

HEALTH AND SAFETY POLICY

1.0 RATIONALE

At Cranmore school we believe that excellence in the management of Health and Safety (H&S) is an essential aspect of school life. We believe that our pupils, staff and visitors are the most important asset of our school and therefore we aim to create an environment where pupils, staff and visitors are always safe. This is achieved by following procedures to minimise risk and teaching good habits so that individuals can take care of themselves and each other, recognizing that some activities have an element of risk and acting to reduce this to an acceptable level.

2.0 AIMS

The H&S policy aims to:

- * promote the safety and welfare of all members of the school community;
- * promote good safety procedures, alertness and control and instil concern and consideration for the safety of others;
- * teach sensible safety habits within the whole curriculum either in standalone instruction or embedded through lessons;
- * encourage pupils to develop beneficial habits through good health and hygiene routines;
- * teach safety as part of pupils' duties where appropriate;
- * provide and maintain adequate welfare facilities as appropriate;
- * formulate effective procedures for use in case of a fire or evacuating the school premises;
- * make arrangements for ensuring safety and the reduction of risks to health in connection with the use, handling, storage and transport of articles and substances;
- * ensure the provision of sufficient information, instruction and supervision to help all employees and pupils to avoid hazards and contribute positively to their own health and safety, as well as access to health and safety training as appropriate or as and when provided;
- * ensure safe use of information technology at every level;
- * maintain all areas within the school in a condition that is safe and with minimal risk to health;
- * ensure access to and egress from school buildings, in a condition that is safe and with minimal exposure to risk.

3.0 ORGANISATION OF HEALTH AND SAFETY

Cranmore school is one of 3 schools in the Effingham Schools Trust (EST) but each school (Cranmore, Manor House and St Teresa's), has its own H&S Policy and a separate H&S Committee which is responsible for the delivery of H&S at each school site. Membership of the H&S Committee at Cranmore is as follows:

Cranmore H&S Committee

Director of Operations EST (H&S Manager & Chair)
H&S Governor
Headteacher
Facilities & Estates Manager (Deputy H&S Manager)
Deputy Head
Head of Junior School
Head of IT
Head of Science
Head of DT
Director of Sport
IT Support
Deputy Facilities & Estates Manager
School Nurse
Catering Manager
Transport Supervisor
Cleaning Manager
Caretaker

4.0 RESPONSIBILITIES

4.1 Governors and Executive Head Responsibilities

Governors and the Executive Headteacher of EST are responsible for implementing each schools' H&S policies. They will:

- a) monitor the effectiveness of each H&S policy and the safe working practices described within them and shall revise and amend policies, as necessary, on a regular basis;
- b) prepare in each school an emergency evacuation procedure and arrange for periodic practice evacuation drills (at least once a term) to take place and for the results of these to be recorded; prepare a lock-down procedure in each school and arrange for practice drills;
- c) make arrangements to draw the attention of all staff employed within the EST to the school and departmental safety policies and procedures and of any relevant safety guidelines and information issued by relevant authorities;
- d) make arrangements for the implementation of accident reporting procedures and draw this to the attention of all staff at each school as necessary;
- e) make arrangements for informing staff and pupils of relevant safety procedures. Other users of the school will be appropriately informed;
- f) ensure that appropriate health and safety inspections are undertaken for work and school activities;

4.2 Duties of the Person Delegated to assist in the Management of Health and Safety (known as the H&S Manager)

This will be the Director of Operations for the EST. The H&S Manager will:

- a) assist each Headteacher in the implementation, monitoring and development of the school's H&S policy;
- b) monitor general advice on safety matters given by relevant bodies and advise on its application to each school;
- c) co-ordinate arrangements for the design and implementation of safe working practices within each school;
- d) investigate any specific health and safety problem identified in each school and take or recommend (as appropriate) remedial action;
- e) order that a method of working ceases, on health and safety grounds, if deemed unsafe;
- f) assist in carrying out regular safety inspections each school and its activities and make recommendations on methods of resolving any problems identified;
- g) ensure that staff with control of resources (both financial and other) give due regard to safety;
- h) co-ordinate arrangements for the dissemination of information and for the instruction of employees, pupils and visitors on safety matters and to make recommendations on the extent to which staff are trained.
- i) arrange for the withdrawal, repair or replacement of any item of furniture, fitting or equipment identified as being unsafe;
- j) report to the insurers any defect in the state of repair of the buildings or their surrounds which is identified as being unsafe and make such interim arrangements as are reasonable to limit the risk entailed. Make arrangements in each school for a slips and trips register;
- k) monitor, within the limits of their expertise, the activities of contractors, hirers and other organisations present on each school site, as far as is reasonably practicable;
- l) identify any member of staff having direct responsibility for particular safety matters and any member of staff who is specifically delegated to assist Governors and the Headteachers in the management of health and safety within the EST. Such delegated responsibility must be defined as appropriate;

4.3 Duties and Responsibilities of the on-site Deputy H&S Manager

The Cranmore Facilities and Estates Manager is the on-site Deputy H&S Manager.

