

Forest Fields Primary & Nursery School

Health and Safety Policy Statement

September 2025



Our statement of general policy is as follows:

- To promote an effective safety culture throughout the school
- To maintain safe and healthy place of work for employees with safe access and egress
- To ensure that pupils and other non-employees e.g. parents, visitors etc., are not exposed to any risk to their health and safety
- To promote effective risk management within play and sport so that an appropriate challenge is provided with an acceptable level of risk
- To provide adequate control of the health and safety risks arising from school activities, including educational off-site visits
- To consult with our employees on matters affecting their health and safety
- To provide and safe plant and equipment
- To ensure safe use, handling and storage of substances i.e. chemicals
- To provide information, instruction, training and supervision for employees
- To ensure all employees are 'competent' to carry out their activities
- To provide adequate welfare facilities for employees and pupils
- To monitor the standards of health and safety performance and ensure continuous improvement in the management of health and safety
- To review this policy annually and to revise it as necessary

SIGNED: Shahida Chowdhury
(Headteacher)

DATE: September 2025

SIGNED: Jamed Verran
(Chair of Governors)

DATE: September 2025

The next review due September 2026.

This policy has been brought to the attention of all employees and is kept readily available for employees in the School Office. A PDF version will be available in the “Staff Share” folder on the server and on the Schools website.

Responsibilities

DUTIES OF THE HEADTEACHER

The Headteacher is responsible for:

- Taking the lead in the promotion of an effective health and safety culture
- The overall maintenance and development of safe working practices and conditions for all employees, pupils and other non-employees on site
- Ensuring that the requirements of all relevant legislation, codes of practice and Children and Families policies are met at all times
- Ensuring safe working conditions and safe working practices are provided for the health, safety and welfare of staff, pupils and others
- Ensuring that risk assessments are undertaken and reviewed annually
- Identify the training needs of employees and ensure that they are ‘competent’ to carry out their activities
- Monitoring the standard of health and safety throughout the school and providing the Governing Body with an annual report
- Ensuring that emergency procedures are in place
- Ensure that staff involved in educational visits is aware of their responsibilities regarding the Off-Site Visits Policy and have access to it.
- Authorise all Off-Site Visits. Inform the Governors of all non-routine Off-Site Visits.

DUTIES OF THE BUSINESS MANAGER

- Consulting with employees, and safety representatives, on health and safety issues
- Ensuring effective means of communication with staff on health, safety and welfare issues
- Ensuring that arrangements are made for defects in the premises, its plant, equipment or facilities are reported and made safe.
- Ensuring that accident, work related ill health and violent incidents are reported and investigated as necessary

Filtering and Monitoring

Whilst considering our responsibility to safeguard and promote the welfare of children and provide them with a safe environment in which to learn, governing bodies should be doing all that they reasonably can to limit children’s exposure to the above risks from the school’s or college’s IT system. As part of this process, governing bodies should ensure their school or college has appropriate filters and monitoring systems in place and regularly review their effectiveness. We use Schools IT as our filtering system, and we use Smoothwall for our monitoring system. They should ensure that the leadership team and relevant staff have an awareness and understanding of the provisions in place and manage them effectively and know how to escalate concerns when identified. Governing bodies should consider the age range of their children, the number of children, how often they access the IT system and the proportionality of costs verses safeguarding risks

DUTIES OF THE GOVERNING BOARD

The Governing Body, in consultation with the Headteacher will:

- Ensure that there is an effective and enforceable policy for the provision of health, safety and welfare, and that it is reviewed annually
- Carry out and record a formal health and safety inspection of all parts of the premises and site at least annually
- Ensure a safe place of work for employees and pupils, including safe means of access and egress

- Ensure that adequate health and safety resources are available to meet health and safety requirements
- Act on the information provided in the annual report to Governors from the Headteacher.

