as soon as possible thereafter.
5. Any defects noted must be reported to the designated person as soon as possible. If the driver is in any doubt the vehicle MUST NOT be taken onto the road.
6. If fuel is required this can be purchased using the all-star fuel card which is attached to the keys. All receipts must be kept and passed onto the finance department for record purposes. The all-star fuel card is accepted at most garages but please check before fuelling.  
<https://www.allstarcards.co.uk/tools/site-locator/>

### **Maintenance/ Licensing of the Academy Minibuses**

1. The Facilities and Health & Safety Officer will ensure the minibuses are maintained and licenced properly, overall responsibility is with the Chief Operating Officer.
2. The Academy Minibuses must be regularly serviced under the terms of the section 19 permit. The School is responsible for arranging this servicing with a reputable and suitably qualified organisation.
3. Prior to ANY journey, the named driver must complete a visual check of the vehicle. This must be completed using a Minibus Vehicle Check/Log Sheet kept in the minibus. Drivers MUST NOT assume that point 3 above has been completed. They should remember that as driver, they will be held legally responsible for driving with any defect.
4. Licensing of the Academy Minibuses is the responsibility of the Facilities and Health & Safety Officer, who must ensure that all Road Tax, Insurance and MOT certificates are up to date.

### **In the event of an accident**

1. The driver should inform the Academy as soon as is reasonably possible and also the SAT appointed Health and Safety Officer 0115 9170100 Ext 617
2. Insurance details should be swapped with a third party as soon as is possible. However, **NO LIABILITY** should be admitted.
3. Where it is safe and reasonable to do so, pupils should be removed from the vehicle and taken to a safe area away from the accident site, where they should be fully supervised and provided with a high visibility vest which is kept in the vehicle for emergencies. The emergency services must be called if anyone is injured or the third party fails to provide details.
4. Drivers must fill out a bump card which is located in the folder in each Academy bus
5. A visual check of the vehicle should be undertaken before the journey resumes.
6. If the vehicle is not roadworthy the driver should contact the Breakdown Service.

### **In the event of a breakdown**

1. The driver should inform the Academy as soon as is reasonably possible.
2. The Breakdown service indicated on the windscreen should be contacted as soon as is reasonably possible.



3. Where it is safe and reasonable to do so, pupils should be removed from the vehicle and taken to a safe area away from the breakdown site, where they should be fully supervised and provided with a high visibility vest which is kept in the vehicle for emergencies.

### Health and Safety of Drivers and Passengers

The named drivers should state the following to the pupils before the commencement of the journey:

1. Seatbelts must be worn at all times. This is a legal requirement. (It is the driver's responsibility to check this).
2. Everyone should remain seated at all times.
3. Which entry and exit doors are to be used. (It is recommended that side doors be used except in emergencies).
4. Gangways and doorways are to be kept clear at all times. Bags should be kept on laps or stored under seats securely.

### Other considerations

1. If at any time the pupils distract the driver, s/he should stop the vehicle until the pupils are settled. Do not try to continue. Remember that they may also be distracting other drivers.
2. Where possible park the bus with the side doors to the kerb. Where this is not possible, pupils should remain seated until you are able to supervise them from the road.
3. It is essential that all drivers of minibuses have had sufficient rest prior to undertaking a journey. The driver must therefore assess whether they are safe to drive before commencing a trip. Midas recommends a 15 minute break for every 2 hours of driving.
4. Drivers should remember that prescribed medication or over the counter medications may affect their ability to drive.
5. On no account should you drive a Minibus if you have consumed any alcohol within the previous 12 hours.

### Use of the Trailer and Towing with a Minibus

If you require the use of the trailer this booking must be made through the Technical Team/ Technical Team Manager

You must use the trailer for carrying any equipment or items which could cause damage to persons or interior fabric of the vehicle.

For example: An airport run with maximum number of passengers who all have more than an overnight bag (i.e. suitcase/ hand luggage sized bag each. (20x40x55cm)

The trailer keys are located on Upper site in reception. The trailer has 2 locks: a hitch lock and a wheel clamp. You must ensure that both of these locks are used when the trailer is left unattended. The spanner for the lock is located inside the trailer.



You must ensure the trailer is correctly hitched up to the minibus. If you are unsure about doing this, please see a member of the tech team who will go through the use and how to hitch up correctly. Once hitched up the trailer must be locked to the vehicle using the hitch lock.

You must ensure you have attached the correct number plate to the back of the trailer, connected the electric hook-up and checked that all of the lights are working correctly (you may need the help of a 2<sup>nd</sup> person to this)

If you do not feel confident about towing the trailer with the minibus, then please arrange for another driver.

Any incidents or damage to the trailer or vehicles must be reported using the accident form in the minibus folder and reported to the Technical Team Manager immediately.

In the event of a breakdown/ flat tyre the RAC must be called. The driver or any passengers must not attempt to change or repair a flat tyre.

### Licence

Only staff who hold the entitlement D1+E on their driving license can tow the trailer. If you have any queries, please ask the Technical Team Manager.



