

Linden Primary School

Health & Safety Policy



Status

Statutory X

Recommended

Good Practice

Purpose

Our school aims to:

- Provide and maintain a safe and Healthy environment
- Establish and maintain safe working procedures amongst staff, pupils and all visitors to the school site
- Have robust procedures in place in case of emergencies
- Ensure that the premises and equipment are maintained safely, and are regularly inspected

Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the Health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to Health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

The school follows [national guidance published by Public Health England](#) when responding to infection control issues.

Consultation

Staff and governors.

Links with other policies

First aid

Risk assessment

Supporting pupils with medical conditions

Accessibility plan

Monitoring and Evaluation

Annually X

Every 3 years

Other _____

Headteacher

Governing Body X

Other _____

Dates

Original Implementation November 2014 Reviewed March 2023 Next Review March 2024

HEALTH & SAFETY POLICY DOCUMENT
PART 1
STATEMENT OF INTENT

This policy statement is the local supplement to Gloucestershire County Council Corporate Health & Safety Policy Document.

The school's Governing Body and Headteacher recognise and accept their responsibilities both under law and also under Gloucestershire County Council delegation for local management of schools. As responsible employers and/or persons in control of premises, the requirement to provide a safe and Healthy working environment for all employees and others affected by its activities is acknowledged.

The school is committed to managing risks by ensuring that risk assessments are undertaken, control measures implemented and systems are continuously monitored and reviewed led by the school's Governing Body and Headteacher.

In particular the Governing Body and Headteacher are responsible for:

- providing a safe and Healthy working and learning environment and ensuring that the premises are maintained in a safe condition;
- maintaining safe access to and egress from the premises;
- preventing accidents and work related ill Health;
- assessing and controlling risks from curriculum and non-curriculum work activities including offsite visits;
- complying with statutory requirements as a minimum;
- ensuring safe working methods and providing safe equipment;
- providing effective information, instruction and training;
- monitoring and reviewing systems to make sure they are effective;
- developing and maintaining a positive Health and safety culture through communication and consultation with employees and their representatives on Health and safety matters;
- setting targets and objectives to develop a culture of continuous improvement;
- ensuring a Healthy working environment is maintained including adequate welfare facilities;
- ensuring adequate resources are made available for Health and safety issues, so far as is reasonably practicable;
- ensuring safe use, handling and storage of substances at work.

In addition to the above commitment, the Governing Body and Headteacher also recognise their obligations to non-employees and provide trainees, members of the public, pupils, contractors etc, or anyone who is or may be affected by the schools activities with the necessary information, instruction, training and supervision available to ensure the safety of those affected.

The Governing Body and Headteacher will ensure adequate resources, including finance to implement the Policy.

The Governing Body and Headteacher are committed to the arrangements stated in this Policy Document and all staff are required to comply. They are encouraged to support the Governing Body and Headteachers commitment to continuous improvement in the schools

Health and safety performance. For the Policy Document to be effectively implemented, the school requires the full co-operation of employees and others who use the premises.

This Policy Statement and the accompanying organisation and arrangements will be reviewed at least annually and revised as and when necessary.

This Policy Statement, together with the organisational structure and the following arrangements and procedures, has been approved by the school's Governing Body.

Signed:	Signed:
Headteacher's name: Mrs Lucy Collins	Chair of Governors' name: Mrs Gemina Davie
Date: April 2021	Proposed review date: April 2022

Scrutinised by the Financial Planning & General Purposes Committee and recommended for adoption by the Governing Body.

PART 2

ORGANISATION

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Staff & Governor Reference

Title	Reference
Headteacher	HEAD
School Business Manager	SBM
Deputy Head	DH
Premises Manager	PM
Parent Support Advisor	PSA
Special Educational Needs Co-ordinator	SENCo
Lead First Aiders	LFA
Assistant Head Teacher	AHT
Governor	Gov

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PART 2 - ORGANISATION

<p><i>Organisation – Introduction</i></p> <p>In order to achieve compliance with the Governing Body and Headteacher's Statement of Intent the school's normal management structure will have additional responsibilities assigned to them as detailed in this part of this H&S Policy Document.</p>	<p>Local Authority School Audits carried out as legal requirements, by GCC Officers Headteacher and appointed Health and Safety Officer in School supported by Governors. Specific duties: LFA (First Aid); PM (Fire Marshall) – SBM arranges Fire training updates annually.</p>
<p><i>The Duties of the Governing Body</i></p> <p>The Governing body has overall responsibility for ensuring compliance with this H&S Policy Document. In consultation with the Headteacher the Governors will ensure that there are effective and enforceable arrangements for the provision of Health and safety throughout the school, periodically assessing the effectiveness of this document ensuring that any necessary revisions are made to determine the policy and monitor its implementation.</p>	<p>Periodic reviews – carried out by Governors attached to Strategic Plan 1 and then approved by Full Governing Body.</p>
<p><i>The Duties of the Headteacher</i></p> <p>The Headteacher has day-to-day responsibility for ensuring compliance with this H&S Policy Document. In consultation with the Governors the Headteacher will ensure that there are effective and enforceable arrangements for the provision of Health and safety throughout the school, periodically assessing the effectiveness of this document ensuring that any necessary revisions are made to determine the policy and monitor its implementation. The Headteacher will maintain the profile of Health and safety within the school by the development of safe working practices and conditions and will ensure that Health and safety standards are maintained at all times.</p>	<p>Health and Safety a standing item on all Staff meeting agendas. Staff Handbook includes reference to Health and Safety working practices and conditions. All staff has access to Safer Working Practices Document May.</p> <ul style="list-style-type: none"> • All Health and Safety documents are on the Shared Drive for access by all staff members and copy in staff room. • MDSAs are included in all Health and Safety updates. • PM is responsible for Health and Safety compliance with regard to hygiene, cleaning, safe storage of materials, training requirements for above.