DUTIES OF LINE MANAGERS

The duties of Line Managers include:

- Day to day responsibility for the health, safety and welfare of employees and pupils
- Ensuring risk assessments are carried out for activities as required
- Ensuring safe working conditions and safe working practices in accordance with legislation and Children's Services Guidelines
- Ensuring employees are 'competent' to carry out their activities
- Ensuring new employees are inducted in the safe working practices
- Ensuring safety inspections are carried out at least termly
- Ensuring all plant, machinery and equipment is inspected and maintained in safe working order
- Ensuring all reasonably practicable steps are taken to prevent the unauthorised or improper use of all plant, machinery and equipment
- Ensuring appropriate personal protective equipment and first aid facilities are provided and readily available
- Ensuring that employees and pupils are aware of the emergency procedures
- Ensuring that hazardous substances are correctly used, stored and labelled
- Ensuring that relevant health and safety warning signs are displayed
- Ensuring effective means of communication with employees and pupils
- Reporting any health and safety concerns to the Headteacher

DUTIES OF THE SITE MANAGER

The Site Manager's duties include:

- Keeping the building and site in good order and repair and free of waste / litter
- Monitoring the maintenance of plant and equipment e.g. heating boilers, electrical equipment, local, pressure systems, gas appliances, lifting equipment (e.g. for disabled persons), passenger / goods lifts, fire alarm system, intruder alarms etc.
- Monitoring the provision and safe use of main services i.e. water, gas and electricity
- Monitoring the inspections and maintenance of plant and equipment - including access equipment i.e. step ladders, ladders, mobile towers etc.
- Monitoring and maintaining effective security arrangements
- Maintaining safe storage of chemicals, hazardous substances and equipment
- Ensuring that deliveries made safely, e.g. by avoiding peak pedestrian times
- Dealing with reported damage and defects
- Monitoring the condition of known asbestos containing materials
- Assisting the Headteacher and Governors with the annual health and safety inspection

- Undertaking duties as requested via the SERAM database in accordance with legionella management techniques

DUTIES OF THE OFF-SITES VISIT CO-ORDINATOR (OVC)

- To Follow the NCC Educational Off-Site Visits Policy.

DUTIES OF ALL EMPLOYEES

All employees are instructed to:

- Take reasonable care of their own health and safety and of others who might be affected by their actions or lack of action
- Co-operate with their Line Manager on health and safety matters
- Not to interfere with anything provided to safeguard their health and safety
- Report all health and safety concerns, e.g. hazards or defects etc., to their Line Manager

RESPONSIBILITIES / DUTIES OF NOTTINGHAM CITY COUNCIL

The ultimate responsibility for health and safety rests with the **employer** i.e. the Local Education Authority (LEA), although some functions under the Health and Safety at Work etc. Act 1974 are delegated to Headteachers (detailed above).

- The City Council will:
 - Monitor the School's compliance with legislation and NCC policies and procedures.
 - Provide competent health and advice available according to Regulation 7 of the Management of Health and Safety at Work Regulations 1999.
 - Create and maintain a Health & Safety Guidance Manual which will include generic risk assessments for selected areas / activities and model policies / procedures.
 - Provide updates to schools of Health & Safety legislation and guidance.
 - Create and maintain incident report management systems and undertake periodic trend analysis.
 - Provide health and safety advice via a telephone helpline.
 - Ensure school management are appropriately trained in health and safety principles with the provision of school specific training courses.
 - Consult with recognised trade unions according to the Safety Committees Regulations 1977.

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The GI reference stated next to the subject is the Nottingham City Council's (NCC) Guidance and Information Sheet.

Arrangements

Accident Reporting and Investigation

Accidents to employees are dealt with in accordance with Nottingham City Council (NCC) policy using the online incident reporting system.

Accidents to pupils and other non-employees are recorded as laid down in the Children and Families Health and Safety guidance and flowchart. To summarise:

1. Minor pupil accidents as a result of play e.g. (tripping over own feet, bumping into other children) are recorded locally in a pupil accident report sheet.
2. Pupil accidents where action needs to take place to avoid reoccurrence are recorded on the online incident reporting accident report form.
3. Pupil accidents resulting in fractures or other injury that required outside medical attention must be reported on the online incident reporting system
4. Pupil accidents where action needs to take place to avoid reoccurrence and they went directly to hospital for treatment (not as a precaution) are reported to the HSE.

All accidents are investigated by the relevant line manager.

Reported accidents are monitored termly to identify any trends, e.g. same pupil or accident in the same location.

The Headteacher is responsible for ensuring certain more serious accidents to both employees and non-employees are reported to the Health and Safety Executive as legally required by the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations.

