

King's Cliffe Endowed Primary School

Health and Safety Policy

Policy Updated – June 2025

Review Date – June 2026



Chair of Governors:
(signed)

This policy has been prepared in accordance with the Health and Safety at Work etc. Act 1974. The aim of the policy is to ensure that all practicable steps are taken to secure the health, safety and welfare of all persons using Kings Cliffe Endowed School.

Statement of Policy by the Governing Body

North Northamptonshire County Council as the employer has statutory responsibility for Health and Safety matters and insurance. The Governors of this School have responsibilities for the effective management of health and safety. Our objective is to provide and maintain a working and learning environment which is safe and without risk to health. To this end we will, as far as it is reasonably possible:

- Take all reasonable steps to provide a safe and healthy environment for everyone who may be affected by its activities
- Take steps to ensure compliance with all relevant health and safety legislation
- Appoint a Health and Safety Governor
- Accept that health, safety and welfare are an integral part of all school activities and will take steps to manage these effectively
- Take out appropriate insurance against our liability
- Help children develop increasing responsibility for their own and other's safety
- Expect employees to co-operate in complying with all legal obligations and to take reasonable care of their own health and safety and have regard for the health and safety of others
- Provide and maintain safe equipment and systems at work

- Adopt high standards in the handling, use, transport and storage of all articles and substances
- Deal with injuries should they occur
- Ensure reporting of accidents is carried out promptly and in line with current legislation
- Address children's specific needs
- Review this policy annually.

The Governors require all employees and everyone involved with the School, including contractors and visitors on site, to co-operate in the implementation of this Policy in so far as it is part of their duty. Breaches of the Policy will be treated seriously.

DAY-TO-DAY RESPONSIBILITIES

Headteacher

- Assessing and controlling risk as part of the day-to-day management of the school
- To liaise with staff and report to Governors all issues relating to health and safety in the School
- To monitor health and safety problems and report any exceptions to the LA
- To implement current health and safety legislation as it affects the school
- Ensure staff receive relevant training in health and safety appropriate to their role and to inform Governors
- Act in the event of any serious incident following RIDDOR procedures
- Ensure that accidents and incidents are properly recorded and reported in line with current NNC procedures
- Ensure all small portable electrical appliances are tested annually
- To ensure all equipment is safe to use
- Ensure that adequate first aid arrangements are in place and that a qualified First Aider is available when the children are on site together with a Paediatric First Aider
- Review first aid training needs annually
- Ensure that safety aspects of contractors on site are properly considered.
- Ensure all necessary documentation and risk assessments are completed for both on and off-site activities
- Undertake a fire risk assessment of the premises and maintain adequate fire precautions
- Ensure all staff and others in school have access to the Health and Safety Policy
- Ensure people on work experience are made aware of the school's Health and Safety Policy

Teaching and Support Staff

- On the basis of risk, set acceptable standards throughout the School and ensure they are followed
- To undertake first aid and/or health and safety training as required
- To report accidents and consult with the Headteacher/First Aider
- To complete accident reports and other documentation as and when necessary
- Educational visits co-coordinator to comply with all the latest legislation relating to off site activities
- Keep corridors and passageways unobstructed
- Ensure shelves in storerooms are stacked neatly and not overloaded
- Keep floors clear
- Do not obstruct emergency exits

Lunchtime Supervisors

- Ensure all safety procedures are followed
- Ensure children play sensibly and with consideration for others
- Ensure acceptable standards are implemented throughout the School
- Undertake first aid and/or health and safety training as required
- Report accidents and incidents where necessary and consult with the Headteacher/First Aider
- To complete accident reports and other documentation as and when necessary

Site Supervisor

- Ensure all safety procedures are followed including full implementation of COSHH guidelines
- Ensuring, as far as is reasonably practicable, the health and safety provisions and procedures affecting cleaning contractors or ground maintenance contractors are adhered to
- The correct use and storage of cleaning materials and equipment
- The disposal of all waste and recycling materials from the school in accordance with LEA Policy
- The maintenance of a clean and effective boiler room
- Maintaining a high standard of 'housekeeping'
- Reporting to the Head Teacher and School Business Manager, as soon as possible, any problem or imminent danger, associated with his/her responsibilities as Site Supervisor
- Undertake relevant training as required.

