



Health and Safety Policy

For the Bosco Catholic Education Trust
and

For the following academies:

St Philip Howard Catholic School

St Mary's Catholic Primary School

Anney Catholic Primary School

St Joseph's Catholic Primary School

This Health and Safety Policy has been approved and adopted by
the Bosco Catholic Education Trust.

Approved:

November 2019

For review:

November 2020

SECTION A: OUR MISSION STATEMENT

Bosco Catholic Education Trust Mission Statement

The Bosco Catholic Education Trust is a Christ-centred family of Catholic academies, within the Diocese of Arundel and Brighton, working together as one body to provide an outstanding education for all. As Catholic schools, we endeavour to develop confident, compassionate and faithful young people. Through partnership, collaboration and mutual support, we seek to enable all those entrusted to our care to become the person God called them to be.

“Serve the Lord joyfully”

SECTION B: THE USE AND APPLICATION OF THIS DOCUMENT

The whole of this document comprising Sections A, B and C and Appendix 1, form part of the Bosco Catholic Education Trust (“BCET”) Health & Safety Policy.

Every one of our Academies in our multi-academy trust must also formally adopt a policy applicable to itself affecting the policy set out in this paper, particularly Section A, C and D, with wording amended to reflect the fact that it is a policy applicable to an individual academy and omitting paragraphs 2 and 4 in Section C and paragraph 2 in Section D. Each academy policy must be approved before issue by the Trustees of BCET.

SECTION C: OUR POLICY

Introduction

1. BCET believes that ensuring the health and safety of staff, pupils and visitors is essential to the success of all our schools.

We are committed to:

- a. Preventing accidents and work-related ill health.
- b. Compliance with statutory requirements as a minimum.
- c. Assessing and controlling risks from curriculum and non-curriculum work activities.
- d. Providing a safe and healthy working and learning environment.
- e. Ensuring safe working methods and providing safe working equipment.
- f. Providing effective information, instruction, training and supervision.
- g. Consulting with employees and their representatives on health and safety matters.
- h. Monitoring and reviewing our systems and prevention measures to ensure they are effective.
- i. Setting targets and objectives to develop a culture of continuous improvement.

- j. Ensuring adequate welfare facilities exist throughout the school.
 - k. Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.
 - l. Ensuring that CDM Regulations 2015 are fully implemented.
 - m. Trade Union Safety Representatives play a valuable role and the Trustees recognise the mutual benefits that will arise from supporting their work.
 - n. Continual improvement in all the above areas, and any others which, from time to time, may be identified in the course of planning or experience.
2. The allocation of duties for health and safety matters and the particular arrangements which we will make to implement the policy are set out below, may change on a site by site basis, however, it is always the duty of the Trust to ensure compliance with all current legislation, codes of practice and guidelines, and especially with the **Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Control of Asbestos Regulations 2012 and the Construction (Design and Management) Regulations 2015.**
3. A Health and Safety Management System will be created by the Trustees and by each of the academies to ensure the above commitments can be met. All Trustees, Governors, staff and pupils will play their part in its implementation.
4. In order to fulfil BCET's monitoring role and to initiate and review health and safety policies and procedures, a Central Health and Safety Committee will be established at Trust-wide level, which will cover all the academies in the BCET Multi-Academy Trust, and this will operate under the terms of the Safety Representatives and Safety Committee Regulations.

SECTION D: ORGANISATION & RESPONSIBILITIES

1. Introduction

Each Local Governing Committee will issue a statement of intent to apply to its own academy.

In order to achieve compliance with this statement of intent, each school's management team will have additional responsibilities assigned to them as detailed in this part of the Policy.

In addition, they must be familiar with, and take account of, all the procedures and arrangements specified in paragraph 11 of this Section D, insofar as they apply to the areas of work and sphere of influence.

An organisational chart for Health & Safety Management (including those parts applicable to the Trustees of the BCET) is attached at Appendix 1.

