




Lady Bay Primary School Health and Safety Policy

Head Teacher Signature:	
Date Adopted:	9.12.24
Review Date:	December 2025 or in line with LA changes

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Statement of Intent

The Governing Body of **Lady Bay Primary School** will meet their responsibilities under the Health and Safety at Work Act and other health and safety legislation to provide safe and healthy working conditions for employees, and ensure their work does not adversely affect the health and safety of others (including; pupils, visitors, contractors etc.). Details of how this will be achieved are given in this health and safety statement.

The Governing Body will ensure that effective consultation takes place with all employees on health and safety matters and that individuals are consulted before allocating particular health and safety functions to them.

Where necessary the Governing Body will seek specialist advice to determine the risks to health and safety in the school and the precautions required to deal with them.

The Governing Body will provide sufficient information and training in health and safety matters to all employees in respect to the risk of their health and safety.

The Governing Body requires the support of all staff to enable the maintenance of high standards of health and safety in the school's activities.

The school is committed to continually improving its health and safety performance.

This statement includes a description of the organisation of the school and its arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are outlined in the arrangements section.

Signed:

(Chair of Governors)

Date:

Signed:

(Head Teacher)

Date:

Organisational Structure and Responsibilities

Management Structure

The structure chart outlines key roles and responsibilities within the school's health and safety management system.

Responsibilities of the Governing Body

The Governing Body are responsible for:

- Complying with the Nottinghamshire County Council Health and Safety Policy and arrangements.
- Formulating and ratifying the school health and safety statement and health and safety plan.
- School to have access to health and safety competent advice as stated in Regulation 7 of the Management of Health and Safety at Work Regulations.
- The site and premises are maintained in a safe condition and that appropriate funding is allocated to this area from the budget.
- Prioritising action on health and safety matters where resources are required from the school budget. Any hazards which the school is unable to rectify from the school budget must be reported to the Local Authority.
- Regularly reviewing health and safety arrangements (minimum annually) and implementing new arrangements where necessary.
- Promoting high standards and develop a positive culture of health and safety within the school.
- Employees to have necessary competence to conduct their duties in relation to health and safety matters.
- Risk assessments are completed and recorded of all the schools work activities (including those off-site) which could constitute a significant risk to the health and safety of employees and others.
- The statement of intent and other health and safety documentation is drawn to the attention of all employees.
- Conduct active and reactive monitoring of health and safety matters in the school.

Responsibilities of the Head Teacher (Steve Border)

The Head Teacher is responsible for:

- The day to day management of health and safety matters in the school in accordance with the health and safety policy and ensuring the health and safety arrangements are carried out in practice.
- Risk assessments are completed and recorded of all the schools work activities (including those off-site) which could constitute a significant risk to the health and safety of employees and others.
- Conduct active and reactive monitoring of health and safety matters in the school and remedial action is taken (where necessary) to reduce risk.
- Information regarding health and safety matters will be communicated to the relevant individuals.
- Identify staff health and safety training requirements and make arrangements for provision.
- Establish and attend the school's health and safety committee (where appropriate).
- Developing and/or reviewing the school annual health and safety action plan.
- Co-operating with and providing necessary facilities for trade union safety representative(s).
- Participating in the Local Authority health and safety auditing arrangements and ensuring audit action plans are implemented.
- Monitoring the purchasing and maintenance of equipment and materials with regards to compliance with current health and safety standards.
- Employ only competent contractors to work on the school site.
- Seek specialist advice on health and safety matters where appropriate.
- Implement formal arrangements for managing emergency situations.
- Compliance with the requirements of the Occupier's Liability Act.

Note: In the absence of the Head Teacher these responsibilities fall to their immediate deputy.