The Deputy H&S Manager will:

- a) maintain the premises and repair any minor H&S issues;
- b) identify and arrange for any larger issues to be remedied by outside contractors;
- c) train staff in H&S in consultation with the H&S Manager;
- d) conduct annual risk assessments in consultation with the H&S Manager;
- e) conduct fire drills and update records accordingly;
- f) ensure security of the buildings during and outside school hours;
- g) deputise for the H&S Manager as required;

- h) organise and train staff in H&S.
- i) ensure that heavy machinery or plant movement is controlled and supervised;
- j) oversee the management of asbestos and maintain the asbestos register and follow the Control of Asbestos Regulations 2012 and Managing and Working with Asbestos 2013.
- k) arrange annual maintenance and safety checks on all electrical, gas, water and plant equipment appropriate to meet or exceed industry standards;
- l) ensure that all glazing is safe and any breakages made secure and repaired as quickly as practicable.

4.4 Responsibilities of Staff

All staff are responsible for the H&S arrangements in relation to staff, pupils and volunteer helpers under their supervision. They will monitor their own work activities and take all reasonable steps to:

- a) exercise effective supervision over all those for whom they are responsible;
- b) be aware of and implement safe working practices and to set a good example personally;
- c) identify actual and potential hazards and introduce procedures to minimise the possibility of mishap;
- d) ensure that any equipment or tools used are appropriate for that use and meet accepted safety standards;
- e) provide job instructions, warning notices and signs as appropriate;
- f) provide appropriate protective clothing and safety equipment as necessary and ensure that these are used as required;
- g) minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process;
- h) evaluate promptly and, where appropriate, take action on disagreement of health and safety arrangements;
- i) provide the opportunity for discussion of health and safety arrangements;
- j) investigate any accident (or incident where personal injury could have arisen) and take appropriate corrective action;
- k) provide for adequate instruction, information and training in safe working methods and recommend suitable training;
- l) ensure entry/exit are kept clear for emergency vehicles at all times;
- m) ensure pupils are supervised by staff (break duties);
- n) ensure smoking is not allowed on the school premises;
- o) complete risk assessments, where necessary, for any activity.

4.5 Responsibilities of All Employees

WHENEVER AN EMPLOYEE IS AWARE OF ANY POSSIBLE DEFICIENCIES IN H&S ARRANGEMENTS HE/SHE MUST DRAW THESE TO THE ATTENTION OF THE H&S MANAGER (DIRECTOR OF OPERATIONS) OR HIS DEPUTY (FACILITIES SUPERVISOR)

All Employees have a responsibility to:

- a) take reasonable care for the H&S of themselves and of any person who might be affected by their acts or omissions at work;
- b) co-operate with the Governors, Headteacher and others in meeting statutory requirements;
- c) not interfere with or misuse anything provided in the interests of health, safety and welfare;
- d) make themselves aware of all safety rules, procedures and safe working practices applicable to their posts; where in doubt they must seek immediate clarification from their line managers or the delegated person responsible for health and safety;
- e) ensure that tools and equipment are in good condition and report any defects to the H&S Manager; use protective clothing and safety equipment provided and ensure that these are kept in good condition;
- f) ensure that offices and general accommodation are kept tidy;
- g) ensure that any accidents, whether or not an injury occurs, and potential hazards are reported to the H&S Manager in the first instance who is to inform the Executive Head and Headteacher.

Please note the following:

- a) newly appointed employees are particularly vulnerable to any risk, and all relevant health and safety policies and procedures must be drawn to their attention at an early stage;
- b) whilst it is a management responsibility to instruct all employees in safe working procedures in relation to their posts and workplaces, employees may from time to time find themselves in unfamiliar environments. In such cases, the employee concerned should be particularly alert for hazards, and if possible, seek help or guidance from a person familiar with the environment and specific hazards;
- c) all volunteer helpers will be expected, as far as reasonably possible, to meet the same standards required of employees;
- d) all new members of staff will be trained in H&S as soon as possible within their scheduled new starter induction training.

4.6 Responsibilities of Pupils

All pupils are expected, within their expertise, ability and understanding, to:

- a) co-operate with teachers and school staff on H&S matters;
- b) not interfere with anything provided to safeguard their own H&S;
- c) take reasonable care of their own H&S, and;
- d) report all H&S concerns to a teacher.

The Headteacher and teachers will endeavour to make pupils (and where appropriate parents/guardians and carers) aware of these responsibilities through direct instruction and by recording in the Pupils' Behaviour Policy and PHSE programme. In addition, information is given to all pupils in their student diary and are a key part of the annual induction programme.

4.7 All Other Persons on the School Property Responsibilities

All other persons on the school property will:

- a) observe the H&S rules and the instructions given by persons enforcing the H&S policy;
- b) not work on the premises until the relevant rules are read, understood and accepted;
- c) not work on the premises until covered by insurance against risk;
- d) keep fire and emergency exits clear at all times.

