

St. Margaret's C.E.



# **St. Margaret's C of E. Primary School**

## **Health and Safety**

*August 2016 (to be reviewed August 2017)*

## **Rationale**

Our school is the working environment for many groups of individuals and plays host to many others. It is important, therefore, that a safe environment is established in which children and adults can work together with confidence. It is the responsibility of the senior management team and governing body to ensure this is the case.

In order to promote this we must all take responsibility for being vigilant and be aware of possible risks. Children and adults should be encouraged to look out for themselves and one another and share any concerns they may have swiftly and appropriately.

We must also, however, be aware of the need to keep a balance between security and safety and the maintenance of a comfortable, welcoming learning environment. This policy aims to address and provide guidance on this balance, identifying individual and group responsibilities.

## **Aims**

- To provide a safe, secure and healthy working environment for staff and children
- To encourage everyone to take responsibility for being vigilant and to be aware of possible risks whilst also feeling confident and comfortable within their environment

## **Objectives**

- Be vigilant around the school premises for intruders finding a balance between challenge and confrontational behaviour
- Ensure there is sufficient information, instruction and supervision to enable all people and pupils to avoid hazards and to contribute to their own safety and health at work
- Maintain electrical equipment to an appropriate standard and ensure a safe environment for handling, storing and transporting items
- Administer appropriate procedures according to fire regulations
- Have procedures in place for the safe administration of medicines and for dealing with accidents and illness
- Have a procedure in place for reporting faulty equipment and near misses
- Maintain regular checks of the building and safety and security
- Be aware of the pressures on teaching staff and the possible effects which stress may have
- Give guidance on lone working and personal safety
- Lay down procedures to use if there is an accident
- Give guidance on the use of images
- Inform about what should be done in a case of emergency

## **Informing people of this policy**

This health and safety policy is kept in the school office and a copy is also available in the staff room. All members of staff are issued with the policy and required to sign the register to acknowledge that they have read and agreed to the information contained within it.

Visitors have their attention drawn to basic health and safety information on entry to the school and those likely to visit school on a regular basis are requested to read the policy itself.

New members of staff receive health and safety information as part of the induction policy.

It is the responsibility of teachers to ensure that pupils are made aware of existing and new health and safety information.

## **Responsibilities of individual class teachers**

The Health and Safety at Work Act 1974 requires governors and employees, according to their particular roles, to take the initiative on certain matters. The following list is a guide to the particular responsibilities that individuals have.

- Know the safety measures and arrangements to be adopted in their own working areas and ensure that they are applied
- Observe standards of dress consistent with safety and/ or hygiene
- Keep good standards of hygiene and cleanliness
- Know and apply the procedures in respect of emergencies
- Co-operate with other employees and the safety representative in promoting health and safety measures
- Report any hazard or breakage
- Follow health and safety instructions and use appropriate safety equipment and protective clothing
- Maintain safely tools and equipment
- Report any incidents, assaults or 'near misses'
- Set a good example to the children in their care
- Supervise pupils and ensure that they know about emergency procedures and safety measures
- Ensure that pupils' bags, coats and belongings are safely stowed away
- Include all relevant aspects of safety in the curriculum according to the science and PHSE and C curriculum.
- Make parents/ volunteers aware of safety procedures in the classroom/ work area
- Give clear instruction and warning as often as necessary
- Ensure that relevant risk assessments are completed and followed

## **Responsibilities of post-holders**

Those responsible for others should ensure that:

- Members of their team are complying with health and safety regulations
- Draw the attention of the Headteacher to any breach of procedure amongst their team which cannot be dealt with
- Supply teachers, temporary staff and new members of permanent staff are made familiar with health and safety procedures
- The Headteacher or school site supervisor is informed if any difficulties occur and that near misses and accidents are reported and recorded
- They set a good example to members of their team and children
- They keep an overview of the parts of the premises for which they are responsible
- They keep up-to-date with new pieces of advice relating to health and safety
- They keep an overview of equipment and substances kept in their areas
- All donated equipment is safe for use, if necessary seeking specialist advice
- They complete necessary risk assessments and check that members of their team complete them when necessary
- They implement existing policies and follow advice and instructions

