



Gulf British Academy

Health and Safety Policy

Whole School

Policy statement

This policy covers staff, pupils, visitors and other users of the premises. It aims to show how the Director and Head of School discharge their duties based on the Health and Safety at Work etc Act 1974.

The Senior Leadership Team of the school and the Director are committed to ensuring the health and safety of everybody involved in the school. We aim to:

- Ensure that all reasonable steps are taken to ensure the health, safety and welfare of users of the premises and all participants in school trips.
- Establish and maintain safe working procedures for staff and pupils.
- To provide and maintain safe school buildings and safe equipment for use in school
- Develop safety awareness, by appropriate training if necessary, amongst staff, pupils and others who help in school.
- Formulate and implement effective procedures for use in the event of fire and other emergencies.
- Investigate accidents and take steps to prevent a re-occurrence.

Signed: Ms Norma Taylor

(Head of School)

Signed: Ms Mariam Al Ali

(Director)

Roles and responsibilities

The Director has ultimate control of the school. They will:

- Decide policy.
- Give strategic guidance.
- Monitor and review health and safety issues.
- Ensure adequate resources for health and safety are available.
- Take steps to ensure equipment and systems of work are safe.
- Ensure that the school provides adequate training, information, instruction, induction and supervision to enable everyone in the school to be safe.
- Maintain the premises in a condition that is safe and without significant risk.
- Provide a working environment that is safe and healthy.
- Provide adequate welfare facilities for staff and pupils.
- In their 'critical friend' role, maintain an interest in all the health and safety matters.
- Review and monitor the effectiveness of this policy.

The Head of School is responsible for the day-to-day running of the school. They will:

- Promote a positive and open health and safety culture in school.
- Report to the Director on key health and safety issues.
- Seek advice from other organisations or professionals, such as the Health and Safety Executive, safety advisers, etc., as and when necessary.
- Ensure that all staff co-operate with the policy.
- Devise and implement safety procedures.
- Ensure that risk assessments are reviewed on an annual basis.
- Ensure relevant staff have access to appropriate training.
- Meet with the Facilities Manager every week to ensure any building/grounds issues are dealt with in a timely manner.

Senior Management within the school will support the Head of School in their role. They will:

- Ensure risk assessments are accurate, suitable and reviewed annually.
- Deal with any hazardous practices, equipment or building issues and report to the Head of School if they remain unresolved.
- Provide a good example, guidance and support to staff on health and safety issues.
- Carry out a health and safety induction for all staff and keep records of that induction.
- Keep up-to-date with new developments in health and safety issues for schools.
- Carry out investigations into accidents and produce reports / statements for any civil or criminal action which may arise.
- Ensure any contractors on-site are competent in health and safety matters.

The Site Manager is responsible for day-to-day maintenance and other buildings / grounds issues. They will:

- Ensure that any work that has health and safety implications is prioritised.
- Report any concerns regarding unresolved hazards in school to the senior management team immediately.
- Ensure that all work under their control is undertaken in a safe manner.
- Carry out a daily check of the grounds and building to spot any disrepair or other hazards such as broken glass, etc., in the play areas.
- Ensure that all cleaning staff are aware of safe working practices, especially regarding reporting of hazards, the use of hazardous substances and manual handling.
- Carry out a weekly test of the fire alarm.
- Ensure all contractors are 'inducted' and shown the relevant risk assessments and asbestos records, and are made aware of any fragile roofs or other hazards in the areas where they will be working.
- Fully cooperate with health and safety arrangements during larger building projects.

All school staff will:

- Read the Health and Safety Policy.
- Comply with the school's health and safety arrangements.
- Take reasonable care of their own and other people's health and safety.
- Leave the classroom / playground / office in a reasonably tidy and safe condition.
- Follow safety instructions when using equipment.
- Supervise pupils and advise them on how to use equipment safely.
- Report practices, equipment or physical conditions that may be hazardous to their line manager and/or the appropriate member of staff.
- Follow the accident reporting procedure (which is a separate document).
- Contribute to and highlight any gaps in the school's risk assessments.

