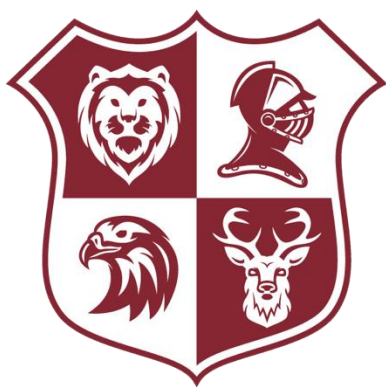




Noadswood

Health and Safety

Policy	Health and Safety
Policy status	Statutory
Member of staff responsible	CFOO
Date approved by SLT	June 2026
Governor committee responsible	FARC
Date relevant committee approved	June 2026
Revision period	1 year
Revision due date	June 2027

Policy Purpose

The aims of this Policy are to:

- Comply with the requirements of the Health & Safety at Work Act 1974 and other relevant statutory provisions
- Act as a pivotal document in implementing Noadswood Schools' Health & Safety Management System
- Ensure, as far as is reasonably practical, a healthy and safe environment for all Students, Parents / Carers, Staff, Contractors and Visitors, who study, work or visit Noadswood School

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Statement of Intent

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the Health, Safety and Welfare of our employees, students and all persons likely to be affected by our activities, including the general public where appropriate. We will co-operate and co-ordinate with Partnerships, Contractors, Sub-Contractors, Suppliers, Employers, Hampshire County Council departments and the occupiers of premises and land where we are commissioned to work in order to pursue our Health & Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working and learning environment ensuring the welfare of all persons
- Maintain control of Health & Safety risks arising from our activities
- Comply with statutory requirements as a minimum standard of safety
- Consult with all Staff on matters affecting their health, safety and welfare
- Provide and maintain safe systems, equipment and machinery
- Ensure safe handling, storage and use of substances
- Provide appropriate information, instruction and supervision for everyone
- Ensure Staff are suitably trained and competent to do their work safely
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health
- Assess risks, record significant findings and monitor safety arrangements
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement to amend or improve arrangements
- Develop and maintain a positive Health & Safety culture through regular communication and consultation with employees and their representatives on Health & Safety matters.

Our Health & Safety Management System has been developed to ensure that the above commitments can be met. All Staff and Trustees will be instrumental in its implementation.

Key Health & Safety Roles

Key Health & Safety Roles can be found on the Health & Safety Notice Board. Please also refer to Appendix 1.

Organisation

Employer Responsibility

The overall responsibility for Health & Safety at Noadswood School is held by the Board of Trustees who will:

- Ensure that Health & Safety has a high profile
- Ensure adequate resources for Health & Safety are made available

- Consult and advise Staff regarding Health & Safety requirements and arrangements
- Periodically monitor and review local Health & Safety arrangements.

Responsible Manager

The Responsible Manager for the premises is the HT

. Functional responsibility has been delegated to the CFOO who will act to:

- Maintain and promote a safety culture throughout the School
- Consult Staff and provide information, training and instruction so that Staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management
- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding Health & Safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure Staff are aware of their Health & Safety responsibilities
- Periodically update the Board of Trustees / Trustees / partnerships as appropriate
- Produce, monitor and periodically review all local safety policies and procedures.

Senior Leadership Team (SLT)

The HT will be supported by members of the Senior Leadership Team (SLT), including the Deputy Headteacher, CFOO and Assistant Headteachers.

Chief Financial & Operations Officer

The Chief Financial Operations Officer (CFOO) has functional responsibility for health & safety and will support the PM with health & safety issues.

Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead is the person appointed to take lead responsibility for child protection issues in school and is a senior member of the SLT.

All Staff (including Volunteers)

All Staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own Health & Safety and that of others affected by their activities by:

- Risk assessing day to day tasks and taking mitigating actions to avoid hazards
- Supporting the Schools Health & Safety arrangements
- Ensuring their own work area remains safe at all time
- Not interfering with Health & Safety arrangements or misusing equipment
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions

- Reporting safety concerns to their local Health & Safety Representative or other appropriate person
- Reporting any incident that has led, or could have led, to damage or injury
- Assisting in investigations due to accidents, dangerous occurrences or near-misses
- Not acting or omitting to act in any way that may cause harm or ill-health to others.

School Business Manager (SBM)

The School Business Manager (SBM) will manage and co-ordinate lettings and events on behalf of and under the direction of the HT and the CFOO. The SBM provides administrative support for the EVC and leaders in relation to trips.

The SBM will ensure that third party hirers and other extended service users operate under the school's hire agreement. The SBM will ensure that third party hirers and other extended service users are made aware of fire safety procedures and equipment. The SBM will ensure that risk assessments for the relevant activity, H&S Policy and Safeguarding Policy are obtained and checked for appropriateness from all third parties and other extended service users. The SBM will liaise with the SAs to ensure the premises and equipment provided by the school are safe for use.

The SBM will develop the risk assessments for the events organised by them and confirm them with the PAO. The SBM is to work within their level of competence and seek appropriate guidance and direction from the PM, CFOO, HT, Board of Trustees and / or the School's appointed external Health & Safety Consultant, with whom the School have an SLA.

Premises Manager (PM)

The Premises Manager (PM) will manage and co-ordinate Health & Safety matters on behalf of, and under the direction of, the HT and the CFOO. The PM will work within the parameters of any training provided and in accordance with risk assessments and the on-site safe working practices. The PM is to work within their level of competence and seek appropriate guidance and direction from the CFOO, HT, the Board of Trustees and / or the Schools appointed external Health & Safety Consultant, with whom the School have an SLA.

The PM will represent the Staff with regard to Health & Safety at work. The PM is expected to promote a positive safety culture throughout the School and carry out Health & Safety duties appropriate to their role in accordance with current guidance and legislative requirements.

The PM will also manage and co-ordinate all Planned Preventative and Reactive Maintenance matters within the School.

Premises Administrative Officer (PAO)

The PAO will provide administrative support to the Premises Department to support Health & Safety matters. The PAO will work within the parameters of any training

provided and in accordance with risk assessments and the on-site safe working practices. The PAO is to work within their level of competence and seek appropriate guidance and direction from the PM, CFOO, HT, Board of Trustees and / or the Schools appointed external Health & Safety Consultant, with whom the School have an SLA.

The PAO will support the PM in representing the Staff with regard to Health & Safety at work. The PAO is expected to promote a positive safety culture throughout the School and carry out Health & Safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Site Assistants (SAs)

The Site Assistants (SAs) are responsible for day to day management of Health & Safety within the School Site Team. The SAs are to work within the parameters of any training provided and in accordance with risk assessments and the on-site safe working practices. They will work within their level of competence and seek appropriate guidance and direction from the PAO, PM, CFOO or HT who will, if deemed necessary, seek further guidance from the Schools appointed external Health & Safety Consultant.

Handyman

The Handyman is responsible for day to day management of minor repairs, remedial works to satisfy health and safety issues, minor works and refurbishment projects. The Handyman is to work within the parameters of any training provided and in accordance with risk assessments and the on-site safe working practices. They will work within their level of competence and seek appropriate guidance and direction from the PAO, PM, CFOO or HT who will, if deemed necessary, seek further guidance from the Schools appointed external Health & Safety Consultant.

Subject Leaders

Subject Leaders are responsible for the day-to-day local management of Health & Safety within their own department, acting on behalf of the HT, with support and guidance from the CFOO and PM. They will ensure that Staff are provided with adequate safety information and they will manage all integral and specific risks relating to the department's functions. They will ensure the department complies with overall School policies and procedures; that all activities are periodically risk assessed, half termly inspections are carried out, and necessary controls are implemented.

All Colleagues

The responsibility of applying local safety procedures in curriculum areas, on a day-to-day basis rests with the teachers and supervisors. When any change to processes or practices is being introduced they are responsible for risk assessment and execution of any appropriate mitigating actions. They are to ensure that all new members of Staff under their control are instructed in their own individual responsibilities with regards to Health & Safety, and they will appropriately monitor

those new Staff. They are to make half termly inspections of their areas of responsibility, taking prompt remedial action where necessary to control risk.