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<p><i>The Duties of Employees</i></p> <p>All employees have individual legal responsibilities to take reasonable care for the Health and safety of themselves and for others who may be affected by their acts or omissions, and must comply with the school's Health & Safety Policy Document and procedures at all times, co-operate with school management in complying with relevant Health and safety law, use all work equipment and substances in accordance with instruction, training and information received, report to their immediate line manager any hazardous situations and defects in equipment found in their work places, report all incidents in line with current incident reporting procedure, act in accordance with any specific Health and safety training received, inform their line manager of what they consider to be shortcomings in the school's Health and safety arrangements and exercise good standards of housekeeping and cleanliness.</p>	<p>Staff Handbook given to all staff members at beginning of new Academic Year with re-visits as required. Health and Safety standing item on Staff meeting agendas.</p>
<p><i>Pupils</i></p> <p>Pupils, in accordance with their age and aptitude, are expected to exercise personal responsibility for the Health and safety of themselves and others, observe standards of dress consistent with safety and/or hygiene, observe all the Health and safety rules of the school and in particular the instructions of staff given in an emergency, use and not wilfully misuse, neglect or interfere with anything provided for their Health and safety.</p>	<p>Adherence to The Golden Rules and Core Values. Class rules – all above clearly displayed and discussed regularly. Behaviour policy and Anti-Bullying Policy Regular class and school council meetings. Assembly themes have focus on taking responsibility for themselves and others, including e.g. behaviour, friendships... Uniform code. Termly (6 per year) Fire Drills. Lock down</p>
<p><i>School Safety Representatives</i></p> <p>The Governing Body and Headteacher recognise the role of Safety Representatives who may be appointed by a recognised Trade Union. Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out school inspections within directed time but, wherever practicable, outside teaching time. Safety Representatives are entitled to certain information, e.g. information relating to accidents, and to paid time away from the workplace to train for and carry out their Health and safety functions. However representatives are not part of the management structure and do not carry out duties on behalf of the Headteacher or Governing Body.</p>	<p>Currently no Trade Union appointed representatives for Health and Safety. If any Health and Safety issue was raised with a Trade Union there would be communication and access to records etc.</p>

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<p><i>Temporary Staff</i> Temporary staff are provided with information and guidance which includes the Health & Safety Policy Document, fire and emergency procedures etc. and are suitably inducted to their role. Temporary staff are directly accountable to the Headteacher whilst on the school site.</p>	<p>All temporary staff, volunteers and visitors are provided with a Supply Staff, Volunteers and Visitors Guide that covers these areas. (Leaflets in Reception) Staff Handbook is available in all classrooms. Appropriate induction given.</p>
<p><i>Teaching Staff</i> Teaching Staff have a day to day responsibility for ensuring compliance with this Health & Safety Policy Document and ensuring all persons under their control are aware of the general Health and safety requirements of the school and the detailed requirements for activities relevant to them. Teachers are responsible for the immediate safety of the pupils in his/her classroom. Nominated teachers are responsible for their own classroom and associated equipment and as such it is their responsibility to ensure that it is maintained to a high standard with respect to Health and safety issues.</p>	<p>Induction and Staff Handbook Standing item on Staff meeting agendas.</p>

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<p><i>Teaching Assistants</i> Teaching assistants have a day to day responsibility for ensuring compliance with this Health & Safety Policy Document and are immediately accountable to the teacher in charge whilst the class is in session.</p>	<p>All temporary staff, volunteers and visitors are provided with a Supply Staff, Volunteers and Visitors Guide that covers these areas. Staff Handbook is available in all classrooms. Appropriate induction given.</p>
<p><i>The Duties of Off Site Visit Coordinators (OVC)</i> The Offsite Visit Coordinator (OVC) ensures that standards for off-site activities and educational visits are followed. The OVC works with trip leaders to ensure the aim of the educational visit is achievable and in line with those of the school. The school refers to the Off-Site Visits Manual on the SHE webpages.</p>	<p>OVC – HEAD/ SBM SHE guidance followed and standards followed for all off-site visits and activities. All records kept in main office. Copy of Visits Manual in staffroom</p>
<p><i>The Duties of Premises Manager (Bursar, Business Manager, Site Manager)</i> The Premises Manager has a day to day responsibility for ensuring compliance with the school Health & Safety Policy Document and taking effective action and/or immediately referring to the Headteacher any Health and safety issues brought to their attention, this includes the stopping of any practices or the use of any tools, equipment etc. which are considered unsafe.</p>	<p>SBM with responsibility, devolved for premises to PM as appropriate. School subscribes to GCC Property Services and has access to Technology forge. SBM & PM attend and update training as required.</p>
<p><i>Volunteer and Parent Helpers</i> Volunteer and parent helpers are provided with information and guidance which includes Health and safety, fire and emergency procedures etc. Volunteer and parent helpers are directly accountable to the teacher in charge whilst on the school site.</p>	<p>All temporary staff, volunteers and visitors are provided with a Supply Staff, Volunteers and Visitors Guide that covers these areas. Staff Handbook is available in all classrooms. Appropriate induction given.</p>

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PART THREE – GENERAL ARRANGEMENTS

<p><i>Arrangements</i> The following procedures and arrangements have been established within the school to minimise Health and safety risks to an acceptable level.</p>	<p>Responsibility of: Name/Title</p>	<p>Action/Arrangements (customise to meet your own situation)</p>
<p><i>Communication</i> The school recognises the importance of communication to such as staff, visitors, pupils, parents, volunteers, contractors etc.:</p>	<p>HEAD with delegation to SBM Asst. Heads and Senior Teachers</p>	<p>All temporary staff, volunteers and visitors are provided with a Supply Staff, Volunteers and Visitors Guide that covers these areas. Staff Handbook is available in all classrooms. Appropriate induction given. Texts, emails, phone calls, newsletter and website.</p>
<p><i>Consultation with Employees</i> The school recognises the importance of consulting with employees on Health and safety matters.</p>	<p>As Above</p>	<p>Periodic meetings with Governors. Standing item on Full Governor meeting Agenda. Standing item on Staff meetings agenda. Regular updates with support staff and kitchen supervisor (Harrison Catering).</p>

