Mission Statement Motto: *Building relationships with God and each other, working hard in faith and hope to give our best in all things*

Holy Cross Catholic Primary School

HEALTH AND SAFETY AND WELL BEING POLICY

Review Date: Spring 2026
To be reviewed: Spring 2028

Core Values: *Respect, Honesty, Tolerance, Justice, Forgiveness*

HOLY CROSS CATHOLIC PRIMARY SCHOOL
HEALTH, SAFETY AND WELL BEING POLICY

Section		
1	**Statement of Intent**	4
2	**Responsibilities** **2.1 Governing Body** **2.2 Headteacher** **2.3 School Health & Safety Co-ordinator** **2.4 All managers and supervisors** **2.5 All employees** **2.6 School Visits** **2.7 Contractors and Visitors**	6
3	**Competent Health and Safety Advice**	11
4	**Occupational Health** **4.1 Occupational Health Advice** **4.2 Counselling** **4.3 Wellbeing**	12
5	**Catering**	13
6	**Health Protection**	13
7	**Property Consultants**	13
8	**Health and Safety Arrangements** **8.1 General Arrangements** **8.2 Local Arrangements within the School** **8.3 Health and Safety Standards (Status)** **8.4 Health and Safety Risk Assessments**	14
9	**Health and Safety Competence and Capability**	15
10	**Communication**	16
11	**Health and Safety Consultation**	16
14	**Health and Safety Monitoring and Auditing**	17
15	**Health and Safety Performance Reporting and Review**	17
16	**Consequences of Non-Compliance with the Schools Health and Safety Policies and Standards**	18
17	**Review and Revision**	18

Appendices	
Appendix 1: Health and Safety Local Arrangements Notice	19
Appendix 2: Getting Help on Health and Safety	21
Appendix 3: How to Raise a Health and Safety Concern	22

MISSION STATEMENT

Holy Cross is a Catholic Primary School. Its religious dimension lies at its heart and is fundamental to its existence. Its ethos is based around Christian values as laid down by the person of Jesus Christ, and exemplified in His teaching.

Our Mission Statement expresses this clearly:

Holy Cross is a Catholic school which seeks to build a closer partnership with parents, the parish and the wider community. We work hard to provide an environment which is secure, stimulating and happy and where everyone is appreciated and enabled to give of their best. We encourage all to have respect for each individual, to be honest, tolerant, just and forgiving and to develop a closer relationship with each other and through this, a closer relationship with God.

We recognise Jean Baptiste Debrabant's vision that:

> **"A Christian based education is a sure hope for the future of religion and society.**

1 Statement of Intent

The Governing Committee is committed to ensuring that high standards of health, safety and wellbeing are provided and maintained in order that there is a safe and healthy working environment for all staff, students and visitors.

The Governing Committee recognises that health, safety and wellbeing is a management responsibility of equal importance to service delivery and needs to be considered an integral part of the School provision.

This policy reflects our commitment to ensuring that Health and Safety is paramount to the School and that effective management of Health and Safety actively contributes to our success. The safety of both students and employees should underpin the whole culture and ethos of the School.

Managers and employees at all levels are expected to embrace this commitment by ensuring high standards of health, safety and wellbeing in their area of responsibility as outlined in this policy and associated standards.

This policy sets out the key responsibilities of the Governing Committee, Headteacher, Managers, all employees and other key staff.

It also outlines how health and safety is organised within the School and signposts all employees to the detailed arrangements for implementing the policy through risk assessments and standards.

All employees have responsibilities under the Health and Safety at Work Act, and any breach of these could lead to prosecution of the School and/or individual employees. Failure to comply with the health and safety standards could also result in disciplinary action.

Statement of Intent

The Governing Body of Holy Cross Catholic Primary School considers the successful management of health and safety to be a key objective and an integral part of school activities. We are committed to reducing and preventing workplace injuries, ill health and unnecessary losses and liabilities so far as is reasonably practicable.

Holy Cross Catholic Primary School is committed to:

- Compliance with all applicable legislative and regulatory requirements.
- Providing a robust, systematic, and sustainable health and safety management system.
- Ensuring health and safety roles and responsibilities are understood and communicated throughout the school.
- Identifying our health and safety risks and ensuring provision of suitable and sufficient risk control measures.
- Providing appropriate and relevant information, instruction, training, and supervision.
- Consulting with staff on health and safety issues.
- Providing a healthy and safe workplace.
- Providing appropriate emergency arrangements, equipment, and facilities.
- Continual improvement in all areas of health and safety management.

