

The Constance Bridgeman Centre

Knowledge, Understanding, Opportunity

Health, Safety & Welfare Policy 2022

Health, Safety & Welfare Policy Review

This policy was reviewed and adopted at the management committee meeting on 29th November 2022

This policy is due for review in September 2024

Signature: *Tony Clayton*

Date 29/11/22

Headteacher

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Date 29/11/22

Chair of Management Committee

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Health, Safety & Welfare Policy

Introduction

This policy is written within the framework of the Health and Safety at Work etc. Act 1974 and its subsequent Regulations. It is to be read in conjunction with the [Corporate Health, Safety and Welfare Policy](#) of the London Borough of Redbridge. A copy of Corporate Health, Safety and Welfare policy should be displayed in the main office.

It will be reviewed, added to, or modified from time to time and may be supplemented in appropriate cases by further statements related to the work of the Service Area. Copies and subsequent amendments will be made available to all employees.

The success of this Policy depends on the active support of all employees to achieve its objectives.

The Establishment recognises the need for a well-defined policy setting out the standards it aims to achieve for protecting the health, safety and welfare of staff, pupils and others.

This Health, Safety and Welfare Policy sets out the organisation and arrangements for achieving this aim including the detailed responsibilities for key staff.

1 Policy Statement

This Establishment will provide a safe and healthy working and learning environment for staff, pupils and visitors, this will be achieved by implementing the health and safety objectives detailed in this Policy.

This Establishment attaches great importance to the health, safety and welfare at work of all its employees and other users, particularly children, parents and visitors. This Establishment will provide for its employees whilst working on the premises or elsewhere:

- Safe machinery and equipment, including vehicles;
- Articles and substances for use at work that are safe when properly used, stored, handled and transported
- Information, instruction, training and supervision to enable employees to work safely without risk to their health;
- Premises and places of work that are well maintained, have safe access and egress for all and are without risk to health & safety;
- Adequate welfare facilities

Although the prime responsibility for health and safety under the Health and Safety at Work Act lies with the Establishment, as the employer, high standards of health, safety and welfare can only be achieved with the full co-operation and awareness of all staff.

1.1 Professional Advice

The London Borough of Redbridge (LBR) employs, within Human Resources' Health and

Safety Function, professionally qualified Health and Safety Advisers who are available to assist the Establishment in the operation of its responsibilities by providing advice and guidance on matters of health and safety.

In addition, there are other officers within LBR who are able to provide advice on health and safety within their specialist areas (e.g. Asbestos, Legionella).

2 Organisation and Responsibilities

Health and Safety within the school is the responsibility of all staff, these responsibilities are outlined in sections 2.1 – 2.16.

Head Teachers are responsible for:

- Complying with the health & safety decisions of the Director of Children's Services; *(Community Schools Only)*
- Producing the School's Health & Safety Policy. This shall include a statement of intent, individual health and safety responsibilities, and the organisation, arrangements and procedures;
- Establishing and maintaining systems within the School to ensure that health & safety is effectively managed;
- Appointing a Health & Safety Coordinator for the School.
(It is recommended that, in larger schools, a senior member of staff should be designated as Health and Safety Co-ordinator for the establishment);
- Sufficient resources are allocated to enable health and safety to be successfully managed;
- The Corporate Health, Safety and Welfare Policy *(Community Schools Only)* and this Policy are brought to the attention of all staff;
- A copy of the Health & Safety Manual is kept in the administrative office of the School, that other copies are distributed to relevant members of staff and that a record of distribution is maintained;
- The provisions set out in the Health & Safety Manual are implemented;
- Other health and safety information is communicated to relevant staff;
- Accidents are investigated and reported using the established procedures;
- Safety Representatives can carry out their functions including inspections and accident investigations and, where appropriate, that consultations take place with them. Where Safety Representatives are not appointed by the staff side association, adequate arrangements exist for consultation with all staff on health, safety and welfare issues;
- Safety Representatives inspection report forms are dealt with in an appropriate manner;
- Training needs are identified and met;
- Assessments for all risks to health and safety are carried out and the significant findings recorded, with appropriate preventative measures being taken;
- New employees receive appropriate health, safety and welfare information, instructions and training, including details of the Health, Safety and Welfare Policy, Health & Safety Manual, fire and other safety procedures;
- Fire precautions and procedures are implemented (including fire drills);

- Liaison is carried out with contractors;
- Health and safety performance is monitored as specified in paragraph 3.24;
- Termly health and safety inspections of the School are carried out.

2.1 School Health and Safety Co-ordinator

Health and Safety Co-ordinator is responsible for:

- Establishing arrangements for dealing with health and safety matters such as:
 - Dissemination of health and safety information to all staff;
 - First aid;
 - Accident reporting;
 - Emergency evacuation procedures;
 - Ensuring accidents are investigated;
 - Ensuring health and safety matters raised by staff are dealt with;
 - Maintaining a central file of health & safety information relevant to the establishment;
- Liaising with Safety Representatives or other means of consulting with employees;
- Ensuring the implementation of the Safety Policy is monitored;
- Co-ordinating all aspects of Health, Safety and Welfare Policy and practice;
- Ensuring 'reportable' accidents are reported to the Borough.
- The Health & Safety Manual is complied with and appropriate safety signs or notices are displayed;
- Assessments for all risks to health and safety are carried out, the significant findings recorded, and the control measures as detailed in the risk assessment are implemented;
- Health and safety training needs of staff are identified and met
- Staff are aware of the fire procedures;
- New employees receive appropriate health and safety information, instruction and training
- Equipment within the Centre is maintained in a safe condition and subject to regular inspections by competent staff and an annual maintenance programme.
- New employees receive appropriate health and safety information, instruction and training

2.2 Class Teachers

The health, safety and welfare of students is the responsibility of the class teacher.

A class teacher is expected to:

- Know the emergency procedures in respect of fire and first-aid and the special health and safety measures to be adopted in his/her own teaching areas and to ensure that they are applied;
- Be aware of, and follow, health and safety guidance;
- Exercise effective supervision of students and ensure that they know of the general emergency procedures in respect of fire and first-aid and the special safety

measures of the teaching area;

- Give clear instructions and warnings as often as necessary (**notices, posters, hand-outs are not enough**);
- Ensure that students' coats, bags, cases etc, are safely stowed away;
- Integrate all relevant aspects of health, safety and welfare into the teaching process and if necessary give special lessons on health, safety and welfare;
- Follow safe working procedures personally;
- Make recommendations on health, safety and welfare matters to the head of subject or team leader.