Administration of Medicines

Only by prior agreement, and with written parental consent, will medication be administered. Only correctly labelled UK GP prescribed medicines will be accepted. For travel sickness only UK GP prescribed medicines or UK pharmacy supplied travel sickness medication will be accepted. Only medication for life threatening conditions or to prevent non-attendance is allowed. All medication must be clearly labelled by a UK Pharmacy in English. All First Aiders are able to administer medicine in line with the school policy.

Records are kept in line with the school policy on the administration of medication.

Asbestos Management

It is the law that asbestos-containing materials shall not be introduced into our school. If asbestos containing materials pose a serious risk to the health of persons using our premises the materials shall be removed as safely and as soon as possible.

Where asbestos containing materials are present, and do not pose a serious risk, we shall take the opportunity to remove them progressively from our property, when it is safe and cost effective to do so. Whilst asbestos containing materials remain in situ we shall ensure that they are managed in such a manner so that the risk to the health of our employees, contractors, visitors and other people using our premises is minimised.

All work on asbestos containing materials shall be carried out in accordance with the current legal standards using the best working practices by licensed contractors.

The condition of asbestos in the building is monitored by the Site Manager on a monthly basis and recorded in the Asbestos logbook.

No destructive or potentially destructive work (however minor) will be undertaken in the school without first reference to the asbestos survey and logbook.

A list of areas not covered by an asbestos survey and thus may not be accessed without further sampling/air tests is available in the Site Office.

The Asbestos Survey is held by the Site Manager, and is made available to any contractors carrying out work within the school.

The latest Asbestos Survey report is dated: Bradgate 01/08/18 Berridge 16/04/12 Stanley 16/08/18 Adult Education House 16/08/18.

Construction work

All construction work is carefully monitored in accordance with NCC guidance.

Consultation with Employees

Any key health and safety messages are communicated and discussed as part of the regular weekly briefings. Notes are taken of these meetings and circulated to all staff.

Any local procedure, policy or decision that may have a significant effect on colleagues' health and safety is brought to the attention of staff so that their views can be heard before implementation.

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Employees are encouraged to report any health, safety or welfare concerns to the Headteacher or to a nominated person.

Control of Contractors

The Site Manager is responsible for day to day control of Contractors, although it is recognised that overall responsibility lies with the Headteacher.

Contractors are asked to complete an Induction Sheet/Local site rules before they commence work.

Curriculum

Risk assessments are undertaken on all lessons where there is a significant risk of injury/ill health. Precautions are included in lesson plans as necessary.

Specialist guidance is provided by:

- Design and Technology through the Design and Technology Association (DATA).
- Physical Education through The Association for Physical Education (afPE)
- Science through the Consortium of Local Education Authorities for the Provision of Science Services (CLEAPSS)
- Science and Technology (ages 3-12) - "Be Safe!", Association for Science Education.
- "Make it Safe", NAAIDT

Display Screen Equipment

The regulations are applicable to regular 'users' of display screen equipment, e.g. Office Staff. A workstation risk assessment is carried out for any employee who meets the criteria of a 'user', using the online system provided on the schools' safety manual.

It is recognised, however, that the guidance should be followed by all individuals who use display screen equipment in order to avoid repetitive strain injury, postural problems and issues which could affect the eyes.

The use of laptops is regarded as use of display screen equipment and NCC guidance will be followed.

Electrical Safety

All portable electrical appliances in school are checked by a 'competent' person at predetermined intervals: Annually Records of PAT testing are held on site.

All employees are instructed to carry out a visual inspection of electrical equipment, prior to use for signs of damage or charring, to report defects to the Site Manager so that action can be taken to take the equipment out of use.

The electrical installation is inspected at 5 yearly intervals by a competent person i.e. electrical engineer. Remedial action from the report is undertaken by the school. Last inspection August 2022

Emergency Procedures

The School has an emergency plan which addresses issues such as heavy snow, extreme weather conditions causing problems with access or damage to buildings, bomb threat and flood. In any Emergency situation the senior leadership on site will liaise directly with the Site Manager and any external organisations as required.

Fire Safety

The Fire alarm is tested every Monday at 9:10am during term time. Fire drills are undertaken termly. Fire training is provided at induction and at the start of the school year.

The Site Manager undertakes all on-site testing (e.g. fire alarm, emergency lighting) and records in the fire log book.

The following external companies undertake the fire alarm / emergency lighting / Quantum Fire / Nottingham City Homes.

