

# HEALTH AND SAFETY INSTRUCTION AND INFORMATION

## EMPLOYEE HANDBOOK 2025

This handbook belongs to	
Role	
Issue Date	September 2025
Issued By	Jennifer Sephton – Headteacher

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## HEALTH AND SAFETY POLICY STATEMENT

In accordance with its duty under section 2(3) of the Health and Safety at Work etc. Act 1974, and in fulfilling its obligations to employees and members of the public who may be affected by its activities, Farnborough Road Infant School have produced the following statement of policy in respect of Health and Safety.

It is our aim to achieve a working environment that is free of work-related accidents and ill health and to this end we will pursue continuing improvements from year to year.

Farnborough Road Infant School recognises its Health and Safety duties under the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999, and all concomitant legislation, to ensure, so far as is reasonably practicable, the health and welfare at work of all employees.

Particular attention will be paid to duties required, namely:

- Provision and maintenance of safe plant and systems of work.
- Safe and healthy use, handling and storage of articles and substances.
- Provision of necessary information, instruction, training, and supervision.

We undertake to discharge our statutory duties by:

- Identifying hazards in the workplace, assessing the risks related to them, and implementing appropriate preventative and protective measures.
- Providing and maintaining safe plant and work equipment.
- Establishing and enforcing safe methods of work.
- Recruiting and appointing personnel who have the skills, abilities, and competence commensurate with their role and level of responsibility.
- Ensuring that tasks given to employees are consistent with their skills, knowledge, and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of Health and Safety and of good practice through the effective communication or relevant information.
- Furnishing sufficient resources needed to meet these objectives to maintain a safe working environment.

A successful Health and Safety programme is dependent on the participation and co-operation of all employees. All employees are aware that they have a legal duty to:

- Exercise reasonable care for the Health and Safety of themselves and others who may be affected by their acts or omissions at work.
- Co-operate with and assist the employer in meeting statutory obligations.
- Not intentionally or recklessly interfere or misuse anything provided in the interests of health, safety, and welfare.

Our Health and Safety Policy will be reviewed annually as a minimum, to monitor its effectiveness and to ensure that it reflects changing needs and circumstances. The Policy will be subject to additional review to reflect changes to legislative requirements, changes to key personnel in the school and advancement in technologies which affect the school's activities.

Copies of this Health and Safety Policy Statement will be displayed in the workplace. The full School Health and Safety Policy will be available for all employees to read.

All Employees will be expected to comply with this Health and Safety Policy.

Signed: .... *J. C. Siphon* .....(Head Teacher)

Date:....15<sup>th</sup> September 2025

## REGULATION REFERENCES

- The Health and Safety at Work Act 1974.
- Construction (Design & Management) Regulations 2015 (CDM).
- The Provision and Use of Works Equipment Regulations (PUWER) 1998.
- The Lifting Operation and Lifting Equipment Regulations (LOLER) 1998.
- The Manual Handling Operation Regulations 1992.
- Personal Protective Equipment (P.P.E.) at Work Regulations 1992.
- Control of Substances Hazardous to Health (C.O.S.H.H.) Regulations 2002.
- Electricity at Work Regulations 1989.
- Control of Asbestos at Work Regulations updated 2012.
- The Health and Safety (First Aid) Regulation 1981.
- Management of Health and at Work Safety Regulations 1999.
- Confined Space Regulations 1997.
- Display Screen Equipment Regulations 1992.
- Health & Safety (Consultation with Employees) Regulations 1996.
- The Health & Safety (Safety Signs & Signals) Regulations 1996.
- Control of Noise at Work Regulations 2005.
- The Control of Vibration at Work Regulations 2005.
- Reporting of Injuries, Diseases, or Dangerous Occurrence Regulations (RIDDOR) 2013.
- The Workplace (Health, Safety & Welfare) Regulations 1992.
- Working at Height Regulations 2005 (amended 2007).
- Regulatory Reform (Fire Safety) Order 2005.
- Control of Asbestos Regulations 2012.

## RESPONSIBILITIES

The Health and Safety at Work Act 1974 gives everyone responsibilities.

**Schools** must provide a safe place of work, safe equipment and the instruction and training to enable you to carry out your work safely.

**Employees** have legal duties too.

They include:

- Taking reasonable care for your own health and safety and that of others who may be affected by what you do or do not do.
- The safety of students in classrooms, laboratories and workshops is the responsibility of class teachers. **This responsibility cannot be delegated to a student teacher.** If, for any reason, a teacher considers he/she cannot accept this responsibility he/she should discuss the matter with the Head before allowing practical work to take place.
- Co-operating with your school on health and safety.
- Correctly using work items provided by the school, including personal protective equipment, in accordance with training or instruction.
- Not interfering with or misusing anything provided for your health, safety, or welfare.
- The following safety rules have been implemented to ensure your safety and the safety of your school colleagues.