All Teaching Staff are asked to complete a Termly Teaching Spaces Checklist in the first half of every term, and the Line Managers are asked to complete a Termly Line Managers Checklist in the second half of every term.

All staff are able to raise reactive breakdowns and health & safety issues via the Helpdesk Ticket system. We also have the Near Miss Reporting option available.

New staff attend the New Staff Induction Meeting and are briefed on health & safety processes within the workplace.

Staff Health & Safety Committee

The purpose of the Staff Health & Safety Committee (HeSaC) is to assist in the assessment of safety related matters, provide appropriate support to the HT and generally promote and assist in the implementation of a sound Health & Safety ethos throughout the School.

The Staff Health & Safety Committee shall be formed of a 'core' group, including one Trustee (Chair), either HT, CFOO or AAHT, PM, ICT Manager, SAs, LSA and Subject Technicians.

The Staff Health & Safety Committee is to meet quarterly to monitor and discuss on site Health & Safety issues and recommend any actions necessary should performance appear or prove to be unsatisfactory. Each meeting has a standard Agenda and Minutes will be taken and available thereafter on the Staff Health & Safety Notice Board and the School's intranet.

On an annual rota basis, each department will be invited to join the next Staff Health & Safety Committee Meeting and will be expected to send a minimum of one guest representative, additionally, all staff shall be invited to each meeting.

The Staff Health & Safety Committee shall be linked to the Trustees' Health & Safety link Trustee and the Finance, Audit and Risk Committee (FARC).

Health & Safety Representatives

The Health & Safety Representatives (HeSaC Members) will represent the Staff with regard to Health & Safety at work. They are expected to promote a positive safety culture throughout the School and carry out Health & Safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Accident Investigator

The PAO, PM and the Creative Design Faculty Lead are the Schools nominated Accident Investigators, who will lead on all accident investigations. They are to work within their level of competence and seek appropriate guidance and direction from

the CFOO, HT and / or the Schools appointed external Health & Safety Consultant as required.

The PAO, PM and the Creative Design Faculty Lead attend the Accident Investigation Training Session presented by the appointed external Health & Safety Consultant at intervals not exceeding 3 years and copy training certificates are retained online by the PAO.

Asbestos Competent Person

The PM and SAs are the nominated Competent Persons for Asbestos on the premises and act on behalf of the CFOO to provide the necessary competence to enable asbestos to be managed safely. They are to attend training at intervals not exceeding three years and all training records are to be retained.

The Asbestos Competent Persons will ensure that all Staff have a reasonable awareness of asbestos management and dangers. They are to ensure that the appropriate Staff are competent in the use of the Asbestos Register and that asbestos is managed in accordance with departmental and corporate requirements. They will advise the HT of any condition or situation relating to asbestos which may affect the safety of any premises users. They are to work within their level of competence and seek appropriate guidance and direction from the CFOO, HT and / or the School's appointed external Health & Safety Consultant as required.

Management of Asbestos is presented to all staff at the Annual Health & Safety Foundation / Refresher training session. Asbestos also forms part of the New Staff Induction and staff understanding is confirmed via the Termly Teaching Spaces Checklist.

All higher risk staff complete the Asbestos Awareness e-learning module and attend the Asbestos Awareness Training Session presented by the School's appointed external Health & Safety Consultant.

Catering Lead

The CFOO leads on Catering, with general administration and day to day liaison undertaken by the PM and SAs.

The CFOO and PM attend a contract management meeting annually with the Catering Contract Manager.

Cleaning Lead

The PM leads on Cleaning, with general administration and day to day liaison undertaken by the SAs.

A Communications Book is in place for notification of issues and sharing of information between the SAs and the Cleaning Operatives, for upward escalation where required.

The PM and SAs conduct monthly Site Audits with the Cleaning Contract Manager. The PM will review the contractors audit, PAT and RAMS information termly.

The CFOO and PM attend a contract management meeting with the Account Director twice per annum.

Climate Action Lead

The Climate Action Lead is responsible for promoting and supporting environmentally sustainable practices across the School, ensuring that climate-related considerations are integrated into operational and curriculum activities where appropriate. This includes identifying opportunities to reduce environmental impact, supporting compliance with relevant environmental legislation and School policies, raising awareness of sustainability initiatives, and monitoring progress against climate action objectives. The Climate Action Lead works collaboratively with colleagues to encourage safe, sustainable working practices that contribute to the Schools wider environmental and health and safety commitments.

Duke of Edinburgh Lead

Noadswood School participates in the Duke of Edinburgh (DofE) Scheme from September 2026. The centre lead is one of the Science Teachers.

The School recognises the educational value of the Duke of Edinburgh's Award (DofE) programme and is committed to ensuring that all activities are planned and delivered in a safe and responsible manner.

Appropriate risk assessments will be undertaken for all DofE activities, including training, expeditions, volunteering, physical activities and residential experiences where applicable.

The School will ensure that participants receive suitable instruction, supervision and support, and that staff and external providers involved in the programme are competent and appropriately trained.

All activities will be conducted in accordance with relevant health and safety legislation, safeguarding requirements and DofE guidance, with due consideration given to the welfare, medical needs and individual circumstances of all participants.

Educational Visits Co-Ordinator (EVC)

The Creative Design Faculty Lead is the School's EVC, supported administratively by the SBM.

The EVC co-ordinates each stage of the Educational Visits, Trips and Off-Site Activities process, and is a member of the SLT.

Noadswood School use the EVOLVE system to ensure compliance with process and health & safety requirements.

Extra-Curricular / Before and After School Activities / Clubs

Activities before and after school, such as extra-curricular clubs and homework clubs, are the responsibility of the member of staff managing the activity. Permission is to be sought from the HT to run an activity or club, and a Risk Assessment undertaken to ensure the activity or club conforms to all health & safety legislation, guidance and School process. Risk Assessments are reviewed as part of the overall biennial Risk Assessment review.

Fire Safety Manager

The PM is the Competent Person for fire safety on the premises and acts as the Responsible Manager on behalf of the CFOO. The PM will attend Fire Safety Risk Assessor training every three years and is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the Fire Safety Manual. All records of Fire Safety H&S checks are stored within the Schools Compliance Management System. The PM conducts a documented review of the records held within the Compliance Management System on a weekly basis.

Upkeep of the Fire Safety Manual is maintained by the PM and counter-signed bi-annually by the CFOO and HT.

The PM will also carry out an annual compliance review of the Fire Safety arrangements and documentation to ensure that all fire safety legislative requirements and checks have been completed.

An external Fire Safety Contractor will be appointed by the PM every 4th year to conduct a full Fire Safety Risk Assessment, additionally, a Fire Safety Risk Assessment will be completed should there be any significant changes to the premises.

The PM will carry out a monthly review of the external Fire Safety Risk Assessment Action Plan to ensure outstanding action have been completed.

The Fire Safety Manager is to work within their level of competence and seek appropriate guidance and direction from the CFOO, HT and / or the School's appointed external Health & Safety Consultant as required.

First Aid Lead

Matron leads on First Aid, supported by the CFOO and key First Aid trained staff.

H&S Diary Manager

The PM is the H&S Diary Manager. All H&S tasks and contractor PPM are scheduled in the Compliance Management System at the appropriate frequencies. This is monitored weekly by the PM.

The Outlook 'invite attendees' function is used for Contractor PPM and reactive site attendances to ensure recipients diaries are fully populated.

H&S Training Manager

The PAO is the H&S Training Manager, and holds a Role Based Training Matrix, listing all School mandatory Health & Safety training with refresher periods. All Training Certificates are stored online within the Premises Management System. The PM reviews the Role Based Training Matrix on a termly basis.

Legionella Competent Person

The Legionella Competent Persons are the PM, PAO and SAs. The Legionella Competent Persons act on behalf of the CFOO to provide the necessary competence to enable Legionella to be managed safely. They attend training at intervals not exceeding three years and all training records are to be retained.