Responsibilities of the Health and Safety Co-ordinator – Marj Masters (must be a Senior Member of Staff)

Responsible to the Head Teacher for:

- Attending appropriate health and safety training courses to enable them to discharge their duties effectively.
- Promoting health and safety matters throughout the school and assisting the Head Teacher in the implementation of the health and safety policy and arrangements.
- Maintenance of health and safety documentation and associated records to ensure they remain up to date with current legislation and good practice.
- Implement a health and safety notice board and sure it is kept up to date.
- The correct accident reporting procedures are followed and where appropriate accidents, incidents and near misses are investigated.
- Conduct routine health and safety inspections and implement a method of internal audit. A system must be in place to monitor and respond to any identified remedial actions.
- Implementing procedures for the authorisation of school visits.
- Participating in health and safety audits arranged by the Local Authority
- Providing health and safety induction training for all new employees.
- Maintenance of health and safety training records including the provision of refresher training.
- Statutory inspections are completed and records kept.
- Emergency drills and procedures are carried out regularly and monitored for effectiveness.
- Monitoring contractors on site and conduct a formal, documented induction.
- Attend the school's health and safety committee (where appropriate).

Note: In the absence of a designated Health and Safety Co-ordinator the above responsibilities will fall to the Head Teacher.

Responsibilities of all Employees

All employees at the school have responsibility to:

- Take reasonable care for the health and safety of themselves and others when undertaking their work.
- Checking classrooms, work areas and equipment are safe.
- Ensure safe working procedures are followed as outlined within health and safety policy and risk assessments.
- Co-operating with the Local Authority, Governors and Head Teacher on all matters relating to health and safety by complying with the health and safety policy.
- Not intentionally or recklessly interfering or misusing equipment or fittings provided in the interests of safety or welfare.
- Reporting immediately to their Line Manager or Head Teacher any serious or immediate danger.
- Reporting to the Head Teacher any shortcomings in the arrangements for health and safety.
- Only use equipment or machinery which they are competent to use or have been trained to use.
- Participating in health and safety inspections and the health and safety committee (where appropriate).

Arrangements

Co-ordination and Communication

Health and Safety Co-ordinator

Senior member of staff in the school with special responsibility for health and safety matters (Health and Safety Co-ordinator):	School Business Manager – Marj Masters
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Safety Representatives and Safety Committees

Employee(s) appointed as a safety representative by their association or trade union:	N/A
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Health and Safety Committee

The members of the School Health and Safety Committee are:

Name	Job Title
Steve Border	Headteacher
Phil Craig	Governor
Marj Masters	School Business Manager
Steve Middleton	Site Manager

Emergencies

Senior member of staff in the school with responsibility the development, maintenance and implementation of the emergency plan:	Headteacher & School Business Manager (Steve Border & Marj Masters)
A copy of the emergency plan is available at:	Staffroom and school office

The person (and deputy) responsible for ensuring and supervising (where appropriate) the controlled evacuation of people from the building or on the site to a place of safety.	Person Responsible	Deputy
Summoning of the emergency services.	Head Teacher – Steve Border	Deputy Head – Tracey Keane
That a roll call is taken at the assembly point	Head Teacher – Steve Border	Deputy Head – Tracey Keane
That no-one attempts to re-enter the building until the all clear is given by the emergency services	Head Teacher – Steve Border	Deputy Head – Tracey Keane

Note: The priorities are as follows:

- To ensure the safety of all persons, their removal from danger, their care and the application of first aid and medical treatment where appropriate.
- To call the emergency services when appropriate.
- To safeguard the premises and equipment, if this is possible without putting persons at risk.