## Trailer Towing Tips

*No driver should attempt to tow a trailer with a minibus without appropriate experience. Max permitted load in trailer 1400kg Before starting a journey check that:*

- The trailer parking brake is applied, and the wheel clamp and any chocks have been removed and stowed in the trailer
- Tyre pressures are correct, the tyres are undamaged, and the tread depth is legal
- Has the trailer got a number plate, does it match the minibus, and is it unobscured and properly lit?
- The load must be evenly distributed, appropriately secured and that this takes account of tow bar nose weight limit
- The trailer is not overloaded
- The trailer must be correctly coupled to the towball and the hitch lock installed
- The lighting cable between the trailer and the minibus is undamaged, connected and the lights function correctly
- The breakaway cable is correctly attached
- The jockey wheel has been raised and secured
- The trailer parking brake is release before driving away

On the road

- Don't forget it is there!!
- If you unfamiliar with reversing a trailer find a quiet car park and practice.
- Always keep within the legal speed limits, your capabilities and the road and weather conditions at the time. If you are towing a trailer on a motorway the speed limit is 60 mph (96 Kph). All other speed limits remain as for the minibus
- Remember stopping distances will be greatly increased when towing
- If there are three or more lanes on a motorway you must not drive a vehicle towing a trailer in the right hand lane (Regulations regarding vehicles fitted with a Road Speed Limiter already preclude use of the right hand lane on a three or more lane motorway)
- On returning to site, park the trailer, refit the wheel clamp and reposition the chocks. Report any defects or damage to the Minibus Manager



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*This document is for advice only and is not intended to be a complete guide to towing. For further advice or information you should contact the Trust Health, Safety & Transport Manager*



## Rooming Safety Policy

### INTRODUCTION

It is recognised that there are risks, even in the generally safe environments associated with office work. Some of these are dealt with elsewhere (such as Electrical, Fire, DSE, etc.) but some are associated with office work in general.

*It is the policy of The Academy to:*

- Appoint the principal or senior manager to oversee the effectiveness of this policy.
- Ensure that safe access to, and egress from, work areas and work stations are maintained.
- Ensure that the risks from slips, trips and falls are managed by the provision of suitable walkways, floor covering, cable management, etc.
- Ensure that all staircases are provided with suitable, robust handrails.
- Ensure that adequate lighting is provided for office workers.
- Ensure that office are provided with adequate ventilation, based on mechanical and natural ventilation systems.
- Ensure that comfortable working temperatures are achieved and maintained in the offices.
- Ensure that disruptive noises (such as from printers, etc.) are minimised and controlled.
- Ensure that storage equipment (such as shelves, racking and filing cabinets, etc.) is suitable and of sufficient strength for the imposed loads.
- Ensure that filing cabinets are of the "No Tilt" design, or that they are secured to the wall.



## Room (Monthly) Inspection Record

Year: 2021) (Daily)				
Date				
<b>Housekeeping</b>				
Walkways (floor, carpets, obstructions, etc.)	Yes			
Cables (computer, electrical, telephone, etc.)	Yes			
Rubbish	Yes			
Storage arrangements	Yes			
<b>General</b>				
Temperature	Yes			
Lighting	Yes			
Ventilation	Yes			
Blinds	Yes			
Storage/shelves, etc.	Yes			
<b>Display Screen Equipment (DSE)</b>				
Have risk assessments been completed/reviewed for all workstations?				
Cable management				
<b>Fire</b>				
Is the Fire Precautions Log Book being completed?	Every			
Fire Extinguishers	Every			



Exit routes	Every			
Signs	Daily			



## Personal Protective Equipment Policy

### INTRODUCTION

While it is recognised that Personal Protective Equipment (PPE) is intended to be a last resort (to protect against risks that cannot be controlled adequately by other means) the importance of the appropriate use of appropriate PPE is also recognised.

*It is the policy of The Academy to:*

- *Appoint The Principle or senior manager to oversee the effectiveness of this policy.*
- *Provide PPE, free of charge, where a risk assessment determines that PPE is required.*
- *Ensure all personal protective equipment will adequately protect the individual from the hazard, fits properly and is as comfortable as possible.*
- *Provide PPE that conforms to relevant standards (such as EN).*
- *Provide such information, instruction training (iHasco), and supervision as may be required. Additional training may be required in addition to the iHasco module, this must be considered as part of the overall assessment.*
- *Provide members of staff using PPE with the appropriate information, instruction and training in the use, maintenance, cleaning and storage of the PPE provided.*
- *Keep a record of the issue of all items of non-disposable personal protective equipment.*
- *Enforce the appropriate use of PPE within the workplace.*





## Personal Protective Equipment Checklist

	Y/N
Do our activities require the provision of personal protective equipment (PPE)?	Yes/No
If so, is it appropriate for the risks involved?	Yes/No
Is the PPE also suitable for the conditions which staff work in, e.g. outdoors?	Yes
Does it comply with the current British or EU standards?	Yes
Is the PPE issued on a personal basis?	Yes
If not, is it readily available to staff?	Yes/No
Have all staff been instructed on the importance of wearing it?	Yes
Is appropriate accommodation provided for the PPE?	Yes/No
If more than one piece of equipment needs to be worn, are the items compatible with each other?	Yes
Is the PPE: -cleaned regularly? -inspected as necessary? -maintained regularly? -repaired when necessary? -replaced if necessary?	Yes
Have the staff received adequate training on how to? -wear the PPE -use the PPE -maintain the PPE -report a suspected defect in the PPE?	Yes
Have the staff been involved in the selection of PPE?	N/A

Corrective action	Proposed completion date	Actual completion date	Sign off
			MC



## Pregnant Workers Policy

### INTRODUCTION

It is recognised that some work activities may adversely affect the health of employees who are pregnant or are recent mothers, their unborn children and their babies. The importance of risk assessment to protect such persons is also recognised.