Under the terms of the Legionella Written Scheme, the SAs will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with the Legionella ACOP (L8) and the Health & Safety Executives HSG274 – Legionnaires Disease: Technical Guidance Part 2. They will advise the PM and CFOO of any condition or situation relating to Legionella which may affect the safety of any premises users. They are to work within their level of competence and seek appropriate guidance and direction from the CFOO, HT and / or the School's appointed external Health & Safety Consultant as required.

Upkeep of the Legionella Manual is maintained by the PM and counter-signed bi-annually by the CFOO and HT.

The PM will carry out a monthly review of the external Legionella Risk Assessment Action Plan to ensure outstanding action have been completed.

The PM will carry out an annual compliance review of the Legionella Manual to ensure that any changes to the water systems have been acted upon. All staff managing legionella risk attend the Legionella Management Training Session presented by the School's appointed external Health & Safety Consultant.

Lettings Lead

The SBM leads on Lettings, supported by the CFOO. General administration and day to day liaison with facility hirers is undertaken by the SBM. On site liaison with facility hirers is undertaken by the SAs.

Moving and Handling and Work at Height Competent Person

The Moving and Handling and Work at Height Competent Persons are the PM, SAs and the Technicians, with the SAs having overall responsibility for the day to day management of work at height and moving and handling equipment checks.

The Moving and Handling and Work at Height Competent Persons act on behalf of the CFOO to provide the necessary competence to enable moving and handling and work at height to be managed safely.

All Premises Staff and users of moving and handling equipment and ladders and steps attend the Moving and Handling and Ladders and Steps Safety Training presented by the School's appointed external Health & Safety Consultant every three years, with interim online training available for new staff members as required. All training records are to be retained.

All staff attend an annual presentation on Moving and Handling And Work at Height

Matron

The Matron role encompasses the roles of First Aid Lead and Medical Conditions Lead, providing the first point of contact for medical assistance or for daily medicines to be administered. Matron is a qualified First Aider, having undertaken the 3 Day First Aid At Work training course, refreshed every three years.

Matron is based in the Medical Room, which is available for students to attend for either First Aid treatment or medicines to be administered. The Medical Room is also available for Staff, Contractors and Visitors.

All attendances to the Medical Room are recorded in the School's Management Information System. Absences are covered by appropriately trained staff.

Medical Conditions Lead

Matron leads on Medical Conditions, supported by the CFOO.

Minibus Lead

The PM leads on minibus management, supported by the CFOO.

PAT Testers

The School has trained PAT Testers within the Premises and Science Departments. While annual PAT testing is completed in February, in-house testing can be completed outside of the annual schedule for any additional equipment brought into the School. Refresher training is provided via an e-learning module at intervals not exceeding three years and copy certificates are retained.

PEEPs Manager

The PEEP's (Personal Emergency Evacuation Plans) Manager is a member of the SEND Department and leads on the creation and management of PEEPs for all students and staff requiring specific additional assistance or considerations, particularly relating to the School's Emergency Evacuation Plan.

Individual PEEPs including Evacuation Plans have been prepared for the Physiotherapy Room, and ambulant / non-ambulant students working or using the Ground Floor and the First Floor of the School premises.

Each student or member of staff with a PEEP in place is individually advised of the Evacuation Procedure. A termly review / refresher is undertaken with all individuals. All members of the Learning Support Department are fully briefed on the Evacuation Procedure and individual student / staff PEEPs.

All students who have a PEEP carry a copy of their individual PEEP in their planner.

Repairs and Maintenance

Noadswood School employs the services of Corrigenda for Planned Preventative Maintenance and Reactive Maintenance and Repairs, alongside individual specialist contractors as required.

All Contractor PPM is scheduled in the Compliance Management System at the appropriate intervals.

SENDCo

The SENDCo, Deputy SENDCo, PD Lead and Learning Support Department support SEND students with ensuring they reach their full potential. All SEND students have the opportunity to follow all National Curriculum subjects and subsequently follow an appropriate GCSE Curriculum Pathway, and also have the opportunity of individual mentoring to allow them to access certain opportunities and pathways.

Noadswood School has an historical specialism in sport and supports the inclusion of all SEND students within this area. Noadswood School's resource of provision for disabled students forms part of a whole school commitment to narrowing the attainment gap between students with SEND those without. This may include short-term interventions to deliver learning programmes and longer-term interventions developed on an individual needs basis. In addition, some home-school interventions may be appropriate.

Union Representative

The Union Representatives will represent, uphold and defend the rights of employees in the workplace, and are available to raise any concerns with SLT on behalf of union members. The school buys into the Union Facilities Time agreement of the Local Authority.

Health & Safety Assistance and Advice

The School has appointed RW Safety Solutions as the competent source of safety guidance as required under Reg 7 of the Management of Health & Safety at Work Regulations 1999. Where incident, issues or concerns arise beyond the level of understanding or knowledge in the School, then advice from RW Safety Solutions must be sought.

Health & Safety Arrangements

The following arrangements for Health & Safety have been developed in accordance with the Management of Health & Safety at Work Regulations 1999. These arrangements set out all the Health & Safety provisions for Noadswood School and are to be used alongside other current School procedures and policies.

In carrying out their normal functions, it is the duty of all Staff to act and do everything possible to prevent injury and ill-health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident / Incident Reporting and Investigation

Any accident, incident or injury involving Students, Parents / Carers, Staff, Contractors or Visitors, is to be immediately recorded in Arbor (school's MIS) for students using the medical event category, and for staff and visitors via the reporting form available on FROG, the School's intranet.

Arrangements for First Aid are set out in the First Aid Policy.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) are to be initially discussed with the Schools appointed external Health & Safety Consultant and reported using the HSE's online RIDDOR (F2508) reporting system.

All significant accidents, incidents and near misses are to be immediately reported to the PAO. All Near Misses, however received (via School intranet, email or verbally), are recorded by the PAO in a spreadsheet, which is retained by the PAO and reviewed by the PM half termly and the CFOO termly. A trained Accident Investigator is to always conduct a documented investigation into more serious incidents and near misses. The purpose of the investigation is to identify the causal factors and root causes and to implement mitigating actions to prevent re-occurrence.

The CFOO will ensure that the Board of Trustees, SLT and relevant partnerships are appropriately informed of all incidents of a serious nature. All accident / incident reports will be monitored by the CFOO and PM for trend analysis in order that repetitive causal factors may be identified to prevent re-occurrences. Accident and near miss incidents will be reported termly to the FARC and the Staff Health & Safety Committee.

Premises hirers and community / extended service / third party users must report all incidents related to unsafe premises or equipment to the School SAs, who will appropriately investigate and report each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures.

Arrangements regarding First Aid are set out in the First Aid Policy and arrangements regarding Near Misses are set out in the Near Miss Policy.

Accident and Incident Reporting and Near Misses will form part of the Annual Health & Safety Presentation to all Staff.

Asbestos Management

Due to the age of some of the school buildings, asbestos is present in some areas. All Asbestos Containing Materials (ACM's) within the school premises are deemed safe as they are undisturbed or encapsulated.

An external contractor provides the School with a robust Asbestos Management Programme. Annual Inspections of ACM's are undertaken by the contractor and the Asbestos Register updated accordingly.

Noadswood School has an Asbestos Management Plan, reviewed every year by the PM and CFOO.

Asbestos Management on site is controlled by the Asbestos Competent Persons who are the PM and the SAs. The Asbestos Register is located in Reception and is to be shown to all Contractors who may need to carry out work on site. Contractors must review the Asbestos Register for the area in which they intend to work and sign the Asbestos Register as evidence of sighting prior to being permitted to commence any work on site. If asbestos content is suspected to be present or unknown, works will not be permitted and a detailed Asbestos Survey of the area of works will be undertaken by the appropriate competent Asbestos Management Contractor. Any asbestos identified will then be safely removed or encapsulated by the competent Asbestos Management Contractor before any works can be permitted. Any changes to the premises structure that may affect the Asbestos Register information will require recording in the Asbestos Register.

Under no circumstances are Contractors or Staff to drill or affix anything to the fabric of the building that may disturb materials without first checking the Asbestos Register and / or obtaining approval from the Asbestos Competent Person.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the PM and CFOO and / or the Asbestos Competent Person who will immediately act to cordon off the affected area and seek appropriate advice. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the PM and CFOO and / or Asbestos Competent Person.

