

Queen's College, London
Queen's College Preparatory School
(including Early Years Foundation Stage)



Health and Safety policy

Reviewed March 2018

Next review July 2019

Welfare, Health and Safety

General

As the Council of Queen's College, London we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all of our employees, pupils, contractors, visitors (including parents) and others who could be affected by our activities. In our role as employer we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered in an appropriate manner. The Council are committed to promoting the welfare of all in our community so that effective learning can take place.

The Council believes that the prevention of accidents, injury or loss is essential to the efficient operation of Queen's College, London (QCL) / Queen's College Preparatory School (QCPS), and is part of the good education of its pupils. The aim of the Council of Queen's College, London is therefore, 'To provide a safe and healthy working and learning environment for staff, pupils and visitors'.

The arrangements outlined in this policy statement and the various other safety provisions made by the Council of Queen's College, London cannot prevent accidents, nor can they ensure safe and healthy working conditions. The Council of Queen's College, London believes that only the adoption of safe methods of work and good practice by every individual can ensure everyone's personal health and safety. The Council of Queen's College, London will take all reasonable steps to identify and reduce hazards to a minimum. Equally all staff and pupils must appreciate that their own safety and that of others also depends on their individual conduct and vigilance while on QCL / QCPS premises, or while taking part in QCL / QCPS sponsored activities.

The Duties of the Council of Queen's College, London

In the discharge of its duty the Council of Queen's College, London, in consultation with the Principal / Headmistress and by delegating duties as published in this policy, will:

- make itself familiar with the requirements of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice which are relevant to the work of QCL / QCPS, in particular the Management of Health and Safety at Work Regulations 1992 (SI 1992 No 2051)
- ensure that there is an effective and enforceable policy for the provision of health and safety throughout QCL / QCPS
- periodically assess the effectiveness of this policy and ensure that any necessary changes are made
- identify and evaluate all risks relating to:
 - (1) accidents
 - (2) health
 - (3) QCL / QCPS sponsored activities

(4) premises

- identify and evaluate risk control measures in order to select the most appropriate means of minimising risk to staff, pupils and others
- create and monitor the health and safety management structure.

In particular the Council of Queen's College, London undertakes to provide:

- a safe place for staff and pupils to work, including safe means of entry and exit
- plant, equipment and systems of work which are safe
- safe arrangements for the handling, storage and transport of articles and substances
- safe and healthy working conditions which take account of all statutory requirements; codes of practice whether statutory or advisory; and guidance, whether statutory or advisory
- supervision, training and instruction so that all staff and pupils can perform their QCL / QCPS related activities in a healthy and safe manner. All staff will be offered the opportunity to receive health and safety training which is appropriate to their duties and responsibilities and which will be given before an employee commences any relevant work. Wherever training is required by statute or considered necessary for the safety of staff, pupils and others, then the Council of Queen's College, London will ensure, within the financial resources available, that such training is provided. Pupils will receive such training as is considered appropriate to QCL / QCPS related activities that they are carrying out. All training will be regularly updated.
- necessary safety and protective equipment and clothing, together with any necessary guidance, instruction and supervision
- adequate welfare facilities.

If appropriate, Queen's College, London will consider the risk to safety involved in:

- dealing with physical, chemical and biological hazards, such as machinery safety, chemical safety, asbestos in the school building, water quality, and the use of radioactive material
- contractors on the premises
- workplace arrangements, including housekeeping
- school trips
- centres licensed by the Adventure Activity Licensing Authority
- work experience arrangements
- violence to staff
- school security
- stress management
- letting of school premises to outside bodies
- pupils with special needs, i.e. manual handling.

So far as is reasonably practicable the Council of Queen's College, London, through the Principal / Headmistress, will make arrangements for all staff, including temporary and voluntary staff and helpers and those on fixed term contracts to receive comprehensive information on:

- this policy
- all other relevant health and safety matters
- the instruction and training that will be given to all employees, as required, so that they may carry out their duties in a safe manner without placing themselves or others at risk.

The duties of the Principal / Headmistress

As well as the general duties that all members of staff have, the Principal / Headmistress has responsibility for the day to day maintenance and development of safe working practices and conditions for teaching staff, non-teaching staff, ancillary staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by QCL / QCPS. The Principal / Headmistress will take all reasonably practicable steps to achieve this end through the heads of the various departments, senior members of staff, teachers and others as appropriate.