2.3 Redbridge College representative

The Redbridge College representative is responsible for ensuring the health and safety of the site, for :

- Undertaking the weekly test of the fire alarm system;
- Undertaking the weekly test of the emergency lighting system;
- Undertaking the weekly test of the magnetic door release mechanisms;
- Notifying the Headteacher of any unresolved issues;

2.4 Office Manager

- A record is maintained of all premises related maintenance and inspection reports;
- Copies of completed accident forms are maintained. The forms will be retained for 3 years for adults and until the young person is 22 years old.

2.5 Educational Visits Co-ordinator (EVC)

The EVC is responsible for ensuring that all trips and visits are approved in accordance with the Borough's Policy and that the visit leader completes a suitable and sufficient risk assessment.

2.6 COSHH Co-ordinator

The COSHH Co-ordinator is responsible for ensuring that:

- Managers consider whether the hazardous substance they are intending to use could be eliminated altogether or replaced by a safer alternative prior to considering other control measures;
- Suitable & sufficient COSHH assessments are completed for all the hazardous substances used on site;
- No new hazardous substance is used by the School's employees or students until a suitable & sufficient COSHH assessment has been completed;
- The Authority's COSHH Do's and Don'ts poster is displayed in all locations where hazardous substances are stored and/or used regularly;

2.7 Fire Wardens (or fire stewards)

Fire wardens are responsible for:

- Familiarising themselves with their areas of responsibility, the escape routes and any problem areas;
- On hearing the fire alarm they are responsible for:
 - Ensuring the safe evacuation of everyone in their area(s) of responsibility
 - Checking all rooms in their area(s) of responsibility; including toilets, rest rooms and store rooms; to ensure that everyone has safely left the building.
 - Where possible, closing windows and doors as each room is checked;
 - Reporting to the Incident Control Officer to inform them that everyone has safely evacuated the building, or to report any problems;
 - Ensuring that nobody re-enters the building until the Incident Control Officer has stated it is safe to do so;
- Ensuring they are available, after the evacuation, to attend a debrief meeting to discuss the evacuation, identify any problems and share information.
- Monitoring to ensure that fire routes and exits are kept clear at all times.

2.8 First Aiders

First Aiders are responsible for:

- Taking charge when someone is injured or falls ill;
- Administering first aid in the event of an injury;
- Calling for an ambulance, if required;
- Looking after first aid equipment and ensuring it is restocked;
- Keeping up to date with first aid training and ensuring they attend refresher training prior to the expiry of their first aid certificate.

2.9 All Employees

Although prime responsibility for health and safety rests with the Borough and senior managers, all employees also have responsibilities. Employees are required to:

- Take reasonable care for their own health, safety and welfare and that of other persons affected by their acts or omissions;
- Co-operate with their employer, so far as is necessary, to enable it to meet its responsibilities for health, safety and welfare;
- Be aware of, and follow, health and safety guidelines;
- Use work equipment provided correctly, in accordance with instructions and training;
- Inform their line manager of any work situations that represent a serious and immediate danger to health, safety and welfare. The establishment has a formal hazard reporting system

In addition, female workers must notify their employer as soon as possible after they become pregnant in order that a risk assessment can be carried out to ensure the safety of the mother and unborn child.

2 General Arrangements for Implementing the Health, Safety and Welfare Policy

3.1 Accident/Incident Reporting & Investigation

An accident is an unplanned event that results in injury or damage.

A near miss is an unplanned event that does not result in injury or damage.

All incidents should be reported to the Deputy Head and where required, and the council's internal report form completed. A copy of this form should be sent to:

Health and Safety Function,
Lynton House, Floor 7
Ilford
IG1 1NY

Due to potential additional reporting requirements, please ensure that these forms are completed as soon as possible, and no later than 5 days.

Blank copies of the [Accident/incident report forms](#) are located in the Health & safety Filing cabinet in the office.

The "Blue Dot" 'Reporting of Injuries & Dangerous Occurrences including personal safety of staff (PSS)' Wall Chart, which briefly outlines the reporting requirements is displayed in the main office

Please note, the report form has a section 'action taken to prevent a recurrence'. All accidents are required to be investigated, and this section should be completed to reflect any action taken. Where no further action is required this should be entered into the form to demonstrate that management have considered this.

Where appropriate, accidents may also be investigated by the Health and Safety Function, LBR Insurance or the Health and Safety Executive.

Incidents which fall within the requirements of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995 e.g. major injuries, accidents resulting in employees being absent from work for more than 3 days, or members of the public going to hospital from the scene of the accident etc will be reported to the Health and Safety Executive by the Health and Safety Function.

Further information on accident reporting and investigation can be obtained from the Health & Safety Manual CD 2011/12, the following websites:

<http://insidelbr/files/publications/4405.pdf>

<http://www.hse.gov.uk/pubns/edis1.pdf> or by calling the Health and Safety Function, at Lynton House, 02087083591

3.2 Communicable Diseases

North East and North Central London Health Protection Unit have produced Guidance on ['Infection Control and Communicable Diseases in Schools, Colleges and Nurseries'](#).

This document provides guidance on the prevention and spread of communicable diseases, and promotes a co-ordinated approach to the management of communicable disease in schools, colleges and nurseries.

The exclusion periods for common infectious diseases and skin infections are also included in this document.

The current guidance is located in the Health & Safety filing cabinet in the main office

3.3 Consultation with Employees

Under the Health and Safety (Consultation with Employees) Regulations 1996 and the Safety Representatives and Safety Committees Regulations 1977 an employer has a duty to consult with employees on matters of health and safety.

Employees will be consulted on the following:

- The introduction of any measure which may substantially affect their health and safety at work;
- Arrangements for getting competent people to help them comply with health and safety laws;
- Information on risks arising from their work, measures to reduce or get rid of those risks and what employees should do if they are exposed to a risk;
- The planning and organisation of health and safety training and the health and safety consequences of introducing new technology;

This establishment will consult with staff in the following ways -
Daily briefing and de-briefing sessions
Staff group emails

3.4 Control of Contractors

This Establishment recognises its' responsibilities in relation to the use of contractors.