*It is the policy of The Academy to:*

- *Appoint The Principle or senior manager to oversee the effectiveness of this policy.*
- *Identify those activities that may put female employees of child-bearing age, or pregnant workers or their unborn children or breast-fed babies at risk.*
- *Carry out 'pregnant worker' risk assessments on the activities carried out by the female staff of child-bearing age.*
- *Introduce appropriate control measures where necessary, shown by the risk assessment, to protect against these risks.*
- *Bring the results of the 'pregnant worker' assessments to the attention of relevant staff.*
- *Ensure female employees are aware of the need to report the pregnancy to management as soon as it is known, and that this information will be held in confidence.*
- *Carry out a detailed assessment of an individual's work activities and conditions when we have been notified that they are pregnant, have given birth within the previous six months or are breast-feeding.*



## Pregnant Worker & New/Recent Mother Assessment Proforma

Name:	Job title:
Manager:	Date:
Assessor:	Date baby born/due:

Does the work involve (exposure to) any of the following:	Risks identified & rating (H, M & L)	Required Action	Completion date
Awkward spaces and workstations.			
Vibration.			
Noise			
Radiation			
Biological agents			
Chemicals			
Shift patterns/ night work			
Manual handling			
Unusually stressful work			
Cigarette smoke			
Work in wet or slippery surfaces			
Any work in which the taking of rest breaks and/or distance to restroom/toilets may be a problem			
High or low temperatures			
Lone working			
Work at heights			
Travelling			
Exposure to violence.			
Any other work hazards which may pose a hazard to a pregnant or new mother			



Comments:



## Pregnancy Health and Safety Checklist

	Y/N
<b>Physical job demands</b>	
Does the work involve lifting or pushing heavy objects?	Yes/No
Does the work involve standing or squatting for long periods of time?	Yes/No
Does the role involve a lot of walking?	Yes/No
Does the role involve working at height or climbing up steep steps?	Yes/No
Does the employee need to access areas with limited space?	Yes/No
Will any tasks become more hazardous as the employee changes shape and size?	Yes/No
Does the role involve shift work?	Yes/No
If so, does it involve working at night?	Yes/No
<b>Mental job demands</b>	
Does the job involve meeting challenging deadlines?	Yes/No
Does the role involve rapidly changing priorities and demands?	Yes/No
Does the role require a high degree of concentration?	Yes/No
<b>Working conditions - general</b>	
Does the work involve lone working hours or working in remote locations?	Yes/No
Does the role involve any home working?	Yes/No
Are toilet facilities easily available to a pregnant worker?	Yes/No
Is the worker able to take toilet breaks when necessary?	Yes/No
Can the worker take rest breaks when needed?	Yes/No
Can the worker control the pace of her work?	Yes/No
Are there any risks of violence at work?	Yes/No
Does any part of the job involve dealing with members of the public?	Yes/No



If so, does it involve dealing with distressed or disturbed people?	Yes/No
Does the role involve: - Contact with young children or sick people - Unpredictable working hours - Dealing with emergencies	Yes/No
Are there any obstacles in corridors or offices that could cause problems for pregnant women, e.g. in the event of a fire evacuation?	Yes/No
Is the workplace non-smoking?	Yes/No
If not, is the worker separated from any designated smoking area?	Yes/No
Is there any other form of indoor pollution?	Yes/No
Is the temperature in her working environment reasonable?	Yes/No
Is there enough room for the worker to get in and out of her workstation?	Yes/No
Will there be enough room as the pregnancy develops?	Yes/No
Does the worker have an adjustable seat with backrest?	Yes/No
<b>Specific hazards</b>	
Does any part of the job involve the use of chemicals?	Yes/No
If so, are there any risks to the employee whilst she is pregnant or a nursing mother?	Yes/No
Is there any exposure to vibration, e.g. through the use of hand tools?	Yes/No
Does the employee need to wear personal protective clothing?	Yes/No
If so, will this present a problem as the pregnancy develops?	Yes/No

Corrective action	Proposed completion date	Actual completion date	Sign off



## Safeguarding on Site Policy

### INTRODUCTION

It is recognised that the Safeguarding of vulnerable groups is an important issue and needs to be managed effectively. Vulnerable groups can include Children, Young Persons, Disabled Persons, and Elderly Persons, as well as other groups.