**Do:**

- Wear Personal Protective Equipment when appropriate.
- Report any accident or injury to chief first aider/receptionist - they will provide 1<sup>st</sup> aid and communicate to a member of SLT; any defects in plant or equipment; any hazards in the school must be reported the same way.

- ✓ Keep your workplace clean and tidy.
- ✓ Understand and comply with all safety signs and instructions.
- ✓ Drive carefully by observing speed limits & traffic signs.
- ✓ Use the eating, drinking & toilet facilities provided.

**Do not:**

- ✗ Report for work under the influence of drink or drugs.
- ✗ Indulge in horseplay.
- ✗ Alter or adapt safety equipment unless authorised and trained to do so.
- ✗ Use plant or equipment for which you have not been authorised and trained.
- ✗ Bring any equipment or substances into school without prior permission from the SLT.

## SAFETY GUIDELINES

### Safe Use of Mobile Phones

Mobile telephones should be turned off whilst working with students. Please see a member of the leadership group should you require your mobile to be on during special circumstances.

Staff should not give out their personal mobile phone details to students or parents.

Staff should always take mobile phones with them when they are involved in a trip or off-site visit (this includes swimming). A copy of mobile telephone numbers of all staff accompanying students on a school trip or off-site visit should be included on the trip pro-forma which should be left in the school office.

Mobile phones may also be required for communicating between members of staff when classes are split or in special circumstances.

The HSE advises that employees should be instructed not to use mobile phones whilst carrying out any task or duty where safety is important and the use of the phone might interfere with concentration such as: **working at height, working from a ladder.**

## DRUGS AND ALCOHOL

Alcohol and drug misuse influences an individual's health and wellbeing and can cause a wide range of social problems, affecting family, friends, and colleagues.

We have made it our policy and a condition of employment at school that, if it is suspected that anyone is intoxicated by drink, or are under the influence of un-prescribed drugs, they will not be permitted into school.

## SMOKING

Since 2007 it has been illegal to smoke at places of work.

It is also illegal to smoke in school vehicles, this includes cars/vehicles. and minibuses etc which also includes E- Cigarettes. Always ensure that smoking is undertaken away from school grounds.



## SLIPS, TRIPS AND FALLS

Slips and trips account for about a third of all reported major injuries - just fewer than 90% of which involve fractures of arms, wrists, and ankles.

They are the most common hazard faced at work, with nearly 1000 workers a month suffering serious injury (a broken bone or head injury) following a slip or trip.

### What can I do to prevent slips and trips? What can you do to make a difference?

- Your actions could make the difference between someone getting injured or not.
- Seen a spillage? Instead of thinking it is someone else's problem, why not clear it up?

### A useful checklist to help improve safety for you and your colleagues:

- Use your initiative.
- Suggest ways of preventing contamination (water, oils, cardboard, waste etc.) from getting onto the floor
- Monitor everything you put in place.
- Make sure the floor is clean and dry.
- Clear up spillages immediately.
- Dispose of waste materials
- Remove any obstructions.
- Avoid trailing cables.
- Store goods safely.
- Keep workstations clear of obstacles.
- Make sure flooring materials are level and secure (site manager)
- Identify and mark slopes and changes of levels (site manager)
- Ensure you have adequate lighting.
- Wear suitable footwear
- Think about visitors to your workplace, what do they need to know? Do you need to do more to protect them?



Cleaning floors can prevent accidents - but unless it is done with care, it can also introduce new risks.

## WORKING FROM HEIGHT

It is not possible to provide a comprehensive list of 'Working at Height' situations.

Definition of 'at height' is, if a person could be injured falling, even if it is at or below ground level. 'Work' includes moving around at a place of work (except by a staircase in a permanent workplace) but not travel to or from a place of work.

Site managers should use only completed working platforms – with guard rails, toe boards, etc.

Do not interfere with, alter, move any scaffolding, or ladder access equipment that is on school premises.

All ladders must be tied or footed regardless of the duration of work. Only trained persons may erect or alter scaffolds.

Teachers, staff, volunteers, and trainees are not permitted to use anything other than a two-step ladder. Any other requirements the site manager must be informed. It is unacceptable to use chairs, tables etc. to

gain access to height. Suitable footwear with a good grip must be worn when using a step ladder or hop up i.e., not high heel shoes.