For any project or refurbishment works in areas containing asbestos, the asbestos is safely removed by an accredited contractor as part of the project and the Asbestos Register updated accordingly.

Asbestos Awareness will form part of the Annual Health & Safety Presentation to all Staff.

Bring Up Diary

The PM manages tasks and follow up items with SAs, via Outlook calendars and the Compliance Management System including the following:

- Planned Preventative Maintenance for all Plant Equipment
- Statutory Insurance Inspections on Plant Equipment
- Planned Preventative Maintenance Schedule for all School Equipment
- Premises Services Schedule
- Regular in-house Health & Safety Checks
- Vehicle Servicing Schedules
- Cleaning – High Level Equipment
- Site Inspections

The PAO manages tasks and follows up items via Excel, including the following:

- Risk Assessment Review Schedule
- COSHH Assessment Review Schedule
- DSE Workstation Assessment Review Schedule

All H&S Checks and Contractor PPM is schedule within the Compliance Management System and is monitored weekly by the PM. Confirmed Contractor PPM and reactive breakdown site visits are shared with Site staff via the 'invite attendees' function in Outlook.

Child Protection

Arrangements regarding child protection are set out in the Child Protection Policy.

Contractors on Site

Appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. All Contractors will require adequate risk assessments to be provided to demonstrate their safe working practices for specific work to be undertaken.

A Contractors Register (updated annually by the PM) is to be completed with the following documentation (where relevant) and retained by the PM and available for inspection.

- Health & Safety Policy
- Insurances
- Risk Assessments
- Method Statements
- COSHH Assessments
- Employee Licences and Qualifications
- Company Licences and Qualifications
- DBS Certificates
- Waste Carrier Licence

All Contractors must report to Reception, where they will be asked to sign the Visitors Register and to review and sign the Asbestos Register. All Contractors will be provided with a Contractor Induction Brief which includes the Fire Safety procedures and local safety arrangements, prior to them commencing work.

Host Staff are responsible for monitoring work areas and providing appropriate supervision, more so where the Contractors work may directly affect Staff and students on the premises.

Where required, Hot Works will be permitted via the issue of a Hot Works Permit, with management during and after the works by the SAs.

Curriculum Activities

All safety management and risk assessments for curriculum based activities will be carried out under the control of the relevant Subject Leaders and Subject Teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art and Drama as issued by CLEAPSS, HIAS and local council requirements as appropriate. Subject Leaders and the appropriate Subject Teachers will be responsible for risk management and ensuring that maintenance of equipment and premises in their areas of the curriculum are managed safely following the appropriate guidance.

Display Screen Equipment (DSE) / Workstation Assessment (WSA)

All Display Screen Equipment (DSE) users must complete biennially the DSE Workstation Assessment E-Learning Module and a DSE Workstation Assessment and any issues will be actioned as necessary by the PAO. DSE Assessments shall be reviewed and approved by the PAO. DSE Workstation Assessments are to be routinely reviewed at intervals not exceeding two years.

DSE will form part of the annual Health & Safety Presentation to all staff.

Dogs on Site

Dogs are not permitted on site with the exception of assistance and therapy dogs with permission from the HT and provision of a suitable Risk Assessment.

Electrical Safety

The CFOO will ensure through the PM that:

- Only authorised and competent persons are permitted to install or repair equipment
- Equipment testing / inspection can only be carried out by a competent person / contractor
- Equipment is not to be used if found to be defective in any way
- Defective equipment is to be reported via the Helpdesk function on the School intranet and immediately taken out of use until repaired or replaced

- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by the SLT and it has been PAT tested prior to use
- New equipment is covered under the first year warranty and will be picked up in the next annual PAT testing session (February each year), which will be within the first year
- All portable electrical equipment will be inspected / tested under the following regime by an external contractor:

Fixed Appliances	Every third year
IT Equipment and 'Class 2' double insulated equipment	Every second year
All other portable items	Annually

- All new school purchased electrical equipment will be PAT tested in line with the Schools PAT testing regime
- Periodic Electrical Installation Inspection & Testing (Fixed Wire) will be tendered via the Deal for Schools system and carried out every 5 years by an appropriately qualified contractor.
- Where 13-amp sockets are in use, only one plug per socket is permitted
- Plug adapters and coiled extension leads are not to be used on site
- Standard extension leads are only to be used as a temporary measure as far as is reasonably practicable and are PAT tested annually
- Where extension leads are in use, to avoid overloading, these should be used to power an agreed set of electrical equipment that requires a permanent connection to a power supply and is within the acceptable power usage capability of the extension lead
- Where extension leads are in use, only 1 extension lead permitted per classroom.
- Where extension leads are in use, only 1 extension lead permitted per single or double socket.
- Where extension leads are in use, these are not to be overloaded.
- It is not permitted to join extension leads together.
- The appropriate number of electrical sockets will be installed as required during project works, such as classroom re-arrangements and refurbishment
- Appropriate cable management will be implemented as part of any project works
- The School will implement a rolling programme to replace temporary extension leads with the correct number of electrical sockets installed onto the mains electrical system.

Any defective or suspected defective equipment, systems of work, fittings, etc, must be reported via the Helpdesk function on the School intranet and attended to as soon as possible.

The School has three trained PAT Testers, two within the Science Department and the Handyman. Training is provided via an e-learning module and refreshed every three years. Training and refresher training is arranged by the PAO and copy certificates are retained. These trained staff will test ad hoc equipment as required throughout the year.

PAT Testing equipment is calibrated annually with certificates being held by the PM.

Electrical Safety will form part of the Annual Health & Safety Presentation to all Staff.

Lettings

The SBM will ensure that:

- Third parties and other extended service users operate under hire agreements which are set out in the Lettings Policy
- A risk assessment for the activity is completed and kept in the Lettings Files (electronic)
- The premises is safe for use and is always inspected prior to, and after each use. This is monitored via a checklist undertaken by SAs.
- Means of general access and egress are safe for use by all users and this is checked by regular H&S checks undertaken by SAs.
- All provided equipment is safe for use which is ensured by a PPM programme
- Fire escape routes and transit areas are safe and clear of hazards – regular H&S checks ensure that routes are free from obstruction
- Hirers / users are formally made aware of fire safety procedures and equipment which is made available to them via the Terms & Conditions.
- Further information is available within the Lettings Policy.

Emergency Procedures

General emergency evacuation procedures for both fire and non-fire related emergencies are to be carried out in accordance with the School Emergency Evacuation Plan. Emergency procedures shall be tested termly and scheduled by the CFOO.

All Staff will receive a brief and a copy of the School Emergency Evacuation Plan at Induction, and they will be periodically provided with updated information as the School Emergency Evacuation Plan is routinely reviewed and amendments are introduced, or annually as a minimum.

Personal Emergency Evacuation Plans (PEEPs) are to be completed by the PEEPs Manager, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident.

Fire Safety

Arrangements regarding fire safety are set out in the School Fire Safety Management Plan, which underpins all fire safety management process and informs the School Emergency Evacuation Plan. The PM is the Fire Safety Manager who is the Competent Person for fire safety on the premises and is the immediate point of contact for all fire safety related enquiries on site.

The CFOO will ensure through the Fire Safety Manager that:

- All Staff will receive an annual refresher Fire Safety training presentation

- All Fire Marshalls are to complete Fire Marshall training at intervals not exceeding three years
- All staff in higher risk departments will complete a Fire Extinguisher Awareness e-learning module annually.
- Fire safety procedures are readily available for all Staff to read
- Fire safety information is provided to all Staff at Induction and periodically thereafter
- Fire safety notices are posted in the key areas of the building close to the fire points
- Evacuation routes and assembly points are clearly identified
- Emergency exits and fire doors are not obstructed in any way
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire
- All Staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those marked 'flammable'
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with the Regulatory Reform (Fire Safety) Order 2005 guidance and the premises Fire Safety Manual
- The Fire Risk Assessment is reviewed annually by the Fire Safety Manager and amended as new hazards or required amendments are identified
- All non-essential electrical equipment that is not designed to be left on unattended will be switched off, and where practical at the wall. This is particularly important at times when the School will be unoccupied for long periods of time, ie, weekends and holiday periods, etc
- The School operates a 'No Smoking' policy. This includes vaping equipment, liquid vapes, e-cigarettes and any other smoking materials.

