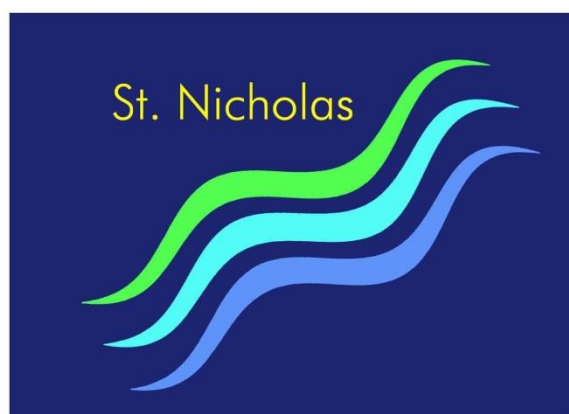


Health and Safety Management in Schools Policy

St Nicholas CE Primary School



Approved by: St Nicholas CE Primary School
Governing Body

Date: 25th April 2018

Last reviewed on: 25th April 2018

Next review due by: April 2019

1. Statement of Intent

This policy statement is produced in respect of '**St Nicholas CE Primary School**' and is supplementary to the Council's Health & Safety Policies. The policies can be found on the Council's intranet.

It is the intention of the school, to pay particular attention to the provision and maintenance, so far as is reasonably practicable of:

- *a safe workplace, including entry and exit from the premises;*
- *a safe and healthy working environment;*
- *safe plant, equipment and systems of work, which are without risks to health;*
- *safe arrangements for the use, handling, storage, transport and disposal of hazardous articles and substances;*
- *adequate information, instruction, training and supervision to enable all staff to work safely, and pupils to learn and play safely;*

The school recognises its responsibility to promote a culture where health and safety issues are discussed in an open and positive way to achieve improved standards and safe systems of work. The school regards the promotion of health and safety matters as a mutual objective of all that work here.

It is the school policy to take all such steps as are reasonably practicable to meet its statutory responsibility for providing a safe and healthy working environment for staff and pupils and extends such protection to visitors to the school premises. The school will also endeavour to ensure that the acts and omissions of school staff do not adversely affect non-employees.

To this end, the school endeavours to apply and enforce all current legal requirements together with other appropriate safety measures where reasonably practicable. This practice will be continued in the case of future legislation.

The school will consult with staff on health and safety issues that affect them and with individuals before delegating particular health and safety responsibilities to them.

Staff are expected to co-operate with the school Headteacher and Governors in all measures taken to fulfil statutory health and safety duties and to protect the health, safety and welfare of staff, pupils and visitors.

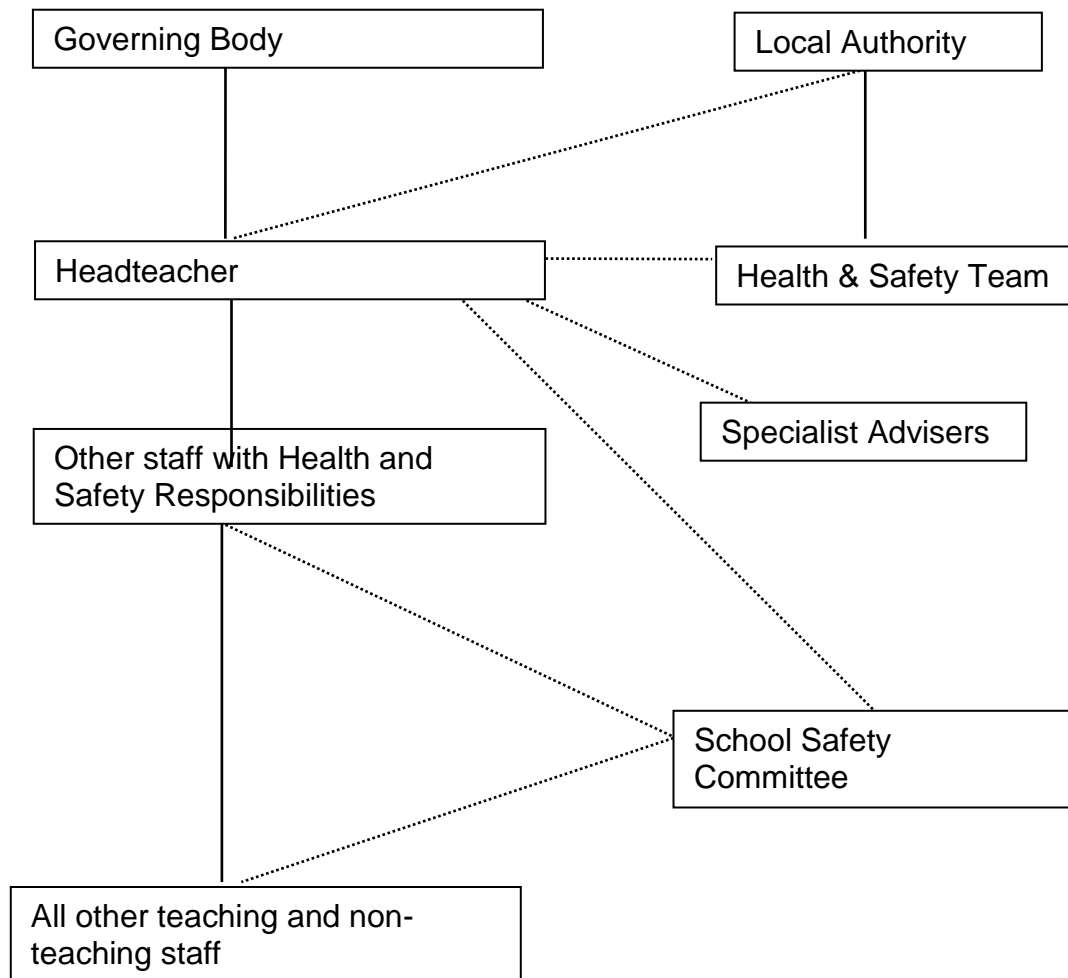
Signed: _____ Chair of Governors Date: _____