We expect all employees, contractors, and visitors to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions.

The Schools Governing Body accepts their health and safety responsibilities and are committed to developing a culture that supports the effective management of health and safety at all levels.

The Governing Body will provide the necessary physical and financial resources, provide active leadership, and obtain any necessary expert advice to demonstrate our commitment to and support for the health and safety policy.

Signed:…….. Date:…….
(Chair of Governors)

This policy will be reviewed annually.

2 Responsibilities

2.1 Governing Body

The Governing Body, as the employer is responsible for Health and Safety and therefore ensuring compliance with relevant legislation. This includes legal duties as controllers of the premises.

Governor's duties include:

- Taking reasonable steps, to make sure that the school buildings, grounds, equipment, and materials are safe and do not put the health, safety, and welfare of persons at risk whilst they are on the premises.
- Ensuring that appropriate arrangements are in place to comply with statutory requirements.
- Ensure that statutory requirements are considered in determining the allocation of resources.
- Ensuring that the policies and procedures for recruitment, induction, staff development, performance management and capability used by the school include health and safety competence and capability.
- Ensuring health and safety is part of the performance management of the Headteacher.
- Ensuring that the Headteacher has an appropriate workload, in support of a reasonable work/life balance, having regard to her health and welfare.
- Having regard to their own competence and capability before offering advice or undertaking work that may affect the health and safety of school activities.
- Ensuring that anyone appointed to undertake construction and maintenance work on the school premises is competent to do so and that any construction work is carried out in accordance with the Construction, Design and Management (CDM) Regulations.
- Ensuring that a property consultant is used to assist with the appointment of a competent CDM co-ordinator before any notifiable construction or demolition work is undertaken on the site. (NB: This is to ensure construction work is carried out in accordance with the requirements of the Construction, Design and Management (CDM) Regulations. Notifiable projects are those likely to last more than 30 working days **and** have more than 20 workers working at the same time at any point on the project **or** exceed 500 person days).
- Taking an active part in monitoring health and safety standards in the school, by requiring Headteachers to provide regular reports on health and safety performance to the Governing Body. Such reports should provide information on action taken in response to outcomes of:
    - School health and safety inspections, monitoring checks and incident investigations.
    - Health and safety investigations and inspections carried out by enforcing bodies (e.g., HSE, Fire and Rescue Service, Environmental Health). Other serious incidents investigated by the Headteacher or other member of staff.
    - Any surveys carried out by the school, which provides data that relates to employee health, safety, and wellbeing (e.g., Outcomes from Education Support Partnership Programme if used).
- Appointing a Governor who understands the educational visits system and who will agree the higher risk visits (e.g., overseas, adventurous, or residential).

2.2 Headteacher

Headteachers responsibilities include:

- Ensuring there are appropriate arrangements for implementing the School's Health, Safety and Wellbeing Policy.
- Ensuring that the Policy and arrangements are effectively communicated.
- Ensuring systems are in place for consultation with all employees and that Trade Union appointed safety representatives can carry out their functions.
- Demonstrating health and safety leadership by ensuring health and safety is given equal importance to service delivery.
- Ensuring there are appropriate arrangements in place for co-operation and co-ordination with other users of the school site and that, where necessary joint health and safety arrangements are recorded and agreed.
- Ensuring appropriate arrangements are in place for communication of health and safety to all employees, agency workers, contractors, visitors, volunteers, and pupils.
- Ensuring that all employees are competent and have the capability to carry out their role/function.
- Ensuring records of health and safety training are maintained by the School.
- Ensuring that health and safety standards accessed via the schools Infolink are made available to relevant employees.
- Ensuring the School's health and safety standards (available via the schools Infolink) are implemented.
- Ensuring there are arrangements in place for managing risks arising from the school's activities or premises, which are not covered by standards available on the School's Infolink.
- Ensuring that risk assessments relating to hazards to which directly managed employees are exposed are carried out, recorded and control measures implemented.
- Ensuring that managers who they directly line manage carry out their health and safety responsibilities.
- Ensuring systems are in place for monitoring and reviewing health and safety in the school and any actions arising from this are implemented.
- Ensuring there is system in place for reporting and investigating accidents / incidents and that all employees are aware of it.
- Regularly (at least annually) reporting school health and safety performance to the Governing Body.
- Ensuring there are arrangements in place for the management of the premises on a day-to-day basis.
- Ensuring premises management tasks are delegated to a suitably competent site manager or co-ordinator, or a competent property consultant.
- Ensuring that if they are not the School's named Educational Visits Co-ordinator, they appoint a member of the Schools Senior Management Team to undertake the role (and ensure they given training and time to undertake the role).