Fire Safety will form part of the Annual Health & Safety Presentation to all Staff.

First Aid

The School holds a First Aid Needs Assessment, which sets out the First Aid requirements within the School. This is reviewed annually by the PM.

Arrangements regarding first aid provision are set out in the First Aid Policy. The names and locations of the First Aid trained Staff on site are listed on the Health & Safety Notice Board and clearly signposted around the School.

First Aid is only to be administered by First Aid trained Staff, with in-date training certification operating within the parameters of their training.

General Equipment

All general equipment requiring statutory inspection and / or testing on site will be inspected by appropriate competent Contractors

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported via the Helpdesk function on the School intranet and immediately taken out of use until repairs can be carried out.

Housekeeping

Tidiness, cleanliness and efficiency are essential factors in the promotion of good Health & Safety. The following conditions are to be adhered to at all times:

- Plant Rooms shall be kept clear of unnecessary materials and tools and accessible to authorised personnel only
- All corridors and passageways are kept free from obstruction
- Shelves in storerooms and cupboards are stacked neatly and not overloaded
- Floors are kept clean and dry, and free from slip and trip hazards
- Emergency exits and fire doors are not obstructed in any way
- Supplies are stored safely in their correct locations
- Rubbish and litter are cleaned and removed at the end of each working day
- Poor housekeeping or hygiene conditions are immediately reported
- All non-essential electrical equipment that is not designed to be left on unattended will be switched off, and where practical at the wall. This is particularly important at times when the School will be unoccupied for long periods of time, ie, weekends and holiday periods, etc.

Basic Hygiene, Defect Reporting, Housekeeping, Safe Practices, Safe Premises and Slips, Trips and Falls will form part of the Annual Health & Safety Presentation to all Staff.

Grounds Maintenance

An annual Grounds Maintenance Schedule including all termly and seasonal tasks such as general grounds maintenance and pitch marking will be carried out by external grounds contractors with in-house support as required.

Hazardous Substances (COSHH)

Hazardous substances, materials, chemicals and cleaning liquids are not permitted to be used or brought into use on site unless a documented COSHH Assessment has been undertaken by a trained COSHH Assessor, and the product has been approved for safe use on site by the CFOO. The premises COSHH Assessors acting on behalf of the CFOO are the PM, PAO, SAs and Technicians.

When using a harmful substance, whether it is a material, cleaning fluid or chemical substance, Staff must ensure that adequate precautions are taken to prevent ill-health in accordance with the COSHH Assessment completed for that hazardous substance. Staff must never attempt to use a harmful substance unless adequately trained to do so, and then only when using the safe working practices and protective equipment identified in the COSHH Assessment.

All hazardous substances are to be stored in secure and signed stores when not in use. These are to remain locked at all times. Hazardous products are stored within the following departments:

Art	Technology Block, First Floor
Science	Science Block, Ground and First Floors
Technology	Technology Block, Ground Floor
Premises	Grounds Shed, Site Workshop, Site Office, Hall Cupboard, Walkway Cupboard

Dishwashing tablets and washing up liquid are stored locally within kitchen and refreshment point facilities. COSHH Assessments are completed for all products.

Third party contractors storing hazardous products on site are Caterlink (Catering) and Crystal Facilities Services (Cleaning).

Caterlink Catering products and the Caterlink COSHH Register are stored within the kitchen facility located in the Main Block.

Crystal Facilities Services Cleaning products and the Crystal Facilities Services COSHH Register are stored within the Cleaners Cupboards, located as follows:

Admin Block	Reception Lobby
Gym	Off Main Gym Hall
Main Block	Hall Lobby
Main Block	Opposite English Office
S Block	Entrance lobby (includes Crystal Facilities Services COSHH Register)
Sports Hall	Entrance Lobby

These contractors will adhere to the same management control processes for hazardous products as those of Noadswood School.

Hazardous Substances and COSHH will form part of the Annual Health & Safety Presentation to all Staff.

Health & Safety Management Audit

The School will engage the appointed external Health & Safety Consultant to conduct a Health & Safety Management Audit at intervals not exceeding two years.

The HT and CFOO will routinely monitor Health & Safety records with documented sign off and will attend the H&S Audit carried out by the Schools appointed external Health & Safety Consultant.

The H&S Trustee will conduct termly Health & Safety audits and an annual Site Tour, and will attend the H&S Audit carried out by the School's appointed external Health & Safety Consultant.

Hot Drinks

Arrangements for the safe management of Hot Drinks are set out in the Hot Drinks Safety Agreement set out below and will form part of the Annual Health & Safety Presentation to all Staff.

Staff

- Hot drinks which are carried in an area where pupils are present must be securely covered with a screw top lid.
- Open mugs may only be used in designated area, such as the staff room and offices, where pupils are not present.
- Open mugs may only be used in non-designated areas outside of normal school hours, when pupils are not present.
- Hot drinks may be consumed when staff are supervising pupils during break times, provided the drink is in a cup with a screw top lid.
- Hot drinks must never be left unattended in any location where pupils may be present.
- All hot drinks being transported through corridors etc, must be in a secure cup with a screw top lid.

Students

- Pupils are only able to receive hot drinks from kitchen staff selling hot drinks to pupils in the canteen with a clip top lid, and Hot Chocolate Friday's.
- Pupils are never given hot drinks by members of staff outside of the designated areas.

Hot Works

The SAs are the Competent Persons for the Management of Hot Works. The SAs complete a Permit to Work – Hot Works e-learning module, with a refresher completed every three years. The PAO arranges the refresher training and retains copies of all certificates.

Inspections and Monitoring

Daily monitoring of the premises, through working routines and Staff awareness, is expected to identify general safety concerns, which should be immediately reported via the Helpdesk function on the School intranet.

Documented monitoring and inspections of individual teaching spaces will be carried out termly by all teaching staff via completion of the Termly Teaching Spaces Checklist, available on the School intranet.

Documented monitoring and inspection of individual departments will be carried out termly by Line Managers via completion of the Termly Line Managers Checklist, available on the School intranet.

Defects identified during the above documented inspections are to be reported via the Helpdesk ticket process for action as appropriate. The PAO will review all Termly Teaching Spaces and Line Managers Checklists and take the appropriate actions.

Routine documented inspections of the premises will be carried out every month by the SAs and every second month by the PM or PAO. Inspection records are to be actioned and retained within the Compliance Management System.

Any identified high level risk or safety management concerns are to be reported to the PM and the CFOO.

Defects identified during the monthly SA are to be reported via the Helpdesk function on the School intranet.

The Schools safety management system is contained within the Schools new Compliance Management System.

A documented Inspection Safety Tour and Audit of the Schools Safety Management System will be carried out annually by the Board of Trustees. Defects identified during the Board of Trustees Inspection Safety Tour and Audit are to be reported to the PM, who will arrange for the appropriate remedial actions to be taken.

Catering Kitchens (Caterlink)

Authorised access and safe working procedures for local management of the main kitchen and other facilities where catering is provided are organised and managed by the Schools appointed external Catering Contractor – Caterlink. These areas are only to be used by authorised Staff in accordance with the identified safe working procedures.

Any persons not normally authorised but wishing to enter these areas must gain approval prior to entry and must strictly adhere to Caterlink safe working practices.

School SAs will be required to enter the Caterlink managed kitchen to carry out regular health & safety checks and site inspections.