- You must always Refer to the Safeguarding Policy on the Trust web site - <http://satrust.com/wpcontent/uploads/2018/09/Safeguarding-Statement-1.pdf>

*It is the policy of The Academy to:*

- Appoint The Principle or senior manager to oversee the effectiveness of this policy.
- Ensure that all workers are provided with appropriate Safeguarding instruction and training before working on any site where vulnerable groups are likely to be present (such as schools, playing fields, etc.).
- Ensure that all work is planned, managed, and supervised to avoid the potential of workers having any unrestricted access to vulnerable persons. Where this cannot be achieved, then the work will be planned, managed, and supervised to reduce such access to a minimum level.
- Require all workers who may be required to work on any site where vulnerable groups are likely to be present will undergo DBS checking before such work is carried out.
- Provide all workers that may be required to work on any site where vulnerable groups are likely to be present with a photo-ID card that displays:
  - Company Name and contact details (office phone number)
  - Worker's Name
  - Worker's DBS Number and renewal date
- Ensure that all workers on any site where vulnerable groups are likely to be present will wear the Photo-ID card in such a way as to be easily visible.
- The (RAMS) Risk Assessment Method Statement for the site will include detailed site rules that will include details of acceptable and unacceptable behaviour with respect to Safeguarding. This will include details such as:
  - Dress code for the site (such as Tops must be worn)
  - Unacceptable language or Unacceptable behaviour
  - Unacceptable communications (such as whistling, etc.)



- Any incident (or suspected incident) arising during work (or in any way related to work) will be investigated fully by the Company.
- The effectiveness of this Policy will be checked through Active Monitoring (such as through site audits, in addition to supervisory checks and reports).



## Snow & Ice Policy

### INTRODUCTION

It is a popular misconception, but there is no law stopping you from clearing ice and snow from your property, or from public pavements and areas outside your property. Heads of establishments are responsible for ensuring that the means of access to their establishment is safe for both employees and visitors and that adequate arrangements are made to ensure that the risks from snow and ice are minimised. The true position is that a company may be held liable for 'failing to act reasonably' in order to prevent accidents caused by snow and ice.

You must be careful not to make the situation worse, and to clear snow and ice sensibly, particularly from around steps and steep slopes.

**It is the policy of The Academy to:**

- Clear snow and ice from roads and pathways on our premises.
- Avoid making pathways more dangerous by allowing them to refreeze.
- Clear snow and ice from steep slopes and steps.
- Prioritise important and well-used routes over less used routes.
- Clear a route 1m wide on pathways.
- Apply grit or salt to keep road and pathways from freezing.
- Make checks at appropriate intervals to ensure that road and pathways remain clear where temperatures remain below freezing.
- Consider the needs of employees and visitors, in particular, disabled and elderly visitors.
- Ensure that adequate equipment is available to clear snow and ice.
- Make The Spencer Academies Trust aware of any academy closing due to snow or ice.
- Ensure that any academy closing due to snow or ice is communicated prior to an agreed time to all students via social media (Facebook, Twitter, etc.), radio or other means.
- Ensure all staff are made aware of the academy closing by text service or other agreed means of communication.



## Training Policy

### INTRODUCTION

It is recognised that good quality, timely training is vital to the protection of the health and safety of employees. Training needs of employees should be assessed, and training should be provided by a competent person. Training should be focused on the needs of the employee and the company. Training is important in helping the company comply with health and safety legislation.

*It is the policy of The Academy to:*

- *Appoint The Principal or senior manager of the academy to oversee the effectiveness of this policy.*
- *Identify the health and safety training needs of employees.*
- *Provide suitable and sufficient health and safety training to employees who will have this information logged on to the IHASCO system.*
- *Arrange for health and safety training to be delivered by a competent person or persons.*
- *Maintain suitable and sufficient records of the health and safety training provided.*
- *Employee training will include, but is not limited to:*
- *Induction training for new employees.*
- *Refresher training for existing employees.*
- *Fire safety and emergency procedures training.*
- *Introductory training to the company's health and safety policy, etc.*
- *COSHH awareness training.*
- *Machinery safety training.*
- *Job-specific training, as required.*
- *Training required by specific pieces of legislation.*
- *Provide suitable health and safety awareness training for Principals and managers.*



## Training (Induction) Policy

### INTRODUCTION

It is recognised that good quality, timely training is vital to the protection of the health and safety of employees, including induction training. Training is important in helping the company comply with health and safety legislation.

It is the policy of The Academy to:

- Appoint The Principle or senior manager to oversee the effectiveness of this policy.
- Provide suitable and sufficient health and safety induction training for employees.
- Arrange for health and safety induction training to be delivered by a competent person or persons.
- Maintain suitable and sufficient records of the health and safety induction training provided.
- Induction training will include (as appropriate), but is not limited to:
  - A guided tour of the premises.
  - Fire safety and other relevant emergency procedures.
  - An introduction to the location and contents of the Health and Safety Policy.
  - Relevant method statements and risk assessments.
  - Use of personal protective equipment.
  - Welfare arrangements.
  - Specific site safety issues.



## Health & Safety Training Needs Record

Job title:		Name:		
Manager:		Date:		
Training requirements for job		Relevant previous training		
Identified training need	Target date	Completion date	Employee's signature	Employer's signature
Fire Awareness - iHasco				
Slips, Trips, Falls - iHasco				
Manual Handling - iHasco				





## Employee Health & Safety Induction Training Record

Job title:	Name:
Manager:	Date:

Induction training item	Induction trainer	Employee's signature	Date
An introduction to the management and supervisory team.			
A guided tour of the premises, identifying facilities and routes.			
Introduction to the site fire safety and other relevant emergency procedures.			
An introduction to the Health and Safety Policy, including the location of policy and relevant information.			
An introduction to the company approach to method statements and risk assessments.			
Information relating to the provision and use of personal protective equipment.			
Welfare arrangements.			
Details of any specific site safety issues.			