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Section 1 - RISK ASSESSMENT		
<p><i>Risk Assessment</i></p> <p>The school uses GCC risk assessment process and template as a standard for risk assessment and those of relevant professional bodies such as CLEAPPS/AfPE etc. Risk assessment is the responsibility of the schools Management Team at a variety of levels. Those responsible for premises or curriculum areas ensure that risk assessments are undertaken and recorded for significant activities. Risk assessments are reviewed periodically or where there is a change in circumstances.</p> <p>The following staff are responsible for completion of risk assessments within the following areas:</p> <ul style="list-style-type: none"> • Responsible teacher for relevant activity • PM for Premises duty risk assessment 	<p>GCC H & S</p> <p>SHE Guidance GO04 Caretakers Duties Toolkit Risk Assessments</p>	<p>School site – HEAD, SBM, PM & Governors Offsite visits and activities – responsible teacher overseen by HEAD / SBM. Advice from Audits undertaken by GCC and other external agencies e.g. Eke are acted upon. Curriculum activities in school – responsible teacher as part of planning.</p> <p>Employee Cars should only to be used in exceptional circumstances – Always 2 adults</p> <p>Sporting fixture Risk Assessments include emergency contacts / school is emergency contact if within manned school times.</p> <p>RA Kept in Educational Visits</p> <p>Folder and shared drive</p>

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<p><i>School Trips/Offsite Visits</i> The school complies with DfE Guidance and the GCC standards on offsite visits and school journeys. A separate school trips procedure has been produced based on GCC guidance.</p>	<p>GCC Offsite/ Educational Visits Guidance and Forms</p>	<p>Offsite visits and activities – responsible teacher overseen by SBM. Responsible teacher as part of planning. Employee Cars should only to be used in exceptional circumstances – always 2 Adults. Sporting fixture Risk Assessments include emergency contacts / school is emergency contact if within manned school times.</p>
<p><i>Working at Height</i> The risks associated with working at height are identified through risk assessment using SHE/GN/5 <i>Working at Height</i>. Frequent documented checks take place to ensure the safe working condition of access equipment. Procedures are in place to ensure any damaged access equipment is clearly labelled and removed as soon as practicable. The school discuss and agree arrangements with staff. Where members of staff have medical conditions or other factors which may affect their ability to use access equipment, a separate risk assessment is in place. Staff also have a responsibility to ensure their own Health and safety and assist in the operation of any systems designed to provide for their safety.</p>	<p>SHE Guidance GO04 Caretakers Duties Toolkit Risk Assessments</p>	<p>Regular inspection of ladders PM. Risk Assessments undertaken and staff informed of their responsibility to ensure their own Health and safety through induction, staff meetings and staff handbook.</p> <p>Documentation in Health and Safety Folder.</p> <p>Risk Assessment in folder – Localised Working at Height: Practical Guidance for Schools.</p> <p>Download HSE Leaflets on working at height to be displayed in H&S noticeboard.</p>
<p><i>Noise</i> The school is aware of its responsibility for assessing the risks of noise and where noise is identified as a significant risk the school ensures appropriate control measures are put in place.</p>		<p>Adult responsible for activity ensures noise is kept at an acceptable level e.g. music activity, dining hall, classroom activities. PM (or delegated adult) responsible for ensuring noise made by contractors on site is controlled appropriately.</p>
<p><i>Violence to Staff</i> The school are aware of their responsibility for assessing the risks of violence to staff and where violence is identified as a significant risk the school ensure appropriate control measures are put in place. Staff report any incident of aggression or violence (or near misses) directed to themselves through the reporting process. All reported incidents of violence are recorded on the SHE Assurel system.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit</p>	<p>Very low risk area. SBM responsible for recording any incidents on the SHE Enterprise system. Staff inform SPM if they have any concerns about the possible risk of any aggression or violence and appropriate control measures are put in place.</p>

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<p><i>Security Arrangements Including Dealing with Intruders</i> Risks to security of the premises and property are assessed through the risk assessment process and appropriate control measures implemented.</p>	<p>SHE/GN/7 Issue 5 Risk Assessment and School Security Evaluation Sheet completed SBM & PM</p>	<p>Controlled access to site through one entrance. Secure site. Visitors sign in and are issued with a lanyard / visitors badge. See also School Security Risk Assessment and Survey (documents in Health and Safety Folder). A Low risk school</p>
<p><i>Personal Security/Lone Working</i> The school ensures that lone working is risk assessed and that appropriate control measures are put in place to mitigate those risks. Staff assist in the operation of any systems designed to provide for their safety.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit</p>	<p>Communicated to staff through Staff Handbook, Risk Assessments and staff meeting agenda item. Support staff briefed and have access to documentation. All staff have access to Guidance for Safer Working Practice document. (Part 2 Guidance section)</p> <p>Looking into Training to deal with Confrontation for frontline staff.</p>
<p><i>Hazardous Substances (Control of Substances Hazardous to Health CoSHH)</i> Where hazardous substances are used risk assessments are undertaken and a hierarchy of control measures adopted which seeks to eliminate or substitute the substance concerned. Where necessary this H&S Policy Document is supplemented by a local Departmental Policy (e.g. in D&T) relating to the specific activities of the Department or area.</p>	<p>SHE Guidance GO04 Caretakers Duties Toolkit Induction Checklist Form</p>	<p>PM responsible for COSHH. Training kept up-to-date Cleaning substances stored in locked cupboards. Records (including Safety Data Sheets & COSHH Assessments of all substances used) kept in main office.</p> <p>Monitoring PM – COSHH Assessments up to date against Data Safety Sheets.</p> <p>COSHH covered as part of Induction</p>
<p><i>Personal Protective Equipment (PPE)</i> Employees/Managers assess on the basis of risk assessment and CoSHH assessments where the need for PPE is identified as a control measure. Where it is</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit</p>	<p>Gloves and tabards/overalls used for cleaning and other activities e.g. spillage and bodily fluids as required.</p>

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assessed that PPE is required PPE is appropriately selected and provided. A record is held which includes details of any expiry dates to ensure equipment is replaced as and when necessary. Staff are responsible for ensuring that they use PPE where it is provided.