Kitchens (School)

There are smaller kitchens / refreshment points located within the School premises as follows:

Block	Floor	Area	Facility
Admin	Ground	Staffroom	Kitchen
Admin	Ground	Admin Office	Refreshments point
Admin	Ground	Exams Officer's Office	Refreshments point
Science Block	First	Science Office	Refreshments point
Maths A Block	Ground	Maths Office	Refreshments point
Main Block	Ground	Attendance & Welfare Office	Refreshments point

Main Block	Ground	English Office	Refreshments point
Main Block	Ground	Learning Resources Centre	Refreshments point
Main Block	First	CCTV/Copy Room	Kitchen
Technology Block	Ground	Classroom T12	Refreshments point
Technology Block	Ground	Classroom T13	Refreshments point
Technology Block	First	Art Office	Refreshments point
Sports Hall	Ground	PE Office	Refreshments point
Gymnasium	First	Gym Office	Refreshments point

Dishwashing tablets and washing up liquid are stored within the above facilities.
COSHH Assessments are completed for all products.

Legionella Management

Legionella management on site is controlled by the Legionella Competent Persons, who are the PM, PAO and SAs, in accordance with the Risk Assessment and Written Scheme, who will manage and undertake all procedures regarding Legionella. Records of all related training, flushing, temperature monitoring, cleaning and defects are to be retained for auditing purposes. These are checked weekly by the PM and counter-signed bi-annually by the CFOO and HT.

Legionella Recording equipment is calibrated annually, the certificate is retained in the Legionella File held by the PM.

Lockdown

Arrangements regarding the Lockdown Procedure are set out in the Lockdown Policy.

Lone Working

Arrangements regarding Lone Working are set out in the Lone Working Policy.

Mental Health

Noadswood School recognises that the Mental Health of all its staff is as important as their physical safety and is therefore committed to promoting high levels of mental health and wellbeing and recognises the importance of identifying and reducing workplace stressors.

Noadswood School strives to support all staff members on maintaining a healthy work / life balance. It is recognised that stress is not solely an isolated or individual issue, but one that may have both work as well as personal causes, and pressure arising from work can have as much impact on employee wellbeing as personal issues. It is also recognised that, even when in the same situation, different people may experience different levels of stress and react in different ways. Therefore, the level and type of support required by individuals may differ significantly and Noadswood School offers a variety of mechanisms to support in identifying and controlling stress.

The primary means of identifying and controlling stress is through the use and on-going development of open and effective communication with all members of staff throughout the school. An Open Door Policy is in place where staff are encouraged to discuss any mental health concerns or stress symptoms with their Line Manager or the HR Team. Line Management and staff meetings, both departmentally and school wide are held regularly, along with Staff Surveys, where all staff are encouraged to provide feedback, both positive and negative. The school also has a number for trained Mental Health First Aiders which staff can contact for support.

To aid in supporting our staff, Noadswood School provides a free 24 hour confidential telephone counselling service operated by Education Support. Occupation Health support is available via an external provider and optional BUPA Wellbeing Insurance is available and

Noadswood School also subscribes to the Employee Assistance Programme, which provides free support and advice to employees on a number of issues :

- Support for issues at home and work
- Financial guidance
- Legal enquiries
- Support and coaching for managers
- Signposting and general help

The telephone number is 08000 856 148.

To support the comfort, safety and wellbeing of all staff at their workstations, DSE Workstation Assessments are carried out by all members of staff at intervals not exceeding 2 years. Any issues identified are reviewed and actioned by the PAO, with Line Manager and / or SLT support where appropriate.

New and Expectant Mothers are regularly assessed throughout their pregnancy and for 6 months following the birth to ensure their continued comfort, safety and wellbeing in the workplace.

Should a member of staff be unwell, and away from work for any length of time, they are encouraged to keep lines of communication open with their Line Manager. Arrangements regarding sickness absence are set out in the Sickness Absence Policy.

A dedicated Absence Cover Line is provided and should a member of staff be feeling unwell, they are asked to telephone this, along with notifying their Line Manager, at least one hour before they are due to start work. A Sickness Absence Notification Form is provided for the staff member to complete following any period of sickness absence.

Minibuses

The PM is responsible for the operation and maintenance of the School Minibuses. All Minibus drivers must have the D1 category included on their driving licence,

entitling a driver to drive a minibus on the public highway, and complete the MIDAS Training prior to being permitted to drive students in the School Minibuses. D1 and MIDAS training will be arranged by the PAO.

Drivers are expected to make visual checks prior to using a minibus and will report any identified defects to the PM without delay. Drivers will complete a Journey Log Sheet which is completed after each journey and any defects apparent during the journey are noted. The PM checks these weekly. Minibuses are serviced and MOT'd annually.

Moving and Handling

All Staff must attend an annual presentation on Moving and Handling presented by the School's appointed external Health & Safety Consultant. Staff are not permitted to regularly handle or move unreasonably heavy or awkward items, equipment or students unless they have attended specific Moving and Handling training, and / or have been provided with appropriate mechanical aids in order to work safely.

Higher risk staff / users attend the Moving and Handling Training Session presented by the nominated external Health & Safety Consultant.

Any significant moving and handling tasks are to be specifically risk assessed in order that training requirements and mechanical aids can be accurately determined to ensure that the task is carried out safely. School SAs are expected to undertake regular physical work which would typically include significant moving and handling, so therefore they must attend a formal moving and handling course specific to their work requirements, at an interval not to exceed three years. SEND LSAs are required to attend a moving and handling people training course annually, specific to their work requirements.

All training is recorded by the PAO on a Training Matrix, which documents the training completed and refresher periods. Refresher training is booked by the PAO and copy certificates for all training are retained. The CFOO reviews this matrix annually.

Near Miss Reporting

Arrangements regarding Near Miss Reporting are set out in the Schools Near Miss Policy.

Off-Site Activities

Arrangements regarding off-site activities are managed in accordance with the Schools Trip Guidance Procedure, available on the School intranet. All off site activities, other than routine or local trips, will be registered, managed, recorded and approved using the Evolve system. Routine sporting fixtures are not managed using the Evolve system, but the principles of risk assessment, parental consent and communication remain consistent with the Evolve process.

Physical Intervention

Arrangements regarding physical intervention are set out in the Schools Behaviour Policy.

Provision and Sharing of Information

The CFOO will ensure through the PM that Health & Safety information systems are established so that all Staff are periodically provided with information regarding Health & Safety on the premises. These systems are:

- Annual Health & Safety Presentation to all Staff by the School's appointed external Health & Safety Consultant or online (signed acceptance required)
- New Staff Induction (online signature required)
- Health & Safety Induction and Refresher Training (Certificate required)
- Health & Safety noticeboard
- Health & Safety section on the School intranet
- Staffshare / Health & Safety folder
- Use of email
- Health & Safety Committee Meeting Minutes
- Health & Safety Bulletins
- Health & Safety Spotlights (online signature required)
- Staff Briefings

Local Health & Safety advice is available from the CFOO, PM, PAO, Health & Safety Representatives / Committee Members, and the Schools appointed external Health & Safety Consultant can provide both general and specialist advice.

The Health & Safety Law Poster is displayed on the Health & Safety Noticeboard in the Admin Block Staffroom Printer Room.

Risk Assessment

General Risk Assessment management will be co-ordinated by the PAO and Subject Leaders and must be undertaken for all areas where hazards are identified or perceived. Although staff are expected to assess and act to mitigate hazards where the hazard is potentially significant, a trained Risk Assessor shall oversee the assessment, which will be approved by a sufficiently senior member of staff. Risk Assessments will be carried out by those Staff with the appropriate knowledge and understanding in each area of work.

- Generic Site Risk Assessments will be created by the PAO.
- Classroom Risk Assessments will be created by the classroom teacher and reviewed / approved by the PAO.
- Risk Assessments for Educational Visits, Trips and Off-Site Activities will be created by the activity leader and reviewed / approved by the EVC.
- Risk Assessments for extra-curricular / before and after school clubs and activities will be created by the activity or club leader and reviewed / approved by the PAO.

- Individual task specific Risk Assessments will be created by the task manager or the departmental Technician and reviewed by the Department Head and the PAO.

All Risk Assessments and associated control measures are then to be approved by the CFOO or their delegated member of Staff prior to implementation. Completed Risk Assessments are listed in the Risk Assessment Register and will be reviewed biennially in accordance with each Risk Assessment's review date as listed in the Risk Assessment Register.

Risk Assessment will form part of the Annual Health & Safety Presentation to all Staff.