2. The Trustees of Bosco Catholic Education Trust

The Trustees have the responsibility to ensure that a clear written policy statement is created which promotes the correct attitude towards safety in staff and pupils and they have their own responsibilities in addition. The Trustees will ensure that:

- There is strong and active leadership from the Trustees.
- They provide encouragement and full support for the creation and maintenance of a positive health and safety culture throughout BCET, through their actions, examples and deeds.
- They will establish an effective communication system and management structure
- Business decisions are integrated with good health and safety management processes.
- Through robust assessment they will monitor and manage health and safety risks, and monitor and review health and safety performance across all the Trust academies.
- They keep the Health and Safety Policy under review.

3. The Local Governing Committee

The Local Governing Committee have responsibility to ensure that:

- a. Responsibilities for health, safety and welfare are allocated to specific people and that these persons are informed of these responsibilities.
- b. Persons have sufficient experience, knowledge and training to perform the tasks required of them.
- c. Clear procedures are created which assess the risk from hazards and produce safe systems of work.
- d. Sufficient funds and resources are set aside with which to operate safe systems of work.
- e. Health and safety performance is measured both actively and reactively.
- f. The school's health and safety policy and performance is reviewed regularly.

4. The Headteacher

The Headteacher supports the Local Governing Committee by ensuring that:

- a. This Policy is communicated adequately to all relevant persons.
- b. Appropriate information on significant risks is given to visitors and contractors
- c. Appropriate consultation arrangements are in place for staff and their Trade Union representatives.
- d. All staff are provided with adequate information, instruction and training on health and safety issues.
- e. Risk assessments of the premises and working practices are undertaken.
- f. Safe systems of work are in place as identified from risk assessments.

- g. Ensure appropriate health and safety notices displayed as identified.
- h. Emergency procedures are in place.
- i. Machinery and equipment are inspected and tested to ensure it remains in a safe condition.
- j. Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- k. Arrangements are in place to monitor premises and performance.
- l. Accidents are investigated and any remedial actions required are taken or requested.
- m. A report to the Local Governing Committee on the health and safety performance of the school is completed annually.

5. The School Health and Safety Co-ordinator

The Co-ordinator co-ordinates and manages the risk assessment process for the school.

- a. Co-ordinating the termly general workplace monitoring inspections and performance monitoring process.
- b. Making provision for the inspection and maintenance of work equipment throughout the school.
- c. Keeping records of all health and safety activities.
- d. Advising the Headteacher of situations or activities, which are potentially hazardous to the health, and safety of staff, pupils and visitors.
- e. Ensuring that staff are adequately instructed in safety and welfare matters in connection with their specific workplace and the school generally.
- f. Carrying out any other functions devolved to him/her by the Headteacher or Local Governing Committee.
- g. Ensuring that unsafe conditions are reported and dealt with to agreed timescales.

6. Teaching/non-teaching staff holding posts/positions of special responsibility

This includes Deputy Headteachers, Curriculum Co-ordinators, Heads of Year, Heads of Departments, Clerical Managers and Supervisors, Technicians and Site Managers/Agents and Caretakers. They must:

- a. Apply the school's Health and Safety Policy to their own department or area of work and be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements.
- b. Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Headteacher or the School Health and Safety Coordinator.
- c. Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
- d. Resolve health, safety and welfare problems that members of staff refer to them or refer to the Headteacher or Manager any problems to which they cannot achieve a satisfactory solution within the resources available to them.

- e. Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- f. Ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- g. Ensure all accidents are investigated appropriately.
- h. Include health and safety in the annual report for the Headteacher.

7. Special Obligations of Class Teachers

Class teachers are expected to:

- a. Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- b. Follow the health and safety procedures applicable to their area of work.
- c. Give clear oral and written health and safety instructions and warnings to pupils as often as necessary.
- d. Ensure the use of personal protective equipment and guards where necessary.
- e. Make recommendations to their Headteacher or Head of Department on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- f. Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- g. Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation.
- h. Report all accidents, defects and dangerous occurrences to their Headteacher or Head of Department.

8. School Health and Safety Representatives

The Local Governing Committee and Headteacher recognise the role of Health and Safety Representatives appointed by a recognised trade union. Health and Safety Representatives are entitled by law to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time wherever practicable.