To be completed by the Employee:

Basic Health Questionnaire Section	
Have you ever suffered from hearing problems (such as tinnitus or noise-induced hearing loss)? If so, please give details.	
Have you ever suffered from skin problems (such as dermatitis)? If so, please give details.	
Have you ever suffered from respiratory problems? If so, please give details.	



Have you ever suffered from vibration-related problems? If so, please give details.	
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Further details may be required.





## Introduction

### Training (Site Induction) Policy

It is recognised that good quality, timely site induction instruction and training is vital to the protection of the health and safety of our employees and of others working on sites, including those that are under our control.

It is the policy of The Academy to:

- Appoint The Principle or senior manager to oversee the effectiveness of this policy.
- Instil the need for appropriate site induction training in our employees.
- Provide site induction training in sites and areas of sites that are under our control.
- Keep suitable records of the site induction undertaken by our employees and of that given to others.
- Site induction training will include (as appropriate), but is not limited to:
  - A guided tour of the premises.
  - Fire safety and other relevant emergency procedures.
  - First aid arrangements.
  - Discussions of relevant method statements and risk assessments.
  - Use of personal protective equipment.
  - Welfare arrangements.
  - Smoking restrictions and areas.
  - Specific site safety issues, such as:



- Housekeeping
- Asbestos
- Flammable and hazardous substances
- Moving vehicles
- Work at heights



## Traffic Management Policy

The risks associated with traffic movements when working on the highway are recognised. The need for expert, contracted advice and assistance are also recognised.

It is the policy of The Academy to:

- Appoint The principal or senior manager to oversee the effectiveness of this policy.
- Appoint a competent contractor to plan and organise traffic management.
- Monitor the actions of the appointed contractor (see Control of Contractors (Sub-Contractors Policy)).
- Where appropriate, to work in accordance with the provisions of the Approved Code of Practice of the New Roads and Street Works Act 1991 or of Chapter 8 of the Traffic Signs Manual (as may be appropriate).
- Assess the risks arising from traffic management and to implement suitable control measures.
- Ensure that employees under our control are aware of the risk associated with traffic movements and of the control measures to be used to avoid or reduce these risks.



## Visitors' Policy

It is recognised that visitors to the premises may be at greater risk due to their lack of familiarity with the plant, equipment and premises. We accept our duty of care towards all visitors and encourage employees to have regard to the health and safety of visitors at all times.

It is the policy of The Academy to:

- Appoint The Principle or senior manager to oversee the effectiveness of this policy.
- Ensure, as far as is reasonably practicable, the health and safety of all visitors to our premises.
- Ensure visitors are aware of our rules and procedures, as they relate to visitors. Rules for visitors are displayed in the reception area.
- Accompany visitors wherever possible or, if unaccompanied, warn them of any danger areas or foreseeable risks.
- Accompany visitors to the fire assembly point in the event of an evacuation of the premises.
- Control the access of visitors, including contractors, to ensure the health, safety and security of our staff.
- Record all accidents and injuries to visitors in the Accident Book and carry out a suitable investigation into the incident.



## Water Hygiene Policy

### INTRODUCTION

Water hygiene is one aspect of running our business. The provision of safe water at the appropriate temperature is recognised. The health risks from Legionella are understood within the organisation.

It is the policy of The Academy to:

- Appoint a Director or senior manager to oversee the effectiveness of this policy.
- Arrange for a Water Hygiene Risk Assessment to be carried out by a competent person for each of our premises.
- Implement the recommendations of the Water Hygiene Risk Assessment.
- Monitor and record water temperatures regularly.
- Flush infrequently used outlets on a regular basis and to keep suitable records.
- Arrange cleaning and disinfection of water storage tanks, as appropriate.
- Provide suitable and sufficient training to relevant staff for all water hygiene to be managed effectively.

### Legionella Checklist

	Y/N
<b>I. System design</b>	
Does our system comply with the Water Supply (Water Fittings) Regulations 1999?	Yes
Are all materials for pipework acceptable for use in water systems?	Yes
Are all water fittings acceptable for use in water systems?	Yes
Are the jointing materials compatible for use in water systems?	Yes
Is backflow to the mains prevented?	Yes
Are insect screens fitted to the overflow?	Yes/No
Are insect screens fitted to any vent pipes?	Yes/No
Is there adequate access to allow for cleaning and disinfection of the system?	Yes



Is there sufficient access to allow for drainage of the system?	Yes
Do we have a plan for the water system?	Yes/No
If so, is it up to date?	Yes/No
Do we have operating and maintenance procedures for the system?	Yes
If so, are they up to date?	Yes
<b>2. Coldwater system</b>	
Are the cold water tanks situated in a cool place?	Yes/No
Are they insulated to avoid water temperatures getting above 20°C (or freezing)?	Yes/No
Are the tanks the correct size to ensure at least one volume throughput per day?	Yes/No
Are the tanks fitted with suitable tight-fitting covers?	Yes/No
Are the tanks free of vermin?	Yes/No
Are the tanks free of sludge and sediment?	Yes/No
Is the water surface clean and shiny?	Yes/No
Are the cold water distribution pipes insulated (especially from any heat pipes) to prevent more than a 2°C rise in distribution?	Yes/No
Can these pipes be inspected to check the integrity of the insulation?	Yes/No
Is the water temperature below 2°C at the sentinel taps (nearest and furthest from the storage tank) after being run for two minutes?	Yes/No
<b>3. Hot water system</b>	
Are the storage capacity and recovery rate of the water heater (calorifier) correct in order to ensure no drop in supply temperature?	Yes
Can it deliver water at a minimum temperature of 60°C?	Yes
Is the return temperature to the calorifier at 50°C or above?	Yes
Is hot water delivered to the sentinel taps (first and last for a re-circulating system; nearest and furthest for non-re-circulating) at 50°C within one minute?	Yes
Is a drain valve fitted to the calorifier to achieve effective drainage at least annually?	Yes
Are hot water pipes insulated (especially if next to cold pipes)?	Yes
<b>4. General</b>	
Is scale control required in hard water areas?	Yes/No