### **Displays**

When erecting a display all staff must take extra care. Please seek assistance from the site manager if you require additional help or equipment. Lists of risks include:

- Falls from heights, slips, trips.
- No handrails
- Falling objects
- Accessibility

### **Safety Guidelines**

Considerations that should be given to minimise the risk:

- The ability to reach the place of work safely.
- That any scaffold / platform provided is erected by a competent person and current safety tag is visible.
- Sufficient signage is on display.
- Advice is sought when appropriate.
- When working from ladders, ensure the equipment is in good working order. The ladder should be secured to prevent slipping down / sideways.
- Never overreach or over stretch yourself to gain access.
- Never operate any lifting equipment i.e., hoists, unless you have been authorised and trained to use the equipment specified.

### **Step Ladders**

Before use, check the condition of:

- Treads.
- Stiles.
- Hinge arrangement.
- Restraining rope between legs.
- Floor / surface condition.

Damaged step ladders are to be taken out of use and either destroyed or returned to the supplier.

Working from step ladders:

- Firm level base.
- Type of operation – should a mobile platform be used instead.
- Work no further than two thirds up step ladders (hand hold required).
- Boards not to be placed between treads on steps to provide working platform.

Where work is to be done at height:

- Identify the remaining work for which ladders can still be used. Restrict this to short duration, light duty work based on a suitable assessment of the risks.

Many accidents occur due to step ladders being poorly maintained or misused.

## Safe Stacking

Many accidents occur when materials have to be taken from shelving, particularly when this is done by hand.

Care taken when material is stacked initially can help prevent many of these accidents.



### SAFE STACKS SAVE INJURIES:

- When handling dangerous materials, wear protective clothing i.e., gloves.
- Only stack material in authorised areas, never near doorways, access routes or on fire routes.
- Stack on a level firm surface.
- When handling materials by hand, check weight, if in doubt ASK.

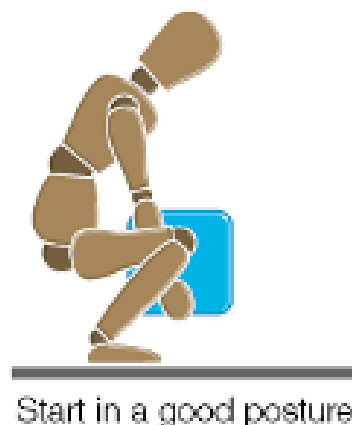
**NEVER ATTEMPT TO LIFT MORE THAN YOU FEEL ABLE TO, EVERY INDIVIDUAL IS AWARE OF THEIR OWN CAPABILITIES.**

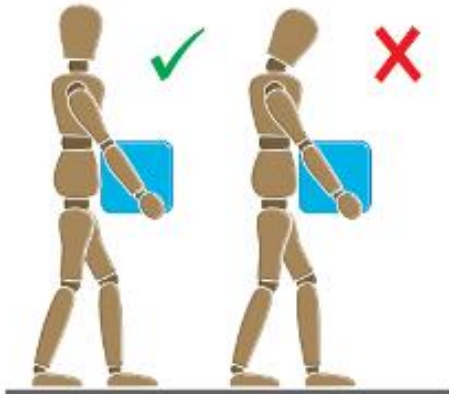
## Manual Handling

One third of all injuries received at work are the result of bad lifting and carrying techniques. Many of these injuries result in permanent damage to the back, but if care is taken these injuries could be avoided. The following guide should be used:

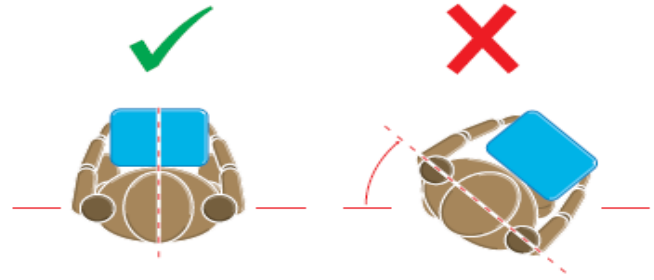
- Size up the load and if necessary, make a trial lift of a few inches.
- Do not attempt to lift alone, any load that is too heavy, too large, or awkward.
- Ensure that there are no obstructions in the direction you will be going.
- Take up position, feet at shoulder breadth apart; one foot slightly forward pointing in the direction you will be going.
- Bend the knees – back muscles should be relaxed.
- Get a secure grip of the load.
- Lift, keeping the back straight, arms close to body, with leg muscles providing the power.
- Step off in the direction that advanced foot is pointing, load held close to body.
- Do not carry a load that obscures the vision.
- When lifting to a height from the floor, do it in two stages.

**Remember- get down to the load, bend your knees not your back and lift using your legs!**





Keep the head up when handling



Avoid twisting the back or leaning sideways, especially while the back is bent

## Personal Protective Equipment - PPE Clothing

Suitable and sensible clothing will be provided when required and can provide effective protection against a wide range of hazards.