The Principal / Headmistress is required to take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times. In particular, the Principal / Headmistress will:

- be aware of the basic requirement of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice relevant to the work of QCL / QCPS
- ensure, at all times, the health, safety and welfare of staff, pupils and others using QCL / QCPS premises or facilities or services or attending or taking part in QCL / QCPS sponsored activities
- ensure safe working conditions for the health, safety and welfare of staff, pupils and others using QCL / QCPS premises and facilities
- ensure safe working practices and procedures throughout QCL / QCPS, including those relating to the provision and use of machinery and other apparatus, so that each task is carried out to the required standards, and so that all risks are controlled
- consult with members of staff on health and safety issues
- arrange systems of risk assessment to allow the prompt identification of potential hazards
- carry out periodic reviews and safety audits on the findings of the risk assessment
- identify the training needs of staff and pupils and ensure, within the financial resources available, that all members of staff and pupils who have identified training needs receive adequate and appropriate training and instruction in safety matters

- encourage staff, pupils and others to promote a healthy and safe working environment
- ensure that any defects in the premises, its plant, equipment or facilities which relate to or may affect the health and safety of staff, pupils and others are made safe without delay
- encourage all employees to suggest ways and means of reducing hazards and risks
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- monitor the standards of health and safety throughout QCL / QCPS, including all QCL / QCPS based activities, encourage staff, pupils and others to achieve the highest possible standards, and discipline those who consistently fail to consider their own wellbeing or the health and safety of others
- monitor first aid and welfare provision
- monitor the health and safety management structure, along with the Council of Queen's College, London.

The Bursar

The Bursar, having taken into account the requirements of the Principal and Headmistress, ensures that arrangements are in place for:

- Safety and security
- Fire safety
- Electrical safety
- Gas safety
- Water quality
- Asbestos
- Premises.

The Bursar, having taken into account the requirements of the Principal and Headmistress, is Chair of the Health and Safety Committee, which meets at least 3 times per year.

The School Nurse / QCPS PA to the Headmistress / Registrar

In addition to normal duties will be responsible for:

- Maintaining an Accident Book / Record
- Reporting notifiable accidents following discussion with the Principal / Headmistress.
- Checking First Aid boxes are inspected and replenished.

The Premises Manager / Caretakers

Will be responsible for:

- Building security
- Prevention of unsupervised access to potentially dangerous areas
- Management of inspection records
- All health & safety compliance as the delegate of the Bursar
- Standards of housekeeping including drains, gutters, cleaning etc
- COSHH standards.

The Duties of Supervisory Staff

All supervisory staff (e.g. Heads of Departments, coordinators, science technicians, etc.) will make themselves familiar with the requirements of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice which are relevant to the work in their area of responsibility.

In particular Heads of Departments will ensure, so far as is reasonably practical, the health and safety of those affected by activities under their control. For example they are responsible for maintaining specific risk assessments for:

- Science: Science (including COSHH and flammable materials)
- PE: Sports Activities
- Drama: Stage and prop management
- Art: Use of substances and specialist equipment
- Music: Noise and use of instruments
- Deputy Head (Pastoral)/ Assistant Head (Pastoral): Off-site visits.

Supervisory staff will take a direct interest in QCL / QCPS's health and safety policy and in helping other members of staff, pupils and others to comply with the requirements of the health and safety policy.

As part of their day to day responsibilities they will ensure that:

- safe methods of working exist and are implemented throughout their department
- health and safety regulations, rules, procedures and codes of practice are applied effectively
- staff, pupils and others under their jurisdiction are instructed in safe working practices
- new employees working within their department are given instruction in safe working practices
- regular safety inspections are made of their area of responsibility as required by the Principal / Headmistress, or as necessary
- positive, corrective action is taken where necessary to ensure the health and safety of all staff, pupils and others

- all plant, machinery and equipment in the department in which they work is in good and safe working order
- all reasonable practicable steps are taken to prevent the unauthorised or improper use of all plant, machinery or equipment in the department in which they work
- appropriate protective clothing and equipment, first aid and fire appliances are provided and are readily available in the department in which they work
- toxic, hazardous and highly flammable substances in the department in which they work are correctly used, stored and labelled
- they monitor the standard of health and safety throughout the department in which they work, encourage staff, pupils and others to achieve the highest possible standards of health and safety, and discipline those who consistently fail to consider their own wellbeing or the health and safety of others
- all the signs used meet the statutory requirements
- all health and safety information is communicated to the relevant persons
- they report, as appropriate, any health and safety concerns to the appropriate individual.

The Duties of All Members of Staff

All staff will make themselves familiar with the requirements of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice which are relevant to the department in which they work.

They should:

- take reasonable care of their own health and safety and of any other persons who may be affected by their acts or omissions at work
- regarding any duty or requirement imposed upon them by their employer or any other person by or under any of the relevant statutory provisions, cooperate with him or her so far as necessary to enable that duty or requirement to be performed or complied with.

All staff are expected to familiarise themselves with the health and safety aspects of their work and to avoid conduct which would put them or anyone else at risk.