Are measures in place to minimise the risk of scalding?	Yes
Are thermostatic mixing valves required?	Yes
If so, are they fitted as close as possible to the point of use?	Yes
If there are any showers, are they used at least once a week?	No
Are the shower heads and hoses cleaned and descaled at least quarterly?	Yes
Are all water outlets required or regularly used?	Yes
If not, can any redundant pipework be removed?	Yes/No
Are any outlets not in regular use flushed for several minutes at least weekly?	Yes
Are records of any monitoring kept?	Yes
Are maintenance and servicing records kept?	Yes
<b>5. Management responsibilities</b>	
Have we designated day-to-day responsibility for maintaining our water systems to one named manager?	Yes
Have we briefed this individual as to the exact nature of their responsibilities?	Yes
Where necessary, have we provided them with the necessary training?	Yes
<p>This checklist has been completed to the best of my knowledge.</p> <p>Signed: M.C      Date: 08/06/2021</p> <p>Note: A copy of this assessment should be retained for at least three years.</p>	



## Legionella Testing Record Sheet

Date	Outlet	Flushed	Cold Temperature	Hot Temperature	Satisfactory	Action Required	Signed Off (signature and date)
Every							MC



## Work at Height Policy

### INTRODUCTION

The dangers associated with work at height are recognised. Work at height is still the major cause of death within the workplace. Work at height is defined as any work from which a fall may cause injury and can include modest heights. Where reasonably practicable, work at height will be avoided, but where it cannot be avoided efforts will be made to ensure that the work is carried out safely, so far as is reasonably practicable.

**It is the policy of The Academy to:**

- Appoint The Principal or a senior manager to oversee the effectiveness of this policy.
- Avoid work at height where reasonably practicable.
- Carry out a risk assessment for all work at height activities.
- Ensure that any work at height is suitably planned and supervised by a competent person.
- Ensure that all those involved in work at height are competent to do so.
- Introduce suitable control measures where work at height cannot be avoided to reduce the risk associated with the work at height to as low a level as is reasonably practicable and that suitable and sufficient measures to prevent falls are implemented.
- Ensure that where appropriate, suitable access equipment (such as ladders, stepladders, podiums, tower scaffolds, scaffolds, scissor lifts, cherry pickers, etc.) is provided.
- Access equipment is checked and/or erected by a competent person.
- Access equipment that is left in position for a long time is rechecked at intervals.
- Ensure that any access equipment is suitable for the task and is in, and remains in good condition.
- Ensure that suitable measures are in place to prevent injury from falling objects.
- Mitigate the effects of falls from height as far as is reasonably practicable.
- Monitor work at height activities to ensure that control measures are implemented correctly.



## Ladder Safety Procedures

To ensure that:	
Before you use a ladder, you have considered if the work could be carried out by a safer method, but have concluded that it isn't viable.	Yes
The ladder is significantly strong and strong enough for its intended use.	Yes
There are at least three rungs extending beyond a roof's edge.	Yes
The ladder is secured at the top, wherever practicable.	Yes
The ladder is positioned so that the base won't slip outwards ('one out, four up' rule).	Yes
The base of the ladder is placed on a firm, level and dry surface.	Yes
If the ladder needs to be placed on grass, that it has a large wooden board placed underneath it to prevent it from slipping.	Yes
The bottom of the ladder has been secured by stabilisers or ties, to a stable, fixed object.	Yes
If this isn't possible, that there's another person around to "foot" the ladder.	Yes
When in use, the ladder rests against a solid surface (not guttering or similar).	Yes
You always keep your body facing the ladder at all times, in the middle of the ladder.	Yes
You use a shoulder bag, a belt holster or belt hooks for carrying tools up and down.	N/A
If the ladder has been loaned, that it's been checked on return as safe for further use.	Yes/No
If the ladder is placed in front of a door, that the door remains locked or guarded.	Yes
<b>Do Not Ever:</b>	
Use a ladder in strong wind.	
Use a ladder in heavy rain.	
Use a ladder near any power lines.	
Overreach when using a ladder.	
Have more than one person on a ladder at any one time.	



Try to carry a long ladder on your own. Always get assistance.

Corrective action	Proposed completion date	Actual completion date	MC



## Work Equipment & Machinery Policy

### INTRODUCTION

The dangers associated with the provision and use of work equipment is recognised. There are risks of harm both to those using work equipment and also to those around them (co-workers, contractors, visitors, etc.). Work equipment must be maintained in good condition and must be inspected regularly.