Signed: _____ Headteacher Date: _____

Review Date: April 2019

2. Organisation for Health and Safety

2.1 Organisation Flow Chart (Simplified)



— Line Management
..... Advice / Liaison

2.2 Responsibilities of the Strategic Director of People and Communities Directorate

The responsibilities of the Strategic Director of the People and Communities Directorate are outlined in the People and Communities Statement of Health & Safety Policy. (This can be found on the Council's Intranet system).

2.3 Responsibilities of the Governing Body

The Governing Body has overall responsibility for health and safety within the school, although because of the corporate status of Governing Bodies, individual governors cannot be held to be personally liable, when they have acted on collective decisions, taken in good faith.

The Governing Body will ensure that all reasonable steps have been taken to fulfil the school health and safety policy and to reduce the possibility of accident or injury to staff pupils or visitors.

They will ensure that:

- Risk Assessments of work activities are undertaken and a written records of these assessments are kept and reviewed regularly;
- Sufficient funding is allocated for health and safety, e.g. in respect of training, personal protective equipment, overalls or any other clothing identified by assessment as necessary etc;
- regular safety inspections are undertaken;
- a positive H&S culture is established and maintained

2.4 Responsibilities of the Headteacher

The Headteacher is responsible to the Governing Body for the health, safety and welfare of staff, pupils and visitors within the school and for the implementation of this policy.

The Headteacher may delegate some tasks to designated individuals; any duties not delegated are automatically their responsibility. They remain specifically responsible for ensuring that (even if delegated):

- a school H&S policy is produced for approval by the Governing Body and that the policy is regularly reviewed and revised as necessary;
- the school has the necessary Health & Safety specific co-ordinators appointed;
- all members of staff, pupils and so far as is reasonably practicable, visitors to the school, are aware of their general and specific health and safety responsibilities as set out in the Policy;
- information and advice on H&S is acted upon and circulated to all relevant parties;
- where required written risk assessments of work activities are undertaken, the identified risks to which staff and pupils are exposed are recorded and regularly reviewed together with their control measures;
- if he/she delegates health and safety duties to an individual (normally referred to as the H&S Coordinator) they ensure that the duties are clearly defined and the person is competent to carry them out, and have sufficient resources allocated to enable them to be carried out;
- the appropriate structures exist and operate for consultation with staff on the resolution of health, safety and welfare issues;
- regular inspections of premises, plant, accessible asbestos and equipment are undertaken;
- staff are competent to undertake the tasks required of them and that they have been provided with any necessary training, equipment or other resources to enable the task to be undertaken safely;
- health and safety problems are dealt with promptly and appropriately or referred the Governors, School Surveyor or the Council's Health & Safety Team as appropriate;
- all serious accidents are reported on the 'On-Line Incident reporting' scheme and investigated;
- ensure all Health & Safety policies/procedures are available to all relevant parties;
- he/she cooperates with the Council in meeting its legal requirements in respect of the monitoring of health and safety practice and procedures;

2.5 Responsibilities of Teaching Staff

Teaching staff have the responsibility, to familiarise themselves with the following procedures and bring them to the attention of pupils:

- i. Emergency Evacuation Procedures.
- ii. Accident Procedures.
- iii. Safe working practices.