In any client/contractor relationship, both parties will have duties under health and safety law. Similarly, if the contractor employs sub-contractors, to carry out some or all of the work, all parties will have some health and safety responsibilities.

(The client in these circumstances is the Head of Centre, or where schools have bought into SMADS, the local authority)

Clients need to satisfy themselves that contractors are competent (i.e. they have sufficient skills and knowledge) to do the job safely and without risks to health and safety. The degree of competence required will depend on the work to be done.

The client and contractor are required to agree the risk assessment for the contracted work and the preventative and protective steps that will apply when work is in progress. Consideration should be given to those risks from each other's work that could affect the health and safety of the workforce or anyone else.

Clients are required to manage and supervise the work of the contractors. The more impact the contractor's work could have on the health and safety of anyone likely to be affected, the greater the management and supervisory responsibilities of the client. Clients therefore need sufficient knowledge and expertise to manage and supervise the contracted work.

The Establishment will ensure that contractors visiting their premises do not pose a risk to their own health and safety or that of others present within the establishment.

The Head of Centre is responsible for ensuring that all contractors on site are aware of the fire and emergency evacuation procedures.

The Head of Centre should inform all contractors of any known hazards that might affect them whilst at work. Contractors in turn should notify the Head of Establishment of any hazards arising from their activities, which may affect the occupants of the establishment.

All contractors should report to the establishment office on arrival.

Further information is available from the HSE document ["Use of Contractors - a joint responsibility", HSE INDG 368](#)

3.5 Control of Substances Hazardous to Health

The Control of Substances Hazardous to Health (COSHH) Regulations 2002 impose duties on employers to protect employees who may be exposed to substances hazardous to health at work, and others who may be affected by such work.

COSHH covers chemicals, products containing chemicals, fumes, dusts, vapours, mists, gases, and biological agents (bacteria, fungi and viruses). If there is a hazard symbol displayed on the packaging then the contents are classed as a hazardous substance. COSHH also covers asphyxiating gases, biological agents that cause diseases such as Leptospirosis or Legionnaires Disease; and biological agents used in laboratories.

COSHH doesn't cover lead, asbestos or radioactive substances because they have their own specific regulations.

This Establishment will ensure that COSHH assessments will be carried out on all hazardous substances prior to use. The COSHH assessment, which provide information on specific hazards, first aid measures, personal protective equipment etc. will be reviewed as appropriate, or every five years, whichever is the sooner.

A COSHH assessment can be obtained by contacting the school's COSHH Co-ordinator.

The COSHH Co-ordinator is Ashleigh Cook

The [COSHH Co-ordinator](#) is responsible for sending a completed [COSHH Assessment Request Form \(CARQ\)](#), along with the manufacture's Safety Data Sheet (SDS), to HR's Health and Safety Function. A COSHH assessment will then be produced and returned to the establishment.

A copy of the ["COSHH Do's and Don'ts "poster](#) should be displayed wherever hazardous substances are used or stored, including the cleaners' cupboards.

The COSHH Do's and Don'ts Poster is displayed in -
Main kitchen

A copy of the procedure to follow in the event of an [accidental release of chemical substances](#) is available.

Further information on COSHH can be obtained from the [COSHH Manual](#), which is located in the Health & Safety filing cabinet in the main office

3.6 Display Screen Equipment

The Display Screen Equipment (DSE) Regulations 1992 require employers to minimise the risks to employees who habitually use display screen equipment as a significant part of their normal work.

Other people, who use DSE only occasionally, are not covered by the requirements of the Regulations, however, employers still have general duties under other health and safety at work legislation.

'Users', as defined by the Regulations, can be identified by completing the [DSE User Questionnaire](#).

Where users are identified, the following must be ensured:

- Workstations are assessed using the [HSE workstation assessment checklist](#) and the risks reduced, as applicable;
- Workstations meet the minimum requirements as outlined on the HSE checklist;
- Work is planned to allow adequate breaks or changes of activity;
- On request, eye tests are arranged, and a contribution made towards spectacles if they are required for DSE use; and
- Health and safety training and information is provided.

Staff identified as responsible for carrying out DSE assessments will attend the LBR in-house DSE assessors training course.

The DSE Assessor for this Establishment is Health & Safety Co-ordinator

Completed User forms and DSE assessment checklists are located in Health & Safety filing cabinet in main office3
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When a DSE User requests an eye test, a completed copy of the [Eye and Eyesight Test form](#) should be completed and taken along to the appointment.

Further information can be found in the LBR DSE guidance document "[Display Screen Equipment](#)"

3.7 Driving

Under the Health and Safety at Work etc 1974, employers have a general duty to ensure the health, safety and welfare of employees and others who may be affected by their undertaking. This includes employees who may be required to drive as part of their duties. They may be required to drive either their own private vehicle or an LBR vehicle, e.g. minibus (see section 5.18).

This Establishment will ensure that the guidance provided in the LBR Driver's Safety Policy and Handbook is adhered to.

An electronic copy of the Driver's Handbook is located in the Health & Safety folder within the Policies file in the shared drive.

Staff may drive pupils in their own vehicles only if written permission has been obtained from their parent/guardian and provided their licence, MOT, Tax and Insurance are valid for such an activity.

Copies of permission slips are located in: Health & Safety drawer in filing cabinet in main office

3.8 Electricity at Work

The Electricity at Work Regulations 1989 set out specific requirements on electrical safety. These Regulations place a duty on employers to ensure that electrical systems are designed, constructed, used and maintained so as to prevent danger. 'Systems' includes all apparatus as well as the mains supply.

All portable electrical appliances should be visually checked before use. In particular, attention should be paid to the condition of power cables and of their terminations, as these are often damaged, wrenched and jerked, which may loosen their connections.

All portable electrical equipment such as drills, irons, kettles etc should be subject to a detailed inspection and test by a competent person at least every 12 months. A written record of the tests, in the form of a logbook or register, should be maintained and be available for examination and the equipment itself should be marked with some form of identification and the date of the most recent test.