2.3 School Health and Safety Co-ordinator

Below are the *duties* which may be delegated to another member of staff. However, the *responsibility* remains with the Headteacher.

The Headteacher has been appointed as the School Health & Safety Co-ordinator and will:

- Establish arrangements for the effective co-ordination of health and safety throughout the School.
- Support the Headteacher in co-ordinating the development, review, and revision of the School's health and safety standards.
- Set up arrangements for consulting with employees on health and safety (e.g., through health, safety and wellbeing committee meetings or team meetings).
- Set up arrangements for the effective communication of health, safety, and wellbeing information relevant to the school.
- Ensure health and safety concerns raised by employees are brought to the attention of the appropriate senior manager.
- Ensure that the Headteacher / school senior management team is kept informed of health and safety issues by including them on the agenda of management group meetings.
- Co-ordinate the identification of health and safety training and development needs to meet the requirements of the School's Policies and Standards.
- Ensure records of health and safety training and development undertaken by employees is kept on record in the school.
- Support the establishment of adequate arrangements for:
    - First aid.
    - Fire and emergency evacuation.
    - Reporting of health and safety incidents, hazards, and concerns.
- Oversee the management of premises related health and safety risks to employees and other premises users or visitors.
- Co-ordinate and ensure compliance with premises related standards and assessments.
- Co-ordinate arrangements for monitoring of health and safety standards within the school.

2.4 All managers and supervisors

All employees with management and supervisory responsibilities are responsible for the implementation of the Health, Safety and Wellbeing Policy in their area of control. As a rule, the direct responsibility of managers for health and safety is determined by the extent to which they have authority to take action. That is if they have the authority to make a general decision about some aspects of the work, they are responsible for the health and safety implications of that decision.

Their responsibilities include:

- Ensuring the Health, Safety and Wellbeing Policy is implemented in their area of responsibility.
- Ensuring managers under their control carry out their health and safety responsibilities.
- Identifying opportunities to improve the health, safety, and wellbeing within the School, and promoting risk awareness and the development of safe behaviours.
- Ensuring all relevant health and safety information is communicated effectively to the correct employees and take account of their views.
- Ensuring the health and safety competence and capability of employees under their control (identifying any training needs as part of performance management).

- Ensuring relevant health and safety standards and risk assessments are implemented in their area of control.
- Ensuring, in their area of control, risk assessments are carried out, recorded and the control measures implemented.
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- Reviewing the effectiveness of health and safety standards at controlling risks and feeding back areas of concern to their line manager, Headteacher or Governing Body.
- Ensuring health and safety issues identified via risk assessments or monitoring activities that cannot be addressed are raised with their line manager.
- Ensuring health and safety monitoring is undertaken in their area of control, in accordance with the School's requirements.

2.5 All employees

All employees are responsible for:

- Looking after their own safety, and the safety of others, affected by their work.
- Co-operating with the School, by following safe working practices and carrying out their health and safety responsibilities as detailed in the School's policies, risk assessments and health and safety standards.
- Reporting to their line manager any hazards they identify and any inadequacies in health and safety procedures.
- Taking part in any health and safety training and development identified as necessary by the Headteacher or their Line Manager.
- Using work equipment provided correctly, in accordance with instructions or training.
- Ensuring that if they organise projects or activities involving pupils or other non-employees, risks are assessed as part of the planning stage and control measures implemented.
- Reporting health and safety incidents, in accordance with the School's health and safety Incident Reporting Procedure.

And, with respect to Safety Education:

- All employees are responsible for contributing to the safety education of pupils through the formal and informal curriculum.
- All teachers and support staff are responsible for the effective supervision and safety of pupils under their care. This includes ensuring that pupils follow health and safety instructions.

2.6 School Visits

The School undertakes educational visits and has appointed the Headteacher who is a senior member of staff as the Educational Visits Co-ordinator (EVC) and has:

- sufficient and relevant experience in running visits.
- the competence to train and monitor others; and
- the authority to agree or not to agree to visits.

Where the school has any part in organising events, trips, or activities beyond the school gate it recognises that it has a responsibility. The school's pastoral responsibilities cannot be delegated to other external providers.