Health and Safety Governor

- Undertake a Health and Safety review of the school and grounds once a year

- Keep up to date with current health and safety legislation and inform the Governing Body of relevant issues

RISK ASSESSMENT

Risk assessments for curricular activities are carried out by teaching staff prior to any outing or curriculum activity taking place. These are available for Off Site Visits as part of the Educational Visits Policy. A separate Risk Assessment Policy & File covering all activities and other aspects of school life is also available.

HIGHER RISK PUPIL ACTIVITIES

This relates to any pupil activity where there is a foreseeable risk of serious and/or permanent harm to students – most particularly sports activities. For all such activities:-

- A specific Risk Assessment should be produced for each activity type. These Risk Assessments shall:-
 - Include clearly defined method statements highlighting how risks are mitigated
 - Be prepared by the relevant teacher/subject lead and agreed by the Head teacher or designated other person
 - Be maintained in a central register
- The above requirements also applies to activities led by external teachers.
- If staff feel that Risk Assessing any particular activity is beyond their knowledge they are to advise the Head Teacher who will arrange for an appropriate external source to expertise to complete the Risk Assessment.

FIRST AID

Medical Room

- There is a specific Medical room available in school where children, staff and visitors can attend.

First Aiders

- As far as is practical, there should be a minimum of one First Aider/one Paediatric trained First Aider on the premises during the school day, to give immediate help to casualties with common injuries or illnesses and when necessary, ensure that an ambulance or other professional medical help is called.
- A list of trained First Aiders is held in the School Office, Medical Room and on main board in main corridor. Each class will be given information on pupils with disabilities, medical conditions or allergies, and these lists will be available in the medical room.

Pupil Conditions

- Each class will be given information on pupils with disabilities, medical conditions and allergies, and this information will be available in the Medical room.

First Aid Boxes

- There is a First Aid box in the school's Medical Room. Each class holds a small First Aid kit.
- All kits are available for staff to use in the treatment of minor injuries when necessary. Contents are in accordance with the HSE guidelines and are restocked as necessary by a nominated First Aider.
- A specific first aid container is taken on any off-site activities.

Inhalers and Medicines

- Pupils who require inhalers should keep them readily available at all times. Pupils who require inhalers may leave them in the Medical Room clearly labelled but they must take them with them when going off-site (swimming, visits etc). A staff member will carry the inhalers in a specific bag during playtimes should they be needed.

Personal Medicines

In line with advice from the DfE (May 2019), over the counter (OTC) medication can be administered in schools, as well as prescribed medication. In both cases, the following guidelines must be followed.

- Non-prescribed medicines and the taking of these medicines are the responsibility of parents and carers and should not be administered by members of staff, except under circumstances with which the parent/carer child and members of staff are totally comfortable and clear.
- We feel that it is acceptable and necessary on some occasions, once again **provided there is all round agreement**, for the office staff, first aiders or Head Teacher to administer doses of proscribed medicines to pupils. Certainly, a member of staff should be present, in a supervisory role at least, if a child has to take a prescribed dose of medicine at school.
- On residential visits the leading member of staff should ensure that any prescribed medicines are kept in a locked fridge in the Medical Room and administered correctly to the child(ren) concerned. Parents or carers must complete and sign a 'Parental Agreement for Setting to Administer Medicine' form each time their child requires medicine in school hours.

Allergies

- Medical procedures will need to be carried out by a member of staff in the case of a child with a particular condition, for instance a severe, life-threatening allergy.
- Medicines intended to assist a pupil in such a case, will be kept in the Medical Room & Classroom and not locked away.

- In the case of off-site activities the pupil's teacher should ensure the medicine(s) is taken with the child.
- A personal Action Plan is essential in such cases, as is specialist input and advice from the pupil's parents, careers, family or school nurse/doctor as appropriate.

Hygiene and Infection Control

- All staff should take precautions to avoid infection and must follow basic hygiene procedures.
- Single-use disposable gloves must be used and care taken when dealing with blood, other body fluids and the disposal of dressings or equipment. Sealable plastic bags are available for disposal of the above.
- DfE guidelines are to be followed to avoid infection with HIV or AIDS.

Child Changing Procedure

Some children are still wearing nappies or pull ups in Pre-school. The Disability Discrimination Act (DDA) requires schools to make reasonable adjustments to meet the needs of each child, which includes continence issues. Staff need to work with parents, School nurse if involved, to support these children to become toilet trained.

Some children will have occasional accidents and need to be changed. Where possible children should be encouraged to change themselves e.g. if only wet underwear need to be changed.