They are also entitled to certain information, for example about accidents, and to paid time off to train for and carry out their health and safety functions. However, they are not part of the management structure and are not carrying out duties on behalf of the Headteacher or Local Governing Committee.

Time off for training of safety representatives will be provided in accordance with negotiated agreements. Representatives will be given full access to the information on health and safety, which they have a right to have under the Health and Safety at Work Act 1974. They will also be given appropriate time and facilities to undertake the range of activities of a Safety Representative in order that they can play an effective role, any problems that need further action or a review of procedures.

9. Obligations of all Employees

1. The Health and Safety at Work etc. Act 1974 requires each employee to take reasonable care the health and safety of themselves and of all others persons who may be affected by their acts and omission, and to cooperate with management to enable management to carry out their responsibilities under the Act. Employees have equal responsibility with BCET for their own health and safety at work, as well as that of others who may be affected by their acts or omissions, and are to conduct themselves and their activities with due regard for their responsibilities and as detailed in this Company Health and Safety Policy at all times. Further specific duties and responsibilities are set out in detail in the applicable policy documents; however, nothing within this policy shall relieve any employee of their overall legal obligations.

2. In addition, apart from any specific responsibilities which may have been delegated to them, all employees must:

- a. Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons.
- b. Observe all instructions on health and safety issued by the Local Authority, School or any other person delegated to be responsible for a relevant aspect of health and safety.
- c. Act in accordance with any specific H&S training received.
- d. Report all accidents and near misses in accordance with current procedure.
- e. Co-operate with other persons to enable them to carry out their health and safety responsibilities.
- f. Inform their Line Manager of all potential hazards to health and safety, in particular, those which are of a serious or imminent danger.
- g. Inform their Line Manager of any shortcomings they identify in the school's health and safety arrangements.
- h. Exercise good standards of housekeeping and cleanliness.
- i. Know and apply the procedures in respect of fire, first aid and other emergencies.
- j. Co-operate with the appointed Trade Union Health and Safety Representative and the Enforcement Officers of the Health and Safety Executive.

3. All employees who authorise work to be undertaken or authorise the purchase of equipment will ensure that the health and safety implications of such work or purchases are considered.

4. Employees entrusted with responsibilities for specific aspects of health, safety and welfare must satisfy themselves that those responsibilities are appropriately reassigned in their absence. The employee's immediate superior must approve such reassignments.

10. Pupils

Pupils, in accordance with their age and aptitude, are expected to:

- a. Exercise personal responsibility for the health and safety of themselves and others.
- b. Observe standards of dress consistent with safety and/or hygiene.
- c. Observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency.
- d. Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