4.8 Responsibilities of the Health and Safety Committee

The H&S Committee will be responsible for:

- a) coordinating the implementation of the school's H&S Policy and will keep under review measures taken to ensure the H&S of employees, pupils and staff;
- b) meet regularly, and at least once a term, to discuss matters concerning H&S;
- c) ensure an inspection of the school is carried out once every term;
- d) where necessary, review and update any risk assessments;
- e) discuss training requirements;
- f) review the H&S policy at least annually and update it where necessary.

4.9 Heads of Department

Heads of Department will:

- a) ensure staff and any other supervising adults are aware of any matters pertaining to health and safety in their particular curriculum area;
- b) make the H&S Manager and Deputy H&S Manager aware of any concerns they may have within their areas of responsibility.

5.0 HEALTH AND SAFETY METHODS AND PROCEDURE STATEMENTS

5.1 Code of Safe Conduct

Stakeholders – staff, pupils, contractors and other users - are to:

- a) conform to the H&S policy, all H&S rules and signs, fire precautions and emergency procedures;
- b) ensure that they understand and follow the safe operation of their duties; ask if they do not understand any aspect of these;
- c) report all accidents, near misses, potential hazards and damage immediately;
- d) in the event that personal protective equipment or clothing is provided, it must be used and properly looked after;
- e) not interfere with or misuse anything provided for the H&S of employees;
- f) not act in a way that could endanger themselves or others;
- g) not run, especially on stairs or steps. Use handrails and never read while walking;
- h) keep their work area tidy and clear of obstructions; do not leave things lying around;
- i) clean up any spilt liquids, tracked in rain etc. immediately;
- j) in the event of being called upon to handle bulky or heavy objects, only lift or move what is easily manageable; follow guidance and procedures for manual handling. If in doubt assistance or advice should be sought;
- k) electrical equipment is visually inspected, but:

- i. never touch electrical equipment with wet hands;
- ii. always disconnect electrical equipment before moving it;
- iii. never attempt electrical repairs unless authorized;
- iv. always keep electrical supply cables and wires away from wet areas or from where they could be walked over etc;
- v. always switch off equipment if not in use;
- vi. RCD to be used for external use.

6.0 ARRANGEMENTS FOR HEALTH AND SAFETY WITHIN CRANMORE SCHOOL

6.1 Specific Hazards and Precautions

Information on any specific hazards and precautions (e.g. COSHH, fire) will be issued as appropriate and is available from the delegated person responsible for H&S. Training in dealing with hazards will be conducted as appropriate.

6.2 Medical and First Aid

6.2a First Aid Procedures

Cranmore has a medical centre staffed between 08.00 and 5.00pm Monday - Friday. Most staff hold basic certificates in first aid and attend an annual refresher course and renew their training every three years. There will be several staff who hold a full First Aid at Work (FAAW), Paediatric First Aid, Activity First Aid courses and AED training, suitable for their environment and role. All accidents and cases of work-related ill-health are to be recorded in the accident book. The book is kept in the medical room, and the contents are reviewed by the H&S Committee.

Refer to: The school's First Aid policy and procedures.

6.2b Administration of Medicines

Cranmore staff should not administer any medicines unless trained by the School Nurse. In all cases appropriate parental/guardian/carer authority is required before trained staff will administer any medication. All medicines will be kept in a locked cabinet and administered as directed. Medical and illness forms will be completed by non-medical staff detailing what has been given to whom, when and why for the iSAMS record. Medical staff enter all details directly to the iSAMS medical system.

Should there be a pupil who suffers from a chronic condition, such as epilepsy, ADD/ADHD, trained staff are authorized to administer this medication. However, parental/guardians or carer consent is required before staff can administer prescribed medications. Emergency medication may be given by non-trained staff if the situation requires it eg. auto injectors.

Photographs and names of pupils with allergies are filed in the kitchen so catering staff know which pupils have dietary requirements. The required staff will have a list detailing all pupils who have any allergies, dietary requirements and medical needs.

Refer to: The school's First Aid policy and procedures.

6.2c Acute Wide Spread Infections

Cranmore will follow Public Health England (PHE)/NHS policies and guidance.

Refer to: General Medical Policy and specific condition protocols.

6.3 Accident Recording, Reporting and Investigation

All accidents will be recorded in the accident book by the person reporting the accident and this can be the injured party, the School Nurse or teacher/member of staff attending. The Accident Book is kept in the Medical Centre. Originals of the accident form must be forwarded to the Deputy H&S Manager for investigation and comment. The H&S Manager will be responsible for investigating the causes of the accident and, if necessary, making recommendations to prevent recurrence. The senior School Nurse will be responsible for monitoring patterns of injury.

The H&S Committee will oversee and comment on actions identified by the School Nurse or the H&S Manager.

6.4 Asbestos

Cranmore will, so far as is reasonably practical, protect all their employees and others e.g. contractors, pupils, parents and visitors from risk of exposure to airborne asbestos fibres. Each EST school will meet the statutory obligations under the Control of Asbestos Regulations 2012.

Cranmore will conduct a site survey to identify any materials on the premises likely to contain asbestos. When material is identified as containing asbestos fibres, its type and extent will be recorded in the asbestos register and kept on file.