Locations of Main Service Isolation Points

Service	Location of Isolation Point
Water	Upper School - girls toilets, LH corner of sinks RH corner of Site Manager's room Lower School – girls toilets RH corner of sink Portacabin – under sinks, above toilets, behind panel

Gas	Upper School – boiler room at rear, and LH store off cheese box Lower School – boiler room down steps by rear door and green box to right of boiler room railings Portacabin - none
Electricity	Upper school – class 4C (room 8) – cupboard by windows - Site manager’s room RH side Lower school – meter in front foyer

Severe Weather

During periods of severe weather, arrangements for maintaining safe access to, from and within the premises (e.g. clearing snow and ice) will be determined by:	Headteacher (Steve Border) or Deputy Head in his absence
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Accidents and Medical Arrangements

Accident, Incident and Near Miss Reporting and Investigation

Any employee who witnesses an accident, incident or near miss, or to whom one is reported, will make an entry on Medical Tracker, the online reporting system as soon as possible after the event:

Accident book(s) are kept by the following people at the location specified:

Location of Accident Book	Person in Charge of Accident Book
Medical Tracker (online)	Marj Masters, SBM
Accident reports must be drawn to the attention of the Head Teacher	Head Teacher: S Border Deputy: T Keane
Person responsible for monitoring accidents, incidents and near misses to identify trends and patterns:	School Business Manager: M Masters

The following types of incident must be recorded:

- All accidents, incidents and near misses involving employees
- All instances of verbal abuse, aggressive behaviour and violence towards employees
- Any incidents which result in pupils or members of the public requiring further medical treatment
- Any incidents which are RIDDOR reportable (with a copy of the RIDDOR report sent to hands@nottsc.gov.uk).

Where accidents are found to be caused by faulty plant, equipment, premises or unsafe systems of work action must be taken to remove or isolate the hazard and warn people until the necessary modifications or repairs can be made.

First Aid

The following employees are named first aiders:

Name	Location	Expiry Date of Certificate
Marj Masters	School Office/ end office	22/4/2027
Sarah Wells	Lower School / Year 1	22/4/2027
Rachel Latham	Upper School / Year 5	Nov 2024
Person responsible for ensuring first aid qualifications are maintained:		S Border, Headteacher
Person responsible for ensuring that first aid cover is provided for staff working out of normal school hours:		S Border, Headteacher

First aid boxes and first aid record books are kept at the following locations in the school:

Location of First Aid Box(es)	Location of First Aid Record Book(s)
School Office, Every classroom, S Wells (outside Y1 classrooms), Upper School Corridor (middles), staffroom	Medical Tracker (online)
A termly check on the location and contents of all first aid boxes is carried out by:	First Aiders
Use of first aid materials and deficiencies should be reported to:	School Office
Address and telephone number of the nearest medical centre / NHS GP:	St George's Medical Practice 93 Musters Road West Bridgford (0115) 9143200
Address and telephone number of the nearest hospital with accident and emergency facilities:	QMC (Queens Medical Centre) (0115) 9249924

Administration of Medicines

Member of staff in the school with responsibility the development, maintenance and implementation of the medicines policy:	Head Teacher – Steve Border
A copy of the medicines policy is available at:	School Website, Key Information
Person responsible for dealing with the administration of medicines in accordance with current guidelines. Including keeping records of parental permission,	First: First Aiders - Marj Masters, Sarah Wells, Rachel Latham

keeping medicines secure, keeping records of administration, and safely disposing of medicines which are no longer required:	Deputy: other staff (majority are First Aid trained)
Person responsible for dealing with the administration of controlled drugs (e.g. Ritalin) in accordance with the Misuse of Drugs Act. Including keeping records of parental permission, liaising with the providing pharmacist, keeping medicines secure, keeping records of administration and safely disposing of medicines which are no longer required:	First: Marj Masters / Sarah Wells – none held in school at the moment
	Deputy: Rachel Latham
Person(s) responsible for undertaking and reviewing the care plans of pupils with medical needs:	Marj Masters / Sarah Wells/ Rachel Latham

Hazard Identification and Control

Risk Assessment

Person responsible for carrying out an assessment of the school's work activities including extra-curricular, off-site activities (inc. school trips / residential), work carried out by contractors or volunteers on site, identifying hazards and ensuring risk assessments and procedures are appropriately communicated:	School Trips - Tracey Keane (Deputy Head & EVC Co-ordinator) Contractors & volunteers - Marj Masters (SBM)
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Hazard Reporting and Follow Up