Teachers are responsible for ensuring that:

- they, and pupils under their control, make use of any H&S provision as necessary;
- they undertake regular inspections of equipment and their rooms and bring any faults to the attention of the designated person;
- they bring to the attention of the designated person any health and safety concerns relating to working practices, procedure, equipment, accommodation or fire;

2.6 Responsibilities of all School Staff

Under the Health and Safety at Work Act 1974, all employees have a duty to take reasonable care for their own safety and for the safety of others, which may foreseeably be affected by their acts and omissions at work.

They also have a duty to co-operate with the school management in all measures taken to fulfil statutory health and safety duties and to protect the safety of staff, pupils and visitors;

Whilst recognising management responsibilities regarding health and safety at work, the school expects all staff to set an example in safe behaviour by:

- ensuring staff and pupils follow safe procedures;
- ensuring that protective equipment is used correctly by staff and pupils when needed;
- bringing safety problems to the attention of the Headteacher;
- reporting any accident, near miss incident, dangerous occurrence or case of ill health arising out of work and cooperate with management in investigating such accidents or incidents;
- checking that class rooms/work areas are safe; and
- checking that equipment is safe and properly maintained before and after use.

2.7 Responsibilities of Pupils

All pupils are expected to behave at all times in a manner that places neither themselves nor others needlessly at risk. They are expected to:

- comply with school rules relating to general behaviour;
- to take note of and comply with information provided for safety with regards activities undertaken;
- in cases of emergency to remain quiet, listen and obey instructions given by staff; and
- not to misuse anything provided for H&S reasons.

2.8 Responsibilities of Health & Safety Co-ordinators

This is the person delegated with specific responsibilities by the Headteacher in respect of the management of H&S.

The H&S Coordinator will:

- receive all H&S information sent to the school and disseminate the information to staff/governors as necessary;
- advise the Headteacher and Governors on action required to comply with relevant H&S Legislation;

- in consultation with Head/Governors, set timescales/ensure work is carried out to meet the requirements of H&S Legislation;
- carry out the termly safety inspections.

2.9 Responsibilities of the COSHH (Control of Substances Hazardous to Health) Coordinator (school caretaker)

The COSHH Co-ordinator will:

- maintain an inventory of substances covered by the COSHH Regulations;
- have responsibility for ensuring that the manufacturer data sheets are obtained;
- carry out a COSHH risk assessment on the use of substances used or generated;
- determine control measures required;
- notify staff who use or encounter the substances of the control measures;
- where control measures involve ventilation systems, or personal protective equipment the COSHH co-ordinator will ensure the maintenance of those controls;
- keep the assessments under review;

2.10 Responsibilities of Educational Visits Coordinator (EVC) (Headteacher)

The Educational Visit Co-ordinator (EVC) is responsible for ensuring the planning and management of educational visits including adventure activities led by school staff.

They should organise the thorough induction of leaders and other adults taking pupils on a specific visit and make sure that Disclosure and Barring Service disclosures are in place as necessary for those who may be volunteering on the trip.

External Visits and Off-site Activities

Teaching staff are responsible for supervising pupil groups whilst they are away from school on external visits, and for ensuring that pupils are aware of their responsibility to act with due consideration for their own safety and that of other people at the site or establishment.

Trip Leaders are responsible for carrying out risk assessments prior to the external visit/off-site activity taking place. Whenever adventurous activities are being undertaken and/or residential take place, those responsible for leading groups off-site will have undertaken the 'Bath & North East Somerset Day Validation/Trip Leader' training.

2.11 Responsibilities of First Aider/ Paediatric First Aider/ Emergency First aider/ Appointed Persons

In the event of an accident the Headteacher or Deputy Headteacher in the absence of the Headteacher is required to take charge of the situation and summon medical assistance if necessary.

The **First Aider/ Paediatric First Aider** should assist casualties when requested and keep a record of treatment or advice given and ensure that an accident form has been completed where appropriate.