When possible, the person who changes the child should be known and have a trusting relationship with the child. The preference is that the child's Key Worker or Classroom Assistant changes the nappy or clothes.

When a child's nappy or clothing need changing it may be appropriate to change the child while they are standing. Standing helps protect the child's dignity and gives them more control, particularly for older children.

- Our aim is to ensure that each child feels safe and cared for when being changed. Appropriate staff are trained in the hygienic procedures required when changing nappies or clothing.

ACCIDENTS

Report pads for accidents are kept by the First Aid boxes in the Medical and are to be completed for each incident.

Injuries are recorded in an accident/medical incident log book and signed and dated by the member of staff who deals with the injury.

Should a pupil receive a head injury, the parent/carer will be informed as soon as possible, with a phone call. If there is no answer or a voice mail is left, a note will be sent home with the pupil advising parent or carer about the injury and how to monitor the after effects, if any.

ANY major accident should be notified immediately to the Headteacher, who will ensure the parent/guardian is informed. If the parent cannot be contacted, then medical advice must be sought. In the case of any major accident, the parents will be contacted immediately with a decision taken as to the most practical way of getting further prompt attention for the patient. For more serious injuries, individual report forms are to be completed as soon as possible after the event (and one copy sent to LEA on request.)

The following should be notified in the event of an incident:-

Major accident - Headteacher, parent, LA, Health and Safety Officer, School Governors

Minor accident - Headteacher, parent, Class teacher or supervisor

Children who sustain bumps to the head are given a note to take home to their parents at the end of the day (unless the parent has requested they are informed on all occasions, in which case the parent would be contacted immediately). Parents are also informed by a note of any accident which results in an obvious injury.

Medication

Refer to the First Aid Policy.

EMERGENCY PROCEDURES

It is the duty of all employees to be familiar with and to comply with the school's health and safety policy procedures.

Critical incident/emergency management

See separate school policy and guidance.

Bomb threats

If the school receives a bomb threat:

(It is anticipated that in most cases this will be by telephone.)

- The person receiving the call should try to obtain as much information as possible; where, when, size, callers accent etc. and then report the details to the appropriate senior member of staff/Headteacher
- The senior member of staff/Headteacher should contact the emergency services and pass on all details
- The emergency services will take control of the incident and instruct the school on the appropriate course of action to be followed
- Do not sound the alarm bell unless instructed to do so

Suspect packages

- If it is suspected that a package or letter contains an explosive device it **MUST IMMEDIATELY** be carefully set down. No one must be allowed to approach it and the room and general vicinity, e.g. passageway etc, must be evacuated. Do not sound the alarm bell unless instructed to do so.
- The matter should be reported immediately to a senior member of staff/Head teacher who will in turn report the matter to the emergency services who will take control of the incident.
- Should the person to whom you are responsible be absent, then take the action outlined above yourself and inform the person to whom you are responsible as soon as he/she is available.

Gas leaks

- Any member of staff discovering a suspected gas leak should make an informed judgement based on how strong the smell is as to whether they immediately evacuate the building and telephone National Gas Emergency Helpline on 0800 111 999.
- If there is a slight smell of gas, the first action should be to check that all gas appliances are switched off. This may clear the smell of gas. Windows should be opened.

Chemical spills

- In all incidents of chemical spills children and adults must be removed to a safe distance and the Headteacher informed.
- The Headteacher and the caretaker will ensure that there are restricted quantities of hazardous chemicals on site and those that do exist are kept in a locked cupboard.

Relevant NNC guidance:

[School emergency plans and procedures | North Northamptonshire Council \(northnorthants.gov.uk\)](http://northnorthants.gov.uk)

Radon

- Inspection for radon will be carried out at intervals as recommended by County Property Management.

Asbestos

- There is no asbestos within the school.