All employees and governors must report any hazards that could be a cause of serious or imminent danger e.g. damaged electrical sockets, broken windows, suspected gas leaks, wet or slippery floors immediately to:	School Business Manager – Marj Masters Or Headteacher – Steve Border
Person responsible for initiating a risk assessment of hazards identified and any remedial action decided upon:	Headteacher /SBM S Border / M Masters

Repairs and Maintenance

A person encountering any damage or wear and tear of the premises which may constitute a hazard should report it to:	School Business Manager (MM), Site Manager (SM) or Headteacher (SB)
Defective furniture must be taken out of use immediately and reported to:	School Business Manager (MM), Site Manager (SM) or Headteacher (SB)
Person responsible for ordering repairs and maintenance:	School Business Manager – Marj Masters

Information, Instruction and Training

Provision of Information

Person responsible for distributing all health and safety information received from the Local Authority / Trust:	Headteacher / School Business Manager S Border / M Masters
Records of employees signatures indicating that they have received and understood health and safety information is kept:	Headteachers office
The health and safety notice board is sited:	staffroom
Person responsible for ensuring documents are displayed on the health and safety notice board and keeping it up to date:	School Business Manager M Masters

The HSE Health and Safety Law Poster is displayed:	Upper School Building – corridor Lower School Building – outside 1JH
The NCC Health and Safety Policy Statement Poster is displayed (NCC Schools Only):	Upper School Building

Health and Safety Training

Person responsible for drawing to the attention of all employees the following health and safety matters as part of their induction training:	Head Teacher – S Border
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- Health and Safety Policy (Local Authority / Trust and Departmental)
- Local asbestos register and disturbance procedure
- Risk assessments
- Fire and other emergency arrangements
- Accident reporting arrangements
- First aid arrangements
- Safe use of work equipment
- Good housekeeping, waste disposal and cleaning arrangements
- Hazard reporting and maintenance procedures
- Special hazards and responsibilities associated with their work activity
- Special needs of young employees (e.g. work experience placements).

Person responsible for co-ordinating the provision of health and safety training needs of employees in consultation with their line managers:	Headteacher – Steve Border
Person responsible for compiling and implementing the school's annual health and safety training plan:	Headteacher – Steve Border
Person responsible for reviewing the effectiveness of health and safety training:	Headteacher – Steve Border
Employees who feel that they have need to health and safety training of any kind must notify in writing the contact person:	Headteacher – Steve Border

Premises

Asbestos

Person with overall responsibility for managing asbestos:	Headteacher – Steve Border
The asbestos register is kept at:	School Office
Person with responsibility for ensuring the local asbestos management plan is implemented and maintained:	Headteacher – Steve Border
The disturbance procedure is displayed in a (staff only) area, at:	Staffroom and School Office

The condition of asbestos is monitored (periodically, in accordance with register/LAMP) by:	Site Manager – Steve Middleton
The LAMP is kept in:	School Office

Legionella

Person with overall responsibility for managing Legionella:	Headteacher – Steve Border
The Legionella risk assessment is kept at:	Site Manager’s Office
Person with responsibility for ensuring that remedial actions from the risk assessment are followed through:	Headteacher – Steve Border
The water temperatures and other maintenance tasks associated with the water system are taken (monthly) by:	Second Element, through ARC
The flushing of little used outlets is carried out (weekly, including school closure periods) by:	Site Manager – Steve Middleton
The log book is kept in:	Site Manager’s Office

Fire

Person with overall responsibility for managing fire safety:	Headteacher – Steve Border
The fire risk assessment is kept at:	Head Teacher’s office in H&S file
Person with responsibility for ensuring that remedial actions from the risk assessment are followed through:	Headteacher – Steve Border
Person responsible for routine maintenance and servicing of fire safety equipment:	Site Manager – Steve Middleton / School Business Manager – Marj Masters
The log book is kept in:	Site Manager’s Office