The School has developed a policy on visits beyond the school gate which includes:

- Emergency, accident, and critical incidents planning.
- Supervision and staffing including competence, safeguarding, and training. All those involved in any supervision for the school are subject to this policy.
- The visits system, including the school approach to planning, informing, signing off and supporting visits.

Educational Visits Professional Advice:

- The School has access to specialist advice on Educational Visits from the ECC Educational Visits Team (contact details in Appendix 2).
- This includes access to advice via phone and e-mail, access to the Educational Visits Website (EVASSA EVOLVE) and access to the online risk assessment forms.

The School EVC will:

- Ensure they have attended EVC Training (and refresher training at least every 3 years);
- Ensure that establishment managers, visit leaders, assisting staff, voluntary helpers and all staff involved in LOtC, off-site activities and visits have had access to training / instruction at an appropriate level to ensure that the School's guidance and establishment procedures are properly understood and followed. This will involve training on visit planning, group management, use of external providers, pre-visits risk management and safeguarding.
- Organise the training of Visit Leaders and Assistant Leaders (including voluntary helpers).
- Ensure that Leaders and Assistant Leaders are competent to carry out the tasks they are assigned.
- Ensure that activities and visits are led by competent and confident leaders. The Visit Leader needs to be both accountable and competent. Being accountable implies being an employee and thus part of a chain of specified roles and responsibilities. Being competent requires that the leader can demonstrate the ability to operate to current standards of recognised good practice.
- Manage training of all those connected with visits, including having a deputy trained to take over as EVC in case of absence.
- Understand where visits can be signed off by the EVC on "everyday risk" and when further advice is necessary.
- Ensure they understand Learning Outside the Classroom (LOtC), off-site activities and visits can support a wide range of outcomes for children and young people and raise achievement.
- Ensure that LOtC, off-site activities and visits meet guidance requirements.
- Ensure that a school specific visits policy has been developed using the template / guidance on EVASSA EVOLVE and that the policy has been uploaded on the Establishment section on EVASSA EVOLVE.
- Ensure that DBS checks are in place as required.
- Ensure that the establishment policy provides sufficient guidance to Visit Leaders about information for parents and parental consent;

- Support the headteacher and governors as required with information, visit approvals and other decisions.
- Check that there is a 24/7 emergency contact(s) with the base for each visit and that emergency arrangements are in place.
- Ensure they keep up to date with EVC update processes through EVASAA EVOLVE and EVC Revalidation courses as recommended or required.
- Ensure that there is an establishment procedure for recording "incidents / accidents / near misses", including any resulting learning points and action.
- Ensure that where the accompanying staff includes someone with a close relationship to a group member, there are adequate safeguards to ensure that this will not compromise group management.
- Ensure that medical and first aid issues are addressed.
- Ensure that emergency arrangements are in place including emergency contact access to all relevant records, including medical and next of kin information for all members of the party, including staff.
- Undertake monitoring of Visit Leader planning and sample monitoring of visits.
- Ensure that individual activities and visits are reviewed and evaluated and that this process includes reporting of accidents and incidents, (including under the Reporting Injuries, Diseases and Dangerous Occurrences Regulations [RIDDOR] where necessary).
- Ensure that policies and procedures are reviewed on a regular basis. A review should follow any serious incident or systems failure. Risk management documentation must be updated if necessary.
- Submit electronically within the timeframes set out by the Educational Visits Team, residential, overseas, and adventurous visits to the Thurrock Educational Visits Adviser via EVASSA Evolve for comment providing sufficient information on the risk management of the visit. (Only if the School accessing the Councils EVC Advisory Service)
- Understand when it is necessary to seek clearance for some visits from the Governing Body. This is likely to be when a visit is first proposed, before a financial commitment is made and for specific types of visits e.g., overseas expeditions.
- Keep records of individual visit plans (a legal document), as well as reference material for the school, in addition to keeping records e.g., reports of health and safety incidents (the school has access to and uses EVASSA EVOLVE to keep records).

2.7 Contractors and Visitors

- Visitors to the School, including contractors, clients, service providers and members of the public must comply with the Schools health and safety procedures and requirements.
- All contractors and visitors must be made aware of the site-specific arrangements and emergency procedures and are the responsibility of the member of staff being visited.

3. Competent Health and Safety Advice

The school purchases the Essex County Council Health and Safety Service as providers of competent health and safety advice, to assist the school with discharging its responsibilities.