Fire safety

The Headteacher will ensure that appropriate arrangements are formulated and implemented for the provision and maintenance of effective fire precautions along with procedural guidelines covering:-

- Evacuation procedures

- Fire extinguishers
- Means of escape
- Fire alarms
- Arson prevention
- General fire safety

Specific Fire Safety Measures

- a fire blanket is provided in the kitchen area in case of fire
- appropriate extinguishers are kept at strategic sites around school
- smoke detectors are positioned around the school
- sprinkler system is fitted

Fire Safety Procedures

A fire drill is carried out three times per year (once per term) in accordance with the following procedures:

- the SBM rings the bell
- the SBM and support staff ensures everyone has left the building
- all other personnel leave quickly and quietly and in an orderly fashion to designated places in the school playground
- teaching staff will be given their own class list and conduct a role call
- the procedure is timed and recorded, in brief form, in the Fire Drill Log Book
- pupils and staff will be immediately informed of the effectiveness of the vacation of the building
- any issues will be targeted at the next drill
- one practice at least, should be carried out during lunch time

Public Performances

- public performances should be preceded by a short, concise reminder of fire exits and procedures

BUILDING, PROPERTY AND GROUNDS

These are surveyed once a year by representatives of the Health and Safety Governor.

All building maintenance work will be carried out in line with NNC guidelines. Regular safety inspections of the school and its grounds are carried out by the Health and Safety Governor and procedures are followed for reporting defects or issues. The Headteacher will deal promptly with any health or safety risk caused by minor building faults, or issues raised during inspections.

Contractors

All work carried out by contractors will take full account of health and safety issues. Only contractors who have the necessary training and insurance cover will be employed by the School.

Fixed Outdoor Play Equipment and PE Equipment

The safe use of such equipment provided for physical development of pupils relies on adequate supervision and control within the School. To this end:

- Pupils are only allowed to use such equipment under supervision
- Pupils must wear suitable footwear and clothing
- Use of outdoor play equipment to be curtailed during inclement weather
- Equipment to have a daily visual inspection by a member of staff. Large PE equipment is to have annual contractor's inspection and report

Display screen equipment

In accordance with the Health and Safety Display Screen Equipment Regulations 1992, named users are entitled to eye and sight tests if requested. An assessment of the work stations is undertaken at regular intervals. The daily workload of users should be planned so that the user is interrupted periodically.

Computers used by pupils

Computers used in classrooms will be applicable to the needs of the children. They will be tested as part of the annual portable appliance testing. Suitable internet security and filtering systems are installed throughout the school's ICT systems.

Electrical equipment

All portable appliances within the school will be tested on an annual basis. Any appliance which is defective will be repaired where possible or disposed of.

Electrical installation

The fixed electrical system will be inspected and tested at least every 5 years by a competent contractor. Sockets will be switched off when not in use.

School security

All adult visitors to the school who arrive in normal school hours to sign in via the entrysign system in the reception area, and to wear an identification badge at all times whilst on the school premises.

Teachers will not allow any adult to enter their classroom if the school visitor's badge does not identify them.

If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Headteacher immediately. The Headteacher will warn any intruder that they must leave the school site straight away. If the Headteacher has any concerns that an intruder may cause harm to anyone on the school site, she will contact the police.

EDUCATIONAL VISITS

The necessary documentation and risk assessments for off-site activities/trips will be completed prior to the activity. No child is taken off the school site without the prior permission of the parent.

Transport

The Headteacher will ensure that the choice of vehicle is suitable for the intended use, the needs of the passengers and that its design meets current standards. Where appropriate, only vehicles fitted with sufficient seatbelts will be used and child booster cushions will be used in accordance with the law.

See NNC web page on educational visits at:

[Educational visits | North Northamptonshire Council \(northnorthants.gov.uk\)](http://northnorthants.gov.uk)

Infectious diseases

See Health Protection Agency guidance at:

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>

CURRICULUM ACTIVITIES

It is the responsibility of teachers and teaching assistants to consider the health and safety of pupils and employees in the planning, preparation and implementation of all curriculum activities.

Physical activity

Appropriate clothing and footwear is to be worn for any physical activity. Jewellery is not to be worn during any physical activity, including playtimes with the exception of ear studs which can remain if covered with a plaster. Shoulder length hair or longer should be tied back.

E-Safety

The school has a responsibility to ensure that children are protected from dangers associated with the Internet and computer use generally. Expectations of the school and of the children are set out in the school's ICT Policy.

Healthy Eating

The School promotes healthy eating and requests that parents provide their child with a lunch that does not contain sweets, chocolate, fizzy drinks, nuts or nut products, i.e. peanut butter. Sweets and cakes may be eaten on special occasions. The eating of gum is not allowed at any time. Children should have access to water at all times. Lunchtime drinks should be in a non-spill flask or plastic bottle. The hall is the designated eating area and they are supervised during this time. If parents are in receipt of certain benefits, they may be eligible to receive Free School Meals/Pupil Premium.