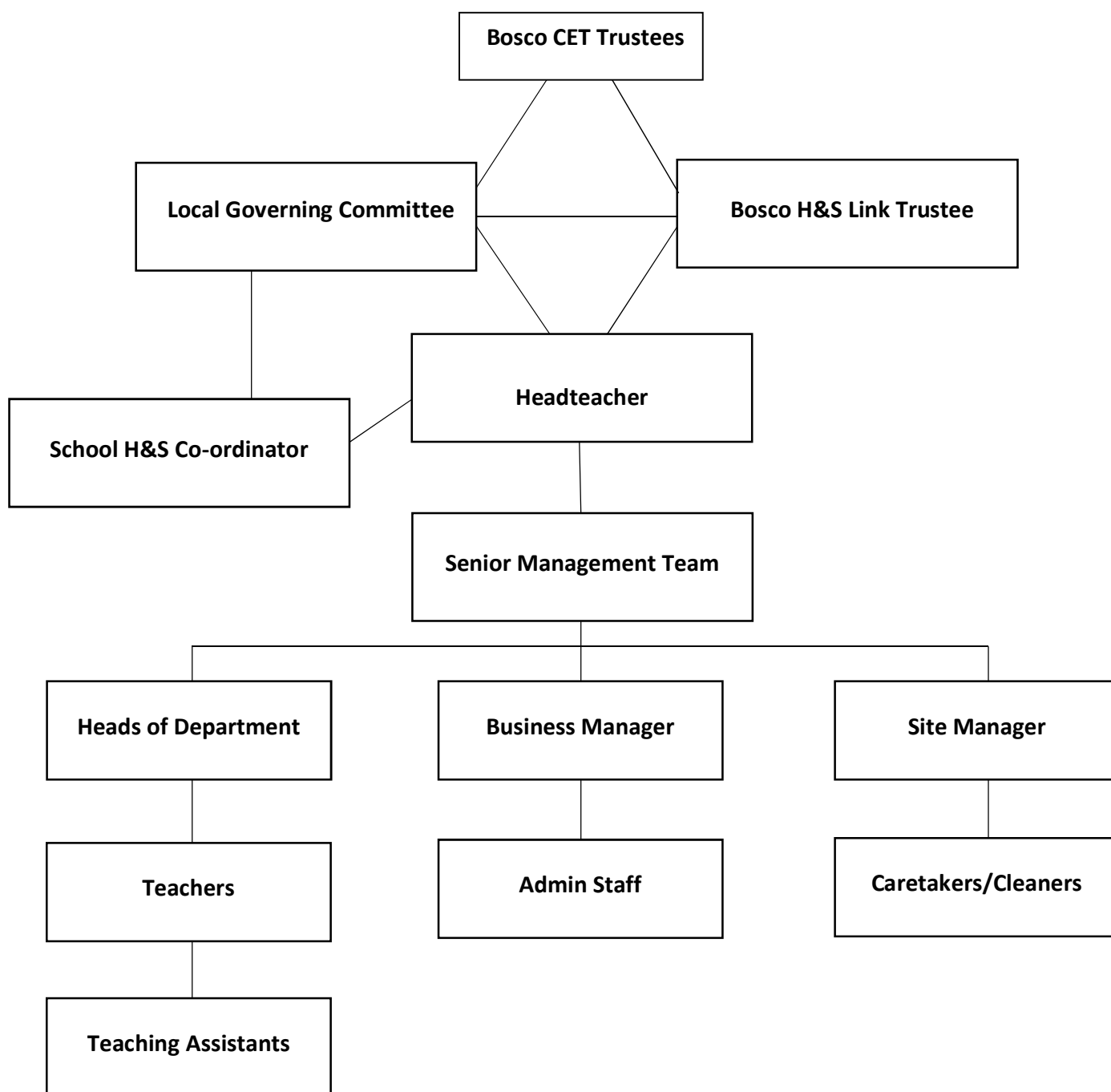
11. Procedures and Arrangements

Our individual schools will have their own arrangements for eliminating or reducing health and safety risks to an acceptable level. These arrangements must be recorded in writing and delivered to the CEO. They must comply with minimum legal requirements on the following areas (but go further than that in encouraging prudence, care and compassion in all our activities):

- Accident Reporting, Recording and Investigation
- All staff are required to ensure that all accidents, incidents and near misses are reported to the Headteacher of the school.
- An accidents report identifying trends in accidents/incidents is provided to Governors on a termly basis.
- Asbestos
- Audit
- Behaviour Management/Bullying
- Catering
- Caretaking and Cleaning
- Contractors
- Curriculum Safety (including out of school learning activities)
- Display Screen Equipment
- Educational Visits and Journeys
- Electrical Equipment (fixed and portable)
- Fire Precautions and Emergency Procedures
- First Aid
- Grounds Maintenance

- Hazardous Substances
- Inclusion
- Lettings/shared use of premises/use of Premises outside School Hours
- Lone Working
- Managing Medicines & Drugs
- Maintenance and Inspection of Equipment
- Manual Handling and Lifting
- Outdoor Play Equipment
- PE Equipment
- PPE
- Risk Assessments
- Safety Committee
- School Transport
- Security/Violence
- Site Maintenance
- Smoking
- Staff Training & Development
- Stress
- Swimming
- Visitors
- Work Experience
- Working at Height

Bosco Catholic Education Trust Organisational Chart



The chart above sets out the general organisational pattern but it should be noted that any concerned party may contact the Health and Safety Link Trustee or any other senior official in the Trust directly with any concerns regarding health and safety issues, and, subject to the BCET whistleblowing policy, these concerns will be promptly communicated to those who have the responsibility to deal with them in each individual case.