The ECC Health & Safety Service includes:

- Access to standards, generic risk assessments and guidance through the Health & Safety pages of the Schools Infolink. (These standards are based on legislation, industry standards and best practice and produced by competent health & safety advisers).

- Access to a telephone and e-mail support desk for queries.
- Further support, such as audits and site visits charged at an hourly rate.

4. Occupational Health

4.1 Occupational Health Advice

The School has access to / contracted with the Global Employee Assistance Programme in relation to competent occupational health advice.

The service includes:

- Pre-employment health screening and advice on reasonable adjustments to enable employment of applicants with disabilities and health conditions.
- Support in the prevention of work-related absence through advising on health-related risk assessment.
- Advice at the early stages of occupational ill health, thereby reducing the risk of an absence becoming long term or recurring.
- Support where employees are sick, examination and advice on whether return to work is appropriate and, if so, what adjustments may be needed.
- Advice for employees and possible recommendation for further specialist advice/treatment.
- Assessing the employee's eligibility for ill health retirement or disability benefits.

4.2 Counselling

The School has access to the Global Employee Assistance Programme and as part of this has ensured that staff also have access to the counselling service.

Counselling Service: 0800-169-1920 Telephone:/ E-mail

4.3 Wellbeing

The School undertake occupational stress risk assessments through use of the guidance and forms available on the Occupational Stress pages of the Schools Infolink. (Health and Safety Area)
Visit the Employee Wellbeing page for details on how to subscribe to the service.

The School has signed up to the Education Support Partnership programme for support with actively managing staff wellbeing, and undertake risk assessments and develop action plans on managing staff stress through this process.

Education Support Partnership: https://www.educationsupport.org.uk/about/about-us/contact-us/
Help line **0800 562 561** or for general enquiries telephone 020 7697 2750 or email enquiries@edsupport.org.uk .

5 Catering

The School contracts out the delivery of its catering to Thurrock Catering. The school recognises it retains a duty of care to its pupils and therefore regularly undertakes monitoring and quality assurance checks regarding the provision of the service (including the management of allergens).

6 Health Protection

The Essex Health Protection Team (HPT), which is part of Public Health England (PHE), provides advice on communicable diseases and infection control in schools. In the first instance, schools should refer to Essex HPT's guidance – 'Communicable Diseases in Schools / Nurseries and Centres for under 5's' or PHE general guidance 'Infection control in schools and other childcare settings'. (These documents are available on the health & safety pages of the Schools Infolink).

Further assistance may be available from the School nurse at a local NHS clinic or through contact with HPT directly.

Essex Health Protection Team: EastofEnglandHPT@ukhsa.gov.uk 0300 303 8537

7 Property Consultants

Where major building or maintenance / improvement works are being carried out the School will appoint a property consultant. Major work is defined as notifiable under the Construction Design and Management Regulations. Notifiable projects are those likely to last more than 30 working days **and** have more than 20 workers working at the same time at any point on the project **or** exceed 500 person days.

The School manages its property and premises in-house. The Governing body and Headteacher have overall responsibility but have delegated general premises management to the Site Manager who has received appropriate training.

The School also has access to standards on general property issues and compliance through the Health & Safety pages and the Infrastructure delivery pages on the Schools Infolink.

Where major building or maintenance / improvement works are being carried out, the School appoints a property consultant.

8 Health and Safety Arrangements

8.1 General Arrangements

The detailed arrangements for implementing this Policy are contained within health and safety standards, generic risk assessments and guidance on the health and safety pages of the Schools Infolink. The standards are on a secure part of the Infolink which the school has access to as it buys into the ECC Corporate Health & Safety Service.

School staff who are not able to access the health and safety pages on the Infolink with their login should contact the School's Health & Safety co-ordinator to obtain any guidance they need or to arrange for access to the health and safety pages.

A brief summary of arrangements for managing health and safety is given below:

8.2 Local Arrangements within the School

Local arrangements have been implemented in the school covering:

- Employee health and safety competence and capability.
- Failure to comply with health and safety requirements through performance management and disciplinary processes.
- Fire and emergency evacuation (including fire risk assessment).
- First aid.
- Communication and consultation of health and safety.
- Reporting of health and safety incidents, hazards, and concerns.
- Requirements to carry out risk assessments including for Stress, VDU's, Violence, Lone working, Manual handling, Educational visits, One off events and projects, Curriculum activities and any other areas / activities where it has been identified that there are significant risks.
- Managing the risks to Young People on Work Experience Placements and risks to Pregnant Workers.
- Control of asbestos (including asbestos management plan) and legionella.
- Working at height.
- Statutory inspection and maintenance of work equipment, plant, and service.
- Control of (health and safety vetting and monitoring) contractors.
- Monitoring compliance with and reviewing effectiveness of health and safety assessments and procedures.