Annual Portable Appliance Testing records kept in Health & Safety drawer of filing cabinet in main office

Fixed electrical installations should be inspected by a competent person at least every five years.

Mains Electrical Testing will be organised by LA and the records are maintained by LA and copies will be provided to CBC.

Staff and pupils may not bring their own personal electrical appliances into the Establishment.

3.9 Educational Visits

The Health and Safety at Work Act 1974 places a duty on employers to ensure the health, safety and welfare of employees and others (pupils) who may be affected by the work activities. This includes all educational visits, whether local, national or international.

In order to safely manage educational visits *the* Establishment follows the guidance provided in the LBR Children's Services document "Requirements for Educational Visits" using the online educational visits software package "Evolve" as applicable.

In accordance with this guidance this Establishment has appointed an [Educational Visits Coordinator](#), and developed a school Educational Visits Policy based on the DFES and Children's Services Guidance.

The Educational Visits Co-ordinators (EVC) is Elaine D'Ath

The school Educational Visits Policy is located *in the Health & Safety drawer of the filing cabinet in the main office*

No educational visit will be allowed to proceed unless an educational visits risk assessment has been completed and the visit has the approval of the Head Teacher and (for adventurous activities, residential visits and international visits) the local authority.

3.10 Fire Safety

The Regulatory Reform (Fire Safety) Order 2005 places duty on employers to conduct a fire risk assessment and take reasonable steps to reduce the risk from fire.

Each establishment should have a "Responsible Person" who is ultimately responsible for fire safety and who may have other competent people to assist them to carry out their duties. These include undertaking a fire risk assessment, Emergency Evacuation Plan, and Personal Emergency Evacuation Plans (PEEPS) for staff or pupils with impaired mobility.

The Responsible Person for this Establishment is Health & Safety Co-ordinator

The competent people for fire safety are:

- Calling the Fire Brigade is the responsibility of Administrative Officer
- Liaising with the fire brigade is the responsibility of Administrative Officer
- Collecting class registers, staff book and visitors book is the responsibility of Administrative Officer
- All staff are considered to be Fire wardens
- Organising fire drills is the responsibility of Deputy Head
- Organising fire safety training is the responsibility of Deputy Head
- Quarterly inspections of the fire alarm, emergency lighting, fire door magnetic holders are carried out by LA
- Weekly checks of the emergency lighting and fire doors are carried out by Deputy Head
- Annual inspection of the fire extinguisher and fire fighting equipment is carried out by Deputy Head

The current fire risk assessment, Emergency Evacuation Plan and Personal Emergency Evacuation Plans (PEEPs), if applicable, and fire safety folder are located in Health & Safety drawer of filing cabinet in main office

It is the responsibility of Health & safety Co-ordinator to ensure that the fire risk assessment, Emergency Evacuation Plan and PEEPS are undertaken and reviewed as necessary, and keeping the contents of the fire safety folder up to date.

A [Fire Risk Assessment Package](#) is available to assist with undertaking a fire risk assessment.

Blue Dot 'Fire instruction notices' are displayed throughout the premises advising the actions to be taken on discovering a fire/on hearing the alarm.

Health & Safety Co-ordinator is responsible for ensuring the "Blue Dot Fire Instruction" notices are appropriately display.

[Fire Instruction Notice PS 1234](#) is displayed near all fire alarm call points.

[Fire Instruction Notice PS 0699](#) is displayed in all communal areas and offices.

Fire Drills are conducted on a termly basis and a record of the time taken to evacuate the premises and any comments are reported to the Governing Body.

All staff have a duty to be aware of the fire and emergency procedures, to ensure that all escape routes and fire exits are kept clear, and to report any defective or damaged fire fighting equipment, such as fire extinguishers.

Any fire that occurs within the premises, however minor, must be reported to the Head Teacher and to HR's Health & Safety Function using the LBR incident report form.

3.11 First Aid

The Health and Safety (First-Aid) Regulations 1981 set out a duty of care on employers to provide adequate and appropriate first aid provision for employees.

The Health and Safety (First-Aid) Regulations 1981 do not oblige employers to provide first aid for members of the public. However, LBR Service areas that provide a service for others, including schools, should include the public, pupils and others on their premises when making their assessment of first aid needs.

A first aid assessment of needs has been undertaken by Health & Safety Co-ordinator using a First Aid Needs Assessment Guidance.

It is usually necessary to ensure that there is at least one first aider available at all times, taking into consideration staff absence, holidays, lunch breaks, before and after hours, etc

Staff nominated to administer first aid will attend one of the following courses: first aid at work, emergency first aid, and paediatric first aid. *(Which ever is deemed most appropriate).*

The nominated persons with first aid responsibilities for this Establishment are:

Name	Qualification e.g. FA, EFA, PFA	Location	Extension Number
Asleigh Cook	EFAW	Main Office	N/A
Cindy Barton	EFAW		N/A
Dawn Robson	FAW		N/A
Shari Levy	EFAW		
Joao Carlos	EFAW		
Kenny Adebambo	EFAW		

The First Aid Boxes for this Establishment are sited in the following locations:
Main Office and Kitchen

The person responsible for maintaining the First Aid boxes is: Administrative Officer

Notices are displayed throughout the premises advising of the locations of first aid boxes and the names of first aiders.

Any accidents requiring first aid must be reported using the accident reporting procedure.

Further information can be found in The Department for Children, Schools and Families (DCFS) booklet [Guidance on First Aid for Schools](#).

3.12 Health & Wellbeing (Including Employee Assistance Programme)

The Health and Safety at Work Act 1974 establishes a duty for employers to ensure the health, safety and welfare of employees, whilst at work. This includes not only their physical health, but also their mental health and wellbeing. The Management of Health and Safety at Work Regulations 1999 require a general risk assessment of all risks in the workplace, and this will include the risk to staff from stress.

The HSE defines stress as *"the adverse effect people have to excessive pressure or other types of demand placed on them"*.

This Establishment recognises that stress per se is not an illness, but can result in stress related illness such as anxiety or depression. Accordingly a risk assessment has been undertaken to identify the main potential stressors and the control measures required in order to reduce the risks to staff.