Staff carry out risk assessments (on planning) for individual activities.

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<p><i>School Transport</i> The school uses the SHE guidance on occupational driving as a basis to ensure safe transportation of pupils for activities such as offsite visits and sports fixtures. Risks associated with driving are evaluated within assessments for activities.</p>	<p>As per Offsite Visits Manual and guidance inc relevant Risk Assessments</p>	<p>Currently driver volunteers sign declaration that appropriate insurance, licenses, MOTs etc. are in place and we request copy Documents are inspected and records kept – reinspection will take place as appropriate e.g. expiry date of insurance. A copy of The safety of School Transport included – staff awareness for any long journeys undertaken. All transport booked is listed on the GCC Approved Transport list. Staff complete vehicle checklist Employee Cars should only to be used in exceptional circumstances – Always 2 adults RoSPA The Safety of School Transport</p>
<p><i>Manual Handling (typical loads and handling pupils)</i> The school refers to the SHE/GN/30 <i>Manual Handling</i> and risks of manual handling are communicated within general risk assessment. Any activities that involve significant manual handling tasks are risk assessed and where appropriate training provided for staff. Headteachers are responsible for assessing the appropriate approach to handling tasks and may seek professional advice from SHE and Occupational Health as necessary.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit Mar Generic Risk Assessment completed as required</p>	<p>Manual Handling training for staff working with children with physical disabilities. Staff awareness of SHE Guidance on Manual Handling. Risk assessments carried out on individual activities when appropriate. SHE GN on H&S Noticeboard HSE Manual Handling Guidance on Noticeboard</p>
<p><i>Curriculum Safety (including extended schools activity/study support)</i> Class teachers ensure that risks related to curriculum areas are identified and controlled where necessary referring to material such as CLEAPSS, AfPE, DATA and SHE guidance etc. For any activity falling outside published a risk assessment is carried out. An inventory of all equipment is kept by the departmental head and all tools/equipment/machinery are checked, maintained and stored correctly.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit Mar</p>	<p>Curriculum planning incorporates any risk assessments / safety requirements for a specific activity in class / school time. Clubs / Activities run by external organisations provide risk assessments to school for approval and monitoring. Subject leaders are responsible for keeping check on any tools and equipment used. Completion of Risk Assessments for Art, DT, PE and Science completed by Subject leaders.</p>

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<p><i>Work Experience Placements</i> The school undertakes workplace re-assurance checks in the absence of a provider and Work Experience Coordinators follow the working practices outlined in GCC SHE Work Experience Information Sheet 10 <i>Employers Questionnaire and Risk Guidance</i>. The school also takes into account the safeguarding of its pupils whilst commencing a work placement.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit Mar</p>	<p>DH & SBM co-ordinate Work Experience placements. PSA & DH co-ordinates Volunteer checks on related paperwork and records. SBM has responsibility for maintaining the Single Central Record, SBM oversees. All Work Placement Students/ Volunteers are given appropriate induction.</p>
<p><i>Display Screen Equipment/Workplace</i> The majority of staff within the school is not considered to be DSE users. The school refers to SHE/Pro/5 – <i>Working with Display Screen Equipment</i>. Headteachers/Heads of Department ensure that DSE workplace assessments are conducted for all users. DSE assessments are reviewed annually and where equipment changes or office layouts change or when there are staff changes.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit Mar</p> <p>Staff complete visual assessment and RA completed as required</p>	<p>Appropriate staff made aware of documentation and responsibility.</p> <p>Health and Safety surrounding laptops discussed.</p> <p>Sitting Comfortably Notice on Board and in Staffroom.</p> <p>Self-Assessments.</p> <p>Workplace Temperature SHE IS007</p>

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<p><i>Parent Teacher Association</i> The school offer support to the Parent Teacher Association (PM – Friends of Linden) and provide a forum through which parents can become more involved in the education of their children. Risk assessments are carried out for PTA run events and adequate insurance is in place.</p>	<p>Relevant SHE documentation (PTA Run events Guidance and Toolkit for School Events) given to Chair annually.</p>	<p>Chair of Friends of Linden responsible for Risk Assessments. Events covered by County Insurance. Major events school ensures RA carried out and appropriate actions in place.</p>
<p><i>Playground Supervision/Play Equipment and Maintenance</i> Risks are assessed using the SHE Information Sheet 14 <i>Playground Supervision</i>. A risk assessment of the potential hazards in the playground and their likelihood to cause harm has been undertaken and the following have been considered within the risk assessment process.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit</p> <p>Annual Inspection Summary report for indoor and outdoor play equipment</p>	<p>Visual RA completed daily and before use.</p> <p>Rota and trained First Aiders.</p> <p>Equipment identified as having a Risk factor of 4+ to be included on Action Plan. Governor Working party formed for updating outside play equipment.</p> <p>Both SBM & PM RoSPA Qualified Operational Inspectors.</p>