Security

Premises

Person (and their deputy) responsible for unlocking and locking the building, arming / disarming security alarms etc:	First: Site Manager – Steve Middleton
	Deputy: NCC Facilities team (Paul Tinsley) or, by arrangement, Head Teacher – Steve Border

Visitors

On arrival all visitors must report to:	School Office
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Where they will be issued with;

- An identification badge
- Relevant health and safety information
- Sign the visitors book

Lone Working

Person responsible for ensuring risk assessments are prepared and implemented for lone working activities:	Headteacher – Steve Border
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Use of Premises Outside School Hours

Person responsible for co-ordinating lettings of the premises in accordance with the lettings procedure:	School Business Manager – Marj Masters
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Control of Contractors

Person responsible for commissioning building work and is aware of their legal duties under the Construction (Design and Management) Regulations: (Note: this may differ dependant on individual requirements of a project)	Headteacher – Steve Border / School Business Manager – Marj Masters
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Person responsible for the completion of the Notification of Building Works form and sending to H&S team in timely manner:	School Business Manager – Marj Masters
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Person responsible for selecting contactors and vetting contractors health and safety, policies, risk assessments, method statements, insurance and past health and safety performance:	Headteacher – Steve Border / School Business Manager – Marj Masters
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Responsibility for liaison and monitoring of contractors:	School Business Manager – Marj Masters
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Work Equipment

Powered Access Equipment, Mobile Access Platforms, Tower Scaffolds

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	None on site – contractors only
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Person(s) authorised and competent to operate and use:	Relevant to contractors only
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Ladders

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager – Steve Middleton (NCC)
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Person(s) authorised and competent to operate and use:	Site Manager – Steve Middleton (NCC)
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Stepladders

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager – Steve Middleton (NCC)
Person(s) authorised and competent to operate and use:	Site Manager – Steve Middleton (NCC)

Manual Handling Equipment

Person responsible for ensuring that sack barrows, flat-bed trolleys etc. are maintained in safe condition:	Site Manager – Steve Middleton (NCC)
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Equipment Provided for Pupils with Special Educational Needs

Person responsible for ensuring all hoists, used for moving people receive a thorough examination and service every six months by a competent contractor and kept in good working order:	N/A
Person responsible for ensuring that slings are laundered regularly (in accordance with manufacturers instruction) and kept in a hygienic condition:	N/A
Person responsible for ensuring all wheelchairs, standing frames are inspected and serviced annually by a competent person, kept in a hygienic condition and in good working order:	N/A
Person responsible for ensuring that other special needs equipment is kept in good working order and serviced appropriately:	N/A

Lifts

Person responsible for ensuring lifts receive a thorough examination and service every six months:	N/A
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Pressure Vessels

Person responsible for arranging a written scheme, thorough examination and maintenance of pressure vessels:	N/A
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Caretaking and Cleaning Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager – Steve Middleton (NCC) / NCC Cleaning dept
Person(s) authorised and competent to operate and use:	Site Manager – Steve Middleton (NCC) / NCC Cleaning dept

PE Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Headteacher – S Border / PE and Sports Grant leads – Jane Hewitt and Lynn Davie
Person(s) responsible for regular daily visual inspection and in-house routine inspection:	PE and Sports Grant leads – Jane Hewitt and Lynn Davie
Contractor responsible for annual full inspection and report:	G M Services Ltd (GEM)

Outdoor Play Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Headteacher – S Border / PE and Sports Grant leads – Jane Hewitt and Lynn Davie
Person(s) responsible for regular daily visual inspection and in-house routine inspection:	Headteacher – S Border / PE and Sports Grant leads – Jane Hewitt and Lynn Davie
Contractor responsible for annual full inspection and report:	G M Services Ltd (GEM)

Stage Lighting Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	N/A
Person(s) authorised and competent to operate and use:	N/A

Mobile Staging and Seating

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Headteacher – Steve Border
Person(s) authorised and competent to operate and use:	All staff

