



Isca Academy

Health and Safety Policy

Date of Publication: March 2018

Review Date: March 2019

SECTION 1: STATEMENT OF INTENT

The Local Governing Body of Isca Academy will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the *Health and Safety at Work etc. Act 1974* and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the academy's organisation and arrangements for dealing with different areas of risk. Section 2 will establish specific responsibilities at all levels of the academy's organisation. Section 3 will outline the specific arrangements put in place to manage these areas of risk and hence to meet the academy's obligations under the law.

This policy will be brought to the attention of all members of staff annually and a copy held on the school intranet for easy access.

This policy statement and the accompanying organisation and arrangements will be reviewed annually.

.....
Chair for the Local Governing Body Date

.....
Headteacher Date

SECTION 2: ORGANISATION

The Duties of the Employing Body

- To produce and regularly review the Health & Safety Policy for the academy. This policy will reflect the requirements of the *Health and Safety at Work etc. Act 1974* by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, students and others affected by the organisation
- To monitor both compliance with, as well as the effectiveness of, this policy
- To provide adequate resources to meet the academy's legal responsibilities as well as compliance with this policy
- To assist the employing body in discharging its legal obligations, the academy has appointed the Health & Safety Service as its 'competent person' as defined by the Management of Health and Safety at Work Regulations 1999
- The specific arrangements adopted will be guided by the Health & Safety Service's Health & Safety Arrangements Documents for Academies.

The Duties of the Headteacher

The Headteacher has day-to-day responsibility for health and safety management and will take all reasonable practicable steps to secure the health and safety of students, staff and others using the academy premises or participating in academy sponsored activities.

In particular, the Headteacher will:

- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to regular review
- Co-operate with the Local Governing Body to ensure that this policy and its associated arrangements are implemented and complied with
- Communicate the policy and other appropriate health and safety information to all relevant people including contractors
- Report to the Local Governing Body on health and safety performance and to monitor both compliance with, as well as the effectiveness of, this policy
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition in conjunction with the PFI Contractor.
- Report to the Local Governing Body any significant risks or policy requirements which cannot be met within the establishment's budget
- Identify the training needs of students and staff and hence ensure that all students and staff are competent to carry out their roles and are provided with adequate information, instruction and training
- Ensure consultation arrangements are in place for staff and their trade union representatives.
- Monitor purchasing and contracting procedures to ensure health and safety is included in specifications and contract conditions where appropriate.

- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised
- Promote a positive health and safety culture by leading by example

Whilst overall *responsibility* for health and safety cannot be delegated the Headteacher may choose to delegate certain *tasks* to the Health & Safety Coordinator.

The role of Health & Safety Coordinator for the Academy has been delegated to Ali Moxey. Within departments this task is further delegated to the Head of Department/ subject leader/ teacher.

The Duties of the Health and Safety Co-ordinator

The health and safety co-ordinator has the delegated task of assisting the Headteacher discharge their duties in relation to day-to-day health and safety management.

To do this the health and safety co-ordinator will:

- Co-ordinate and manage the risk assessment process for the academy
- Co-ordinate general workplace monitoring inspections and performance monitoring processes and report findings to the Head teacher and Local Governing Body.
- Liaise with the PFI Contractor to ensure that external inspections and maintenance to plant or facilities are undertaken and ensure that remedial actions identified are either addressed without delay or brought to the attention of the Modern Schools Exeter Ltd.
- assist with the identification of training needs and training delivery across the academy to ensure that staff and students are adequately instructed
- collate accident and incident information and, when necessary, carry out accident and incident investigations
- arrange periodic health and safety audits and liaise with the Head teacher and Local Governing Body in relation to findings and any associated remedial actions
- Monitor PFI contractors' performance with regard to Health and Safety and raise concerns through appropriate channels.

The Duties of Heads of Departments/Subject Leaders/Teachers

The Heads of Departments/Subject Leaders/teachers have specific delegated tasks in relation to health & safety management within their departments/ subject areas.