The school is responsible for any action as required as a result of the services.

First Aid

First aid facilities are provided at all times employees are at work during normal working hours.

First Aid Kits are available in the following locations: Berridge Building Medical Room, Stanley Building First Aid room, Bradgate Building Disabled toilet, Breakfast club in cupboard (Bradgate Building), Adult Education house (in kitchen area), and Site office wash room.

The kits are kept topped-up by: Christine Powell

All first aid treatments are recorded on the relevant form (see Accident Reporting and Investigation).

Yellow clinical waste bags and sanitary bins are in place for the dealing with bodily fluids. Gloves and aprons are provided to First Aiders.

'Head bumps' are reported to the injured child's parent /carer, via a letter being sent home to parents.

- The Schools Workplace First Aiders is Christine Powell, Joanna Lawson & Carolyn Watson
- Emergency and Paediatric trained First Aiders are recorded as part of our First Aid Policy. A full list is maintained by the School Inclusion Lead.

Gas equipment and appliances

All gas boilers / appliances are inspected annually by a Gas Safe registered gas engineer organised through NCC Corporate Maintenance: Nottingham City Council

The school is responsible for any action required as a result of the inspections or any reactive repairs.

Hazardous Substances

Where possible the use of hazardous substances is avoided through the substitution of the hazardous substance for a less harmful one.

A risk assessment is carried out for the use of any hazardous substances used / stored on site, i.e. chemicals bearing a hazard warning symbol (i.e. toxic, corrosive, harmful, irritant).

Information / COSHH assessments relating to hazardous substances in school are kept in the Site office.

All chemicals are kept securely under lock and key to prevent unauthorised access.

Health and Safety Advice

'Competent' advice is provided by the Schools Health and Safety Team (☎ 87 64608/9) and Corporate Safety (accident/violent incidents and training queries) (☎ 87 64328)

Housekeeping (and see also under waste / litter)

All employees are responsible for keeping their own workplace in good order i.e. clean, tidy and free of obstructions and slip / trip hazards.

All employees are informed of their responsibilities during their induction.

Information

All employees are given adequate information on health and safety matters in relation to their work activities, i.e. as identified in the relevant risk assessments.

The Health and Safety Executive (HSE) poster "Health and Safety Law- what you need to know" is displayed in the. School Staff Room/Main Office/Reception The name of the H&S Governor, contact details for the Schools H&S Team and where to obtain details of the union safety representatives (intranet) are included.

Inspections

Arrangements are in place for a joint inspection to be carried out of the building and site, at least annually, by the Headteacher, Site Manager and Governors.

Employees have been instructed to report any damage / defects to the Site Manager, Business Manager or Headteacher.

Arrangements are in place for the annual inspection of PE equipment by a specialist company Sport Safe UK

Lettings / Use Premises Out of Hours

An agreement is in place for the letting of part of the Stanley Building for a Saturday School. The Governors have agreed that no further letting will take place.

Licenses required for entertainment / stage plays etc are acquired as necessary.

Lone Working

Lone working situations include home visits, interviewing, responding to alarm activations, working late / early or at weekends or during holiday periods.

Risk Assessments for lone working have been carried out and relevant employees, including peripatetic workers e.g. home tutors, have been consulted and informed.

Employees have been instructed to avoid high risk activities whilst lone working e.g. working at height.

Maintenance of plant and equipment

The Site Manager is responsible for arranging / monitoring and keeping records for the routine maintenance of plant and equipment.

The Site Manager is responsible for carrying out repairs or arranging for repairs to be carried out.

Manual Handling

Employees are instructed to seek assistance when in doubt or where their personal lifting capacity is likely to be exceeded.

Mechanical aids are provided. Site staff have access to trolleys and sack trucks for the movement of equipment and furniture. Teaching and support staff have access to hoists and specialist equipment to safely move disabled pupils.

Training on safe manual handling of objects is available from Corporate Safety. The safe manual handling of pupils, is only carried out by employees who have received specific training provided by a 'competent' provider. This training is provided by Oakfield.

A risk assessment is carried out for manual handling tasks which present a significant hazard, using the form provided in the Safety Manual. The leaflet "Safer Manual Handling" from the Safety Manual has been made available to staff.

Monitoring and Review

Health and Safety issues are monitored through effective communication with employees and regular inspections of building and site.