## Responsibilities of the Governing Body

- Ensure the high profile of health and safety in relation to financial planning, personnel decisions and in-service training
- Ensure that policies relating to health and safety are in place and updated regularly
- Enable a member of the governing body to have a key monitoring role in relation to health and safety including a termly walk around the school building with the site supervisor and headteacher. Mrs Sylvia Dempster is our governor with responsibility for Health & Safety.
- Approve as appropriate arrangements for residential trips according to LA guidelines
- Ensure that safety standards for purchased goods and equipment are met and that items offered for sale by the school are safe

## Responsibilities of the Headteacher

- To ensure that the school meets as far as is reasonably practicable, the requirements of the health and safety legislation
- To regularly review the safety and security of the school building during an annual Governors' meeting
- To undertake risk assessments as and when required and review regularly
- To put into practice and monitor the procedures described in associated policies i.e. first aid, emergency, fire, reporting of defects
- To act upon referrals from employees
- To ensure staff and pupils comply with agreed procedures
- To record and inform relevant external agencies as and when appropriate
- To ensure access to this policy and other health and safety information as legally required
- Advise and inform the Governing Body as to health and safety practice, legislation and compliance
- To ensure that appropriate logs and records of incidents are completed and acted upon
- To ensure policies and employees are updated as to new legislation and guidance
- To ensure that employees have adequate training and information to enable them to act upon health and safety recommendations
- To ensure that temporary/ supply staff are informed of health and safety practice
- To meet with the health and safety representative of the governing body termly to discuss health and safety issues and 'walk the school'
- To report on any audits/ inspections to the governing body and follow-up any necessary actions
- To ensure that procedures are in place to ensure the safety of contractors and hirers
- To make sure that fire drills are held at least once per term and cover a variety of situations including the blocking of an exit, a child not registering and lunchtime evacuation
- To ensure that escape routes are kept clear and monitor on a daily basis for hazards and emerging issues effecting the health and safety of staff, pupils and visitors, immediately acting with a view to the highest priority the safety of all on site
- Ensure adequate first aid cover is provided

## Responsibilities of visitors

- Regular visitors and other users of the school will be required to observe the safety rules of the school. The Headteacher will ensure that visitors are informed of health and safety matters which may affect them during their visit.

- Parents helping out in school will be made aware of the health and safety arrangements by the teacher who they are working with.
- Groups of people who regularly hire the premises will be made aware of safety arrangements through our hiring leaflet and in discussion with the school bursar.

**The Governing Body and Headteacher have agreed that the following procedures/codes of practice shall be followed within the school:**

### **Defects**

- Any member of staff finding a defect in the building, furniture or equipment will take steps to remove the hazard or ensure that the risk is minimised and report the details immediately to the Site Manager, Business Manager or Headteacher
- The Business Manager, in consultation with the Headteacher, if necessary, will take steps to have the defect rectified, i.e. by notifying the site manager, contacting Total Property Management services via the hotline or other competent contractor
- Details of the defect will be reported in the Site Manager Jobs Book/Defects Report Book, signed and dated
- Any member of staff discarding a faulty item or electrical item must also notify the site manager or business manager who will then remove this item from the Electrical Appliance Register
- The contents of the Site Manager/Defects book will be checked weekly by the Business Manager

### **Accident reporting**

All serious accidents that occur on the site should be recorded on a Local Authority accident form and the details forwarded immediately to the Health & Safety Consultant (Julie Wood at Green Ash Safety Solutions) or as soon as is possible. All minor accidents should be reported in the minor accident book. A copy of the accident slip should be sent home with the child so that the parents/ guardians or other persons are notified of the accident.