They must ensure that:

- They apply the arrangements described in this health and safety policy to their own department or area of work, including the arrangements described in any associated Arrangements Documents
- Staff under their control are aware of and follow any externally adopted health and safety guidance from sources such as CLEAPSS *etc.*
- Risk assessments are undertaken for the work areas for which they

- are responsible and that identified control measures are implemented
- They ensure that appropriate safe working procedures are brought to the attention of all staff under their control and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to them, informing the Head teacher of any problems they are unable to resolve within the resources available to them
- They carry out regular inspections of their areas of responsibility and report / record these inspections to the Headteacher.
- They ensure the provision of sufficient information, instruction, training and supervision to enable staff and students to avoid hazards and contribute positively to their own health and safety
- all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated

The Duties of all Members of Staff

Under the *Health and Safety at work Act etc. 1974* all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions. This also applies to volunteers who are under the control of the Academy.

Specifically, all employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work
- Comply with the academy's health and safety policy arrangements at all times
- Report all accidents and incidents in line with the reporting procedure
- Co-operate with school management on all matters relating to health and safety
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare
- Report all defects in the condition of premises or equipment and any health and safety concerns immediately to their line manager and Ali Moxey/ Barbara Harrad
- Ensure that they only use equipment or machinery that they are competent / have been trained to use
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons

Students

Students, in accordance with their age and aptitude, are expected to:

- To exercise personal responsibility for the health and safety of themselves and others
- To observe standards of behaviour and dress consistent with safety and/or hygiene and follow instructions given by staff immediately.
- To observe all the health and safety rules of the academy and, in particular, the instructions of staff given in an emergency
- Not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' health and safety

Contractors

As a PFI school, contractors are vetted, approved, supervised and managed by the facilities management contractor (currently Sodexo). However, any contractors employed directly by the school will be vetted for their health and safety performance. They will be required to act in accordance with this policy and the school's specified local arrangements at all times. Contractors will be required to assess the risks to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the Head teacher to ensure that the Local Governing Body and users are sufficiently and suitably informed and consulted on issues relevant to risk control. In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the Head teacher will take such actions as are necessary to prevent staff, students and visitors being put at risk from injury.

SECTION 3: ARRANGEMENTS

Arrangements are made using the Health, Safety Service's Arrangements Documents HSA01-60. A full list is available in Appendix A and the remainder of this document features a summary of arrangements in the following key areas:

- Risk Assessment
- Accident/Incident Reporting
- Asbestos
- Communication & Training
- Consultation
- Contractors
- Curriculum Activities
- Display Screen Equipment
- Fire Safety
- First Aid
- Legionella
- Lettings
- Maintenance
- Medication
- Monitoring
- Moving and Handling
- Personal Safety and Security
- Radioactive Sources
- Stress/Wellbeing
- Work Experience
- Work at Height

The specific arrangements adopted by the academy are guided by the Health & Safety Arrangements Documents provided by the Health & Safety Service. Details of these arrangements can therefore be found in the Arrangements Documents which can be accessed via the OSHENS system Document Library.

The Academy also has a subscription to CLEAPSS via the Health & Safety Service. CLEAPSS guidance has been adopted to guide arrangements in Science, D&T and Art.

In addition the following publications have been adopted to guide arrangements for safety in specific curriculum areas:

- Safe Practice in Physical Education and School Sport' Association of Physical Education 'AfPE' <http://www.afpe.org.uk/>
- Outdoor Education, Visits and Off-Site Activities policy

Risk Assessment

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity/area affected and the significant findings

of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health & Safety Service. Specifically the model risk assessments amended and adopted in order to identify suitable risk control measures are held on the school intranet.

Where model risk assessments do not address all the significant hazards of the academy, the RAA01 format will be used to record the significant findings of risk assessment decisions.

Risk assessments are available for all staff to view and are held centrally in on the school intranet. Wherever possible, affected staff will be included in the risk assessment process. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed either annually or every 3 years depending upon the levels of risk. This will be identified on the RAA model risk assessments.