All maintenance staff, contractors and any other persons likely to be at risk, will be issued with a site plan with asbestos locations marked upon it. They will also be issued with written instructions outlining what to do if asked to work in these areas. This would usually require them to report to the Facilities Supervisor who may set up a safe system of work or bring in a specialist contractor depending on the level of risk.

When removing or demolishing buildings and materials containing asbestos, a specialised licensed contractor will be commissioned when required.

All areas where asbestos may be present will be inspected as part of the regular fabric audit to ensure that it is still in good condition and has not become unstable or damaged

6.5 Catering

Catering at Cranmore is carried out by an external contractor – currently Harrisons. They are responsible for risk assessments, environmental health and other health and safety requirements necessary for the conduct of their activities.

6.6 Classrooms and General Areas

Conditions in these areas are monitored regularly to ensure that temperature, ventilation and lighting are adequate. The school endeavours to ensure that all areas are in line with the most up to date requirements in the Educational Sector. Any maintenance problems are reported to the Facilities and Estates Supervisor. The Facilities and Estates Supervisor also conducts regular monthly inspections of the site with the H&S Manager to monitor the fabric and grounds for any slips, trips and hazards which are recorded in a log which he maintains and holds.

6.7 Consultation with Employees

Cranmore is aware of its obligations under The Health and Safety (Consultation with Employees) Regulations 1996 and consults its employees on the following areas covered by the regulations:

- a) any changes which substantially affect their health and safety at work, changes in procedures, equipment or ways of working etc;
- b) arrangements for using 'competent people' to assist in complying with H&S legislation;
- c) information on the likely risks and dangers arising from the work activities and measures to reduce or eliminate these risks;
- d) the planning of H&S training;
- e) the H&S consequences of introducing new technology.

Cranmore adopts various methods for carrying out this consultation as the situation demands. Many situations can be satisfied by direct consultation, but the schools may consult through the H&S Committee or the EST Board if deemed appropriate.

6.8 Control of Contractors

Contractors are required to report to Reception where they sign in and are issued with a visitor's badge. If appropriate checks have been made, contractors can move around by themselves. If not, they are unable to proceed beyond Reception unless always accompanied by a member of staff. They are given copies of the contractor's code of conduct and the emergency evacuation procedures. They are required to provide proof of public liability insurance.

6.9 Control of Vehicles

The EST use minibuses and coaches to transport pupils to and from each school, sports fixtures and educational visits. Shuttle buses operate between all school sites including a dedicated toddler bus fitted with age-appropriate safety seats. The driver of the toddler bus is accompanied by a teaching assistant who acts as the supervisory member of staff.

6.9a Cranmore Pick-Up and Drop-off

School buses drop pupils off in the bus drop off lane in the main carpark. At end of the day pupils board buses by the Astro pitch and depart via the back gate.

6.9b Speed Calming

Cranmore roads have a high level of use at drop off and pick up times. Speed calming measures have been put in place and raised footpaths created to provide safe walking routes. At peak times traffic sentries are stationed at higher risk locations such as crossing points.

A speed limit of 10 mph is in force for the car parks and bus loading and unloading areas and must be strictly observed in the interests of the protection of all road users and pedestrians. Movement of deliveries, fuel tankers and other HGV vehicles should be accompanied by a walking escort.

6.9c Coach and Minibus Drivers – Staff and Contractors

The School's Transport Supervisor maintains a list of all directly employed minibus drivers along with details of their driving licenses and DBS clearances in accordance with Safer Recruitment policies and procedures. The Transport Manager for EST also maintains a list of contracted-in coach company drivers along with their DBS numbers, and a copy of their company insurance policies. Contracted in bus companies will be required to provide advance warning and details of any new drivers attending school for the first time and these new drivers will be required to provide photographic ID upon their first visit to any representative of the school. Should there be any issues with the coaches the Transport Manager for EST should be informed. The Transport Manager for EST and the Transport Supervisor at Cranmore both report to the Director of Operations for EST (H&S Lead for the Trust).

6.9d Use of own vehicle

Staff may only use their own vehicle to transport pupils in an emergency or exceptional circumstance provided the vehicle is taxed, insured and has an MOT.

6.10 Display Screen Equipment (DSE)

Cranmore, in line with The Display Screen Equipment (DSE) Regulations 1992, carries out the following procedure where equipment is used that comes under the regulations:

- a) assess the operator of the Display Screen Equipment to establish if the operator is classified as a 'user' under the regulations;
- b) if there is a 'user', carry out an analysis of the workstation to assess risks to health and safety - work station includes display screen equipment, ancillaries, chairs, desks and immediate surrounding environment;
- c) implement any requirements established in b);
- d) plan or adjust activities of the 'user' to ensure that work is interrupted by breaks or changes of activity. The recommendations are that there should be a maximum usage of 50 minutes in every hour.

Refer to: DSE Policy

6.10a Eye testing:

Cranmore will be responsible for the provision of eye tests for designated staff. Employees must specify to the optician that this test is to comply with the DSE regulations. If an employee

has an eyesight condition which requires special spectacles for DSE use only, the EST will pay £50.00 + vat towards these.

6.11 Electrical Safety

Cranmore has in place a programme of planned preventative maintenance and regular portable appliance testing (PAT) that is carried out on all electrical equipment.