The LBR ["Employee Assistance Programme"](#) 24-hour confidential telephone helpline is available for staff to use. This is accessed by telephoning 0800 716 619, or online at www.ppcworldwide5.com/ppconline. The login is Redbridge, and the password is council.

Where necessary, the Establishment can refer the employees to the Council's Occupational Health Unit via the Employment Relations

3.13 Information, Instruction and Training

The Health & Safety at Work Act 1974 establishes the duty of the employer to supply employees with such information, instruction, training and supervision as necessary to ensure their health and safety at work.

This establishment is committed to providing all staff with the appropriate information, instruction, training and supervision to enable them to undertake their duties safely and without risk to themselves or others.

[Induction training](#) will be provided to all new employees appropriate to their role.

Health and safety training, and refresher training will be organised for staff as appropriate, and training records (including induction) will be kept.

Health and safety training records are kept by Health & Safety Co-ordinator

3.14 Legionella

The Control of Substances Hazardous to Health Regulations 2002 relates to the risk from hazardous microorganisms, including Legionella. Under these Regulations, risk assessments and the adoption of appropriate control measures are required to be put in place.

The school will ensure that an adequate risk assessment of the water systems in its buildings is carried out; and will identify and assess the risk of exposure to Legionella bacteria from work activities and water systems on the premises and any necessary precautionary measures.

The Legionella risk assessment is the responsibility of LA

All water systems are subject to monitoring, inspection and testing at regular intervals by a competent person. The written records of the risk assessments, monitoring, inspection and test, in the form of logbook or register, should be maintained and should be retained for at least 5 years.

Regular monitoring, inspection and testing will be carried out by LA

Records will be maintained by LA and copies provided to CBC.

Any queries regarding Legionella risk management should be referred to the appropriate manager, who will consult with LA

Further information can be found on HSE website www.hse.gov.uk
[Legionnaires' disease - a guide for employers](#)

3.15 Lone Working

The Health and Safety at Work Act 1974 places a duty on employers to ensure the health, safety and welfare of employees. The Management of Health and Safety at Work Regulations 1999 require employers to make a suitable and sufficient assessment of the risks to health and safety of employees to which they are exposed whilst at work. This will include the risks to staff from lone working.

Lone workers have been defined by the HSE as ‘those who work by themselves without close or direct supervision’. Lone workers are found in a wide range of situations, and can be divided into those who work at fixed establishments (where only one person is on site, where people work separately from others, or where people are working out of normal working hours), and those who are mobile workers, working away from their main working base.

This Establishment will ensure that all lone working activities are identified, and the risks from such lone working activities are assessed and control measures identified and implemented to minimize the risk to the health and safety of staff.

A [Lone Working Flowchart](#) and a [Lone Working Risk Assessment Checklist](#) are available to assist with this.

It is the responsibility of Deputy Head to identify all lone working activities within the school and ensure that a suitable risk assessment is undertaken for each.

The responsibility for undertaking lone working risk assessments and ensuring the outcomes are communicated to the lone workers lies with Deputy Head

All staff that work alone must be competent to carry out the activities they are engaged in, must have received sufficient information to enable them work alone safely and to be able to summon help and assistance if required.

It is the responsibility of Deputy Head to ensure lone workers have received adequate lone working information and training, and for keeping training/briefing records.

It is the responsibility of all staff to follow the defined lone working procedures and safe systems of work, and to report immediately any problems or concerns to their line manager.

Further guidance is available in the HSE document [Working alone in Safety \(INDG73\)](#).

3.16 Manual Handling

The Manual Handling Operations Regulations 1992 apply to a wide range of manual handling activities, including lifting, lowering, pushing, pulling or carrying. These regulations place specific duties on employers and employees.

Employers are required to:

Avoid the need for manual handling, so far as is reasonably practicable;

Assess the risk of injury from any hazardous manual handling that can't be avoided; and

Reduce the risk of injury from hazardous manual handling, so far as is reasonably practicable.

Health & safety Co-ordinator will be responsible for carrying out risk assessments for all manual handling activities, which constitute a significant risk of injury to staff and to update and review as necessary.

The risk assessment will be recorded using the [Manual Handling Assessment Form](#), completed copies of which are located Health & Safety drawer

Employees are required to:

- Follow appropriate systems of work laid down for their safety;
- Make proper use of equipment provided for their safety;
- Co-operate with their employer on health and safety matters;
- Inform the employer if they identify hazardous handling activities;
- Take care to ensure that their activities do not put others at risk.

All staff members involved in manual handling will be given suitable and sufficient information, instruction, training and supervision. Training will be recorded, monitored and reviewed.

LBR Health and Safety Function provides 'Manual handling for employees' and 'manual handling for managers' training courses.

Training records will be maintained by *Health & Safety Co-ordinator* and held in Health & Safety drawer

If a member of staff develops any medical/physical condition, the responsible person should be made aware immediately. A specific risk assessment must be carried out to cover the activities/tasks and control measures should be taken accordingly.

Further advice can be found in the Health & Safety Manual CD 2011/12 and the following document available on the HSE website www.hse.gov.uk

3.17 Medicines

In general, medicines must not be brought into school. However if a pupil has a medical condition that requires regular medication during the school day or medicine in the event of an emergency, then arrangements for administration must be made between the Establishment and the pupil's parent/guardian. These arrangements must be in the form of an agreed Care Plan.

A list of pupils with medical conditions and their care plans can be found in Health & Safety drawer)

Prescribed medicines are stored in main office

Protocols for pupils with serious medical conditions should be displayed in the prominent locations around the Establishment, e.g. staffroom, medical room and relevant classrooms. The protocols and care plans should be clearly marked with the pupil's name and an up to date photograph.

Registers should be clearly marked to alert supply teachers of any pupils with medical needs.

All staff involved in the administering of medicines should be appropriately trained, e.g. epi-pen training.

Appropriate records in relation to the administration of medicines should be maintained at all times. A [Medication Administration Permission Form](#) must be completed and signed by the parent or guardian, and a [Medication Administration Record Sheet](#) completed each time medicines are administered.

More detailed information can be found in the Department for Children, Schools and Families document [Managing Medicines in Schools and Early Years Settings \(DFES 2005\)](#) .