The health, safety and welfare policy is reviewed annually.

New and expectant mothers

A risk assessment is carried out as soon as the Headteacher is made aware by the employee. This is a legal requirement. As part of that process, the assessment will be monitored and reviewed, taking into account possible risks that may occur at different stages of pregnancy.

Off-Site Educational visits

The Off-Site Visits Co-ordinator (OVC) is David Edwards Acting Assistant Headteacher.

The OVC is responsible to the Headteacher for ensuring health and safety issues have been addressed and that all relevant risk assessments are completed.

Advice and guidance is provided by the Outdoor and Environmental Development Manager, Sports, Health and Outdoor Education Team – ☎ 9476202.

Advice as regards swimming activities is provided by the Swimming Co-ordinator – ☎ 9476202 ext.249.

Personal Protective Equipment (PPE)

PPE is issued to employees as required, e.g. to the Site Manager, Cleaners and any employee who may have to deal with bodily fluids. PPE is also provided for students, e.g. in science, design and technology and PE. The issuing of PPE is recorded on a record sheet and replaced as required.

Positive Handling / De-escalation

Key staff are trained in the school's approach to positive handling. Further information is available in the school's positive handling policy.

Playground Safety

The Site Manager and Assistant site manager are responsible for ensuring that the playground is inspected prior to use and that harmful items are removed e.g. broken glass etc.

Staff report any identified defects / concerns directly to the Site Manager / Assistant site manager, the School Business Manager or Headteacher.

Reporting of defects, hazards and near misses

All employees have been instructed to report defects, hazards, near misses immediately so that prompt action can be taken to avoid accidents and injury.

A log book is available Defects/jobs to do at the front desk at the main reception.

Also the Site Managers email address.

Risk Assessments

Risk assessments, as legally required, have been carried out in consultation with employees and are kept centrally in the office and also backed up electronically.

These are based on the model generic risk assessments available from the Safety Manual.

Safety Representatives (GI4)

Under legislation, Safety Representatives have legal rights and functions e.g.:

- to represent employees
- to investigate hazards and complaints
- to carry out inspections of the workplace
- to attend safety committees

Further details of Safety Representatives' role and their inspections are available on the Safety Manual.

Security Arrangements (see Security policy)

The Site Manager is responsible for maintaining the security of the site, e.g. locks, self-closers, gates, fences, etc.

Arrangements are in place to prevent unauthorised access, so far as is reasonably practicable, and also to ensure that pupils are prevented from absconding, where applicable, e.g. in the Nursery.

The response to alarm activation is covered in the Lone working procedures.

Key holders are: **Site Manager - Jim Lee**

Assistant Site Manager - Shaun Blurton

Cleaner in Charge – Colleen Baker

Headteacher - Shahida Chowdhury

Staff must never drop off or pick up a pupil alone, without the authorisation of the headteacher and a lone working risk assessment.

Slips, trips and falls

Slip, trip or fall hazards e.g. damaged carpets / floor tiles, raised paving slabs etc. are reported to the Site Manager / Assistant Site manager, School Business Manager or Headteacher who will ensure that appropriate action is taken to avoid accident / injury.

Access routes and storage areas are kept free of obstruction to minimise the risk of trips and falls.

Storage Arrangements

All employees are responsible for ensuring items are stored safely and to report any hazards to their Line Manager, e.g. unsecured racking, defective lighting in store areas, inappropriate / lack of access equipment, e.g. step ladders.

Employees have been advised that 'heavy' items should be stored at approximately waist level to minimise the risk of injury.

Stress, Work Related

The Headteacher is responsible for controlling work-related stress issues and for carrying out a general risk assessment.

Sun Protection

Pupils are encouraged to use high-factor sun protection cream, lotion or spray as necessary and / or to wear head / neck protection as provided by parents / carers.

Drinking water is provided throughout the year and drinking water containers are taken on any outdoor activities as necessary.

In extreme weather conditions the length of time that pupils are exposed to the sun is controlled.

Shade is provided on the school playground via, a sun canopy. Due to the nature of the school site parts of the playground are often in shade.

Supervision

Pupils are supervised during all activities throughout the school day.

The number and location of staff at breaktimes and the areas they cover are recorded as part of the playground risk assessments.