- a) the electrical safety program requires an inspection of all fixed wiring in all buildings every 5 years. This inspection will be documented, and a programme put in place to perform any remedial works as required from the inspection;
- b) the swimming pool has a safety inspection annually. Any remedial works will be rectified as required;
- c) lightning protection is tested annually, with any remedial works will be rectified as required;
- d) all electrical equipment in classrooms e.g. computers, projectors, printers etc and in the kitchen and workshops should be switched off at the end of the day where practical.

6.12 Fire and Emergency Evacuation Procedures

Cranmore has a full Fire Emergency Evacuation Procedure in place. All fire exits are clearly signposted, and fire routes and exits are kept clear. Fire drills are carried out each term and evacuation times are recorded, with action points. The logbook for the recording and evaluation of practice drills is kept by the Deputy H&S Manager. A fire alarm system is in place with most areas covered by automatic detectors to ensure early warning. A Fire Risk Assessment exists in line with the Regulatory Reform (Fire Safety) Order 2005. The most recent assessment was carried out in 2025 and this has been reviewed annually. The next full Fire Risk Assessment will be carried out in 2028.

6.13 Fire Prevention Equipment

Cranmore maintains an annual pre-planned service and maintenance regime for all fire prevention, firefighting equipment and emergency lighting. This information is kept by the Deputy H&S Manager.

Refer to: Cranmore Fire Safety Policy

6.14 Hazardous Substances

Where academic and support staff use substances deemed necessary for the Control of Substances Hazardous to Health (COSHH) register, the department together with the Deputy H&S Manager will ensure those staff have been trained in COSHH.

Catering and cleaning are carried out by external contractors. These contractors are responsible for ensuring that any products that they use have a written COSHH assessment. Copies of COSHH assessments are kept in the Health and Safety file held in the Deputy H&S Managers Office.

6.15 Hot Drinks

Staff should only carry hot drinks around the school if they are held in a sealed container to prevent hot drinks being spilled causing burns. There should be no uncovered hot drinks in the classroom when pupils are present.

6.16 Legionella

Cranmore is committed to reducing, so far as is reasonably practicable, the reasonably foreseeable risks of exposure of any person to legionella bacteria. Cranmore will aim to achieve this policy commitment by following the principles set out in the publication Legionnaires' disease.

Refer to: Legionella Policy.

6.17 Machinery and Plant

Maintenance of all school equipment is carried out on a regular basis to ensure that Cranmore complies with its obligations under section 2 of The Health and Safety at Work Act 1974.

Refer to: Machinery and Plant Policy.

6.18 Manual Handling

Cranmore is aware of its obligations under 'The Manual Handling Operations Regulations 1992' and where there is a possibility of injury being caused the following action will be taken in line with the Regulations:

- a) manual handling activities involving risk, so far as reasonably practicable, will be eliminated or moved by a mechanised process;
- b) where activities involving risk cannot be avoided, they will be subject to an assessment;
- c) the risk of injury will be reduced as far as reasonably possible by:
 - i.) assistance from other personnel;
 - ii.) use of sack barrows or other similar equipment etc;
 - iii.) splitting the load.

All personnel are required to exercise discretion and common sense when lifting any object. The initial responsibility for assessing any manual handling implications rests with the person lifting the object. The Deputy H&S Manager maintains a record of all staff who are trained in manual handling.

6.19 Movement around School

Pupils should walk around the school and stand in single file when waiting. When walking up and down the stairs pupils should keep to their left, holding the handrail where possible. Pupils and staff should always use the raised safe walking pathways where provided and when moving around the school to avoid traffic. At Cranmore pupils aged 8 and below must be escorted by an adult in the car park.

6.20 Noise

Noise levels can cause permanent damage to hearing. The policy of Cranmore is to take steps to reduce any excessive noise levels in the workplace. In order to comply with The Noise at Work Regulations 2005 Cranmore will endeavour to reduce noise levels where they reach a level of 80 decibels or above and try to ensure that an average maximum exposure of 87 decibels is not exceeded.

- a) Excessive noise will be eliminated at source wherever possible, otherwise Cranmore will try to reduce noise levels and the exposure of employees to them;
- b) This is particularly important in design and technology workshops, maintenance workshops and kitchens. Where it is not possible to eliminate or reduce noise levels, appropriate hearing protection will be provided;
- c) Where noise levels have reached 80 decibels or above staff will be informed if a risk to hearing exists;
- d) They will also be provided with instructions and safe systems of work for working in these areas;
- e) If an employee is regularly exposed to noise levels of 85 decibels or above Cranmore will provide hearing checks on a regular basis.

6.21 Occupational Health

Cranmore aims to protect its employees as far as practicable from any health risk which may arise from work or the working environment by:

- a) developing occupational health procedures and ensuring that policies are current and relate to Cranmore needs;
- b) establishing and maintaining appropriate standards for health and hygiene relevant to each employee;
- c) identifying possible health hazards within the working environment;
- d) advising on the prevention of occupationally induced health problems with a view to improving employee health and performance;
- e) providing an efficient first aid service;
- f) ensuring that occupational health provisions are within, and assist, the school's H&S policy and that they comply with all relevant legal and statutory obligations.