3.18 Minibuses

The Provision and Use of Work Equipment Regulations 1998 set out specific requirements for the selection, maintenance and inspection of work equipment, and the provision of appropriate instruction, information and training, to ensure its safe use. These Regulations cover minibuses that the school either owns, or hires.

Each minibus must have a Section 19 Permit disc displayed on the windscreen to enable its use without having to comply with the full passenger carrying vehicle entitlement (PCV)

operator licensing requirements and without the need for their drivers to have PCV entitlement.

It is the responsibility of CBC to ensure that a Section 19 Permit is displayed on the minibus windscreen at all times.

Minibus drivers must be over the age of 21 and hold a LBR Minibus Permit.

A list of qualified minibus drivers is held in Main Office

All minibus drivers must complete the vehicle log each time the minibus is used, and carry out a pre-use check.

The minibus vehicle log is located in driver's door pocket of mini bus

All vehicles must have:

- An MOT if over 1 year old (13 or more passenger seats) 3 years old (12 or less passenger seats);
- A valid certificate of insurance;
- A fire extinguisher complying with BS 5423;
- A first aid kit.

It is the responsibility of CBC to ensure all the documents are up to date, the fire extinguisher is inspected annually, and the first aid kit is kept fully stocked.

The minibus must, as a minimum, be subject to the following:

- Daily/pre-use checks by the driver (use of the [Minibus Daily Inspection Record](#) sheet will assist with this) ;
- Annual maintenance (including MOT);
- Two safety checks between annual maintenances (e.g. Autumn Term – Annual Maintenance, Spring Term – Safety Check, Summer Term – Safety Check).

The responsibility to ensure the maintenance checks are undertaken by a competent person lies with CBC

Further information can be found in [Driving Section](#) of this policy, the [Driver's Handbook](#) and in the Minibus section of the Health & Safety Manual CD.

3.19 Monitoring – Audits & Inspections

In order to ensure health and safety arrangements are working and that risk control measures are effective and are being maintained, it is necessary to monitor health and safety performance. Monitoring also ensures that lessons are learnt from any incidents, accidents or causes of ill health.

This Establishment will carry out the following monitoring:

- Daily checks by the Health & safety Co-ordinator in addition to detailed termly inspections of the school (these could be in conjunction with inspections by establishment safety representatives). A written record of identified items must be kept;
- Routine equipment maintenance checks either carried out by staff of the establishment or by external contractors, as appropriate, including access equipment, fire extinguishers, portable electrical appliances;
- Investigations of incidents, accidents, causes of ill health and complaints as appropriate to the circumstances;
- Reviewing accident statistics by governing body to identify causes of accidents; and
- Reviewing audit reports detailing the performance of the School's health & safety management system.

This Establishment will also carry out a formal inspection at least twice a year using the [Establishment Workplace Inspection Checklist](#)

Human Resources' Health and Safety Function will carry out a formal audit at this Establishment on a periodic basis.

Records of maintenance checks, inspections etc are located in Health & Safety drawer of the filing cabinet in the main office

3.20 New & Expectant Mothers

The Management of Health & Safety at Work Regulations 1999 place a duty on employers to undertake a suitable and sufficient assessment of the risks to the health and safety of their employees, to which they are exposed whilst at work in order to identify the measures that need to be taken to comply with health and safety legislation.

In addition, the Regulations identify two groups of workers; new and expectant mothers and young persons; for whom a specific risk assessment must be undertaken, or an existing risk assessment must be reviewed in order to identify any additional control measures that may need to be taken.

A "new or expectant mother" is taken to mean an employee who is pregnant; who has given birth within the previous six months; or who is breast-feeding.

When a member of staff notifies the Establishment in writing that she is any of the above,

then a specific risk assessment must be carried out to cover the activities and tasks that person undertakes and any specific hazards that may be involved during the course of her work.

The main areas of concern for new and expectant mothers fall into three main categories of physical, biological and chemical.

Further advice can be found in the Health & Safety Manual CD, on the Intranet <http://insidelbr/files/publications/g668.pdf> and in the following documents available on the HSE website www.hse.gov.uk:

[HSE 122 – New and Expectant Mothers at Work – An Employers Guide](#)

INDG 373 – A Guide for New and Expectant Mothers who Work

3.21 Risk Assessment

The Management of Health and Safety at Work Regulations 1999 require employers to make a suitable and sufficient assessment of the risks to health and safety of employees to which they are exposed whilst at work, and any others who may be affected by their undertaking.

The risk assessment must be recorded, and reviewed if it is no longer valid, if there have been significant changes in the matters to which it relates, or annually, whichever is the sooner.

A [Risk Assessment Flowchart](#) is available to assist with risk assessment, and a [Blank Risk Assessment Proforma](#) is available to record risk assessments.

Health & safety Co-ordinator will be responsible for ensuring that risk assessments are undertaken, recorded and reviewed within the establishment.

Copies of current risk assessments are located in the Health & safety drawer in filing cabinet in the main office

Employees' have a duty to cooperate with their employer when they are conducting risk assessments and for cooperating with them in implementing any remedial action or control measures to reduce the risk.

Staff involvement and consultation will be ensured during the risk assessment process.

Note: the Regulations stipulate that a specific risk assessment must be undertaken for [New and Expectant Mothers](#), [Young Persons](#) (under 18 years of age). Statutory risk assessments are also required for [COSHH](#), [DSE](#), [Personal Protective Equipment](#) & [Manual Handling](#).

3.22 Safety, Signs and Signals

The Health and Safety (Safety Signs and Signals) Regulations 1996 places duty on employers to use and maintain appropriate health and safety signs, in order to make persons aware of risks, where the risk to health and safety cannot be avoided or adequately controlled by other means.

This Establishment will ensure that where the requirement for the posting of a safety sign has been identified, such signs are posted at suitable locations, conform to the relevant standards and are adequately maintained.

It is the responsibility of the Health & safety Co-ordinator to ensure that health and safety signs are displayed and adequately maintained.

Staff will be provided with appropriate instruction, information and training in the use and understanding of safety signs, as applicable.