Training

All employees are given adequate health and safety training, which includes basic skills training, specific on the job training and training in health and safety or emergency procedures.

New, temporary and supply staff are given basic induction training on health and safety, including the arrangements for first aid, fire and evacuation, using a checklist. New employees are adequately supervised, as required.

Vehicles, Use of

The use of vehicles for transporting pupils is included in the risk assessment process for off-site educational visits, e.g. the use of taxis, minibuses, buses and coaches.

The use employees' own vehicles for the transporting of pupils is also included in the risk assessment process. A generic risk assessment can be found in the on-line H&S manual.

Violence

Violence, threatening behaviour and abuse against school employees or other members of the school community will not be tolerated.

Nottingham City Council has adopted the Health & Safety Executive's (HSE) definition of violence: 'any incident, in which a person is abused, threatened or assaulted in circumstances relating to their work'.

All incidents of violence are reported via the incident reporting system and investigated as required by Line Manager / Headteacher.

A poster is available for display in reception areas informing visitors that violence is unacceptable.

Training will be provided in de-escalation and positive handling through the Behaviour Support Service. The main purpose of such training is to avoid / minimise the risk of injury to either employees or pupils.

Further action is taken via the Police, Anti-Social Behaviour Team, or Legal Section as required.

Waste / Litter Management

The Site Manager / Assistant Site manager is responsible for the management of waste and litter. Pupils are encouraged to take an active part in the management of litter.

Adequate waste bins are available around school, which are emptied daily. External waste bins are secured away from school buildings to reduce the risk of damage by arson.

A 'sharps' box is available in the Site Office in order to deal promptly with any discarded needles / syringes being found.

Arrangements have been made for the safe storage and collection of clinical waste with PHS Ltd.

Water Management / Control of Legionella

The School have adopted Nottingham City Council's Water Management System for the control of legionella. Monitoring results are recorded on the SERAM database. A risk assessment co-ordinated by Corporate Maintenance is undertaken on a 2 yearly basis and acted upon by the school.

HSL provide the legionella service.

Welfare facilities

Sufficient toilet facilities are available for both employees and pupils, which include adequate hand washing / hand drying facilities.

Pupils have access to labelled drinking water taps and / or drinking water bottles throughout the day.

The provision of heating, lighting and ventilation is adequate, and is monitored and maintained by the Site Manager/ Assistant Site manager.

Work Equipment

All work equipment is suitable for intended purpose, obtained from a reputable source, maintained in accordance with the manufacturer's instructions and subject to local inspection prior to use, e.g. for damage and to ensure that safety devices are in place.

A risk assessment is carried out, where applicable, for the use of certain powered equipment, e.g. circular saws, chain saws, abrasive wheels, strimmers, hedge cutters, pressure washers, mowing equipment, etc.

Training is carried out, where applicable; in the safe use of certain work equipment, e.g. abrasive wheels, circular saws, etc.

Workplace Transport Safety

A risk assessment has been carried out for the control of vehicles on site. One of the main aims is to keep pedestrians and vehicles apart so far as is reasonably practicable.

Arrangements are in place to ensure that there is no vehicular movement on the premises during peak pedestrian traffic times, e.g. when the pupils are arriving and leaving school and lunch times.

Arrangements are in place, so far as is reasonably practicable, to ensure that deliveries are made to avoid peak pedestrian traffic times.

Road Safety section and Safer Routes to School provide advice on the safety of pupils in respect to road safety.

Working at Height

Employees should avoid working at height wherever possible, e.g. by arranging for stored items to be in reach from floor level, or by using contractors e.g. for changing lights in the Hall / Gym, window cleaning, putting up stage lighting etc.

Risk assessments are carried out where working at height cannot be avoided, e.g. for use of step ladders, ladders, access to roof areas by the Site Manager. Employees are instructed not to work at height whilst lone working.

Kick stools and sets of small stepladders has been provided for teaching / office staff to access to items stored at height or to put up displays etc. These can be located in the cleaning cupboard in each building. Employees must not use chairs / desks / tables for this purpose. The larger stepladders are for the use of the Site Manager only and are locked away when not in use.

Appropriate training has been provided in the use of access equipment.

Arrangements are in place for access equipment to be inspected on a termly basis by the Site Manager. Employees are instructed to report damage / defects immediately to the Site Manager / Headteacher.