For full details relating to risk assessment arrangements, reference should be made to the HSA47 Guidance Note.

Other arrangements in alphabetical order:

Accident/Incident Reporting

All employee accidents must be reported to the Local Governing Body via the Headteacher. This will be achieved by entering accident details onto the OSHENS on-line accident reporting system.

Accidents to students and other non-employees during school occupation should be recorded on the Academy accident and incident reporting form and given immediately to Janet Lee for input onto *the OSHENS system*. Those accidents to students and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Local Governing body by entering accident details onto the OSHENS on-line accident reporting system. Accidents outside of school occupation hours will be managed and reported by the FM Management company, Sodexo.

Parents / carers will be notified immediately of all major injuries.

Accidents will be monitored for trends and a report made to the Local Governing Body.

The Head teacher or *her* nominated person will investigate accidents and take remedial steps to avoid similar instances recurring.

All accidents which fall within the scope of the Reporting of Diseases Injuries and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the Health & Safety Service.

For full details relating to accident reporting arrangements, reference should be made to the HSA01 Guidance Note.

Communication and Training

Detailed guidance and information about health and safety issues can be found in the Health & Safety Service's Arrangements Documents which are located in the OSHENS Document Library. The Health & Safety Service also provide competent health and safety advice for Academy staff and can be contacted on 01392 382027 or on healthandsafety@devon.gov.uk.

The Health and Safety Law poster is displayed in reception.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept on staff personnel records Ali Moxey is responsible for co-ordinating health and safety training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Document.

Consultation

Staff are represented on the *Resources Committee*. Consultation of day to day matters will be achieved through regular staff meetings.

Members of staff with concerns should raise them initially with their departmental head or the Health & Safety Coordinator. If required, requests for external advice should then be sought from the Health & Safety Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. *The Local Governing body* welcome the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HSA08 Guidance Note.

Contractors

All contractors appointed by the school and not the PFI Contractor shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to Ali Moxey where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements and vehicle movement restrictions.

To ensure contractor competency, Ali Moxey will undertake appropriate competency checks prior to engaging a contractor. Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken. The academy, contractor(s) and any subcontractor(s) involved will agree the risk assessment and safe systems of work to be used prior to works commencing on site.

Ali Moxey is responsible for monitoring areas where the contractor's work may directly affect staff and students and for keeping records of all contractor work if employed directly by the Academy. Ali Moxey will ensure that the specific client requirements of the Construction (Design & Management) Regulations 2007 have been complied with.

For full details relating to the control of contractors, reference should be made to the HSA007 CDM Guidance Note.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by the relevant Heads of Department / Subject Leaders using the appropriate Health & Safety Service's model risk assessments listed above.

Within science, *CLEAPSS Hazcards* and *Recipe Cards* are used as model risk assessments to manage the risks within practical activities. The specific controls adopted in these activities will be checked against these models and significant findings incorporated into schemes of work / lesson plans / technicians requisition sheets.

For full details relating to the higher risk curriculum areas, reference should be made to the HSA003, HSA11, HSA42 and HSA49 Arrangements Documents.

Display Screen Equipment (DSE)

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out. This will be achieved by completing the OSHENS DSE online training and assessment.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and corrective glasses (if required

specifically for DSE use) subject to a total cost of £55.00.

For full details relating to DSE, reference should be made to the HSA0012 DSE Guidance Note.

Fire Safety

The Headteacher is responsible for ensuring the academy's fire risk assessment is undertaken using the RAA08 document and controls implemented accordingly. The fire risk assessment is located on school intranet and will be reviewed annually alongside the fire risk assessment of the PFI Contractor.

Fire and emergency evacuation procedures are detailed in the Fire Emergency Plan document which is located on the school intranet and a summary Fire Action notice will be posted in each room. These procedures will be reviewed along with the fire risk assessment and are made available to all staff as part of the school's induction process.