### Main Points are:

- Wear safety shoes/boots that provide protection to your toes and to the soles of your feet.
- Wear suitable gloves where there is any risk to your hands.
- Wear hi-visibility clothing/vests – be seen.
- Keep clothing reasonably clean to protect against dermatitis, fire, etc.
- Avoid loose clothing – especially loose ends that can get caught in machinery, etc.



## Fire Precautions

**Fire prevention is much better than firefighting. You should therefore be aware of the fire risks, particularly with those associated with your own work:**

- Ensure that you know what to do in the case of fire.
- Ensure you know your escape routes.
- Keep fire doors clear and unobstructed.
- Do not obstruct access to fire extinguishers; learn how they operate – read the labels or ask.
- Do not hang clothing over or near heating equipment.
- Do not let paper or other rubbish accumulate.
- Do not smoke in unauthorised areas i.e., the school grounds.
- Use proper containers for flammable liquids, not open tins, or buckets.
- Handle flammable liquids at a safe distance from possible sources of ignition.
- Switch off from the mains any electrical equipment when not in use.
- Only bring substances and equipment into school with prior permission from the Headteacher
- Familiarise yourself with the trained Fire Marshals. A list is available at the back of this handbook.
- Ensure you assemble in the appropriate assembly point and follow procedures for checking all students are present.

Remember, if there is a fire and you have left the school, and fail to sign out or inform others, someone maybe risking their life searching for you. If there is a signing in and out procedure, you must always adhere to it.

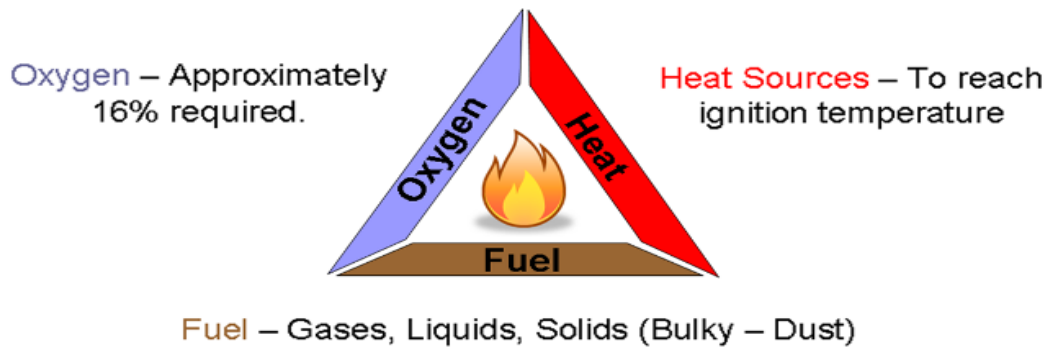
Undertakes fire drills, including full evacuation of the building. These will take place during each term (3 times each year).

**Means of Escape**

Regular inspections should be made of means of escape, to ensure that they are kept free from obstruction. If it is found that they are even partially blocked, for example, by furniture or rubbish, **immediate action** must be taken to clear the obstruction.

Inspections should also include a visual check that all fire safety signs e.g., direction of escape routes, are in place and clearly visible. Immediate action should be taken to replace or rectify any sign which is not clearly visible. Primary, Secondary and, where practicable, tertiary routes will be displayed on the inside of every classroom door.

**The Fire Triangle**



**Remove any one side of triangle will stop fire!**

**Types of Fire Extinguishers**

 <p><b>Water</b></p> <p>✓ For use on</p> <ul style="list-style-type: none"> <li>Wood, Paper, Textiles etc.</li> </ul> <p>⊘ Do not use on</p> <ul style="list-style-type: none"> <li>Flammable liquid</li> <li>Live electrical equipment</li> </ul>	 <p><b>Dry powder</b></p> <p>✓ For use on</p> <ul style="list-style-type: none"> <li>Wood, Paper, Textiles etc.</li> <li>Flammable liquids</li> <li>Gaseous fires</li> <li>Live electrical equipment</li> </ul>	 <p><b>Foam</b></p> <p>✓ For use on</p> <ul style="list-style-type: none"> <li>Wood, Paper, Textiles etc.</li> <li>Flammable liquids</li> </ul> <p>⊘ Do not use on</p> <ul style="list-style-type: none"> <li>Live electrical equipment</li> </ul>	 <p><b>CO<sub>2</sub></b></p> <p>✓ For use on</p> <ul style="list-style-type: none"> <li>Flammable liquids</li> <li>Live electrical equipment</li> </ul> <p>⊘ Do not use in a confined space</p>
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WET CHEMICAL extinguishers are present in kitchen / catering spaces highlighted by a yellow band. Which are used to tackle fires created by cooking oils and fats.