Persons will receive First Aid training to the appropriate level. The appointed person, who is the admin assistant, must ensure that the First Aid Box is correctly stocked at all times.

The **First Aider/ Paediatric First Aider** should ensure that the appropriate person is notified if the treatment needs to be logged on the 'on-line' reporting system.

3. Arrangements for Health and Safety

St Nicholas CE Primary School

This section of the policy is split into two parts, part one is the school wide procedures, general arrangements, and part two is the more activity-based arrangements, specific arrangements.

This policy must be read in conjunction with any other relevant policy and/or procedures not specifically mentioned in this document that are in place for this establishment.

General Arrangements

The following arrangements have either been established through risk assessment at school level or are national standards.

3.1 Accident/Incident Recording/Reporting

3.1.1 Minor Injuries

All minor injuries to pupils (e.g. bumps, bruises and grazes) should be reported on an accident form and placed in the folder in the office.

Any injury to a pupil, staff, or visitor that requires First Aid treatment, pupil's taken directly to hospital and/or involves lost time should be recorded on the 'On-Line Incident Report Form' as soon as possible and investigated to try to prevent re-occurrence.

3.1.2 Reportable accidents/injuries

Major incidents are those reportable injuries, dangerous occurrences and occupational diseases (as defined by the HSE) that the School Health & Safety Advisers are required to report to the Health & Safety Executive, by the quickest means possible and on the correct form. The school must therefore telephone the Health & Safety Team on 01225 395115, as soon as a major incident occurs, and immediately enter the details on the On-Line Incident Form.

3.1.3 Reporting Violence, Bullying or Harassment

Violence is any incident in which the person is abused, verbally or otherwise, threatened, or assaulted and may also include bullying and sexual or racial harassment. The school will endeavour to prevent violence to staff and pupils occurring, and to support and assist them should violence occur.

All violent or potentially violent incidents should be reported both to the Headteacher and the Health & Safety Team, via the on-line incident form. Where actual injury occurs this should be specified in the report. It is vital that there is a written record of all such incidents, as the Council's Health & Safety team are required to report them to the Health and Safety Executive.

3.2 Emergency Procedures

In the event of an emergency the Fire Brigade, Police or Ambulance Service may be summoned by a responsible adult.

If the emergency is a fire or any other serious imminent danger, the alarm must also be raised by using the nearest call point.

On hearing the alarm all staff, pupils and visitors should immediately leave the premises and assemble in the designated areas, well away from the buildings. No one should re-enter the building until the alarm bells have stopped ringing and the Headteacher or Fire Brigade have authorised re-entry.

Fire Drills will be held once a term and recorded appropriately.

3.2.1 Staff Responsibilities

Emergency evacuation procedures are posted in each classroom. Staff should familiarise themselves with the procedures and bring them to the attention of pupils.

Staff will ensure:

- all exits are unlocked while the building is occupied - report locked exits to the Caretaker;
- fire exits are free from obstruction at all times;
- fire doors are never propped open;
- missing or empty fire extinguishers are reported to the Caretaker;
- electrical equipment not in use, is switched off and the plug removed from the socket.

In the event of the fire alarm sounding, staff should ensure that wherever possible all doors and windows are closed, and electrical equipment is switched off. Staff may tackle small fires using the appliances provided if trained to do so, but only if this can be done without putting themselves at undue risk. Use of the fire appliances must only be regarded as a "first aid" measure and the Fire Brigade must always be summoned without delay.

Teachers should accompany their classes to the designated assembly point, where they should check their registers. If anyone is missing, the Headteacher should be informed as soon as possible. No one should stop to collect personal belongings in an emergency, or re-enter the building until authorised to do so.

3.2.2 Safety of People with Disabilities

Individual arrangements for the safety and safe emergency evacuation of pupils with disabilities will be determined before their entry to the school. For staff with disabilities, a meeting will be arranged between them, the Headteacher and the Health & Safety Team, if appropriate, as soon as possible after their appointment. For staff or pupils with temporary mobility problems, e.g. a broken leg, similar meetings will be held. Any significant change to procedures, escape routes or the building that are required to facilitate evacuation will be detailed in a personal emergency evacuation plan (PEEP).

3.2.3 Security

Every endeavour will be made to ensure that the school is kept secure from unauthorised access at all times. All staff are expected to co-operate with this and to ensure that security does not compromise emergency evacuation in case of fire.