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<p>Section 2 – PREMISES Note:</p>		
<p><i>Mechanical and Electrical (fixed and portable)</i> The school takes appropriate measures to make sure that all electrical equipment is safe and suitable for the purpose intended. All relevant persons are made aware of the associated hazards and of the requirements to adopt working procedures designed to keep the risks to their Health, and to the Health of any other person, as low as reasonably achievable.</p> <p>Persons carrying out the testing and/or repair of electrical equipment, or carrying out experimental work on electrical equipment or its associated connections have the appropriate technical knowledge, training and information to enable them to work safely. Results of electrical safety tests (PAT testing and fixed wiring inspections) are recorded and held in Caretakers Office.</p> <p>Reference is made to AMPS <i>Technical Briefing Note EM005 Portable Appliance Testing</i>) and fixed electrical checks are carried out in accordance with AMPS Technical Guidance Note EM006 Fixed Wiring Periodic Test and Inspection.</p>	<p>GCC Safety Inspections</p> <p>Periodic 5 year electrical test.</p>	<p>All work carried out by County approved contractors. Main electrical contractor Kings, Clancy's & Stait. PAT testing completed annually in house by PM& PM2 all training completed and kept up to date.</p> <p>Fixed electrical tests for School completed (5 yearly) – recommendations to form part of Action Plan.</p> <p>Records kept in Premises Managers Office.</p>
<p><i>Maintenance of Machinery and Equipment</i> The school inspects and maintains its equipment on a regular basis; however the frequency of these inspections is much dependant on the use and type of equipment. Guidance issued by Asset Management & Property Services (AMPS) on servicing, testing and inspection is followed and records are kept.</p>		<p>Annual PAT testing last checked June 2020.</p>
<p><i>Asbestos</i> To minimise risk from asbestos containing materials on the school site, the school maintains a safe and Healthy environment by:</p>	<p>Asbestos Survey Report November 2009 – School only.</p>	<p>Asbestos Survey completed Database of property (Technology Forge – TF) gives access to all the information about property including building maintenance, facilities and estates.</p>

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<ul style="list-style-type: none"> • complying with all regulations and GCC practices concerning the control of asbestos; • removing asbestos containing materials where the risk to building users is unacceptable; • having a named officer who has responsibility for implementing the Asbestos Management Plan in compliance with <i>The Management of Asbestos in County Council Occupied Premises Guidance</i>. • where necessary communicating to all staff and visitors where asbestos containing materials are located within the school site. 	<p>No recommendations</p> <p>PM Asbestos Awareness training 08/10/2013</p>	<p>Contract for any difficulties in logging in:</p> <p>Any issues contact Philip Ashby-Dobbins Asset Management & Property Services Third Floor, Block 5 (West) Gloucestershire County Council Shire Hall, Westgate Street, Gloucester GL1 2TG Tel: 01452 328803 Mobile: 07967 708556</p> <p>Surveys kept in PM's office.</p> <p>PM &SBM to go on refresher training when next available</p>
<p><i>Service Contractors</i></p> <p>Service contractors have regular access to site as specified by a contract. The service contract specifies what work is expected of them and what they can expect from the school. Contractors follow their own safe systems of work and their working methods take into account how they will impact upon staff, students and other visitors on site. The school provide details of its safe systems of work to the contractors where relevant and all contractors are consulted over emergency arrangements. A copy of this policy is provided to them.</p>	<p>Overview sheet GCC Extra website – Contractor / Consultant Frameworks and the Premises Log Book.</p>	<p>County approved contractors used for all areas of maintenance and servicing.</p> <p>First point of contact PM Premises Manager.</p> <p>Kitchen area covered under Harrison Catering contract.</p>
<p><i>Building Contractors</i></p> <p>This involves work where part of the site is handed over to the contractor. Hazards associated with this activity are controlled by effective supervision of students and contractors whilst on the school site.</p>		<p>Pre-meetings held with HEAD, SBM & PM and GCC Project Manager. Timescales clearly identified.</p>
<p><i>Small Scale Building Works</i></p> <p>This includes day-to-day maintenance work and all work undertaken on site where a pre-work site meeting has not taken place.</p>		<p>All contractors to report to reception to sign in and be given visitors badge, outlining procedures in event of a fire. Contractors advised by PM of any precautions that need to be taken, specific to works.</p>

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Lettings (shared working – playgroups etc)

The school follows Asset Management & Property Services (AMPS) guidance and casual hiring agreement form. The school ensures that the hirer/tenant has public liability insurance in place in order to indemnify the school from all such hirers'/tenants' claims arising from negligence. If any part of the school is let, the Headteacher is satisfied via the agreement that the hiring organisation will use the premises in a safe manner. A signed, written letting agreement is completed and copies are kept and a risk assessment has been undertaken.

Atlas Camps have public liability insurance in place in order to indemnify the school from all such hirers'/tenants' claims arising from negligence.

The headteacher is satisfied Atlas Camps will use the premises in a safe manner.

Signed agreements have been completed.

AMPS – Asset Management and Property Services

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Slips/Trips/Falls

The school recognises the main cause of accidents is slips, trips and falls. It is the responsibility of the teacher to ensure that their classroom has clear traffic routes and that exit routes are kept clear. The responsible person ensures regular inspection of communal areas. All hazards, obstructions, spillages, defects or maintenance requirements are reported to the Headteacher or via a recognised reporting process. All staff are expected to be vigilant and aware of possible hazards.

SHE Guidance GO04
Caretakers Duties Toolkit

HEAD responsible person.

Regular inspection of communal areas carried out by PM, SBM & HEAD

Health and Safety is a standing item on Staff meeting Agendas and regular verbal feedback is sought from MDSAs and Play Leaders

Good Stewardship Guide is referred to.

Daily visual Risk Assessments

Staff awareness reminders at meetings to report/ move hazard as appropriate.