It should be noted that the occupational health service, including health supervision of individual employees at work, is complementary to, and not a substitute for, the relationship between the employee and their National Health Service/General Practitioner.

6.22 Off-site Activities and Educational Visits

For educational visits the following procedure will be observed:

- a) careful planning of trips with a prior visit made by the organiser if necessary and a risk assessment (in writing);
- b) adequate evaluation of all health and safety factors involved with special attention for skiing, rowing and adventurous training conducted by a third party;
- c) adequate notice given to parents of all aspects of the trip.

The school will always consider the ratio of adults to pupils very carefully. Ratios are used which, in Cranmore's opinion, are satisfactory and ensure adequate supervision for pupils, commensurate with the activities that are being undertaken and associated risks.

For all off-site activities, the following points will be taken into consideration:

- a) any hazardous pursuits that are to be undertaken;
- b) any safety or additional insurance requirements;
- c) the expertise of staff accompanying the trip;
- d) accident and emergency procedures.

Refer to: Educational Visits Policy

6.23 Other Areas

Cranmore keeps all areas under review to establish whether any action is required to ensure that safe conditions are maintained.

6.24 Personal Protective Equipment (PPE)

There are certain activities where hazards cannot be eliminated by other means and PPE is the only method of controlling the risk. Should PPE be required for an activity then Cranmore will provide it. Staff members will be required to wear PPE appropriate to the duties and responsibilities being undertaken e.g. lab technicians, maintenance staff and drivers. Under the Personal Protective Equipment at Work Regulations 1992 Cranmore will request contractors to bring their own PPE e.g. catering, cleaning, maintenance and construction.

6.25 Pregnant Workers and Nursing Mothers

A risk assessment will be carried out and appropriate action will be taken, when necessary, to ensure pregnant staff and nursing mothers are not exposed to any significant risks. This will be reviewed every trimester by the School Nurse.

6.26 Reporting Procedures to RIDDOR

Certain accidents arising out of or in connection with work are reportable to the Health and Safety Executive (HSE). Only the Director of Operations (H&S Lead for the Trust) is to report any such accidents as required by the regulations.

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) places a legal duty on employers to notify and report some work related accidents, diseases and dangerous occurrences to the relevant enforcing authority for their work activity. Should an accident be reportable to RIDDOR this can be done by the H&S Manager, once authorised by the Director of Operations, via the RIDDOR Incident Contact Centre (ICC). Before this stage Law at Work will have been contacted for advice.

RIDDOR Duty Officer: 0345-300 9923

The following must be reported:

- Death;
- Major injuries lasting more than seven days;
- An accident causing an injury to pupils, members of the public, or other people not employed at Cranmore;
- A specified dangerous occurrence, where something happened which did not result in an injury, but could have done;
- Any work induced illness.

Any RIDDOR reports to HSE are the responsibility of the H&S Manager and must be authorised for submission to HSE by the H&S Manager or in his absence the Executive Head.

6.27 Risk Assessments

Risk assessments will be carried out on all hazardous work activities in line with the requirements of The Management of Health and Safety at Work Regulations 1999. The assessment will establish the following:

- a) The hazards associated with a particular activity.
- b) The potential frequency and severity of an accident.
- c) The control measures being employed to minimise the risk of an accident occurring.
- d) Any further action to be taken to adequately control the hazard.

The risk assessments will be carried out by a member of staff (the risk owner) or the person responsible for H&S as appropriate and will be reviewed annually.

Refer to: Risk Assessment Policy.

6.28 Security of Site

Cranmore is located adjacent to residential areas and the A246. It has a main entrance for parents and visitors and a staff entrance for staff and deliveries. It is surrounded by fences which would deter but not defeat unauthorised access in addition there is extensive CCTV coverage of the site and buildings. All visitors are required to report to Reception where an electronic access system records their photograph and issues a security pass. Access to external doors is controlled by an electronic swipe key. The Henderson playing fields are accessed across the A246 foot bridge and are more open. There is a residential caretaker, and the school is locked down at night and holidays.

6.29 Smoking

Cranmore is a non-smoking site. Smoking, (including e-cigarettes/vapes), constitutes a fire hazard and can be unpleasant and dangerous for the smoker and colleagues and sets a very bad example to pupils. Smoking on the premises is against the code of conduct and illegal within the workplace buildings and will result in disciplinary action being taken.

6.30 Sport

All sporting activities at Cranmore are organised with the health and safety of the pupils as a priority. This, in conjunction with Schemes of Work and Risk Assessments, ensures that all sport activities are organised and controlled correctly. All pupils are expected to do sport

unless they have brought in a note, or their parents/carers have communicated with the school nurses or the pupil's form teacher to state otherwise.

In the event of injury during sport activities, other than minor scrapes and bumps, the pupils will be sent to the School Nurse. If the injury is serious then an ambulance may need to be called. The accident book must be completed for all sport injuries.