Staff should report missing or damaged safety signs to the Health & Safety Coordinator

Further information on safety signs and signals can be found in the Health & Safety Manual CD 2011/12 and on HSE website www.hse.gov.uk:

HSE leaflet "[Signpost to The Health and Safety \(Safety Signs and Signals\) Regulations 1996](#)
[Why do we need these Regulations?](#)"

HSE leaflet "[Read the Label – How to find out if chemicals are dangerous](#)"

3.23 Security

Specific responsibility for school security is not set down in legislation. However, school security is related to health and safety, therefore whoever has responsibility for health and safety should consider what security measures are necessary to ensure, as far as reasonably practicable, the safety of the staff and pupils.

Head of Centre has responsibility for school security issues.

The two principal aspects of security in an education setting are the security of school premises both during school hours and out of school hours and secondly the personal

safety of staff and pupils.

There are a number of methods for enhancing security. Knowledge of previous incidents and seeking advice from relevant internal and external agencies will be considered when determining the most appropriate security measures.

Examples of security measures:

- Controlled entry system at gates and main entrance.
- Fencing around perimeter
- Intruder alarm system
- Visitors signing book and badge system
- Procedures for dealing with trespassers
- Appropriate recording procedures for incidents relating to security

Internal/ External Agencies:

- LBR – health and safety advisors, property services etc
- Police – in particular, Crime Prevention and School Officers
- Fire and Rescue Services – in particular, Fire Safety Officers
- www.teachernet.gov.uk/wholeschool/healthandsafety/schoolsecurity

3.24 Smoking

On July 1st 2007, The Smokefree Regulations 2006 were introduced in England to make virtually all enclosed public places and workplaces in England smoke free.

As a result this establishment is a strictly no smoking establishment.

The Regulations require the displaying of no-smoking signs in all smokefree premises Further information can be found on the [Smokefree England](#) website and in the [LBR Smoking Policy](#).

3.25 Slips and Trips

The Health & Safety at Work Act 1974 requires employers to ensure the health, safety and welfare of employees and others who may be affected. The Act also requires the provision of a place of work that is maintained in a safe condition, and a means of access and egress that is safe and without risk.

This establishment recognises that good housekeeping is essential to preventing slip and trip accidents. Accordingly the following measures will be taken to ensure good housekeeping:

Formal recorded workplace inspections will be undertaken by Health Safety Co-ordinator on a six monthly basis

Informal workplace inspections will be undertaken by Health & Safety Co-ordinator on a weekly half termly basis

All staff are responsible for undertaking informal daily checks of their own work areas.

Informal daily checks of the communal areas of the school will be undertaken by Health & Safety Co-ordinator

Where action is identified during workplace inspections but cannot be implemented immediately, interim measures will be taken and an action plan produced to outline when the action will be implemented, who will be responsible for ensuring it is implemented and the estimated completion date.

Copies of the action plan and formal workplace inspection records will be kept by Health & safety Co-ordinator and kept in the Health & Safety drawer in the filing cabinet in main office

3.26 Traffic Management

The Workplace (Health, Safety and Welfare) Regulations 1992 require that workplaces are organised to ensure that vehicles and pedestrians can move around safely. This includes organisation of traffic routes to enable pedestrians and vehicles to circulate safely.

A risk assessment of traffic management within the school grounds and immediate vicinity is the responsibility of Redbridge College.

The following key issues were considered when carrying out the traffic management risk assessment:

- By law, pedestrians or vehicles must be able to use a traffic route without causing danger to the health or safety of people working near it;
- Roadways and footpaths should be separate whenever possible;
- Protection for people who work near vehicle routes;
- By law, traffic routes must also keep vehicle routes far enough away from doors or gates that pedestrians use, or from pedestrian routes that lead on to them, so the safety of pedestrians is not threatened;
- As far as possible, parked vehicles are kept out of the flow of traffic and people;
- Drivers are notified of designated parking areas on entering the site;
- Parking areas are demarcated, which reduces manoeuvring and reversing for large vehicles;
- As far as possible, avoid reversing. When this is unavoidable make sure effective systems are in place to control it;

- As far as possible schedule vehicle movements to prevent overcrowding, of site and surrounding roads;
- By law, traffic routes must also be suitably indicated where necessary for reasons of health or safety;
- Install clear signs to tell drivers and pedestrians about the routes they should use;
- Where signposts are used, they should be constructed to Highway Code Standards; and
- Make sure the signs are kept clean and visible.
-

Further information on workplace transport is available from www.hse.gov.uk/workplacetransport

3.27 Violence/Personal Safety of Staff

The Health and Safety at Work Act 1974 places a legal duty on employers to ensure the health, safety and welfare of employees at work.

The Management of Health and Safety at Work Regulations 1999 places duty on employer to consider and assess the risks to employees. This would include the risk of reasonably foreseeable violence.

Violence may be defined as any incident in which a person is abused, threatened or assaulted, either physically or verbally, in circumstances relating to their work.

Physical or verbal abuse of staff within this school will not be tolerated and the School fully endorses the [LBR Personal Safety of Staff Policy and procedures](#). Consequently a risk assessment will be undertaken to identify and minimise the risk to staff from potentially violent persons or situations.

The Deputy Head is responsible for undertaking a risk assessment to cover potential violence at work.

A copy of the current risk assessment is located on data base

Staff will, where appropriate, receive information, instruction and training on the risks from potential violence and aggression, and how to avoid or minimise potential violent or aggressive situations.

It is the responsibility of the Deputy Head to ensure that staff are provided with appropriate information, instruction and training.

All acts of physical or verbal abuse must be reported using the appropriate report procedures. See the relevant section of this policy for further information.

As an employer the school will support any employee who is assaulted or threatened in the course of their duties.

In addition, there is an Employee Assistance Programme available to all staff, which offers a [24-hour confidential helpline](#).

3.28 Waste including Waste Electrical & Electronic Equipment (WEEE) Regulations

All waste generated by this Establishment will be disposed of responsibly.

General waste will be disposed of in the wheelie bins

Any hazardous waste will be disposed of in accordance with the Hazardous Waste Regulations 2005. This may be via LBR facilities or through a specialist licensed contractor.

Any waste being stored on site must be stored in such a way so as not to pose a risk to staff or pupils.

Waste is considered 'hazardous' under environmental legislation when it contains substances or has properties that might make it harmful to human health or the environment. Examples of hazardous waste include, fluorescent tubes, car batteries, insulating oils.