All incidents/accidents reported on CPOMs
Higher level injuries recorder on SHE incident reporting

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<p><i>Cleaning</i></p> <p>A cleaning schedule is in place which is monitored by the Headteacher/responsible person. All waste is disposed of according to appropriate Health and safety guidelines. Deep cleaning is undertaken on a regular basis where necessary. The school ensures general cleanliness, appropriate waste disposal, safe stacking and storage and the checking of general equipment such as ladders etc. All members of staff and students adopt good housekeeping practices to assist in the maintenance of a safe and Healthy workplace.</p>	<p>Cleaning Monitor Inspection reports</p>	<p>Cleaning staff are employed by School. GCC carry out regular Cleaning Monitoring, reporting to SBM. Findings are discussed with PM and actions taken when needed.</p> <p>Cannon Hygiene is used for specific waste collection. Deep cleaning of carpets is undertaken annually. Cleaners undertake a deep clean during the Summer holidays and additional tasks at Easter. Windows to be cleaned bi-annually by an approved contractor Overhead projectors are maintained by contractor. Records kept in PM Office.</p>
<p><i>Transport Arrangements (on-site)</i></p> <p>The school segregate access traffic, vehicular and vulnerable pedestrians and cyclists and design out vehicular and vulnerable traffic route conflicts, both at access points and on site. The school wherever possible avoid same access for all.</p>	<p>Risk Assessments completed as required</p>	<p>SHE Guidance on Managing Traffic Safety on School Sites is adhered to; Risk Assessment on Movement of Vehicles completed.</p> <p>Generally a very low risk area and actions have been completed to make the car park area as safe as possible during drop-off and pick-up times.</p>
<p><i>Bus Duties (supervision of pupils boarding school buses)</i></p>	<p>N/A</p>	<p>N/A</p>

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<p><i>Caretaking and Grounds Maintenance (and grounds safety)</i> The school identifies risks associated with caretaking and grounds maintenance and identifies the risks through the risk assessment process using the SHE/GN <i>Caretaking Duties Risk Assessment Toolkit</i>.</p>	<p>SHE Guidance GO04 Caretakers Duties Toolkit</p> <p>Site & premises plans - GCC Surveyors Monitoring</p>	<p>Risk Assessment completed using the SHE Caretaking Duties RA Toolkit. <i>To be checked off with PM.</i></p> <p>Responsible person reporting to SBM or HEAD. COSHH RA & Records kept in Main Office. Water checks kept in PM Office Fire Alarms completed weekly and records kept in Fire Document file. GCC carry out regular checks and paperwork kept in PM Office. Contracts for all premises and grounds maintenance are carried out by approved GCC contractors.</p> <p>Tree Inspection carried out by</p>
<p><i>Gas and Electrical Appliances</i> Any necessary work and testing of gas and electrical appliances are carried out by qualified contractors. Gas and electrical appliances are also checked visually on a regular basis and subject to appropriate formal inspection.</p>		<p>Person who uses equipment is responsible for visual checks reporting any defects to PM or SBM, who will then contact approved contractor for a more formal inspection.</p>
<p><i>Glass and Glazing</i> A risk assessment has been carried out for all glazing on site to ensure it complies with current safety standards. All low level glazing (below 800mm), such as glazing in doors and high risk glazing such as glazing within PE departments is toughened, laminated glass and complies with ACoP/British Standard or has been fitted with safety film. There is a system in place to ensure all broken glazing is reported through a known procedure and that the area is made safe immediately and repairs carried out as soon as possible. Glazing is also assessed during a regular site inspection.</p>		<p>Glazing conforms to current safety standards. Visual checks carried out daily and all persons responsible for localised areas. All broken glazing is reported to SBM & PM who then contacts appropriate contractor for repairs to be carried out.</p>

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<p><i>Water Supply/Legionella</i></p> <p>An effective water hygiene management plan is in place to control the risks of legionellosis to staff and members of the public. The named responsible person has a clear understanding of their duty, has undertaken training in water system management and has the competence and knowledge to ensure that all operational procedures are carried out in a timely and effective manner. Regular documented water checks are undertaken and a system is in place to ensure an annual check is carried out. A legionella risk assessment has been documented and the site log book is used. A process is also in place to deal with any actions should they arise.</p>	<p>AMPs Control of Water (Inc Legionellosis)Hygiene</p> <p>Legionellosis Risk Assessment – 3 storage temperatures to be checked. Severn Trent Water Sewer Record.</p>	<p>PM carries out regular documented checks. Training has been undertaken (Training records in Health and Safety records – checked termly to ensure all training is kept up-to-date). Training required every 3 years. PM and SBM refresher training November 2019</p> <p>Water supply / Legionella Survey – Recommendations addressed within time scales</p> <p>GCC document :Control of Water Hygiene (Including Legionellosis risk) within County Council Occupied Premises</p>
<p><i>Snow and Ice Gritting</i></p> <p>Adequate arrangements are in place to minimise the risks from snow and ice on the site e.g. access/egress routes. A risk assessment has been carried out and an emergency plan has been developed to determine what type of action needs to be undertaken during adverse weather conditions. There is suitable storage for salt/ grit and tools, (such as wheeled grit spreader) on site and a sufficient supply of grit/salt is available.</p>	<p>SHE Guidance GO04 Caretakers Duties Toolkit</p>	<p>HEAD & PM responsible for dealing with adverse weather conditions. Supported by Grounds Person</p> <p>Aids for clearing snow and ice gritting: spreaders and large plastic shovels.</p>