If the staff identify an area of the sports facility/field that has become unsafe, it should be placed out of bounds, reported to the Deputy H&S Manager and monitored to ensure that it is not used until it is declared safe, following remedial work.

6.31 Swimming Pool

Cranmore has an indoor swimming pool. The Deputy H&S Manager is responsible for checking the safety of the water levels and temperature - the tests are conducted by the Caretaker or other members of the Maintenance Team. Students are not allowed pool side without a teacher. If the teacher deems it unsafe to swim the risk is reported to the Deputy H&S Manager and the pool closed until the problem is rectified. Risk assessments need to be followed when all staff and pupils are using the facility in accordance with the swimming pool normal and emergency action procedures.

6.32 Stress

Cranmore is aware of the potential for stress to affect staff and has a policy to address this issue. This can be found in the staff handbook.

As part of a proactive approach, the policy on staff stress has the following sections:

- a) General Position
- b) Recognizing Stress
- c) Causes of Stress
- d) Strategy for dealing with Stress

The policy considers the effects of stress on staff and ways of ameliorating the situation.

6.33 Training

All members of staff are given training in H&S at their induction. On joining Cranmore, all employees will be informed of the general health and safety aspects of their employment and of any specific information appropriate to them. H&S are both regarded as being of paramount importance and all staff will be required to read the H&S Policy.

Additional training and guidance as to specific requirements will be given either by reference to this H&S policy or by other means as deemed appropriate. Where necessary external catering and cleaning contractors provide specific to task training as required. It may be necessary at times for contract staff to attend training provided by Cranmore, such as safeguarding or induction training. In all cases the training will be adequate such that, following training, staff will be competent to carry out the tasks for which they have been engaged.

All employees will be informed about and trained in H&S matters including exposure to any identified risks. Such information and training will be given in the event of there being a change in circumstances affecting health and safety and otherwise will be adapted and repeated periodically where appropriate.

All pupils will be trained in the fire evacuation and lockdown procedures through their teacher and also through regular practices.

6.34 Violence to Staff

Cranmore is aware of its responsibilities with respect to protecting its staff from acts of violence either from pupils, parents or any other visitor on the school's premises and have provided teachers with de-escalation of conflict training.

6.35 Waste Disposal

The disposal of non-hazardous waste and cardboard, business and domestic waste is contracted out to Guildford Borough Council (GBC). Where there is a requirement to dispose of chemicals, sanitary and clinic waste, due account of the provisions of The Environmental Protection Act 1990 and The Control of Pollution Regulations 2001 will be taken and specialist contractors are employed.

6.36 Working at Height

Cranmore is aware of the requirement to control work at height in order to comply with the requirements of The Work at Height Regulations 2005. The regulations apply to all work at height where there is a risk of a fall that may cause injury and there is no minimum height at which they become effective. They apply to all access equipment which covers ladders and stepladders as well as more advanced equipment such as scaffolding and mobile access equipment. In order to ensure that Cranmore complies with these regulations, the following will be taken into account:

- a) working at height will be properly planned and organised;
- b) those involved in working at height will be properly trained and competent;
- c) a risk assessment will be carried out to establish the correct access equipment;
- d) equipment for work at height will be properly inspected and maintained. In addition, risks due to work on or near fragile surfaces will be properly controlled.

Cranmore will further comply with the Work at Height Regulations by taking account of the following:

- a) avoiding working at height if reasonable to do so;
- b) using work equipment or other measures to prevent falls where work at height cannot be avoided;
- c) where the risk of a fall cannot be eliminated, using work equipment or other measures to minimise the distance and consequences of a fall.

7.0 DEALING WITH A HEALTH AND SAFETY EMERGENCY

Cranmore is aware that an unexpected H&S emergency can cause major disruption to its activities. It can also affect the school's and EST's image and standing within the community

if the situation is not handled in an appropriate way. In order to meet this potential eventuality and to ensure that the school and its staff are as prepared as it is possible to be, Cranmore has devised crisis management and emergency evacuation procedures. These detail actions that various members of staff need to take, to ensure that the emergency is dealt with in an appropriate and professional way, in order to allow the school to return to normal as soon as possible.

Refer to: Critical Incident Management policy

8.0 EXTERNAL HEALTH AND SAFETY ADVISORS

Cranmore uses external consultants to monitor certain areas of H&S compliance within the school covering:

- * structural surveyors are retained to give advice on the external fabric of the school;
- * engineers monitor and service the school's plant and equipment;
- * all gym and playground equipment, where necessary, is serviced;
- * the Local Authority Environmental Health Officer inspects the catering and cleaning of the premises. This is organised by the Catering Manager;
- * pest control companies will inspect and organise pest control within the schools through a programme of planned preventative checks and measures;
- * professional fire safety assessment is undertaken every 3 years;
- * in addition to weekly fire alarm tests, the alarm system, together with smoke detectors, emergency lighting and extinguishers are tested annually by a qualified contractor;
- * an external legionella risk assessment has been carried out and is controlled and maintained through a programme of planned preventative maintenance and checks;
- * the school maintains an asbestos register and the Facilities and Estates Supervisor is responsible for ensuring this is kept up to date. An asbestos check is carried out before any major work takes place. A refurbishment and demolition survey will be performed on any specific location where refurbishment and development is planned;
- * qualified electrical engineers will inspect and maintain electrical installations within the school. NICEIC qualified electrical engineers are used to maintain and inspect electrical installations all of which are RCB protected and meet the requirements of BS 7671 IEE wiring regulations. There are current electrical test certificates for all areas of the school;
- * all work on school boilers and appliances is carried out by registered Gas Safe or Oil specific engineers;
- * all lighting protection and earthing conforms to BS 6651-1999 or BS EN 62305. It is tested annually by a specialist contractor;
- * a qualified Planning Supervisor is used in order to ensure compliance with the Construction Design Management (CDM) Regulations 2015 whenever major work is undertaken;