8.3 Health and Safety Standards (Status)

How we do things safely is detailed in the health and safety standards, policies, generic risk assessments and guidance on the Health and Safety pages of the Schools Infolink. It is important that managers and employees follow these, as they are the way the School ensures it is meeting its legal obligations for health and safety. Your contract of employment (Conditions of Service) requires that you co-operate with the School by complying with its standards for health and safety. Failure to do so can result in disciplinary action. It may also expose the School, or individuals within the school to the risk of prosecution.

Holy Cross Catholic Primary School has arranged for employees to be able to access these standards through the following process through requesting via the school office.

8.4 Health and Safety Risk Assessments

Risk Assessment is a legal requirement. The ECC health and safety standards, generic risk assessments and guidance were prepared following an assessment of the likely risks in the area to which they relate and in general form the basis of most routine risk assessments. However, as generic assessments they have limitations and it is the responsibility of the Headteacher and all managers to ensure assessments are modified and extended to take account of local circumstances, or separate risk assessments produced for activities where one does not exist if there is a significant risk.

For all managers this includes:

- Ensuring controls detailed in standards and generic risk assessments are implemented in their area of control;
- Ensuring specific risk assessments are undertaken (e.g.: VDU, Stress, Manual Handling, curriculum activities) in their area of control;
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- Ensuring risk assessments are carried out as part of the planning of new projects or initiatives that may have health and safety implications.

9 Health and Safety Competence and Capability

Competence is the ability to do the job required to the necessary standard. It is not just training, but also experience of applying the skills and knowledge, which needs to be gained under adequate supervision.

The School considers health and safety competence requirements as an integral part of:

- Recruitment and Selection
- Employees changing role
- Induction
- Temporary employees, agency workers and volunteers
- Performance management
- Procedures when employees fail to perform on health and safety.

Performance management: The School follows a nationally set performance management review system that is focused on improving teacher practice and pupil achievement. Health and safety is considered as part of the performance management process and where appropriate health and safety objectives are included.

In respect of the Headteacher, account is taken of the results of health and safety monitoring, Ofsted reports and self-evaluation forms (SEFs). Where these show areas that need development, health and safety is included as a specific objective under Leadership.

Reference should be made to Headteacher, manager and employee responsibilities in this policy document.

For non-academic staff health & safety is considered as part of the performance management process.

Training (legal requirement): There is a legal requirement to take account of an employees health and safety capabilities when giving them tasks. More specifically there is a requirement to provide

employees with adequate health and safety training on recruitment and on being exposed to new risks (for instance due to a change of job role).

The School ensures that employees are given access to training and development appropriate to their role and risks they are exposed to.

Training and development can be delivered in a variety of ways. In some case formal training will be needed. In other cases it can be achieved through coaching by another member of staff or reading relevant health and safety standards.

The School keeps a record of Health & Safety training undertaken by employees.

10 Communication

It is recognised that good communication systems are essential to ensure that everyone knows:

- about the health and safety arrangements within the Schools;
- about the risks associated with their work;
- what they need to do to protect themselves and others from harm; and
- how they can contribute to a safe school, by raising health and safety concerns.

The School ensures that health & safety information is communicated through the following ways: staff meetings, Inset training, newsletters, briefing notes and Teams

11 Health and Safety Consultation

Employees need to be involved in health and safety decisions that affect them and the risk assessment process. Consultation involves not only giving information to employees, but also listening to them and taking account of what employees say before making any health and safety decisions. The law requires that employees must be consulted before implementing changes that may affect their health and safety and regarding risk assessments that cover their work activities.

Consultation within the School takes place through the following methods:

- In the first instance all employees can raise health & safety concerns directly with their line manager.
- All employees also have the right to raise health & safety concerns with a trade union appointed health & safety representative, who can take the matter up on their behalf.
- Ensuring health & safety is on the agenda at team meetings. Issues are then dealt with or referred up.

Trade Union Safety Representatives are employees, appointed by the trade union they belong to, to represent employees on health and safety. They can assist any employee who has a health and safety concern (not just those belonging to their Union). If the school has a union appointed safety representative, their details should be brought to the attention of employees by their inclusion in the Health and Safety arrangements notice. If the School does not have any TU appointed Safety Representatives, they can appoint 'representatives of employee safety' or consult with all staff directly.