In the case of head bumps, even if minor, the school office should be notified to telephone and inform the parent and the first aider attending should also send a 'Head Bump Letter' home along with the accident slip.

If the accident is serious, senior management should be informed immediately and action taken to ensure the location of the accident is still safe to use.

### **Electricity**

Our school has opted into the Diocesan Board of Education, Total Property Management Services premises package, which includes the testing of portable appliances. Registers are kept in the office itemising each appliance and details of tests carried out. Electrical items received or purchased by the school are recorded in the register by the Business Manager. All defective items are removed or repaired.

Staff should be vigilant for:

- Damage to plugs and switches
- Damage to leads
- Correctly fitted connectors
- Coloured insulation of the internal wires not showing at plug or appliance

- Damage to outer case of equipment
- Signs of overheating
- Signs of liquid spillage or entry of foreign materials, ventilation ports not blocked
- The appliance being used for the purpose it was designed for

Pupils in years 5/6 are allowed to connect/disconnect electrical equipment (under supervision); they are not allowed to carry such items sets around school. Stage lighting is checked annually.

## **COSHH (Control of Substances Hazardous to Health)**

Our school is alert to the need to limit the use of any hazardous substance and use alternative substances where possible. A file is kept in the site manager's office which includes guidance notes. All COSHH materials are stored in the site manager's office in a secure locked cupboard.

All staff are reminded annually of COSHH materials.

### **Access equipment**

Staff are reminded that they should only use approved equipment to put up displays and access higher level shelving. Consideration should be given to the appropriate clothing and footwear necessary. All staff are required to read and sign a risk assessment with regard to working at height on an annual basis.

### **Risk assessments**

Risk assessments must be completed whenever there is the possibility that a hazard or danger might be encountered as part of a school activity. A list of risk assessments are kept on file for areas in school, school trips and visits and for pupils with injuries or special needs. Area risk assessments are reviewed annually.

Staff should inform senior management if they notice that any risk assessment appears dated or does not deal with the potential risks encountered. It is important to note that expectant mothers should be risk assessed and every off-site visit should be risk assessed.

### **Manual handling**

All members of staff should be aware of manual handling activities involved in their day-to-day activities i.e. the movement of bundles of paper, the reorganisation of classroom furniture, the carrying of books, the movement of audio/ visual equipment, the movement of music equipment.

Children should not be required to move heavy objects and should only move awkward objects with appropriate supervision.

Staff are reminded annually about correct posture when lifting and carrying equipment. All staff should alert senior members of staff if they feel that an action they are involved with is having an affect on their physical health and well-being.

Risk assessments must be reviewed annually or where the hazards involved or the work activity changes.

Written procedures will detail manual handling hazards involved in the job and the control measures to be used to minimise the risks involved.

All plant and equipment required to control handling and moving risks will be identified and effective maintenance procedures drawn up and implemented. All new plant and equipment will be checked to ensure that manual handling standards are met before purchasing.

The Headteacher or Business Manager will ensure that the necessary controls are implemented which will include giving the necessary instruction, information and training to those people that may be exposed to moving and handling risks.

Job specific training, including induction training, will be the responsibility of managers who may liaise with the Health and Safety Service for additional advice and guidance.

Where Health Surveillance has been identified as a requirement, managers should liaise with the Wellbeing advisor and/or Corporate Human Resources to arrange for the Occupational Health provider to be involved.

Monitoring of the workplace to ensure standards are being maintained will be the responsibility of the Headteacher and Business Manager. The Health and Safety Consultant will carry out audits of Departmental systems.

School employees are reminded that they have a duty to take reasonable care for the health and safety of themselves and that of others who may be affected by their acts or omissions. All employees are expected to observe all established safe moving and handling procedures at all times and report all accidents and incidents in line with the incident reporting process.

## **Educational visits**

Off-site educational visits are an important part of school life. Children benefit enormously from the opportunity to experience residential and 'days out' at selected venues. However, it is crucial that these visits are prepared well in advance, that risk-assessments are completed and that parents, LA and school staff are involved in the preparation.