9.0 MONITORING POLICY

The school's H&S policy will be monitored on an ongoing basis by the Director of Operations, the H&S Manager and the Cranmore H&S Committee. The policy is reviewed annually in June

and approved by the EST Board. It is signed by the Head of Establishment (Headteacher) each year on 1 September and is effective immediately for that academic year

HEALTH AND SAFETY POLICY STATEMENT FOR EMPLOYEES

Health and Safety at Work Act 1974

This is the Health and Safety Policy Statement of

Cranmore School

Our statement of general policy is:

- * to provide adequate control of the health and safety risks arising from our work activities, to protect our stakeholders (pupils, staff, parents, contractors and other visitors) using our buildings who may be affected by our activities;
- * to consult with our stakeholders on matters affecting their health and safety, to provide and maintain safe plant and equipment, to ensure safe handling and use of substances, to provide information, instruction and supervision for our stakeholders, to ensure all stakeholders are competent to do their tasks and to give them adequate training to prevent accidents and cases of work-related ill health, to maintain safe and healthy working conditions, to review and revise this policy as necessary at regular intervals.

(signed) (Headteacher)

Date

Review date June 2027

RESPONSIBILITIES

Overall and final responsibility for health and safety (H&S) is that of:

- The Effingham Schools Trust (EST) Board of Governors

Day to day responsibility for ensuring this policy is put into practice is delegated to:

- The Headteacher, H&S Manager (Director of Operations for EST) and the Deputy H&S Manager (Facilities Supervisor)

HEALTH AND SAFETY RISKS

Risk assessments will be undertaken and overseen by:

- H&S Manager/Deputy H&S Manager

The findings of the risk assessments will be reported to:

- The Headteacher and the H&S Committee

Action required to remove/control risks will be approved by the H&S Manager who will be responsible for ensuring the action required is implemented and will check that the implemented actions have removed/reduced the risks.

Accidents, incidents and risk assessments will be reviewed by:

- H&S Committee meetings

CONSULTATION WITH EMPLOYEES

Employee representatives are members of the H&S Committee who:

- review recent risk assessments
- review the actions taken to remedy any identified risks

Consultation with employees will take place:

- annually at an appropriate staff meeting

SAFE PLANT AND EQUIPMENT

The responsibility for identifying all equipment/plant needing maintenance and for ensuring that all identified maintenance is implemented is:

- The Facilities and Estates Manager (Deputy H&S Manager)

Portable electrical equipment is tested annually by:

- External contractors

Any problems found with plant/equipment should be reported to:

- Facilities and Estates Manager (Deputy H&S Manager)

SAFE HANDLING AND USE OF SUBSTANCES

- H&S Manager/Facilities Supervisor (Deputy H&S Manager) /Cleaning Supervisor/Science Department Representative/Heads of Department will be responsible for identifying all substances which need a COSHH assessment.
- The H&S Manager/Facilities Supervisor (Deputy H&S Manager) will be responsible for undertaking COSHH assessments and for ensuring that all actions identified in the assessments are implemented.

Note: the risks must be assessed from all substances hazardous to health, including cleaning materials, laboratory chemicals, paints, adhesives etc.

INFORMATION AND INSTRUCTION

A H&S poster is displayed on the staffroom noticeboard. H&S information for new staff will be arranged by the Facilities and Estates Manager (Deputy H&S Manager) who will arrange for appropriate training (as required) to take place.

All accidents and cases of work-related ill health are to be recorded in an accident book. The book is kept by the School Nurse in the medical room. The Facilities and Estates Manager (Deputy H&S Manager) is responsible for reporting all accidents to the H&S Committee termly.

MONITORING

The Health and Safety Committees will

- check working conditions and systems of work as necessary
- investigate any accidents or work-related sickness absences
- evaluate systems in place

EMERGENCY PROCEDURES - FIRE AND EVACUATION

The H&S Manager is responsible for ensuring the fire risk assessment is undertaken and implemented and the Headteacher is responsible for ensuring that there is at least one fire practice a term.

Maintenance of fire alarm systems, emergency lighting and firefighting equipment takes place annually by W J Fire and is organised by the Facilities and Estates Manager (Deputy H&S Manager)

Updated and reviewed: F&GP Committee 9 June 2026

Endorsed and Accepted: Full Governors Board Meeting 23 June 2026

Effective 1 September 2026