Portable Electrical Appliances and Hard Wiring Circuits

Person responsible for ensuring the hard wiring circuits is periodically inspected (every 5 years):	School Business Manager – Marj Masters
Person responsible for ensuring remedial actions are undertaken from the hard wiring circuits inspection and retaining a record of this:	School Business Manager – Marj Masters
Person responsible for ensuring portable electrical appliance testing is carried out at appropriate intervals and recorded:	School Business Manager – Marj Masters
Person(s) responsible for carrying out formal visual inspection and testing:	School Business Manager – Marj Masters
Staff must not bring onto the premises any portable electrical appliances unless authorised and have been portable appliance tested. The person responsible for authorising their use on the premises:	School Business Manager – Marj Masters

Display Screen Equipment (DSE)

The following employees are classified as users of display screen equipment and an assessment will be undertaken of their workstations.

Employee Name	Job Title
Louise Beaumont-McGaw	Administrative Assistant
Vanessa Costa	Administrative Assistant
Lucie Gregory	Administrative Assistant
Marj Masters	School Business Manager

Person responsible for implementing the requirements of the DSE risk assessment:	School Business Manager – Marj Masters
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Swimming Pools

Person responsible for ensuring the swimming pool is: <ul style="list-style-type: none">• Correctly and safely maintained• Regular inspections are carried out• Remedial action is taken or if necessary the pool is taken out of use where necessary• Appropriate records are kept	N/A
Person responsible for ensuring the swimming pool is used only by authorised persons in accordance with the code of safe practice, with lifesavers and adequate supervision etc.	N/A

Vehicles

Employees who are required to use their private vehicle for official business are responsible for gaining authorisation from: They will ensure the driver has a valid licence, appropriate insurance, the vehicle is road worthy and fitted with suitable seat belts for each passenger.	Headteacher – Steve Border
Person responsible for arranging insurance and maintenance of vehicles to the standards laid down by the Local Authority / Trust.	N/A
Person responsible for authorising the use of the school minibus, ensuring risk assessments are completed, drivers have passed their minibus test etc.	N/A
Person responsible for maintaining a list of authorised drivers of school vehicles who have passed the required test:	N/A

Substances and Personal Protective Equipment

Hazardous Substances

Inventories of hazardous substances used in the school are maintained by the following employees at the locations specified:

	Person Responsible	Location / Extension
Science	Gill Willson	Year 5
Art	Louise Galloway	Portacabin
Caretaking	Site Manager – S M	Site Manager's Office
Cleaning	Site Manager – S M	Site Manager's Office
Catering	School Cook / NCC	Kitchen
Grounds Maintenance	NCC Landscape Services	Off-site
Other (please state):	N/A	N/A
Copies of all the hazardous substances inventories are held centrally in:		Site Manager's Office / Kitchen
Person responsible for obtaining the latest Hazards / MSDS and undertaking / updating the COSHH risk assessments:		Site Manager – Steve Middleton (NCC)
Person responsible for ensuring local exhaust ventilation (e.g. fans, kitchen ventilation, dust extraction etc.) will receive a thorough examination by an appointed contractor:		NCC Catering

Personal Protective Equipment (PPE)

Suitable PPE will be provided free of charge, where identified as necessary in a risk assessment. All employees are responsible for informing their line manager as soon as they become aware of a need to repair or replace PPE.

Person(s) responsible for inspecting PPE termly and replacing PPE when required are:	Site Manager – Steve Middleton (NCC)
Person responsible for the risk assessment, provision, storage, maintenance, inspection, repair and replacement of respiratory protective equipment:	Site Manager – Steve Middleton (NCC)

Housekeeping and Waste

Cleaning Arrangements

All members of staff are responsible for arranging to clear up spillages, which occur whilst they are in charge of the area concerned. Other spillages, leaks or wet floors should be reported to Site Manager – Steve Middleton or School Business Manager – Marj Masters, to be dealt with.