All staff will be briefed in the contents of the Fire Emergency Plan on an annual basis. This will be augmented by fire drills which will be undertaken termly and results recorded in the Fire Log book. Additional specific fire safety training will be undertaken as identified in the Fire Risk Assessment.

Evacuation procedures are also made known to all contractors / visitors at reception.

Emergency contact and key holder details are *held by the PFI Contractor*.

Ali Moxey in conjunction with the PFI Contractor is responsible for ensuring that the academy's Fire Log is kept up to date and that the following inspection / maintenance is undertaken:

- Dates of fire fighting equipment inspections and checks
- Dates and outcome of fire alarm system(s) inspections and checks
- Dates and outcome of emergency lighting system - records of tests
- Dates and outcome of visits by Devon & Somerset Fire & Rescue
- List of all fire training / instruction carried out
- Dates and outcome of fire drills

Procedures for other critical incidents and off-site emergencies are contained within the Academy's Emergency Management Plan which is located on the school intranet and will be reviewed annually.

For full details relating to fire safety, reference should be made to the HSA0018 Fire Safety Guidance Note.

First Aid

The school has risk assessed the need for first aid provision and this is recorded on the RAA09 risk assessment document. The following first aid provision has been provided accordingly:

First Aid at Work level:

Ali Moxey
Caroline Powell
Tim Hingley
Debbie Naden
Lisa Moore
Kate Campbell Bellis
Janet Lee
Emma Ryan
Sally Stoakes
Emma Gennoy
Leanne Palmer
Amanda Kenyon
Ali Hobbs
Beth Thompson
Lyn Day
Anthony Dean
Mike Buckingham
Tracy Budd
Anne Croft
Sam Luke
Clair Byron
Debbie Campbell
Teresa Congreive
Ben Conibear
Ben Heywood
Ruth Kelly

Ali Moxey will ensure that refresher training is organised to maintain competence and that new persons are trained should first aider trained staff leave.

First Aid boxes are located at the following locations:
First Aid room, PE office, Technology, Science and available for trips.

Ali Moxey is responsible for maintaining the contents of first aid boxes and replenishing stocks as necessary.

For full details relating to first aid, reference should be made to the HSA0019 First Aid Guidance Note.

Hazardous Substances

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

Within curriculum areas Heads of Department are responsible for the safe use and storage of hazardous substances within their areas of control. Specifically, Heads of Department must ensure that an up to date inventory of hazardous substances and CLEAPSS model risk assessments are in place within their department. It shall be ensured that the findings of model risk

assessments are incorporated into point-of-use documents within the department by-annual checks will be undertaken to ensure compliance.

In all other areas the responsible manager shall ensure that:

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up to date
- Material Safety Data Sheets (MSDS) are obtained from the relevant supplier for all such materials
- Risk assessments are conducted and that these assessments are recorded and control measures are understood by those staff that are exposed to the product/substance. This will include the identification and provision of appropriate Personal Protective Equipment
- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers

For full details relating to the control of hazardous chemicals, reference should be made to the HSA0010 COSHH Guidance Note.

Legionella

A water risk assessment for the academy has been completed by the PFI Contractor and Sodexo is responsible for ensuring that the identified operational controls are being conducted and recorded in the water hygiene log book. This risk assessment will be reviewed where significant changes have occurred to the water system.

For full details relating to the control of legionella, reference should be made to the HSA0028 Legionella Guidance Note.

Lettings/shared use of premises

Sodexo Lettings along with Kajima is responsible for lettings at the school and will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant Academy health and safety information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it to Exeter Bookings.

Maintenance of Plant and Equipment

As a PFI school the regular inspection and testing of school equipment is conducted to legislative requirements by competent contractors under direction of the PFI Contractor. Records of such monitoring will be kept by them, the school reserves the right to request sight of such documents should the need arise. Sodexo staff are required to report any problems found with plant/equipment to the responsible manager. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal, the school staff will be notified of such cases as quickly as possible.