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Section 3 - MEDICAL/FIRE AND EMERGENCY ARRANGEMENTS		
<p><i>Infectious Diseases</i> The school follows the guidance produced by the Health Protection Agency, which is summarised on the poster, <i>Guidance on infection Control in Schools and other Child Care Settings</i>.</p>	<p>Public Health England - Guidance on Infection Control in Schools and other Childcare Settings – H&S First Aid and Medical Procedures Folder</p>	<p>Poster located in Main Office and referred to as required.</p>
<p><i>Dealing with Medical Conditions</i> The school accommodates pupils with medical needs wherever practicable and makes reference to DfE circular - <i>Supporting Pupils with Medical Needs in School</i> which sets out the legal framework for the Health and safety of pupils and staff. Responsibility for pupils' safety is clearly defined within individual care plans where necessary and each person involved with pupils with medical needs is aware of what is expected of them. Close cooperation between schools, parents, Health professionals and other agencies help provide a suitably supportive environment for those pupils with special needs.</p>	<p>SHE Guidance Primary School Risk Assessment Toolkit</p> <p>Supporting Pupils at School with Medical Conditions</p> <p>Lifting Equipment (Hoists Hygiene Suite etc)</p> <p>As per DfE guidance</p>	<p>DfE circular referred to and copy kept in Health and Safety Folder. HEAD overall responsible person with all staff having responsibility for pupils' safety and well-being. Contact details of Health professionals involved with a pupil are kept in pupil's Personal folder. Training undertaken when necessary including diabetes, manual handling, Allergy & Anaphylaxis and Asthma. Policies are kept in Policy folder and are accessible on shared drive for access by all staff. Staff training record available and reviewed termly to keep training up-to-date. School nursing service involved when required .</p> <p>All documents etc.. in H&S First Aid and Medical Procedures Folder</p>
<p><i>Drug Administration</i> The school accommodates pupils with medical needs wherever practicable and makes reference to DfE <i>Guidance Managing Medicines in Schools and Early Years Settings</i>. Parents have prime responsibility for their child's Health and provide the school with information about their child's medical condition. Parents obtain details from their child's General Practitioner (GP) or paediatrician, if needed. The school nurse and specialist voluntary bodies provide additional background information for staff.</p>	<p>Individual records held with LFA</p>	<p>DfE Guidance referred to with hard copy being kept with Health and Safety documentation in H&S First Aid and Medical Procedures Folder and made accessible on shared drive for access by all staff. Annual request for information from parents/carers on each child's medical condition. Procedure for administering medicines – parents/ carers sign an authorisation form and record kept of medicines administered and by whom. Medicines kept securely in LFA room (refrigerated if needed).</p>

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<p><i>First Aid</i> The school follows the statutory requirements for first aid and provides suitably trained first aid staff. The guidance issued by the DfE on first aid for schools SHE/Pro/8 <i>First Aid</i> is followed.</p>	<p>School First Aid Procedure All staff First Aid Trained recorded on Sims and Excel</p>	<p>Termly review to ensure all training is kept up to date. Majority of staff have First Aid training for the workplace. SHE Procedure First Aid at Work referred to.</p>
<p><i>Reporting of Accidents, Hazards, Near Misses</i> The school report and investigate all accidents, incidents and near misses and adhere to <i>SHE/Pro/4 Accident Reporting and Investigation</i>. In line with the SHE procedure, all staff are encouraged to report accidents, incidents and near misses and line managers investigate such incidents and identify and implement means to prevent a recurrence. All completed accident/incident/near miss forms are reported electronically using the SHE Enterprise accident database.</p>	<p>SHE/Pro/4 RIDDOR (HSE Guidance Incident Reporting in Schools)</p>	<p>SBM responsible person for inputting completed accident/incident/near miss forms electronically to the GCC SHE Assurance Incident Reporting system. Procedures for recording injuries are outlined in School First Aid Procedure Policy and Charts.</p>
<p><i>Fire Safety and Emergency Evacuation</i> The school follows AMPS guidance. A risk assessment has been carried out and a safety management plan is in place.</p>	<p>GCC Guidance on Fire Safety Log Book GCC Fire Action Notice Fire Safety Audit Checklist GCC Fire Risk Annual Assessment Fire Policy & Procedures</p>	<p>Checks carried out in line with guidance; reports & Log Book in PM office. Fire Risk Assessment carried out by County. PEEP's completed as required. Children Centre informed of any testing of school fire alarms – If alarms go off and they haven't been notified beforehand they must evacuate immediately. Annual Fire Awareness Training.</p>

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<p><i>Crisis and Emergency Management</i> A Crisis Management Team is in place to assist in the reduction of the consequences of major hazards and risks and to action a recovery plan in the event of a serious accident. The team acts as the decision-making influence for the management of an incident. Procedures and practices are in place for handling emergency situations and communicating these to all staff. All necessary equipment is available for rapid activation during an emergency which includes communications equipment, emergency plans and procedures, a log to record all actions taken during the crisis, necessary office equipment and supplies and appropriate building plans. A test is carried out on a regular basis to ensure that it is feasible and realistic. The emergency plan is reviewed on an annual basis and after any practice emergency exercise or real emergency. If deficiencies are found remedial action is taken.</p>	<p>Business Continuity Plan reviewed</p> <p>GCC Guidance Emergency Response Plan Updated J</p> <p>Lockdown Policy J</p> <p>Managing Major Safety Incidents, SHE/Pro/9</p> <p>How do Fatalities and Major Incidents Develop? Guide</p> <p>Suspicious Packages & Bomb Threats SHE/GN/12</p>	<p>Head, SBM, PM responsible persons.</p> <p>Business Continuity Planning in Schools and Risk Assessments to be used to inform and draw up a full Emergency Plan.</p>
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Linden Primary School Health and Safety Policy

Section 4 - MONITORING AND REVIEW		
<p><i>Monitoring</i> Arrangements are monitored and reviewed annually and revised as new topics arise that may affect the process of managing Health and safety for staff, pupils, contractors and other visitors.</p>	<p>SHE/Pro/1 Consulting Employees on H&S</p>	<p>HEAD, SBM, PM to review annually – Refer to Corporate H&S Policy Doc & HSE</p>
<p><i>Inspections</i> Regular safety inspections are carried out by the nominated person(s) (using the format found in the <i>Good Stewardship Guide</i> and the <i>SHE Governors Guide - Workplace Inspections</i> of premises/departments/furnishings and fittings and grounds are also carried out on a regular basis. All hazards and risks associated with the premises/departments/grounds are monitored and controlled.</p>	<p>Governors' Premises H&S Inspection Checklist</p>	<p>Health and Safety Compliance. Good Stewardship Guide. To be completed.</p>
<p><i>Review</i> The school has mechanisms for undertaking active monitoring and review of Health and safety which includes an arrangement of periodic planned Health and safety checks of each section of the school, supplemented by various ad hoc and unplanned checks and inspections.</p>	<p>SHE/GN/10 SHE/GN/47</p>	<p>Health and Safety Policy to be reviewed Annually – Guidance referred to for updates Action: Report to Governors at Full Governors meetings of any accidents and a review of Risk Assessments.</p>