**It is the policy The Academy to:**

- Appoint The Principal or senior manager to oversee the effectiveness of this policy.
- Provide work equipment that is safe, and that is suitable for the tasks to be undertaken.
- Ensure that all work equipment is maintained, inspected, tested and subject to thorough examination as and when required by specific legislation.
- Ensure that suitable records are maintained of maintenance, inspection, test and statutory examination of work equipment.
- Carry out regular, recorded inspections of all machinery guarding and other safety devices.
- Complete specific assessments of the risks arising from work equipment, as required by the Provision and Use of Work Equipment Regulations.
- Implement and enforce such control measures as determined by the assessments of risk.
- Provide information, instruction, training and supervision, where appropriate, to relevant employees.
- Ensure that all work equipment is CE marked as appropriate and that suitable and sufficient documentation is obtained from the manufacturers and suppliers.
- Prevent or control access to the dangerous parts of machinery and other work equipment.
- Ensure that all controls, including emergency controls, conform to the requirements of the Provision and Use of Work Equipment Regulations.
- Provide suitable means of isolating the work equipment from electricity (and other sources of energy) where appropriate.



## Equipment Safety Checklist

	Y/N
<b>Safety features</b>	
Are all dangerous parts of machinery guarded?	Yes/No
Are all machine guards in good working order?	Yes/No
Have all operators been instructed on the importance of not disabling any machinery guarding?	Yes/No
Is it difficult to disable or override the guarding mechanism?	Yes/No
Is it impossible to start the machine by re-setting the safety device?	Yes/No
Is there an emergency stop button?	Yes/No
Is this easily accessible to the operator in the event of an emergency?	Yes/No
Can all controls be operated easily?	Yes/No
If the power is isolated, can the moving parts stop without the operator coming into contact with them?	Yes/No
Can the equipment be isolated from power to prevent accidental reconnection by? - Locking it off - Removing a plug from a socket which is easily visible to the equipment user	Yes/No
Are any staff likely to be located in a position that puts their safety at risk when the equipment is activated?	Yes/No
If the power fails, does the start device need to be activated to restart the equipment?	Yes/No
<b>Hazard management</b>	
If applicable, are existing systems of work adequate to protect against:	Yes/No
- Items being ejected	Yes/No
- Items falling from the equipment	Yes/No
- Collapse	Yes/No
- Explosion	Yes/No
- Fire	Yes/No
- Overturning	Yes/No



Are lighting levels sufficient for operators to work safely?	Yes/No
Where necessary, is the equipment made stable, e.g. by clamping?	Yes/No
Are operators protected against temperature extremes, e.g. by insulation?	Yes/No
If local exhaust ventilation (LEV) is installed, is it tested as necessary, e.g. at least once every 14 months?	Yes/No
Are sufficient records kept?	Yes/No
If the equipment is pressurised, do we have a written scheme of examination as required by the Pressure Systems Safety Regulations 2000?	Yes/No
<b>Information and training</b>	
Have all staff been issued with written instructions for safe use of the equipment?	Yes/No
Have all operators received training in safer use of the equipment?	Yes/No
Do we have records to demonstrate this?	Yes/No
Are there measures in place to ensure that the training has been understood?	Yes/No
Is the equipment used in accordance with the manufacturer's instructions?	Yes/No
<b>Safe Use</b>	
Is the equipment only used in an appropriate environment?	Yes/No
Is adequate ventilation provided?	Yes/No
Where necessary, are there appropriate warning signs, e.g. noise warnings, restrictions on use, etc.?	Yes/No
Are the start and stop controls clearly marked and visible?	Yes/No
<b>Maintenance</b>	
Where necessary, is there a system of planned preventative maintenance in place?	Yes/No
Have clear instructions been given to those responsible for carrying it out?	Yes/No
Is this documented?	Yes/No



Corrective action	Proposed completion date	Actual completion date	Sign off
	N/A No Machine Equipment		MC



### Machine Inspection Record

Machine Description:											Month/Year:					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Controls																
Emergency stops																
Guards																
Safety devices																
Extraction																
General																

	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
Controls																
Emergency stops																



Guards																
Safety devices																
Extraction																
General																



## Workshop Safety Policy

### INTRODUCTION

It is recognised that there are many potential dangers associated with woodworking and metalworking workshops. Many of these dangers are considered elsewhere in this policy, such as moving vehicles, etc.

It is the policy of The Academy to:

- Appoint The Principle or senior manager to oversee the effectiveness of this policy.
- Restrict access to the workshop area until authorised persons unlock.
- Ensure adequate lighting and ventilation in the workshop areas.
- Ensure that suitable arrangements have been made to segregate students from moving vehicles, including delivery vehicles.
- Provide suitable high visibility clothing to relevant workers and to ensure that it is worn as appropriate.
- Ensure that all machinery supplied is in good condition and is maintained and serviced in accordance with the manufacturers' (or other similar) recommendations.
- Ensure that all machinery guards, and other safety devices, are checked and inspected by a competent person at regular intervals, with suitable records maintained.
- Provide suitable PPE for those working in the warehouse, including overalls, warm clothing, high visibility clothing, safety footwear, gloves, etc.