Please note that although CO<sub>2</sub> is nonconductive, electrical equipment involved in a fire should always be isolated whenever possible before the extinguisher is used. Because of extreme cold (especially the discharge horn), only the squeeze grip control and carrying handle should be held during use.

**Staff MUST NOT bring gas items into school without prior permission from the Headteacher.**

**Staff MUST NOT bring electrical items into school without prior permission from the Headteacher.**



## CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

Whilst working in school it is possible that you will encounter materials or substances which could cause health problems if sensible precautions are not taken.

### CARE OF SKIN

The Employment Medical Advisory Service in conjunction with the Health and Safety Executive has issued information on skin care as this is the most common occupational health problem. The following advice may help prevent you becoming affected.

Occupational contact dermatitis is a rash caused by substances used at work. It can look like some common rashes not connected with work. Some people are more likely to get it than others, but it is not catching. It most commonly affects the hands, forearms, and legs although when it is caused by dust, mist, or fumes, you may also get it on the face, neck, or chest.

#### SOME COMMON CAUSES ARE:

- Pitch, tar, bitumen, brick, stone, cement, plaster, dust, paints, varnishes, lacquers, stains, certain epoxy resins, certain woods, acrylic and formaldehyde resins chromates (in primer paints, cement) organic solvents, petrol, white spirit, thinners, acids, and alkalis to name but a few.
- Some substances take weeks, months, or even years to cause dermatitis. This is because the skin becomes allergic to them. This type of dermatitis may also cause swelling of the eyes and lips.
- Always read and follow the C.O.S.H.H 'safe use' advice supplied with the product and always wear the recommended P.P.E.
- Staff **MUST NOT** bring cleaning products into school.

## Infection Control & Blood-borne Viruses

Under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, we have a legal duty to protect the health of our employees and anyone else who may be affected by our work, or who may be on our premises at any time. We will consult all our employees on the risks identified and the measures needed to prevent or control these risks. We will also ensure all employees are familiar with our safety policy.

Specific legislation on hazards that arise from working with biological agents such as BBVs is contained in the Control of Substances Hazardous to Health Regulations 2002. Under COSHH we have a legal duty to assess the risk of infection for employees and others affected by your work. When the risk is known, you need to take suitable precautions to protect their health. We will also provide all our employees with adequate information, instruction, and training on any risks to their health which they may face at work.

#### GUIDANCE:

- Wash your hands before and after treating wounds. This helps protect both the patient and first aiders.
- Rubber or disposable gloves should be worn when dealing with bleeding wounds and body fluids.
- The gloves should be kept separate for first aid use only.
- Cotton wool, lint and micropore tape and plasters are available for the dressing of wounds.
- Plastic bags must be used for the disposal of badly soiled cotton wool etc. For most injuries, soiled dressings can be wrapped in paper towels and taken to the bin by a member of staff. Students with cuts, bleeding noses etc., should not be sent into school with another student.
- All soiled dressings, after first aid treatment, should be placed in a “Disposan” unit.
- If the “Disposan” unit is needed in the classroom, only staff should move it.

## ASBESTOS

Asbestos is the name given to a group of naturally occurring minerals that are resistant to heat and corrosion. For those reasons asbestos has previously been used in products, such as insulation for pipes floor tiles, building materials, and in vehicle brakes and clutches. Asbestos includes the mineral fibres chrysotile, amosite, crocidolite, tremolite, anthophyllite, actinolite and any of these materials that have been chemically treated or altered. Significant exposures tend to occur in the construction industry and in ship repair, particularly during the removal of asbestos materials due to renovation, repairs, or demolition. Asbestos was banned in the UK in 1999 and it is well recognized as a health hazard and its use is now highly regulated by the Health & Safety Executive.

The school building does have materials that contain or are presumed to contain asbestos in a small identified areas. Please be assured that any identified asbestos in school is safe and encapsulated and is regularly monitored by a specialist Asbestos Surveyor. It is our responsibility to ensure it stays undisturbed and safe. This means anyone doing anything, anywhere where asbestos may be present must check first with SLT. The Asbestos Register is held by the School Business Manager. If you are in any doubt, you must check.

## Safety Signs



**Prohibition signs** - a sign prohibiting behaviour likely to increase or cause danger (e.g., 'no smoking').



**Hazard signs** - a sign giving warning of a hazard or danger (e.g., 'danger electricity').



**Mandatory signs** - a sign prescribing specific behaviour (e.g., 'ear protection must be worn').



**Safety Signs** - escape or first-aid sign - a sign giving information on emergency exits, first-aid, or rescue facilities (e.g., 'emergency exit/escape route')



**Chemical Signs** – a sign which gives warning of a hazard associated with a chemical or substance.



## ACCIDENTS AND INCIDENTS

In the event of a student injury during break, PE or lesson time please ensure the incident is reported by a first aider. Forms are available for minor and non-minor incidents (RIDDOR etc). A member of the leadership group should be consulted if necessary. In the event of any head injury an incident report should also be completed and sent home with the student as well as a phone call to parent/guardian at the time of the incident. Incident reports are available from the school office. If you are in any doubt as to the seriousness of any injury, ensure a member of the leadership group is consulted. All teaching assistants receive regular first aid training to enable them to deal with minor injuries.