Our EVC is the Head Teacher. The Head Teacher will help support the planning process of a school visit and will advise. Necessary arrangements, information and preparation are to be completed by the line manager responsible for the children experiencing the visit.

Pre-site visits are always recommended in order that staff can feel sure about potential risks involved and prepare alternative arrangements in the case of inclement weather. Staff should also consult with colleagues who have previous experience of the venue or children involved.

All residential visits need approval from the LA and governing body.

## **PE equipment**

The PE equipment is inspected annually. The PE co-ordinator or Site Manager is responsible for overseeing this inspection and the PE co-ordinator is responsible for keeping a weekly check of whether equipment is fit for purpose.

The PE policy outlines procedures for safe use of equipment. Careful consideration should be given to the use of apparatus. Staff should be particularly alert to the use of equipment with children with behavioural needs. It may be necessary for additional TA support to be given where there are concerns.

## Use of the Astro Turf

Members of staff should take a mobile phone with them in order to alert staff in school if a problem arises.

Staff should consider at all times the needs of individuals and the likely difficulties they might encounter.

Before beginning any activity staff should check the playing area to ensure that it is clear and ready for use

## Contractors and visitors

All contractors and visitors entering the premises are required to sign in and out and are requested to wear a 'Visitor' lanyard and badge for the duration of the visit. They must read and complete a 'Visiting Contractors Checklist', which details Fire Safety, Safe Working and any on site hazards.

## Display Screen Equipment

All work stations used by staff require a risk assessment. Staff should have training in the use of the DSE. This should be delivered by the Health & Safety team.

## Fire

Fire drills are held termly and will on occasion include:

- The blocking of an exit
- The removal of a child to test effectiveness of register checks
- Lunchtime drills

### *Responsibilities during fire drill*

Headteacher/School Business Manager	Supervision of evacuation Evaluation of procedures Training and guidance
Administration staff	Calling the fire brigade
Teachers (teaching assistant/ mid-day supervisor)	Roll call from Register
Office staff to take relevant documents to Teachers/Headteacher at Assembly Point	Registers Visitors Signing Sheet Staff Signing Sheet Children Late In or Out for Appointments

Reporting – all class registers will be taken out on to the playground by office staff and handed over to class teachers. Once the registers have been checked teachers should let the Headteacher know that the class are all present. Headteacher to check Visitors and Children Signing in and out. SBM to check Staff.

### *Responsibilities for class teachers (or teaching assistant/ mid-day supervisor if class teacher not onsite)*

During the first day of school all class teachers should explain to children what the procedure is should the fire bell sound. This should include information about:

- Fire exit to be used
- Assembly point
- Action on discovering a fire
- Keeping gangways clear

Fire exit to be used – is the nearest available exit. Please also make note of alternative exits should this one be blocked.

Assembly point – is on the main playground standing in registration group, one line for boys and the other for girls. Where children have been in sets or working in other groups, they should return to their registration group for roll call.

Action on discovering a fire – children inform someone immediately and should never try to put a fire out them.

Keeping gangways clear – children should be reminded about hanging coats and bags out of the way

The same procedure will be used in the event of another emergency where evacuation of the school building is needed. For further information see ‘Emergency procedure’ document. This also provides information about the notification of staff, parents and LA in the event of school closure.

**Tests and checks**

Daily (Site Manager)	On arrival: Exits and routes to remain unobstructed Exit doors unlocked Main fire panel working On leaving: Electrical equipment disconnected or switched off Exit and windows adequately secured All fire doors closed
Weekly (Site Manager)	Test fire alarm systems and record in caretaker’s log Test one alarm each week on a rota
Monthly (Site Manager)	Check extinguishers are in the correct place
Termly (Business Manager)	Fire drill – on occasions to include the blocking of an exit, removal of a child and lunchtime evacuation
Six monthly (Site Manager)	Check emergency lighting and record in log
Annually (External Agencies)	Test fire alarm system Check door closers all in order Annual inspection of fire extinguishers

Fire notices and Fire Evacuation plans are contained in each room and displayed around school.