Safeguarding

Arrangements regarding safeguarding are set out in the Safeguarding Policy, Procedure and Guidance.

Security

Arrangements regarding security are set out in the Security Policy.

Smoking

Smoking is not permitted on the School premises. This includes vaping equipment, liquid vapes, e-cigarettes and any other smoking materials.

Supporting Students With Medical Conditions

The arrangements for the Administration of Medicines and Supporting Students with Medical Conditions is set out in the Supporting Students with Medical Conditions Policy.

Allergy Policy

The arrangements for supporting students with allergies are set out in the Allergy Policy.

Tree Management

Arrangements regarding Tree Management are set out in the Tree Management Policy.

Traffic Management

Arrangements regarding on-site traffic safety are based on the Premises Traffic Risk Assessment, held by the PAO.

Training

The CFOO is responsible through the PAO for ensuring that all Staff / Volunteers are provided with adequate information instruction and training regarding their safety at work. A Training Needs Analysis has been carried out from which a comprehensive Health & Safety Role Based Training Matrix has been developed and maintained to ensure Health & Safety training is effectively managed for all Staff who require it.

All Staff will be provided with the following as a minimum training provision:

- Induction training regarding all the requirements of this Health & Safety policy
- Annual Health & Safety presentation to all Staff
- Appropriate local training regarding risk assessments and safe working practices
- Updated training and information following any significant Health & Safety change
- Specific training commensurate to their own role and activities
- Periodic refresher training that will not exceed three yearly intervals

Health & Safety training records are held by the PAO who is responsible for co-ordinating all Health & Safety training requirements, maintaining the Health & Safety Role Based Training Matrix and managing the planning of Health & Safety refresher training for all Staff as required.

All Health & Safety training is supported by a Certificate of Training or a signed Training Acceptance Sheet.

New Staff Induction Training

All new Staff will attend a Health & Safety Induction Meeting on their first day of employment, this will include an Induction Presentation providing information and sharing process on: Accident Reporting, Asbestos, COSHH, Emergency Evacuation, Fire Safety, Moving and Handling, Off Site Activities and Trips, Safety Inspections, Risk Assessment and Working at Height.

All new Staff will be directed to review the School's intranet in order to complete the New Staff Induction and all previously published H&S Spotlights, within the first two weeks of employment.

All new Staff will be issued with a photo ID badge on their first day of employment. This is to be worn visibly at all times.

Attendance and e-Learning Training

Using the Role Based Training Matrix, relevant attendance and e-Learning Health & Safety training courses will be arranged within the first term of employment for all new staff. The Training Matrix will be updated to reflect training received and relevant refresher periods. Copy certificates will be held by the PAO. The Training Matrix will be reviewed by the CFOO annually.

Refresher Training

Using the Role Based Training Matrix, attendance and e-Learning refresher training will be arranged within the specified refresher periods for staff as required. The

Training Matrix will be updated to reflect refresher training received and relevant refresher periods. Copy certificates will be retained by the PAO.

Annual Foundation / Refresher Health & Safety Training

All staff will attend an annual Health & Safety Foundation / Refresher training session, either presented by the Schools appointed external Health & Safety Consultant or via the School's intranet. This presentation will include:

- Accident & Incident Reporting
- Asbestos Awareness (including Asbestos Register)
- Basic Hygiene
- Defect Reporting
- DSE Safety
- Electrical Safety & PAT
- Fire Safety
- Hazardous Substance & COSHH
- Hot Drinks Safety
- Housekeeping
- Moving & Handling
- Near Misses
- Needles & Needlestick Injuries
- Risk Assessment Requirement
- Safe Practices
- Safe Premises
- Sharps & Weapon Safety
- Slips & Trips
- Work at Height

Attendance Records will be held by the PAO.

Driver Training

Appropriate driver training will be organised by the PAO for Staff with a business requirement to escort students in a School minibus.

D1 training will be arranged for those members of Staff without this category on their driving licence.

Standard MIDAS Induction training will be arranged for new drivers with the D1 entitlement.

Accessible MIDAS Induction Training will be provided for those members of staff who may be required to transport a student with disabilities or a student who is a wheelchair user.

Refresher MIDAS Standard and Accessible Training will be arranged by the PAO every four years, in line with the requirements of the MIDAS Scheme.

Violent Incidents

Violent, aggressive, threatening or intimidating behaviour towards Staff, Volunteers, Visitors or Contractors, whether verbal, written, electronic or physical, will not be tolerated at Noadswood School.

Staff must report all such violent and aggressive incidents immediately to the HT to ensure that there is an awareness of potential issues and / or injuries, and to enable

incidents to be appropriately investigated so that reasonable actions may be taken to ensure appropriate and proportionate follow up is in place to support those involved where this is appropriate and reduce the risk of similar incidents occurring in the future. Violent incident reporting is totally confidential.

All incidences of Violent Behaviour recorded in the Student Behaviour Log in the School Information Management System (CPOMS).

Sharps and Weapon Safety will form part of the Annual Health & Safety Presentation to all Staff.

Visitors

All Visitors must initially report to the main Reception where they will be provided with the key Health, Safety and Fire Safety information to enable them to act appropriately and safely in the event of an incident.

Visitors to the premises will be expected to sign in and out upon entrance and exit, and will be issued with a Visitor Badge to wear visibly during their time on site.

Work at Height

Work at height is always to be undertaken in accordance with the School's Work at Height Risk Assessment. At Noadswood School, general work at height will be undertaken in accordance with the on-site generic Risk Assessment for Work at Height which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

All Premises Staff and users attend the Ladders and Steps Safety Training presented by the School's appointed external Health & Safety Consultant at refresher intervals not exceeding three years.

The PM, SAs and Technicians are the Competent Persons for Work at Height on the premises who have attended training commensurate with their specific work tasks and they are authorised to:

- Use steps, stepladders and ladders in accordance with their training
- Carry out termly inspections of all on-site ladders, stepladders and podium steps
- Remove access equipment from use if defective or considered inappropriate for use

The Competent Persons for Work at Height and all other Staff are not permitted to use any other access equipment for Work at Height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms. A documented check of all Work at Height Equipment is carried out termly by the SAs to ensure the continued safety and suitability of the equipment. Any equipment that is found to be defective is removed from use and disposed of. Defective equipment is replaced if required.

Work at Height on the School premises is only permitted to take place under the following conditions:

- Any work to be carried out at height must be underpinned by a risk assessment
- Access equipment selected for work at height must be as per the risk assessment
- Any Staff working at height must be appropriately trained to use the access equipment
- Staff are not to improvise or use alternative access methods of their own choice
- Use of any furniture, including tables and chairs, is forbidden for any work at height
- Staff may only use step stools and step ladders if they have received training commensurate to their role and specific work tasks
- The Annual Health & Safety Presentation is appropriate for Teaching staff using work at height equipment to occasionally access shelves and update noticeboard displays
- More detailed attendance training is required for members of staff using Work at Height equipment on a regular basis, such as Technicians and SAs
- Staff may only use leaning ladders if they have attended appropriate training at intervals not exceeding three years
- Any safety concerns about a work at height task must be raised prior to work starting
- Access equipment used on site such as ladders and stepladders must only be those provided by the School and are never to be lent to, or borrowed from, third parties or Contractors
- Contractors working at height are to be appropriately supervised and must only use their own access equipment

Access to the School roof by school staff is not permitted.

Work at Height will form part of the Annual Health & Safety Presentation to all Staff.