In particular all members of staff will:

- be familiar with the safety policy and any or all safety regulations as laid down by the Council of Queen's College, London
- ensure health and safety regulations, rules, routines and procedures are being applied effectively by both staff and pupils
- see that all plant, machinery and equipment is in good and safe working order
- not allow unauthorised or improper use of plant, machinery and equipment

- use the correct equipment and tools for the job and any protective equipment or safety devices which may be supplied
- ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled
- report any defects in the premises, plant, equipment and facilities which they observe
- take an active interest in promoting health and safety, and suggest ways of reducing risks.

Hirers, Contractors and Others

When the premises are used for purposes other than under the direction of the Principal / Headmistress, then the principal person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in previous paragraphs of this document.

The Principal / Headmistress or the coordinator will seek to ensure that hirers, contractors and others who use QCL / QCPS premises conduct themselves and carry out their operations in such a manner that all statutory and advisory safety requirements are met at all times.

When QCL / QCPS premises or facilities are being used out of normal QCL / QCPS hours for a QCL / QCPS sponsored activity, for the purposes of this policy, the organiser of that activity even if an employee, will be treated as a hirer and will comply with the requirements of this section.

When the premises are hired to persons outside the employ of the Council of Queen's College, London, it will be a condition of all hirers, contractors and others using QCL / QCPS premises or facilities that they are familiar with this policy, that they comply with all safety directives of the Council of Queen's College, London and that they will not without the prior consent of the Councillors:

- introduce equipment for use on QCL / QCPS premises
- alter fixed installations
- remove fire and safety notices and equipment
- take any action that may create hazards for persons using the premises or the staff or pupils of QCL / QCPS.

All contractors who work on QCL / QCPS premises are required to ensure safe working practices by their own employees under the provision of the Health and Safety at Work Act 1974 and must pay due regard to the safety of all persons using the premises in accordance with ss.34 of this Act.

In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Principal / Headmistress will take such actions as are necessary to prevent persons in his or her care from risk of injury.

The Council of Queen's College, London draws the attention of all users of QCL / QCPS premises (including hirers and contractors) to s.8 of the Health and Safety at Work Act 1974, which states that no person shall intentionally or recklessly interfere with or misuse anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

Codes of Practice and Safety Rules

In consultation with the Council of Queen's College, London (where appropriate) and taking into account the requirements of this statement, the Health and Safety Committee will approve (where necessary) codes of practice for the observation of safety requirements at QCL and QCPS.

From time to time the Department for Education (DfE), Health and Safety Executive and other regulatory or advisory bodies will issue codes of practice or particular topics for the guidance of Principal / Headmistress and others who are in control of their educational premises, who will normally incorporate such codes into their health and safety policy and procedures. If the Principal / Headmistress considers the inclusion of all or any such documents into this policy to be inappropriate, he/she will be required to demonstrate to the satisfaction of the Council of Queen's College, London that s/he has already introduced codes of practice and methods of working which achieve a similar or higher standard of health and safety.

Risk Assessment

The Principal / Headmistress will ensure that a risk assessment survey of the premises, methods of work and all QCL / QCPS sponsored activities is conducted annually (or more frequently if necessary). This survey will identify all defects and deficiencies, together with the necessary remedial action or risk control measures. An annual report will be made to the Council of Queen's College, London drawing on this survey. with the results of any other surveys will be reported to the Council of Queen's College, London, where appropriate.

Emergency Plans

The Principal / Headmistress will ensure that an emergency plan is prepared to cover all foreseeable major incidents which could put at risk the occupants or users of QCL / QCPS. This plan will indicate the actions to be taken in the event of a major incident, so that everything possible is done to:

- save life
- prevent injury
- minimise loss

This sequence will determine the priorities of the emergency plan.

The plan will be agreed by the Council of Queen's College, London and will be regularly rehearsed by staff and pupils. The result of such rehearsals will form part of the risk assessment survey, and the outcome will be reported to the Council of Queen's College, London.

RIDDOR

Queen's College, London has a legal duty under RIDDOR (the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) to report and record major work related accidents. This includes dangerous occurrences where something happens that does not result in an injury but could have done. RIDDOR applies to all work activities but not all incidents are reportable. The Principal / Headmistress will take advice when unsure as to whether the accident is reportable. The Incident Contact Centre (ICC) on 0845 300 99 23.

First Aid

The arrangement for first aid provision will be adequate to cope with all foreseeable major incidents.

Supplies of first aid materials will be held at various locations throughout QCL / QCPS. These locations will be determined by the Principal/Headmistress. The locations will be prominently marked and all staff will be advised of their position. The materials will be checked regularly and any deficiencies made good without delay.

Adequate and appropriate first aid provision will form part of the arrangement for all out of QCL / QCPS activities.

A record will be made of each occasion any member of staff, girl or other person receives first aid treatment either on QCL / QCPS premises or as part of a QCL / QCPS related activity.