**Lone working and personal security**

The LA, as a responsible employer, does not expect any employee to go into a dangerous situation for which he/ she are not prepared. If you think you may be exposing yourself to danger in entering a building or site you should not do so. (Refer to Lone Working Policy)

### ***Key holders responding to an alarm***

Please note:

- Always assume an alarm is genuine
- If possible, speak to anyone who has drawn your attention to the alarm or incident to find out if they have any information about what may be happening.
- Tell someone where you are going and how long you are likely to be.
- Await assistance from First Response before entering the building, no-one should enter the building alone.

If police are attending the incident then wait for the police to arrive before entering the site.

If the police are not attending:

- Never confront an intruder or approach or enter a building if you think an intruder may be in there. Call the police and wait outside.
- Do not enter or approach a building on your own.
- Check from outside of the school and at a distance to see whether there are any signs of an intrusion.
- Check whether there are any unexpected vehicles in the area.
- Make sure you have a mobile phone to summon help if necessary.

### ***Staff working alone in the building***

If you are working alone in the building or in an isolated situation, take the following precautions:

- Tell somebody where you are and what time you will be home
- Ensure that entrances are secure – ensure that the main entrance is bolted and that you can get out of another door in case of an emergency without using a key
- If you are the last member of staff to leave ensure that the door through which you leave locks behind you
- If anyone suspicious attempts to enter the building or you see or hear anything suspicious contact the police using the telephone in the main office or mobile phone
- Always be alert when leaving the building

### ***Leaving an empty building***

- Carry out locking up and security checks from the inside of the building wherever possible
- Start the locking up process while there is still staff inside the building
- Set all alarms
- Always be on the alert when leaving an empty building in case someone is waiting for you to do so

### ***In the event of trespassers***

Where a person is not immediately recognised as having legitimate reason to be on the school grounds they should be politely asked if they need any help. Assuming the person seems to have a valid reason they should be directed towards the office where they will be asked to sign in and out by office staff only.

If it emerges that the person has no right to be on school premises then

- They should be asked to leave by the nearest exit and observed until they do so
- The most senior member of staff available should be informed

If an intruder refuses to leave becomes abusive or seems to present a threat to the safety of others the police should be called without delay.

If you feel in anyway threatened do not approach but find a safe place and call the police. Don't try to physically remove trespassers from the site or engage in arguments with them. Make your point, withdraw and call the police.

### ***In the event of a break in on site***

Remember personal safety is far more important than the protection of property.

- Ensure that if children are still on site any available barriers e.g. magnetised doors, are put into operation
- Alert colleagues who should call emergency services and seek assistance
- Monitor the intruders and check their progress

### ***In the event of an abusive parent/ adult***

Make sure any meeting with any adult whom you suspect may turn abusive is conducted in a room that can easily be monitored and with members of staff within easy reach. It may be appropriate to request that an additional member of staff meets with the parent depending upon circumstances.

Should a parent/ adult become abusive they should be asked to leave the premises in a calm and non-threatening way. It might be appropriate for a member of staff to alert the police should the adult refuse to leave or if their behaviour is causing concern in any way.

If any incident has occurred an incident form should be completed and it may be necessary to inform the governors and/or LA for further action to be taken. Make sure you attend to your own emotional needs following any incident and seek help and support if necessary. In the case of an employee support should be offered following an incident.

### ***Reporting Incidents***

Use an incident form to report all incidents, however, minor, including all alarm responses and all trespass incidents. In addition, any occurrence where individuals are, or feel threatened must be reported to the police and the LA, as it is a serious matter. Use the official accident report form for this purpose and return it to the LA immediately.