NOTE Evacuation as a result of a credible 'bomb threat' should be achieved without using the fire alarm as it may set off the device. Personal possessions bags etc. must also be taken with staff and children. Any evacuation assembly point may also need to be changed to avoid standing in front of windows, glazed areas.

3.2.4 Lock down

Please see separate policy.

3.3 First Aid

First aid cover in the school is provided to deal with injuries resulting from accidents, or medical crises, which occur on school premises. It consists of:

- the treatment of minor injuries, which do not require medical attention;
- first assistance to a casualty, while waiting for medical help;

A first aid cabinet is located in the Deputy heads office and in the staffroom. First aid kits can be found at the main entrance, in each classroom and at the playground exit. Additional first aid sundries can be found in the staffroom.

First aid boxes only contain approved materials. The boxes are available for use by all staff/adult visitors on site.

The list of nominated first aid trained staff is displayed on notices around the school or available from the office.

First Aid trained staff are authorised by the school to render first aid strictly in accordance with the First Aid Regulations 1981 (amended 2009). No treatment of any kind, outside of the Regulations, such as dispensing pain-killing drugs, is authorised. If there is any doubt about the extent of an injury or the seriousness of an illness, an ambulance should be called without delay. In the absence of any First Aid trained staff, the Headteacher assumes this responsibility.

First aid boxes are kept on site and these only contain approved materials. The boxes are available for use by all staff/adult visitors on site.

Injuries Involving Bleeding - Staff dealing with injuries involving bleeding must wear appropriate protective clothing. Disposable gloves and disposal aprons are provided for this purpose and kept in/next to the first aid box.

3.3.1 Administration of Medication

Please see Administering Medicines policies.

3.4 Infectious Diseases

The school follows the national guidance produced by the Health Protection Agency, which is summarised on the poster, 'Guidance on Infection Control in Schools and Nurseries'. This is displayed on the wall outside the office.

3.5 Medical Needs

The school will try to accommodate pupils with medical needs wherever practicable in line with the School Policy on Supporting Pupils with Medical Conditions and Administering Medicines Policies. These policies are kept in the policies file in the Business Managers office and in the staff room.

3.6 Risk Assessments

3.6.1 Teaching Activities

The significant outcomes from the risk assessments on teaching activities, i.e. those specifically related to educating pupils, are either included in the point of use text/scheme of work/job sheet or the standard followed for the individual activity.

3.6.2 Manual Handling

Equipment/Materials - Manual handling is defined as the transporting or supporting of a load which includes lifting or supporting people. Wherever possible manual handling will be avoided or done by mechanical means, so that the risk of injury to both staff and pupils, from manual handling is reduced to the lowest level reasonably practicable. All staff that carry out unavoidable manual handling tasks on a regular basis will be trained. Under no circumstances will pupils be allowed to move heavy items of furniture or equipment. Staff are reminded to reduce loads whenever possible and to seek assistance if necessary.

The practice for setting out/putting away dining chairs/tables is displayed in the dining area.

Pupils - All pupils who may need to have manual handling support are assessed using the manual handling assessment forms. This initial assessment will identify if there is a significant risk of injury and subsequent to this if a significant risk of injury is identified further assessment information will be identified.

Only staff who have received manual handling training or instruction are to participate in tasks involving the lifting of persons.

3.6.3 Display Screen Equipment (DSE)

Any member of staff who is a user of DSE must complete the Display Screen Equipment – Computer Workstation Risk Assessment (from the Council's intranet).

All staff that are classified as “Users” of Display Screen Equipment (DSE) will be given information and training on its correct use. They will be entitled to eye or eyesight tests and, if spectacles are necessary for DSE work exclusively, these will be supplied free of charge. This will normally apply to office staff only.

Other workstations incorporating DSE have been assessed to ensure they meet the minimum requirements as contained in the DSE Regulations.

3.6.4 Workplace

An inspection of the workplace, buildings/grounds, has been undertaken in order to identify any failures to meet the requirements of The Workplace (Health, Safety & Welfare) Regulations 1992 as supplemented by the Education (School Premise) Regulations. The school also undertakes regular, *termly*, inspections to proactively identify defects with the workplace. This is recorded and kept with the Business Manager.

Staff and pupils are encouraged to report any defects they note to the school caretaker or School Business Manager. All works identified are prioritized and the work is then either carried out or programmed for completion as and when funding becomes available.