In the event of any staff accident please notify a member of the leadership group.

If a serious accident happens, prompt action may save a life or at least reduce the suffering of a student or one of your colleagues. In an EMERGENCY you can help by making sure that first aid assistance is called promptly. Familiarise yourself with the staff members who are trained first aiders. **A list of trained first aiders is provided in the first aid risk assessment.**

### Where instant action is needed:

- Do not move the injured person unless their position is life threatening.
- Get someone to call the emergency services, stay with the injured person, keep them warm and ensure that they can breathe freely.
- If there is serious bleeding, apply pressure near the wound, but do not touch the wound itself.
- Do not allow the injured person to eat or drink.
- In the case of electric shock do not touch the injured person until the power is switched off.

**First Aid boxes are located across the school. Locations are noted in the first aid risk assessment.**

Always report **All Accidents, Incidents and Near Misses**. It is important that they are reported so that they can be investigated, and measures put in place to stop them from happening again.

A copy of the school accident report form is provided at the back of this handbook. Please ensure you understand how to complete the form and ask a member of the Senior Leadership Team for assistance if required.

### **Medical Information**

A list of students with specific medical conditions is available via the school office for relevant class teachers who require it. It is updated on a regular basis to ensure accuracy of information.

### **Illness**

Students who become unwell during the day should be monitored by class teachers. If it is felt that they need to go home a member of the Leadership Team should be consulted. Students who leave school during the school day should be signed out of school by means of the signing out register kept in the main office. Students who need to sit quietly when feeling unwell should be seated in the foyer seating area or, if in need of isolation, a room will be allocated.

An up-to-date list of contagious illnesses, with details for recognition and quarantine timescales, is kept in the school office and on the staff shared drive for all staff to refer to. All cases should be reported to a member of the Leadership team.

### **Medication**

Medication may be administered by the named medical administrators provided a request has been issued in writing giving the school necessary authorisation.

#### **Staff responsibilities include:**

- Medicines brought into the school are suitably labelled with the name of the student; name of drug; dosage; frequency of administration.
- A record card is completed for each student receiving medication. The card should include the following information:
  - The medicines required by the student.
  - Details of dosage and times for administration
  - The types of medicines being carried.
  - Appropriate risk assessment undertaken.
  - The staff involved in administration or supervision of medication.
  - Staff do not compel a student to take medication.
  - In an emergency, students have prompt access to their medicine through a recognised procedure.
  - All staff are familiar with the emergency procedure.
  - These procedures are followed when on school outings.
  - Teachers – who participate in the administering of medication to students will comply with the school's policy.
  - Medication must be stored out of students' reach in an appropriate lockable cupboard.
  - All medication, including inhalers, should be returned to parents prior to all holiday periods.
  - If a nominated staff member is not comfortable administering a medication, he/she may refer to the Leadership team.

### **EpiPens**

Auto-injectors are intended for immediate administration in the emergency treatment of anaphylactic shock.

In the event of a student being prescribed an EpiPen the school will ensure that:

- All staff are trained in recognising anaphylaxis and in the administration of an EpiPen.
- The student is encouraged to always carry his/her emergency medications on their person.
- Either the parent / guardian or student had granted permission for the medication to be administered in an emergency
- An emergency box is provided, the box to be stored in a safe, accessible, unlocked area that is clearly labelled.
- The box will contain two 'in date' EpiPens.
- These must be clearly labelled with each student prescribed an EpiPen.
- In the event of a student having an anaphylactic reaction they will be sent by ambulance to hospital whether full recovery is noted or not
- The student will be accompanied throughout by a member of the teaching staff and the empty EpiPen that has been administered, will be taken with them to the hospital.
- The student's parents will be informed immediately after alerting the ambulance.

Note:

- Since there is no way to predict the severity of a reaction and because anaphylaxis can progress so rapidly, waiting for the ambulance or medical centre staff to administer adrenaline may greatly increase the risk of death.
- Therefore, it is essential that anyone with a history of anaphylaxis keep adrenaline auto-injectors, such as EpiPen adrenaline auto-injectors, on hand at all times and be prepared to use them whenever a reaction occurs.