## **HEAD LICE**

The problem with head lice is of great concern to the local community. It is a community problem that can be a particularly sensitive area within schools. We respect the concern that parents voice when children in the same class as their own remain in school untreated. However, the responsibility for ridding children of lice rests with parents. We will do our best to ensure that steps are taken to deal with the problem as it occurs.

## ***Principles***

As far as possible no one with head lice will be made to feel embarrassed by their identification. Staff will at all times be considerate as to the need for sensitivity.

## ***Procedures***

ANNUALLY- Parents are sent the pamphlet 'Head lice, A Community Problem'. Parents are reminded [by](#) letters at the beginning of term of the need to be vigilant and ways of dealing with head lice when they are identified.

IF A REPORT IS RECEIVED – Parents of children in the class are sent a letter asking them to check their child's hair

INTERMITTENTLY – The school nurse will be asked to set up a 'drop-in' session for parents to provide advice on treating head lice. A video might also be made available at this time. On occasions, promotional material is made available to the school and is distributed or advertised at the discretion of the Headteacher.

## **First Aid**

### ***Responsibilities***

The following people currently hold a first aid qualification as at 12/08/15:

	<b>Based:</b>	<b>Expires:</b>
Mrs Boland	KS2	30/04/17
Mrs Beard	Midday	30/04/17
Mrs Haslam	Midday	30/04/17
Mrs O'Farrell	Chamber	30/04/17
Mrs Byrne	Midday	30/04/17
Mrs L Deighton	Nursery	30/04/17
Mrs Swindells	KS1	23/06/17
Miss Steeple (Adult First Aid)	EYFS	23/06/17
Mrs Woods	Nursery	23/06/17
Miss Dowden (Adult First Aid)	Office	23/06/17
Mrs Parkes	Brook	07/10/17
Mrs Parker	KS1	07/10/17

Although these people can be requested for advice and support during the school day, it is asked that discretion is used as to the frequency and timing of any interruptions to their normal school duties.

### ***Equipment***

The first aid store is kept in the disabled toilet. It contains only approved equipment, together with guidance on the treatment of injured people. It also contains latex gloves, which must be

used for first aid treatment, particularly if blood is present. This is to eliminate the risk of HIV virus infection. Extra first aid kits are available in EYFS.

For the supervising of an out-of-school visit there is a first aid bag available – staff must ensure that this is taken on a trip.

First Aiders should check and replenish stocks as necessary.

### ***Procedures***

In case of concern about the health of an individual the following precautions should be followed:

- the child is sent to a qualified first aider
- the injury/ concern is checked and an assessment made of the level of treatment needed
- a decision will be communicated to the class teacher
- parents are informed by copy of accident slip sent home with child

Levels of action include:

- treatment on school premises for minor ailments/ accidents – Minor Accident Book
- treatment on school premises with an accident slip sent home informing parents of the nature of the incident/ accident – Minor Accident Book
- parents contacted immediately – Accident Book & Accident Notification Form – LA informed if sufficiently serious
- if parents are unavailable and the injury is considered to be sufficiently serious then removal to hospital – Accident Book & Accident Notification Form – H & S Consultant informed
- if a very serious injury or there is any uncertainty about the level of severity an ambulance will be called immediately and parents informed
- **All** head injuries are notified to the parent by phone in the first instance and followed up with an information leaflet sent home with the accident slip

In each case every attempt should be made to:

- check the injury to the best of our ability
- Inform the relevant people in the case of more serious incidents. This includes:
  - the Headteacher
  - the Business Manager
  - the parents
  - the H & S Consultant
- keep accurate records of the injury, events leading up to the injury and actions subsequently
- err on the side of caution
- consider the needs of the child as central to all actions

### ***Medication***

Our school will take reasonable steps to store medicines and make them reasonably available to children. There are, however, no legal or contractual requirements for teachers to administer

medication. If children cannot manage, parents should be offered the facility of coming in to school. Where, regular, demanding needs are required to be met, specialist training will be given to the relevant staff.