3.6.5 Control of Substances Hazardous to Health (COSHH)

The school will ensure that the risk to staff and pupils from substances hazardous to health is prevented or controlled so far as is reasonably practicable. Risk assessments will be carried out by the COSHH Co-ordinator, combining information from the ‘Manufacturer’s Safety Data Sheets (MSDS)’ and its use. No new substances should be generated or brought into school, unless a risk assessment has been carried out and the ‘safety data sheet’ is held. The safety data sheet should be available in the event of an incident.

The COSHH Records are kept in the Business Manager’s office and are available for inspection at all times.

3.6.6 Competence

All staff are considered to be competent to perform the tasks they are given. Competence is viewed as one of the key elements of risk management. This is the only way to control dynamic work situations by having a competent person in charge, who will react to changes and take appropriate measures.

The school considers its staff to be competent but will provide training/instruction or supervision as required. To facilitate this, training records are kept and training updates delivered.

3.6.7 Fire Precautions

The school has undertaken a fire precautions risk assessment and evacuation procedures can be found in the specific arrangements section of this policy.

- a) A fire plan is displayed in the main reception . This indicates the position of call points, fire exits, detectors, fire extinguishers and any other relevant fire equipment. It also indicates the location of the isolation points for Gas, Electricity and Water.
- b) Fire evacuation notices are displayed in each workroom.
- c) Information is kept on maintenance arrangements, e.g. checks on alarms and fire extinguishers.
- d) Fire drills are carried out big termly and monitored accordingly.

3.7 Contractors on Site

Contractors will be given sufficient information to enable them to work safely in the school. They are required to co-operate with the school in all measures taken to ensure the safety of pupils, staff and visitors.

In conjunction with the school surveyor, the work of contractors on school premises is monitored, where this affects the safety of staff, pupils or visitors. All contractors on site will be given access to the asbestos register. There is no asbestos on site.

The Construction Design and Management Regulations (2007) are complied with as relevant to the work being undertaken.

3.8 Consultation with Employees

The school will ensure staff are consulted regarding all health and safety matters that affect them.

3.9 General Maintenance Arrangements

All equipment on site will be maintained in efficient working order to ensure that it is safe to use. The following arrangements have been made.

3.9.1 Fire Extinguisher/Fire Alarms

Fire extinguishers are subject to an annual check by A&E Fire Equipment LTD and are checked on a weekly basis by the School Caretaker to ensure that they are in position and that the pins are in place.

Fire Alarms are serviced and maintained by A&E Fire Equipment LTD

3.9.2 PE Equipment

All PE equipment is subject to regular visual inspection, carried out by staff prior to use. If defects are noted the School Business Manager will assess whether the equipment can remain in use or whether it needs to be taken out of use pending repair.

On an annual basis an independent service contractor inspects the PE equipment.

3.9.3 Portable Appliance/Electrical Equipment Testing (PAT)

All portable electrical equipment is the subject of regular visual inspections, carried out by staff prior to use of equipment, to identify any damage to the equipment, plug or cable. If defects are identified then the equipment it is put out of use until it is checked, to ensure safe operation, or the defect is remedied.

Portable electrical equipment, including the personal property of staff on school premises, will be tested annually by a suitably trained person. No equipment should be used unless it has been tested.

The school will ensure that all electrical equipment is constructed and maintained so as to prevent danger as far as is reasonably practicable, and will comply with the standards detailed in the Electricity at Work Regulations 1989.

An inventory of all electrical equipment is kept.

3.9.4 Repairs and Maintenance

Buildings, services, and plant will be inspected termly. Staff should report any defects or problems that they notice promptly by entering them in the defects book held in the school office.

3.10 School Trips

A separate school visits policy has been produced.

The safety of every visit is considered using the council's Trip Safety Checklist as a reference.

Educational visits will be recorded and monitored through the computerised 'EVOLVE' system.

3.11 Transport

3.11.1 Staff transporting pupils/equipment in their own cars

Staff who use their own cars must confirm that their insurance policy covers them for this purpose and the vehicle is fit for purpose. (This insurance cover is not provided by the Council).

3.11.2 Transport and driver hired in

Transport and drivers are only hired from a reputable source.

3.12 Health and Safety Training

Health and safety information and/or training will be provided for all staff when they join the school and whenever they are exposed to new risks or changed work activities. Training records are kept by the School Business Manager.

3.13 Safer Routes to and Around the School

The school will take appropriate measures to ensure the safety of pedestrians and vehicles accessing and leaving the school premises. Pedestrian routes are clearly defined and vehicle movements controlled.