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<p><i>Auditing</i> As a means of confirming that the necessary systems to comply with legislation are in place and are being followed the school ensures a complete Health and safety audit by competent persons. The action points identified through the audit form part of the school development plan.</p>	<p>Safety & Health Audit Property Care Enhanced Service Audit Annual Property Return AMPS Competency Framework Annual Premises Review AMPS Premises Liaison Review Meeting Property Care (Engineering) Safety Inspection</p>	<p>External audits are carried out by GCC personnel. Reports kept in PM office.</p>
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Section 5 -TRAINING		
<p><i>Staff Health & Safety Training/Competence</i> The school is committed to ensure staff are competent to undertake the roles expected of them. The Headteacher/Heads of Department undertake a training needs analysis to identify the competency requirements of specific job roles in terms of Health and safety, and ensure that appropriate training is delivered and training records held centrally. The training need analysis is reviewed on an annual basis or on the introduction of new legislation. Line managers conducting the performance management process consider Health and safety performance and address areas of concern with employees.</p>	SHE/GN/4	Training records are kept in SBM office & recorded on Sims. Premises staff training managed by PM and records kept. Review of training termly to ensure that all needs are met. Health and Safety a standing item at Staff meetings where training issues are addressed as needed. Staff needs assessed during Performance Management reviews. Notices and Guides on Noticeboard
<p><i>Supply and Student Teachers</i> The school's expectations are made clear to any supply and student teacher through the provision of Supply/Student Teacher/Staff Handbook. Teachers on supply and student teachers are given a copy of the Staff Handbook, Health & Safety Policy Document and other relevant policies. The Headteacher is responsible for liaising with the supply/student teacher on general school organisation and routines. When supply and student teachers attend the school to cover for staff absence at short notice the Headteacher/responsible person gives guidance on the work to be covered.</p>	Work Experience – Young Workers SHE/GN/13	Supply and student teachers are given appropriate induction and a copy of Handbook covering all aspects of Health and Safety. Staff Handbook available in all classrooms, electronically and in Staffroom – copies can be requested via office.

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Volunteer and Parent Helpers

Volunteer and parent helpers are subject to the schools safeguarding arrangements. Volunteers receive an induction from the designated teacher for child protection and general Health and safety and until known and familiar to the school are expected to wear a visitors' badge at all times and follow the school procedures. The teacher is the principal point of contact and volunteers are under his/her direction. Conversations and any documentation to which volunteer/parent helpers may have access are strictly confidential and are treated as such.

Designated Child Protection Officers HEAD

DDSL DH & PSA.

All Volunteers and parent helpers are given access to Handbook and receive induction from Class Teacher. Volunteers and parent helpers sign in and are given a Visitors badge to wear if they are not known globally by staff in school and have unsupervised access to pupil areas of the school.

SBM responsible for DBS checks and ensuring completion of Child Protection training.

All information is either password protected or locked in filing cabinets.

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Section 6 - HEALTH AND WELLBEING		
<p><i>Pregnant Members of Staff</i> The first aid room/rest room have rest facilities for expectant and nursing mothers. Members of staff who are pregnant are required to inform the school in writing so that an appropriate risk assessment of their work routines can be carried out with reference to SHE guidance.</p>	SHE/GN/6	Guidance given and RA completed as required.
<p><i>Health and Well Being Including Absence Management</i> The school refers to SHE/GN/31 <i>Stress Risk Assessment Toolkit (Schools)</i> and has carried out a risk assessment based on the Health & Safety Executive's <i>Management Standards for Work-Related Stress</i>. The school endeavour to promote a culture of co-operation, trust and mutual respect and ensure good management practices are in place and staff have access to competent advice.</p>	<p>SHE/GN/31</p> <p>HSE Working Together to Reduce Stress at Work & Managing the Causes of Work-related Stress – Located in OH & Wellbeing File</p> <p>Work Related Stress Guidance SHE/GN/15</p>	<p>Guidance given and RA completed as required.</p> <p>Documentation in Health and Safety folders and to be made accessible to staff on shared drive / Central Server.</p> <p>All staff aware of Employee Assistance Programme EAP Leaflets available and emails sent with flyers. Poster on Noticeboard.</p> <p>Risk Assessment and Stress Inventory completed.</p> <p>Staff referred to OH as appropriate.</p>
<p><i>Smoking on Site</i></p>	SHE/GN/	No smoking on the school site. GN on Noticeboard.

Linden Primary School Health and Safety Policy

Section 7 - ENVIRONMENTAL MANAGEMENT		
<p><i>Environmental Compliance</i> The school seeks to fulfil its waste management objectives through: using only what is needed; seeking alternatives where possible; recycling as much as practicable; disposing of as little as necessary.</p>	SHE/GN/14	<p>The school recycle much of its waste:- Food stuffs, Card and paper, Plastics All collected by Biffa Waste. Eco Club (pupils) takes responsibility for much of the recycling and encourages minimizing of waste.</p>
<p><i>Disposal of Waste</i> All waste classified as 'hazardous' is collected by specialist firms and disposed of in the approved manner.</p>		<p>Cannon Hygiene used for collection of certain wastes.</p>
Section 8 - CATERING AND FOOD HYGIENE		
<p><i>Catering and Food Hygiene</i> All catering contractors have in place a food hygiene management system and competent Health and safety advice. All contractors are registered with the Local Authority (District/Borough Council).</p>	SHE IS25	<p>Catering Contractor Harrison Catering. Monitored by GCC</p>
Section 9 – HEALTH AND SAFETY ADVICE		
<p><i>Information</i> Health and safety advice is obtained from Safety, Health & Environment (SHE) 01452 425350 she@gloucestershire.gov.uk www.gloucestershire.gov.uk/she</p>	Service Level Agreement	<p>School buys in to the full SHE service.</p>