The following points should be noted where children are administering their own medicine:

- There should be written instructions on the medicine container or from parents or other competent authority to indicate when the medicine is to be taken and how much constitutes a normal dose.
- Medicines should be kept in the fridge in the locked site manager's office. The only exception is where children need the medication with them as with inhalers.
- Periodic checks should be made to ensure that no medicines have been left in the fridge beyond the period of administration. Whenever possible no medication should be discarded in school but rather sent home in the same way they were originally brought to school.
- All medicines should be clearly labelled with the child's name on both the outer and inner containers where appropriate.
- Children should not remove their medicines from the staffroom when doses are being taken.
- Two members of staff should observe a child taking their medicine and sign to record that this has taken place.

Please note that there is a separate 'Administration of Medicines' policy that should be read in conjunction with this policy.

### **Near misses reporting**

Near misses should be reported to the Headteacher, Business Manager or Site Manager. Any near misses are then recorded in the Site Manager's Job File. This is checked by the Site Manager on a daily basis and any particular issues identified and acted upon.

### **Smoking**

To help ensure that we offer pupils, staff and visitors a safe, secure and healthy environment our school has adopted a no smoking policy, which covers the school, playgrounds and playing fields.

### **Health and safety during science experiments**

The use of practical equipment during science lessons is encouraged. We recognise the benefits of children being given the opportunity to conduct experiments for themselves. Safety rules for conduct during these opportunities include:

- be sensible during the experiment
- follow instructions immediately
- only touch equipment when you are told to
- carry equipment with care and always walk
- make sure any equipment used is returned carefully
- inform your teacher of any breakages
- If you're not sure – ask!

All experiments should be carefully planned and prepared for. Preparation should include:

- consideration of staffing levels
- consideration of group mix and children with special needs
- room dynamics
- a risk assessment according to the materials and equipment to be used

Where there are any concerns or queries the science coordinator should be consulted.

## **Swimming lessons**

The 'duty of care' is shared between the class teacher and swimming teacher whilst the pupils are on the poolside.

### ***Medical considerations***

Children with colds, open wounds, sores should be excluded from the water. School medical records should be checked carefully and any relevant medical disabilities reported in writing to the swimming teacher. Children with asthma should ensure that they bring their inhaler.

### ***Supervision***

- Children should go to the toilet, blow their nose and have clean feet before going onto the poolside.
- Children and teachers should not chew anything during the lesson.
- There should be no outdoor footwear on the poolside and all teachers must carry a whistle.
- Children are not allowed to run on the pool surrounds and teachers must not turn their back on the class and engage in conversation.
- All children and teachers must understand the pool emergency procedure.
- Teachers may only teach on poolside and may not enter the water to demonstrate or assist. Teachers should be suitably clothed and wearing training shoes.

### ***Class size***

It is not expected that there should be more than twenty learners per teacher.

### ***Poolside***

Teachers must have a whistle and use this to alert the staff to any difficulties.

The lifeguard is there to ensure the safety of all pool users and should not be unnecessarily distracted.

In the event of a rescue being effected all teachers should assume responsibility for removing their class from the water and take direction from the pool staff or Duty Manager.

### ***Emergency evacuation***

- The fire alarm is the signal to evacuate. Staff must evacuate the pool and assemble swimmers by the nearest fire exit.
- Under no circumstances should children be taken to the changing areas to collect their belongings.
- Teachers are responsible for ensuring their class is fully accounted for by taking a register.

## Photographs and Videos

This policy has the intention of protecting children from the misuse of photographic images. It aims to enable safe practice to continue and allow for the use of pictures, both still and moving, where permission is given and there are educational or recreational benefits.

### ***All parents...***

- will be asked for permission for the taking of photographs by the media.
- will be reminded that any photographs or videos taken during assemblies, performances etc should only focus on their child.
- will be reassured that videos and photographs taken within school by school staff will be used for educational purposes and that care will be taken that images respect the self-esteem of the children concerned and are not used to illustrate sensitive or negative issues.