Consideration is also given to road safety and traffic schemes around the school, walking bus arrangements, keep clear markings and information and instructions for staff, pupils and parents.

3.14 No Smoking Policy

In line with legislation no smoking is allowed in our school. Smoking is banned in the grounds.

3.15 Legionella

An assessment has been completed by a specialist on the hot and cold water systems. Legionella risks have been assessed and a legionella management plan has been drawn up for the school to manage the risk of legionnaires' disease. Employees have been instructed in their duties under the plan, and records are maintained in accordance with the management plan.

Shower heads are cleaned every quarter by the school caretaker, infrequently used outlets are run at least weekly by the school caretaker and hot and cold water systems are run before the start of each term by the School Caretaker.

Water temperatures are regularly monitored by the school caretaker as part of our schools local legionella management process, any temperature profile anomalies are immediately reported to Property Services and acted on.

The school ensures that all work done under their control on pipe runs, water systems and components complies with the standards detailed in Legionnaires' Disease. - The Control of Legionella Bacteria in Water Systems, Approved Code of Practice and Guidance L8.

3.16 Behaviour and Safety of Pupils and Staff at School

The school recognises it has a statutory and common law duty to protect our employees and 'others' from violence and aggression or even illness as a result of repeated behavioural episodes to the extent they cause a member of staff to be off work with stress. This legal duty extends principally to staff as employees, if they are attacked by anyone, but also extends to pupils in health and safety terms as they would be classed as 'others' affected by our activities

There is no duty to protect an aggressor unless any action taken to restrain them would be considered to be 'unreasonable'. Any member of staff that may become involved in restraint, other than simply defending themselves, will follow the appropriate positive handling principles as taught to them.

St Nicholas CE Primary School places a very high expectation on our pupils' behaviour. This expectation extends to the prevention of the following:

- All forms of bullying or harassment;
- cyber-bullying;
- prejudice based bullying and language related to:
 - sexual orientation;
 - race;
 - religion;
 - gender identity or re-assignment; or
 - disability.
 - sex
 - age
 - special needs

3.16.1 Offensive Language

Language used by pupils that would be considered unacceptable in society including name calling etc. will be challenged and dealt with immediately.

The school recognises the importance of monitoring and promoting positive behaviours and also consider the language used. It is incumbent on staff, to not just challenge but to always explain the meaning of any language or term used, as it is often used in ignorance, to ensure that pupils understand why someone might find that word or phrase to be offensive. If there is an acceptable term or phrase to use, then if appropriate, they should be informed and asked to always use the correct term.

Persistent poor behaviour cannot be tolerated by any pupil regardless of any underlying reason, if this presents a significant risk to themselves or others or causes disruption to the learning experience of themselves or others.

In cases of persistent poor behaviour specialist advice will be sought and appropriate support/teaching plans developed.

3.17 Violence and Aggression to Staff

The school expects the very highest standard of behaviour from its staff. All adult visitors to the school, governors, parents and contractors are also required to demonstrate the highest standards of behaviour to set an example to pupils. If they are unable to do so, they may be asked to vacate the premises, and accepted back under strict conditions, or only by appointment.

The risk of violence and aggression in most school workplaces towards staff is normally low, however when an incident does occur, it is often unexpected and the effect can be devastating for those staff involved. In most incidents staff recover quickly and do not want or need support.

A small number of staff may be severely affected, their confidence and morale suffers to such an extent that they find it difficult to return to their work without support. A smaller number still, especially if physically assaulted, never return to their previous employment. As such violence and aggression towards staff, is not something that St Nicholas CE Primary School, is prepared to tolerate.

3.17.1 Risk to School Staff

Where a particular risk is identified to staff, for example when a credible threat is made by older siblings, or adults particularly, a written risk assessment will be undertaken and where identified as necessary risk controls will be implemented, to reduce the risk to an acceptable level such as:

- Staff training to attempt to diffuse, or remove themselves from a potentially violent situation.
- A summary of all incidents will be reported to the Finance, People and Premises committee at least on an annual basis and more often if it is deemed by the chair of that committee to be an issue.
- Additional levels of supervision.
- Support and counselling be offered to staff affected.
- Panic alarms or other work processes to ensure that no member of staff feels at risk, or where necessary could summon assistance quickly.
- Exclusion or any other reasonable measures to reduce any risk identified to an acceptable level.
- A temporary and short term deployment to another school (provided the member of staff agreed).