Appendix 1

Key Health & Safety Roles

Role	Name	Position	Ext no
Health & Safety Trustee	Kyle Hall	Trustee	Via clerk@
Responsible Manager	Kathryn Marshall	Headteacher	208
Senior Leadership Team (SLT)	Kathryn Marshall	Headteacher	208
	Matthew Hewitt	Deputy Headteacher	230
	Michelle Pearce	Deputy Headteacher	309
	Daniel Rowling	Assistant Headteacher	237
	Eddie Rollett	Assistant Headteacher	207
	Carla Bradshaw	Chief Financial & Operations Officer	235
Associate Assistant Head	Matthew Abbott	Associate Assistant Head	225
	Sam Groom	Associate Assistant Head	217
	Sue Fry	Associate Assistant Head	215
Chief Financial Operations Officer	Carla Bradshaw	Chief Financial Operations Officer	235
School Business Manager	Marina Wyse	School Business Manager	239
Premises Manager	Carys McKinney	Premises Manager	248
Premises Administrative Officer	Cayley Debbage	Premises Administrative Officer	246
Site Assistants	Hayden Mills	Site Assistant	218
	Nicki Mills	Site Assistant	218
	Simon Giles	Site Assistant	218
	Matthew Blake	Weekend Site Assistant	218
	Lyn Timothy	Site Team Bank Staff	218
Handyman	Ian Timms	Handyman	218
Designated Safeguarding Lead	Michelle Pearce	Deputy Headteacher	230
Deputy Designated Safeguarding Leads	Diane Lavetiviti	Pastoral Team Support and Administrator	272
	Jane French	Year Leader Yr 7	252
	Kate Penny	Flexible Learning Manager	313
	Kathryn Marshall	Headteacher	208
	Louise Fitzgerald	Assistant Year Leader Yr 10 and 11	242
	Marina Wyse	School Business Manager	239
	Sarah Harwood	ELSA	212
	Carys McKinney	Premises Manager	248

Accident Investigator	Cayley Debbage	Premises Administrative Officer	246
	Matthew Abbott	Creative Design Faculty Lead	225
Asbestos Competent Persons	Carys McKinney	Premises Manager	248
	Hayden Mills	Site Assistant	218
	Nicki Mills	Site Assistant	218
	Simon Giles	Site Assistant	218
Catering Contractor	Caterlink	Contractor	Via CFOO
Catering Lead	Carla Bradshaw	Chief Financial Operations Officer	235
Cleaning Contractor	Crystal Facilities Services	Contractor	Via PM
Cleaning Lead	Carys McKinney	Premises Manager	248
Climate Action Lead	Jo Skinner	Subject Leader – Geography	217
Duke of Edinburgh Lead	Sunette von Moltke	Science Teacher	
Educational Visits Co-Ordinator (EVC)	Matthew Abbott	Creative Design Faculty Lead	225
Extra Curricular Activities / Before & After School Clubs	Individual Activity or Club Leader	NA	NA
Fire Safety Manager	Carys McKinney	Premises Manager	248
First Aid Lead	Jean Cookson	Matron	305
Grounds Maintenance (field)	Southampton City Council	Contractor	Via PM
Grounds Maintenance (grounds)	Mountain Landscapes	Contractor	Via PM
H&S Advice & Guidance	Ray West	H&S Consultant	07843 262855
H&S Diary Manager	Carys McKinney	Premises Manager	248
H&S Training Manager	Cayley Debbage	Premises Administrative Officer	246
Health & Safety Representatives	Kyle Hall	Trustee	Via clerk@
	Member of SLT	HT, CFOO or AAHT	NA
	Carys McKinney	Premises Manager	248
	Hayden Mills	Site Assistant	218
	Karen Powell	DT Technician	225
	Katy Williams	PD Lead	310
	Luke Wells	ICT System Manager	211

	Lynden Barrow	Senior Science Technician	304
	Nicki Mills	Site Assistant	218
	Simon Giles	Site Assistant	218
Legionella Competent Persons	Carys McKinney	Premises Manager	248
	Cayley Debbage	Premises Administrative Officer	246
	Hayden Mills	Site Assistant	218
	Nicki Mills	Site Assistant	218
	Simon Giles	Site Assistant	218
Lettings Lead	Marina Wyse	School Business Manager	239
Matron	Jean Cookson	Matron	305
Mental Health First Aid	Diane Lavetiviti	Assistant Year Leader Years 8 and 9	213
	Karyn Hinson	Administrative Assistant	305
	Louise Fitzgerald	Assistant Year Leader Years 10 and 11	242
Moving & Handling Competent Persons	Carys McKinney	Premises Manager	248
	Cayley Debbage	Premises Administrative Officer	246
	Chris West	Team Leader SEMH Resource Provision	274
	Glenn Willoughby	DT Technician	225
	Hayden Mills	Site Assistant	218
	Ian Moody	ICT Technician	211
	Ian Timms	Handyman	218
	Karen Powell	DT Technician	225
	Kate Shutler	DT Technician	225
	Katie Iles	SEMH LSA	274
	Luke Wells	ICT System Manager	211
	Lynden Barrow	Senior Science Technician	304
	Mandi Eldridge	LRC Manager	219
	Marina Wyse	School Business Manager	239
	Matthew Blake	Weekend Site Assistant	218
	Nicki Mills	Site Assistant	218
	Sarah Marshall	Assistant Science Technician	304
	Simon Giles	Site Assistant	218
Medical Conditions Lead	Jean Cookson	Matron	204
Minibus Lead	Carys McKinney	Premises Manager	248
PAT Testers	Gill Welsh	Teacher of Science	215
	Ian Timms	Handyman	218
	Lynden Barrow	Senior Science Technician	304
	Sarah Marshall	Assistant Science Technician	215
PEEPs Manager	Katy Williams	PD Lead	310
Repairs & Maintenance	Corrigenda	Contractor	Via PM
SENDCo	Liz Hyland	SENDCo	255

Deputy SENDCo	Catherine Preston	Deputy SENDCo	310
Union Representative	GMB Louise Fitzgerald	Assistant Year Leader Yr 10 and 11	242
	NEU Helen Way	Year Leader Y10	221
	Unison Kerry Bryan	LSA	310
Work at Height Competent Persons	Carys McKinney	Premises Manager	248
	Cayley Debbage	Premises Administrative Officer	246
	Chris West	Team Leader SEMH Resource Provision	274
	Glenn Willoughby	DT Technician	225
	Hayden Mills	Site Assistant	218
	Ian Moody	ICT Technician	211
	Ian Timms	Handyman	218
	Karen Powell	DT Technician	225
	Kate Shutler	DT Technician	225
	Katie Iles	SEMH LSA	274
	Luke Wells	ICT Technician	211
	Lynden Barrow	Senior Science Technician	304
	Mandi Eldridge	LRC Manager	219
	Matthew Blake	Weekend Site Assistant	218
	Nicki Mills	Site Assistant	218
	Sarah Marshall	Assistant Science Technician	215
	Simon Giles	Site Assistant	218
Qualified Risk Assessors	Carys McKinney	Premises Manager	248
	Cayley Debbage	Premises Administrative Officer	246
	Chris West	Team Leader SEMH Resource Provision	274
	Lynden Barrow	Senior Science Technician	304
	Marina Wyse	School Business Manager	239
	Sarah Marshall	Assistant Science Technician	215
	Glenn Willoughby	DT Technician	225
	Ian Moody	ICT Technician	211
	Ian Timms	Handyman	218
	Karen Powell	DT Technician	225
	Kate Penny	Flexible Learning Manager	313
	Tom Unwin	LSA	310
	Katie Iles	SEMH LSA	274
	Katy Williams	PD Lead	310
	Luke Wells	ICT Manager	211
	Nicki Mills	Site Assistant	218
	Carla Bradshaw	Chief Financial & Operations Officer	235
	Hayden Mills	Site Assistant	218

	Kate Shutler	DT Technician	225
	Simon Giles	Site Assistant	218
	Terry Shearsmith	Subject Leader – PE	216
Qualified COSHH Assessors	Carys McKinney	Premises Manager	248
	Cayley Debbage	Premises Administrative Officer	246
	Chris West	Team Leader SEMH Resource Provision	274
	Glenn Willoughby	DT Technician	225
	Hayden Mills	Site Assistant	218
	Ian Timms	Handyman	218
	Karen Powell	DT Technician	225
	Kate Penny	Flexible Learning Manager	313
	Kate Shutler	DT Technician	225
	Katie Iles	SEMH LSA	274
	Katy Williams	PD Lead	310
	Lynden Barrow	Senior Science Technician	304
	Nicki Mills	Site Assistant	218
	Sarah Marshall	Assistant Science Technician	215
	Simon Giles	Site Assistant	218