### ***On entry to our school...***

Parents will be informed of school policy and permission requested for use of pictures within the establishment.

### ***Annually...***

Parents will be reminded of school policy and requested to contact school if they should wish to make amendments to their original consent form.

### ***Should the situation arise...***

Parents will be asked prior to specific events if they are happy for their child's picture to be taken by the media for use as agreed between the newspaper and the school.

## Health and well-being of staff

In order to help prevent stress and to provide the best working environment for the health and well being of staff we recommend:

- that times of meetings be negotiated and are aimed at limiting the length of time and frequency with which staff need to remain in school
- that length of meetings is agreed and where possible adhered to
- that notice is given of cancellations
- that consideration is always given to time scale to enable a reasonable amount of time to be given for completion of a task before the deadline
- that deadlines can be negotiated in extenuating circumstances
- that consideration is always given to workload and that no individual, regardless of level of authority, is expected to complete an unreasonable amount in a limited time
- that evening events are timetabled where possible on a Thursday so that a weekend follows
- that no meeting is scheduled on Fridays after school
- that where possible INSET days also allow for inter-phase/ year work and meetings
- that PPA is regular and reliable
- that working at home is an agreed principle where specific tasks need completion – in agreement with senior management
- that TAs are deployed to support teachers where possible

## **Stress**

Hopefully, the practices recommended above should help prevent stress. In some cases this may not happen and staff should be alerted to some common effects of stress. These include:

- high level of anxiety
- low self-esteem
- inability to concentrate
- being more prone to accidents
- headaches/ migraine
- depression
- panic attacks
- chest pains
- stomach problems
- relationship problems

Colleagues should be alert to signs of stress in themselves and one another and should take steps to address these as they occur. Methods for dealing with stress might include:

- sharing concerns with colleagues
- prioritising workload
- learning to say 'no'
- taking up a new hobby or sport
- sharing feelings with people at home
- ensuring that some time every week is set aside for relaxation
- discussing responsibilities with a senior colleague and perhaps negotiating deadlines
- pay attention to diet and ensure that you eat healthily and regularly

It is important that we create in school an environment which welcomes the sharing of problems and concerns and offers support and advice as needed. If symptoms persist staff should contact a GP and concerns should be discussed with a senior colleague.

Further information is available in the health and well-being policy.

## **Fitting in with families**

Every employee at our school has demands outside of the work place which will on occasion place pressure upon them and are likely to lead to differences in work practice. It is important that we recognise this and support colleagues in managing these demands. This includes:

- being flexible about requests for attendance at funerals,
- enabling support for ageing relatives and children with medical appointments
- enabling staff to attend significant important events in respect of children i.e. Christmas concerts, first day at school
- attempting to accommodate staff preferences for early starts/ late starts, early finishes/ late finishes

It is expected that wherever possible staff will make arrangements around the school day but where this is not possible we will attempt to support them in meeting the demands of home and school. We would also request that staff take responsibility for ensuring that when they are absent cover arrangements ensure the continued smooth running of the school. In some cases it may be applicable to swap or use PPA time. This can be done in agreement with senior staff and accepting that the roles and responsibilities of the individual continue to be met to the full.

Where staff become aware that they are pregnant, it is recommended that senior staff are informed as soon as possible in order that appropriate safeguards can be put in place. Facilities will also be made available for nursing mothers and flexible time management should allow nursing to continue according to need.

### **Monitoring arrangements**

The governors will call for annual reports on:

- Accidents/ incidents
- Results of internal or external health and safety inspections
- Complaints
- Summary of 'walk about' information from health and safety link Governors

### **Policy review**

This policy will be reviewed and amended in 2017.

### **Additional policies**

Please also refer to:

Critical Incident & Business Continuity Plan

Fire Action Plan & RA

E-Safety Policy

Equal Opportunities Policy

Health and Well-Being Policy

Stress Management Policy

Violence and Aggression RA

Working at Height RA

EVC Policy

Swimming RA