In accordance with the school rules and procedures on discipline, pupils will:

- Follow safety and hygiene rules intended to protect the health and safety of themselves and others.
- Follow safety instructions of teaching and support staff, especially in an emergency.

Arrangements

Accidents and incident reporting

- Accidents will be recorded in the accident book by the school doctor.

Administration of medicines

- Medication is only administered to pupils when the parental consent form has been completed.
- The medicine will be administered only by the school doctor.
- Medicines are only administered during school time when they have been prescribed by a child's GP or other relevant medical professional.

- Medicines are kept in a locked cupboard in the Doctor's office. The only exceptions to this are asthma medication and 'EpiPens' (following discussion with parents) which may be kept in appropriate locations, out of the reach of other pupils, as appropriate.

The doses administered during the school day are to be kept to the minimum, e.g. a course of antibiotics requiring four doses a day - only one dose (lunchtime) will normally need to be administered at school.

Asbestos

- All staff have been made aware of the location of any asbestos in school.
- All contractors must sign to say they have seen the register before starting work on-site.

Control of hazardous substances

- The use of hazardous substances in school will be kept to a minimum.
- The Site Manager (with appropriate support from senior managers) will complete a COSHH assessment for all hazardous substances used on-site.
- The associated procedures and control measures will be funded and enforced.

Educational visits

- All off-site trips will be subject to risk assessment.

Electrical testing

- All items of portable electrical equipment in school are inspected and checked annually.

Fire safety and evacuation of the building

- Fire exits have appropriate signage.
- Plans showing exit routes are displayed by the door of each classroom.
- A fire drill is practised and documented once a term by the Head of School.
- Evacuation times and any issues that arise are reported to the Director.
- Fire extinguishers are checked annually by the Site Manager.
- A separate fire safety policy and risk assessment has been produced.

First Aid provision

- Portable first aid kits are taken on educational visits.
- If the risk assessment dictates that it is necessary, a qualified first aider will be present on the trip.

Lifts and hoists

- All passenger lifts and hoists for disabled pupils are inspected by a competent engineer on a six-monthly basis.
- Lifting equipment not used to lift people is inspected on an annual basis.

Manual handling

- Pupils and staff must only lift equipment and furniture within their own individual capability.
- Manual handling training will be provided for appropriate members of staff including, if necessary, how to lift pupils safely.

Playground equipment

- Playground equipment and its use is supervised during all breaks over the course of the school day.
- If the equipment is used during lesson time, supervision is again maintained.
- A decision is made, recorded and enforced if inclement weather (dusty/damp/wet/icy) means that equipment becomes unsafe to use on a particular day.

Playground supervision

- Appropriate levels of supervision will be maintained in playgrounds.

Risk assessment (see Risk Assessment Policy)

- The school maintains a comprehensive set of risk assessments that cover curriculum-based activities in school, school visits, and the running of the school building and grounds.
- They are all available on the Google Drive for staff to inspect and refer to as necessary.
- The management team will take steps to ensure that appropriate staff are aware of the risk assessments appropriate to their role and will monitor compliance with control measures specified in the risk assessments.
- All risk assessments are reviewed on an annual basis (except risk assessments for school trips which should be reviewed each time the trip takes place).

Slips, trips and falls on the level

- The potential for slips, trips and falls in school has been risk-assessed and appropriate controls have been put in place.

Supervision of pupils

- Sensible, safe behaviour will be promoted to pupils by all members of staff.
- Dangerous or risky behaviour displayed by pupils will be addressed and dealt within the school rules.
- Pupils will only be allowed into or stay in classrooms under adult supervision.
- Appropriate supervision of cloakrooms and toilet access will be in place at busy times.

Training

- Health and Safety training needs are assessed as part of an individual's annual review.

Working at height

- All site/caretaking staff who undertake working at heights have had appropriate training.

Teaching and other staff who assist in putting up displays in school have been given appropriate in-house training and advised that they must:

- Use appropriate access equipment - step ladders, kick stools, etc.
- Wear flat shoes whilst putting up displays.
- Not climb on furniture to put up displays.

Reviewed: September 2019
To be reviewed: Annually by September
Responsibility: Head of School