Any electrical or electronic waste must be disposed of in accordance with the Waste Electrical and Electronic Equipment (WEEE) Regulations.

Any third party taking either hazardous waste or WEEE must be a registered waste carrier. The waste must be accompanied by a waste transfer note or hazardous waste consignment note (as appropriate) and taken to a suitable facility.

Members of staff must not take waste in their own private vehicles or in any LBR vehicle unless they are a registered waste carrier (i.e. it is no longer possible to take waste directly to a municipal refuse site).

Further information on the implication of the WEEE Regulations can be found in the Environment Agency document ["New rules for the disposal of electrical and electronic equipment"](#).

3.29 Work Equipment

The Provision and Use of Work Equipment Regulations (PUWER) 1998 apply to all types of work equipment. The Regulations generally apply to any equipment that is used by an employee at work, for example photocopiers

In general terms the Regulations require that equipment provided for use at work be:

- Suitable for the intended use;
- Safe for use;
- Maintained in a safe condition;
- Inspected;

In addition to PUWER 1998, the Management of Health and Safety at Work Regulations 1999 require employers to carry out suitable and sufficient risk assessment of the risks to which employees are exposed to at work including work equipment.

The Establishment will ensure that risk assessments are in place for specific pieces of equipment and effective measures taken to control the hazards associated with the use of equipment.

This Establishment requires all employees and students who use equipment to undertake pre-use inspections to identify any obvious defects (e.g. damaged casings, exposed wiring, etc.). All defects to work equipment must be reported and the equipment taken out of use until the defect is rectified.

Defects should be reported to Health & Safety Co-ordinator

All the equipment provided must only be used for its intended purpose.

Staff must not use work equipment unless they have received appropriate training and must use the equipment in an appropriate manner, according to the information received in training and instructions from the Health & safety Co-ordinator, where applicable. Students using the work equipment must be supervised at all times.

It is the responsibility of Health & Safety Co-ordinator to arrange staff training, and to ensure that records of staff training are maintained

All work equipment, where the failure of said item could result in a significant risk of injury, are to be subject to at least an annual maintenance/inspection by a competent person/organization. Where legislation imposes specific duties to undertake inspections at set frequencies these will be carried out in accordance with the Regulations. The written records of the inspection and maintenance, should be maintained and be available for examination.

This Establishment does not permit staff to undertake modifications to equipment.

Staff and pupils may not bring their own personal electrical appliances into the Establishment .

When work equipment has reached the end of its working life or is no longer required it must be written-off in the asset register and then disposed of safely. Under no circumstances may equipment be sold or passed-on to a third party.

3.30 Work Experience and Young Persons

Students on work placements/experience are regarded in health and safety law as employees and therefore must be provided with the same health, safety and welfare protection given to other employees.

Work experience may be defined as a placement on an employer's premises in which a student carries out a range of tasks or duties, more or less as an employee, but with the emphasis on the learning aspects of the experience

Students who are under the age of 18, taking part in work experience/ placements, are considered Young Persons under health and safety law. The Management of Health and Safety at Work Regulations 1999 require employers to specifically take account of young persons when carrying out their risk assessments.

If young persons have not previously been employed in the workplace, then existing risk assessments should be reviewed accordingly. The assessment of risks to 'young persons' must be carried out before their employment or work placement period begins.

ReBep will be responsible for carrying out risk assessments and maintaining records. Significant findings will then be brought to the attention of students on work experience, and the measures they need to take to avoid the risk before they work in the area.

All young people and students on work experience will be provided with appropriate induction, information, instruction, training and supervision.

Where the school's own students undertake work experience with a local employer, the school will ensure that pre-placement checks of health, safety and welfare arrangements at the employers' premises are carried out by suitably qualified and competent people. They must also ensure that students are prepared for, supported and monitored appropriately during work placement programmes.

ReBep will be responsible for carrying out health, safety and welfare arrangements pre-placement checks (including risk assessments) . Ongoing monitoring during placement period will be carried out by Work Experience Co-ordinator.

Work Experience Co-ordinator will be responsible for managing work experience placements.

3.31 Workplace (Health, Safety & Welfare)

Employers have a general duty under the Health and Safety at Work Act 1974 to ensure the health, safety and welfare of their employees at work, and others who are not employees but use their premises.

The Workplace (Health, Safety and Welfare) Regulations 1992 expand on these duties and are intended to protect the health and safety of everyone in the workplace and to ensure adequate welfare facilities are provided for people at work.

The Regulations require employers to make provision for the following:

- Maintenance of a safe workplace, equipment and systems of work;
- Suitable and sufficient ventilation, lighting and indoor temperature;
- A clean workplace and furnishings with easy to clean surfaces;
- Sufficient work space with suitable work stations and seating;
- Floors and traffic routes of suitable condition and free from damage or hazards;
- The prevention of people falling from height, or being struck by falling objects;
- Windows (and other transparent/translucent surfaces) made of safe materials, that do not expose people to risks to their health & safety, and are able to be cleaned safely;
- Traffic routes organised to allow pedestrians and vehicles to circulate in a safe manner;
- Suitable and sufficient toilets and washing facilities;
- An adequate supply of drinking water;
- Accommodation for personal or work clothing, and adequate facilities for changing clothing where necessary;
- Facilities for rest and to eat meals.

This Establishment will ensure that suitable arrangements are in place to cover these provisions, so far as is reasonable practicable. In order to monitor this, a regular workplace inspection will be undertaken using the [Establishment Workplace H&S Inspection Proforma](#).

Workplace inspections will be undertaken by Health & Safety Co-ordinator on a six monthly basis

Workplace inspection records will be kept by Health & Safety Co-ordinator and kept in Health & Safety filing cabinet

The responsibility for building and equipment maintenance lies with Redbridge College. Any building or equipment defects or hazards should be reported by Health & Safety Co-ordinator

4 Access to Policy Statement

A copy of this statement is to be made available to all employees.

5 Names of Key Staff

Designation	Name	Extension No
Head Teacher	Tony Clayton	
Deputy Head Teacher	Elaine D'Ath	
Health & Safety Co-ordinator	Elaine D'Ath	
COSHH Co-ordinator	Ashleigh Cook	
Educational Visits Co-ordinator	Elaine D'Ath	