14 Health and Safety Monitoring and Auditing

The School has established the following systems to discharge its responsibility for health and safety monitoring in the establishment.

- **Audits:** The School will ensure that a health & safety audit of the establishment is carried out at regular intervals by ECC Corporate Health & Safety.

- **Internal Monitoring:** The School ensures that the online health and safety electronic internal monitoring checklists are completed.

- **Health and Safety Incident Investigation:** The School has an internal system for reporting incidents. The incident numbers and details are reviewed by the Schools Senior Management. A summary report is also presented to the Governing Body at least termly. Serious incidents are reviewed by a senior member of staff and the findings reported to the Governing Body. The School also uses the online reporting system available through the Health & Safety pages of the Schools Infolink.

- **Other Monitoring:** There are systems in place within the school which ensure that the following monitoring is also carried out:
  - Termly inspections of the premises (all curriculum / work areas and general areas).
  - Monitoring of contractor operations under the School's control.
  - Routine checks on equipment and electrical, gas, mechanical and other services.
  - Hazard reporting system which is reviewed at least termly by Senior Managers to assess the types of issues being identified and whether they are being dealt with effectively.

15 Health and Safety Performance Reporting and Review

The Governing Body and Headteacher review the health and safety performance of the school at least annually. This takes the form of a health and safety performance report produced by the Headteacher which is presented to the Governing body for review, comment and action and includes information and statistics on:

- School health and safety inspections, monitoring checks and incident investigations.
- Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health).
- Any surveys carried out by the school, which provides data that relates to employee health, safety and wellbeing (e.g. Outcomes from the Education Support Partnership programme).

16 Consequences of Non Compliance with the Schools Health and Safety Policies and Standards

It is a requirement for all employees to fulfil their responsibilities as outlined in this policy. Where there is a failure to comply with the Policy, whether observed in routine activities or through

established health & safety monitoring systems, an appropriate response is required to hold managers and employees to account and remedy the failure. A number of options are available depending on the severity of the circumstances:

- As part of the normal line management process
- Through performance reviews
- For serious breaches, through disciplinary action. If sufficiently serious, this could include dismissal for gross misconduct.

The School's HR policies give full details on disciplinary and misconduct procedures.

17 Review and Revision

The Governing Body will ensure that this Health, Safety and Wellbeing Policy is reviewed annually and revised as necessary in the light of changes in circumstances and/or legislative requirements.