## **Epilepsy**

Epilepsy is defined as having repeated seizures, although not all epileptic sufferers have seizures. There are different types of seizures, some end in seconds and others go on for minutes. People affected might lose awareness of what is happening or where they are during a seizure, and they may lose consciousness altogether. Each person's experience of epilepsy is unique.

### Staff Responsibilities:

- Co-operate with the school in relation to health and safety arrangements.
- Follow any training, guidance, and instruction.
- Report any accident or incident.

Individuals suffering from Epilepsy have an additional duty to:

- Alert the school if he/her epilepsy is having an adverse effect on his/her tasks.
- Inform the school if the condition could increase the risk of an accident.
- Notify the school and DVLA if receiving treatment or tablets. Notification to the DVLA is a legal requirement.
- Follow any training, guidance and instruction provided by the school.

## **Diabetes**

There are 3.9 million people living with diabetes Meletus in the UK. Diabetes is the leading cause of blindness in the country and can lead to serious complications such as heart disease, kidney failure and stroke.

For each affected member of staff, the level of treatment will vary greatly from individual to individual and within everyone from day to day. It may therefore be necessary to seek specialist help.

Staff suffering from diabetes may have a warning card (medic – alert) or bracelet, sugar lumps, tablets, or an insulin syringe (which may look like a pen) among their possessions.

**Teachers’ responsibilities:**

- To co-operate with the school in relation to health and safety arrangements
- Follow any training, guidance, and instruction.
- Report any accident or incident.

**Furthermore, diabetic person’s responsibilities include:**

- Alerting the school if their condition is having an adverse effect on their ability to work or increase the likelihood of an accident.
- Notifying the employer and the DVLA if:
  - Receiving treatment with insulin where the job entails driving any vehicle or
  - Receiving any type of medication for diabetes where the job entails driving Group 2 vehicles (bus, coach, or lorry)

If the condition is managed by diet or non-insulin medication (or both) there is no obligation to inform the DVLA provided the employee is free from certain diabetes related complications, listed on the DVLA website, or has not been advised to do so by their GP, specialist, or optician:

- Co-operation with the school arrangements for health & Safety
- Following any training, guidance and instruction provided by the school.

## **New and Expectant Mothers**

Pregnancy is not an illness and whilst it is important to realise that there is a natural incidence of problems for the new and expectant mother and for her student, it is known that their health may be affected by external workplace factors,

We are committed to protecting the health and safety of all new and expectant mothers. The phrase “new or expectant mother” means a worker/student who is pregnant, who has given birth within the previous six months or who is breastfeeding. “Given birth” is defined in the regulations as delivered a living student or, after 24 weeks of pregnancy, delivered a stillborn student.

**Teachers will:**

- Report their pregnancy as soon as it is confirmed.
- Follow advice and information given by the school in relation to safe working practices.
- Report any hazardous situation so that arrangements for the appropriate remedial action can be taken.
- Co-operate with management arrangements for health and safety.

**Safety In P.E:**

- During any PE activity the teacher has a duty of care to the whole class - it should not be necessary to stand by one piece of equipment.
- Firm control should be always maintained.
- All students must be wearing appropriate dress and should not have anything in their mouths (see clothing regulations below)

- Equipment should be checked for stability and good repair before activities commence.
- All movement of equipment must be supervised, and safe practices observed.
- In gymnastics it is important that an indirect teaching approach is adopted as this caters for the needs and abilities of all students.

**In case of an accident in a PE lesson:**

- Stay with casualty - if in doubt do not move him/her
- Send a student or another adult to inform a member of the Senior Leadership Team or another teacher.
- If the casualty requires further treatment parents should be informed and any necessary arrangements made.
- Complete an incident form.

**Method Statements**

A work method statement, sometimes called a "safe system of work," is a document that details the way a work task or process is to be completed. The method statement should outline the hazards involved and include a step-by-step guide on how to do the job safely. The method statement must also detail which control measures have been introduced to ensure the safety of anyone who is affected by the task or process.

Method Statements are requested by organisations of all sizes and in all industries. The reason they do this is so they can comply with Health and Safety legislation which requires them to make suitable and sufficient enquiries as to the competence of any organisation they contract to carry out work.

**Other Health and Safety Arrangements****Off-site visits and residential holidays**

Staff taking part in visits, journeys and holiday excursions should ensure they have the necessary knowledge, experience and skills required so that they will be aware of and have decided to deal with all risks involved. Insurance schemes are fully implemented. Parental consent is obtained before taking any students off the school site. Vehicles used to transport students are fitted with seatbelts. Students are given appropriate supervision and instruction in the use of these. A separate policy for educational trips and visits exists. This also includes a risk assessment pro-forma.

**Break and lunch time supervision**

A sufficient number of staff are allocated to supervise lunch and break times.