[Free school meals and pupil premium | North Northamptonshire Council \(northnorthants.gov.uk\)](http://northnorthants.gov.uk)

H&S Education

The School teaches the children about health and safety in order to equip them with the skills, knowledge and understanding to enable them to live positive, successful and healthy lives. Teachers take every opportunity to educate children in this regard in the normal school curriculum. Through this topic we teach children about the danger of fire, and how to avoid accidents. Through the science curriculum we teach children about hazardous materials, and how to handle equipment safely.

The School teaches children respect for their bodies, and how to look after themselves. We discuss these issues with the children in PSHE lessons and we reinforce these points in design technology, where children learn about healthy eating and hygiene. We also show them how to move and play safely in PE lessons.

Health and Safety issues also arise when we teach care for the environment and awareness of the dangers of litter. Key Stage 2 children receive sex and drugs education.

The school promotes the spiritual growth and welfare of the children through the RE curriculum, through special events such as harvest festivals, and through the daily act of collective worship.

WELL BEING AT WORK

Lone working

The Headteacher is required to identify lone workers operating within the school and determine the hazards that the lone workers' activities present.

The risks presented by the hazards identified will then require to be assessed (Risk Assessment) and arrangements devised and implemented that ensure the risks are either eliminated or adequately controlled. Where substantial risks to health and safety are identified the hazards and the decision making process should be documented.

Stress and work-life balance

The Governing Body has responsibility for the provision of a working environment and practices designed to alleviate stress and for creating and promoting a supportive and caring culture in the work place. Work life balance should be maintained as set out in Government guidelines. Training is available for staff at all levels appropriate to their needs, on stress management, coping with stress and stress counselling. The LA Policy on Stress at Work is available in the school office for staff to read.

Expectant and new mothers

The school has a duty to carry out risk assessments in relation to expectant and new mothers in the work place.

Violence and aggression

A system for recording violence and aggression operates within the LA. Reporting procedures are for all members of staff, pupils or others and for all incidents, either physical or verbal, considered serious enough to warrant notification by the victim.

School uniform

It is school policy that all children wear the school uniform when attending school, or when participating in a school-organised event outside normal school hours. The school does not allow children to wear jewellery in our school. The exception to this rule is earring studs in pierced ears. We ask children either to remove these during PE and games or to cover them with a plaster.

Smoke free policy

The North Northamptonshire Council Smoke Free Policy prohibits smoking (including e-cigarettes) in Council controlled buildings and on Council controlled sites.

Manual handling

The Manual Handling Operations Regulations 1992 came into force at the beginning of 1993. They require the Health and Safety Governor, on behalf of the employer, to:

- avoid, where reasonably practicable, manual handling operations which involve a risk of injury
- automate/mechanise, where reasonably practicable, handling operations which cannot be avoided
- make suitable and sufficient assessment of hazardous manual handling operations which cannot be avoided, automated or mechanised so as to avoid risk of injury;
- implement protective and preventive measures, including training and information necessary to reduce the risk of injury to the lowest practicable level;
- review the assessment as is necessary.

Relevant Government guidance: <http://www.legislation.gov.uk/uksi/1992/2793/contents/made>

Please copy and paste into Web Browser if link does not work.

Working at heights

Working at heights should be avoided by all staff. However, when it is unavoidable, it will be properly planned, risk assessed and carried out by the caretaker, who is appropriately trained.

Relevant Government guidance:

<http://www.legislation.gov.uk/uksi/2005/735/contents/made>

Please copy and paste into Web Browser if link does not work.

ARRANGEMENTS FOR MONITORING AND EVALUATING THIS POLICY

This Policy sets out the framework for managing health and safety within Kings Cliffe Endowed School and its grounds. To ensure its success, monitoring and evaluating will take place as follows:-

- Review by the Health & Safety governor and ratified by the Governing Body of documents listed in this Policy to check that standards relating to the promotion of the safety culture are complied with in line with the school's policy review schedule

- All training needs assessed by the Headteacher to ensure they are being met
- The inspection of the premises, grounds and equipment by the Health and Safety Governor once a year
- The Governing Body has access to a summary of pupil accident/incident log book and this is reviewed regularly.
- The Health and Safety Policy will be reviewed and updated on an annual basis

The information gathered by the various monitoring methods adopted will be used as part of the annual review to determine the effectiveness of this Policy in achieving the objectives set down by the Governing Body.