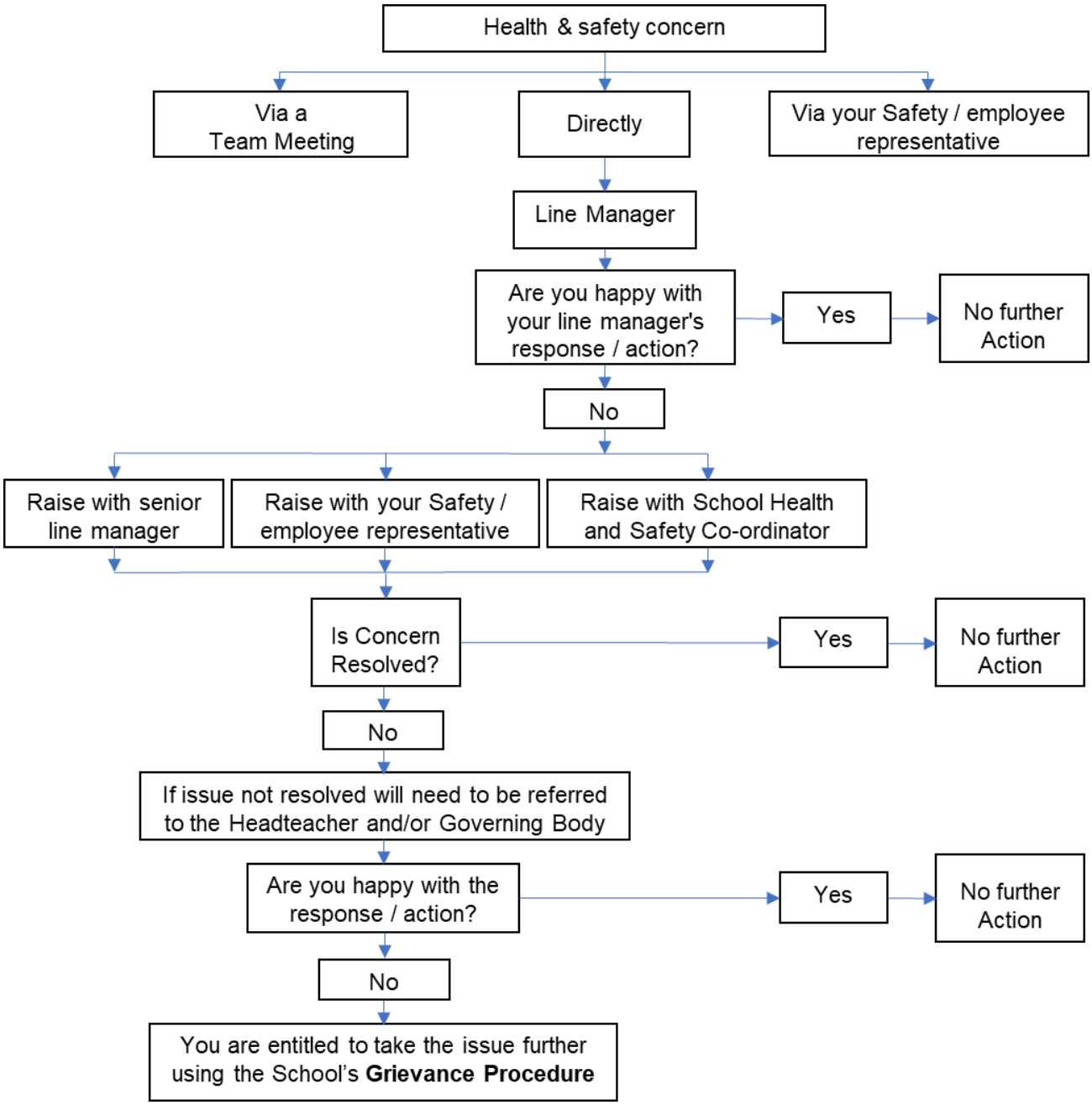
Appendix 1: Health and Safety Local Arrangements Notice

School:	Holy Cross Catholic Primary School
Headteacher:	Sandra Power
Health & Safety Governor:	Jennifer Iwobi
School Health and Safety Coordinator:	Sandra Power
Educational visits co-ordinator:	Sandra Power
TU Health and Safety Representative / Employee Representative:	Sandra Power
Report health and safety accidents / incidents to:	Sandra Power
Report hazards to:	Paul Donovan
Person(s) responsible for undertaking H&S inspections:	Essex
Person responsible for co-ordinating fire evacuation arrangements:	Sandra Power
Fire marshals:	Mrs Strange Mrs Daly Mrs Mburu Mrs Hogan
Fire assembly point(s):	School Field by key stage 2 playground
Day and time of weekly fire alarm tests	Friday 5.45pm
First aiders / appointed persons:	Mrs Sandra Power Mrs L Strange Mrs E Endhart Mrs K Greenberg Mrs O Neil

Where to find:	Location:
Accident / Incident report forms	School Office
Hazard book	School Office
Health and Safety Standards and Information relevant to school / curriculum area	The School subscribes to ECC Corporate H&S. Standards and guidance which are on the health & safety pages of the School's Infolink.
Members of staff who have health and safety access on the School's Infolink.	Mrs S Power Mrs C daly

Appendix 2: Getting help on health and safety

ECC Contacts	Name(s)	Contact No. / email
ECC Corporate Health & Safety Team	H&S Support Desk	Tel: 0333 013 9818 hs@essex.gov.uk
School Meals	School Meals Helpline:	E-mail: school.meals@essex.gov.uk
Asbestos / legionella / contractor management advice	Refer to property handbook	
County Educational Visits Adviser	Educational Visits Team	advice@evolveadvice.co.uk
Staff Counselling Service (Confidential service)	lobal Employee Assistance Programme	0800-169-1920 login.lifeworks.com
Juniper	Training	training@junipereducation.org
Critical Incidents (support and guidance for dealing with critical incident)	Schools Communications	Tel: 0333 013 9880 E-mail: schoolscommunication@essex.gov.uk

Other contacts	
School's food safety advisor	Thurrock catering
Occupational health advice	Innovate
School nurse	Sitara Begum - Sitara.Begum@nelft.nhs.uk
East of England Health Protection Team (Infection control advice):	0300 303 8537 Option 1 EastofEnglandHPT@ukhsa.gov.uk

Appendix 3: How to raise a health & safety concern.