**Car park area**

Parent vehicles and taxis, other than those authorised by the school, are required to always park outside of the school grounds.

**Security of premises**

During school hours all staff are responsible for the monitoring of visitors/strangers on the school premises. If an unattended visitor is found on the premises, they must be offered assistance. If suspicions are raised, inform a member of the Leadership Team immediately.

**Lone Working**

All staff should avoid lone working wherever possible by arranging for a colleague to also be on site. Where lone working is unavoidable staff should ensure that all outside doors are locked and curtains/blinds are closed when it is dark. Follow these basic principles:

- Fire doors must be unlocked when staff are working on the premises, e.g., out of school hours.
- Anyone lone working should ensure they have access to a personal mobile phone.
- When two or more people work late, they should try to leave the building together.
- Cars should be parked as close to the access doors as possible.
- Where possible staff should let someone know if they will not be home at their usual time and what time they can be expected.
- Provide information on their whereabouts during working hours to the school management team.
- Report all incident relating to lone working using schools reporting procedure.

### **Key Holder Safety during Call Outs:**

- Key holders on call out should be mindful of their own safety.
- Before leaving the key holder should ensure that the school is secure and the alarm re-set.
- If any member of staff is onsite and concerned about their own safety or damage to the school due to the presence of other people on or around the site, they should telephone the police.

### **Critical Incidents**

The school has contingency measures in place for dealing with critical incidents reference in the Business Continuity and Critical Incident Plan.

### **Risk Assessments**

A risk assessment is nothing more than a careful examination of what in your work, could cause harm to people so that you can assess whether you have taken enough precautions or should do more to prevent them.”

The purpose and function of risk assessments may be expressed as the following:

To identify operations, tasks, and processes which may foreseeably cause harm to employees or others, including members of the public (hazard).

To identify the potential of the hazard being realised, and the potential consequences which might then occur (risk)?

To enable a risk assessment to be developed which will assist in eliminating or reducing the exposure of the population to the risk.

When an evaluation of the risk has been considered, the principles of prevention, control, and protection should be applied. The hierarchy of control is as follows:

- Avoid the risk if possible.
- Combat risk at source.
- Change the method of work to suite the individual.
- Make use of technological developments.
- Incorporate control measures into the procedures within an overall planned structure to reduce risks.

- Give precedence to controls which cover the whole workforce or activity.
- Provide information and training to employees and self-employed persons.
- Confirm that the control measures indicated by the risk assessment have been put into place and are effective.

Definitions that must be understood:

- A **“Hazard”** is defined as something with the potential to cause harm. This includes injury and ill health, loss of production and damage to plant, goods, property or the environment.
- **“Risk”** is the likelihood that the harm from a particular hazard is realised and the severity of its consequences.

To complete risk assessments efficiently an element of forethought and planning should be utilised.

The HSE recommend that we use a five-step method:

- STEP 1 Look for the hazards.
- STEP 2 Decide who may be harmed and how.
- STEP 3 Evaluate the risk arising from the hazard.
- STEP 4 Record the findings of the assessment.
- STEP 5 Review the assessment from time to time and amend it if necessary.

A suitable and sufficient risk assessment should identify all the hazards associated with that activity and be carried out by a competent person and record the significant findings and be communicated to those persons likely to be exposed to the risk.

All staff must:

- Co-operate with management arrangements in respect of workplace risk assessments.
- Follow any training, information, guidance, and instruction given to the school.
- Comply with any control measures laid within risk assessments.
- Report any hazards or defects to the school management team immediately.
- Make full and proper use of any PPE provided.

## Summary

As a School we expect that you will agree and abide by the advice and basic precautions outlined in this booklet.

We all know, however, that conditions can change rapidly, suddenly creating new dangers to guard against. For this reason, you are asked to **‘THINK SAFETY’** and recognise that accident prevention concerns everyone. Your concern will mean better safety, better conditions, improved productivity, and the continued prosperity of yourself, your fellow colleagues, and your School.

You can prevent accidents happening!

**Thank You!**

**Think Safety First!** 

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For further Health & Safety information, please refer to the school Health & Safety Policy.

Additional information can be found on the Health & Safety Executives Website: [www.hse.gov.uk](http://www.hse.gov.uk).

## ACKNOWLEDGEMENT

This is to acknowledge that I have received my copy of:

1. The Health and Safety Handbook
2. The Health and Safety policy

I have read and will abide by all the rules and regulations in the Handbook and Policy, together with any additional safety rules and regulations relating to my job.

Signed ..... Dated .....

Job Title .....

This is to acknowledge that I have delivered the Health and Safety Handbook and the Health and Safety policy to the person who has signed the above receipt and that I have given an orientation as to the contents of the Handbook to that person.

Signed ..... Dated .....

Role .....