3.17.2 Parents or Other Adults

The standard of behaviour expected of our own pupils extends to their families and friends whilst on school premises. In particular violent, aggressive or threatening behaviour will not be tolerated by the school especially if directed at any member of staff from parents, other adults or young persons. This includes adults' behaviour in front of pupils at sporting, or other recreational events held on our school premises or when away at other venues.

3.17.3 Serious Violent and Aggression Incidents

For any serious violent and aggressive incident involving a member of staff (incidents to pupils are dealt within the Behaviour Policy) the school will endeavour to do the following:

1. Ensure that building, scene, and member of staff or pupils are safe.
2. Offer support and counselling.
3. Subject to the agreement of the member of staff involved report the matter to the Police
4. Co-operate with any Police investigation and provide information such as CCTV images to assist them in their enquiries
5. Report the incident on the council's reporting system and carry out their own investigation into the circumstances of the incident
6. Review any risk assessments in place, or complete new ones, together with implementing any risk controls identified as necessary.
7. Take any threats made seriously and provide additional resources as identified by the risk assessment detailed above.
8. In exceptional circumstances the school may consider legal redress to recover any damages caused by an individual.

There are other measures such as anti-social behaviour orders (ASBO) that may be appropriate and the Police can advise on what measures may be appropriate. Preventative measures and support will be provided to individuals affected as mentioned already in terms of counselling. If appropriate the school will not hesitate to seek legal redress against any perpetrator of violence.

3.17.4 Whistle Blowing

If a member of staff has concerns about the threat of violence or aggression, any other health and safety matter they should in the first instance try to resolve it with their line manager or Headteacher. If there is no satisfactory outcome they may bring this to the attention of the Governor with responsibility for health and safety anonymously and the matter will be investigated by them. Any safeguarding concerns have other specific actions detailed elsewhere.

3.18 Occupational Health

The school provides occupational health services through a third party when required.

3.19 Occupational Stress

The school have adopted the Managing Stress in Schools Code of Practice. It will actively identify and manage and where necessary carry out a specific risk assessment on occupational (work) related stress. It further acknowledges its responsibilities towards all of its employees and their levels of work related stress as a result of the six management standards and will actively endeavour to counteract them.

Specifically the school will:

1. Recognise that proactive and constructive prevention and management of stress is an on-going and integral part of management practice and ensure that school managers receive appropriate training for this.

2. Ensure that risk assessments are carried out in consultation with staff, when potential causes of stress or stressful situations are identified, so that appropriate control mechanisms are developed and adopted.
3. Ensure that a supportive culture is encouraged in the school, so that all staff feel able to raise concerns on stress at staff / management meetings and receive a supportive response.
4. Ensure that all staff have agreed, clearly defined, reasonable and realistic objectives and responsibilities and that potential stress is considered whenever changes are made to these.
5. The school has a well-being committee who use the annual well-being survey to base their work on.
6. Identify channels of support for members of staff in potentially stressful situations and ensure that staff are aware of these.
7. Ensure that school managers and staff recognise the effect that their behaviour can have on the stress of colleagues and accept this responsibility in avoiding causing unnecessary stress in others.
8. Encourage staff to recognise that health and safety responsibilities include a responsibility of individual employees to contribute to development and implementation of strategies for reducing stress. This includes a personal responsibility to seek assistance at an early stage.

3.20 Internal Reporting of Occupational Stress

The Headteacher will include in their report to Governors a section on staff well-being.

3.21 Review

This policy will be reviewed annually unless circumstances require an immediate review.

Signed: _____ Chair of Governors Date: _____

Signed: _____ Headteacher Date: _____

Review Date: April 2019 by the Finance and Premises Committee

Appendix A

Staff Holding Responsibilities for Health and Safety Date.....

Name of Establishment _____

Note to schools:-

NB. This list is not exhaustive and can be adapted as relevant to the needs of the school.

Position	Name
Chair of the Governing Body	
Governor responsible for health and safety	
Headteacher	
Health & Safety Coordinator	
Education Visits Coordinator	
COSHH Co-ordinator	
Responsible person for First Aid	
D T Co-ordinator	
Science Co-ordinator	
Sport and PE Co-ordinator	
Premises Supervisor	
Transport Co-ordinator	
Kitchen Manager	
Caretaker	
Trade Union Safety Representative	
Appointed Persons	
Security Co-ordinator	