### Workshop Weekly Inspection Record

Month/Year:					
Date:					
Access/Egress					
Condition of floors					
Walkways (safe pedestrian access/egress)					



General Housekeeping					
Rubbish					
Slipping and tripping hazards adequately controlled					
<b>Noise</b>					
Noise levels acceptable					
Ear protection is worn as required					
Notices displayed					
<b>Personal protective equipment (PPE)</b>					
Appropriate PPE available					
PPE is worn as required					
<b>Machinery</b>					
Daily machinery checklist being completed					
Extraction systems					
Areas around the machines are clean & clear					
<b>Forklift trucks</b>					
Daily checklists completed					
Use of forklift truck adequately controlled					
General condition					
<b>Battery charging station</b>					
Barriers					
Eyewash (available/date)					
Eye protection (available)					
<b>General</b>					
Temperature					
Lighting					



Welfare facilities					
	N/A				MC



## Abbreviations





## Inspection Records



### Slips and trips Checklist – Walkways and Work Areas

	Y/N
Are your walkways kept clear?	Yes
Are the flooring level and free of trip hazards?	Yes
Are the floors and walkways clear of obstructions?	Yes
Are any very large or awkward-shaped objects stored in a way, so they aren't dangerous to those passing by?	Yes
Are holes in the floor surface repaired or otherwise made safe?	Yes
Are there any barriers or safety signs to cordon off unsafe areas?	Yes
Is there safe clearance for walking in aisles where motorised or mechanical handling equipment is operated?	Yes
Are there any spillages?	Yes
Is there a system in place to ensure that all spillages are reported?	Yes
Is there a system in place to ensure that all spillages are cleared up immediately?	Yes
Are wet surfaces covered with non-slip materials?	Yes
If necessary, are non-slip safety shoes provided?	Yes
Are the floors clean?	Yes
Are the floors cleaned significantly, regularly?	Yes Daily
Are materials or equipment stored in such a way that sharp objects don't interfere with the walkway?	Yes
Are changes of direction or elevation really identifiable?	Yes

Corrective action	Proposed completion date	Actual completion date	MC
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## Site Safety Audit

Principal Contractor:

Date:

Site Contacts:

Auditor:

Site:

Ref	Item	Y/N	Comments
1	<b>Site, Presentation, Security &amp; Welfare</b>		
	Site security arrangements (public)	Y	
	Site security arrangements (contractors)	Y	
	Signage	Y	
	Canteen facilities	Y	
	Toilet facilities	Y	
	Drying room facilities	Y	
	Drinking water available	Y	
	First aid arrangements	Y	
	Site tidiness/storage of materials	Y	
	Suitable arrangements for waste	Y	
2	<b>Housekeeping</b>		
	Access & egress	Y	
	Local waste collection (bins)	Y	
	Main waste collection	Y	
	Trip hazards controlled	Y	
	Sharp hazards controlled	Y	
	Monitored	Y	
3	<b>Access Equipment</b>		



	Suitable	Y	
	Maintained & checked	Y	
	Inspected	Y	
	Ladders tied/footed	Y	

Ref	Item	Y/N	Comments
4	<b>PPE</b>		
	Hard hats	N	
	Safety footwear	Y	
	Eye protection	Y	
	Gloves	Y	
	Hi-vis vests	Y	
	Dust masks	N	
	Enforced		
	Signage	Y	
5	<b>Electricity</b>		
	All tools 110 volts or lower	Y	
	Inventory of portable tools		
	Inspection & test of portable tools		
	Records of inspection & test	Y	
	Distribution boards protected	Y	
	Trailing cables controlled adequately	Y	
6	<b>Lighting</b>		
	Adequate	Y	
	Lighting system tested & inspected	Y	
	Cables routed appropriately	Y	
	Adequate emergency lighting	Y	



7	<b>Hazardous/Flammable Substances</b>		
	Inventory	Y	
	Datasheets	Y	
	COSHH assessments	Y	
	DSEAR assessments	Y	
	Appropriate PPE	Y	
	Suitable storage arrangements	Y	
	Suitable warning signs	Y	
8	<b>Machinery</b>		
	Suitable for the work	N/A	
	Suitably guarded	N/A	

Ref	Item	Y/N	Comments
	Operatives trained	N/A	
	Inspected by a competent person	N/A	
9	<b>Manual Handling</b>		
	Handling aids provided	Y	
	Appropriate PPE	Y	
	Adequate space	Y	
10	<b>Fire/Emergency Procedures</b>		
	Adequate fire alarm	Y	
	Suitable assembly points	Y	
	Adequate fire extinguishers	Y	
	Emergency/evacuation plans	Y	
	Provision of first aid	Y	
	Suitable first aid kit	Y	
	Accident record book	Y	



11	<b>Documentation</b>		
	Health and Safety Plan	Y	
	Risk Assessments	Y	
	Method Statement	Y	
	Adherence to method statement	Y	
12	<b>Training</b>		
	Site induction	Y	
	Fire/emergency procedures	Y	
	COSHH	Y	
	Manual Handling	Y	
	Use and maintenance of PPE	Y	
	Use of access equipment	Y	
	Toolbox talks	Y	
	Suitable records of training	Y	
13	<b>Other Issues</b>		
	Adequate segregation of work activities	Y	
	Regular site meetings		
	<b>Corrective action</b>	<b>Proposed completion date</b>	<b>Actual completion date</b>
			MC



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