The following specific statutory inspections and tests will be undertaken by Sodexo appointed contractors:

- 6 monthly lift Thorough Examination.
- Pressure Vessel Thorough Examination according to a Written Scheme.
- Annual gas appliance inspection and maintenance.
- Annual gas tightness test
- PE equipment inspections

Sodexo staff are responsible for identifying all plant and equipment in an equipment register for their area of responsibility. Where such plant and equipment present significant hazards, risk assessments will be undertaken and any training needs and personal protective equipment requirements are provided.

Electrical Safety

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to Ali Moxey.

All portable items of electrical equipment will be subject to formal inspection and, where appropriate, a testing regime on an identified cycle dependant upon the level of risk associated with the particular appliance type. This inspection and testing will be conducted by a suitably qualified contractor appointed by the academy.

Staff are responsible for keeping an up-to-date inventory of all relevant electrical appliances within their areas of responsibility and for ensuring that all equipment is inspected and where appropriate tested according to the relevant frequencies set out above.

Personal items of equipment should not be brought into the academy without prior authorisation and must be subjected to the same inspection process as academy-owned equipment.

An electrical installation test will be conducted by the PFI Contractor every 5 years. Sodexo is responsible for arranging the remedial actions for all Code 1 and 2 non-compliances identified in the report.

For full details relating to work equipment and electrical safety, reference should be made to the HSA0016 and HSA0058 Arrangements Documents.

Medication Arrangements

Please refer to the Ted Wragg Trust Medication policy for details.

Monitoring

The Headteacher, assisted by the Health and Safety Co-ordinator, will put in place procedures to monitor compliance with the arrangements described in this policy. The central component of this process is the 3 yearly Health &

Safety Review process undertaken by the Health & Safety Service.
Feedback from this process is to be referred to the Local Governing body.

A general inspection of the site will be *conducted* bi-annually and be undertaken by Ali Moxey. Inspections of individual departments will be carried out by Heads of Department or nominated staff.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Head teacher and the Local Governing Body. Responsibility for following up items detailed in the safety inspection report will rest with Ali Moxey.

Inspections will be conducted jointly with the academy's health and safety representative(s) and Sodexo where possible.

For full details relating to monitoring, reference should be made to the HSA0005 Audit & Monitoring Guidance Note.

Moving and Handling

Generic risk assessments for regular manual handling operations are undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment.

All manual handling activities which present a significant hazard, which are not accounted for in the generic risk assessments described above, will be reported to Ali Moxey. Where such activities cannot be avoided, a specific risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instructions given when carrying out the task. Staff should ensure that they do not lift heavy items unless they have received a briefing on the control measures in place.

All moving and handling of students will be risk assessed by Ali Moxey and recorded in a specific Handling Plan for the individual concerned. The format found in the HSA35 Guidance Note will be used. All staff who move and handle students will receive appropriate training both in the controls listed in the Handling Plan and specific training on any lifting equipment that they may be required to use. Equipment for moving and handling people is subject to inspection on a 6 monthly basis by Sodexo.

For full details relating to moving and handling, reference should be made to the HSA34/35 Moving and Handling Arrangements Documents.

Offsite Visits

The Academy has adopted the Devon County Council (DCC) document *Outdoor Education, Visits and Off-site Activities Health & Safety Policy* as its own policy.

In line with this policy, the DCC Educational Visit Adviser has been engaged

to endorse arrangements for higher risk activities. The DCC Educational Visit Adviser will therefore be notified of all Category B and C visits via the *Evolve* online system.

The *Evolve* system will also be used for the planning and approval of all lower risk Category A offsite visits. Relevant risk assessments will be attached electronically as required. The Academy's Educational Visits Co-ordinator Ali Moxey will check the documentation and planning of the trip and, if acceptable, initially approve the visit before referring to the Headteacher for final approval.

For full details relating to educational visits, reference should be made to the *Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2016*.

Personal Safety and Security

The academy believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff. A separate specific behaviour policy is in place at the Academy.

Staff will report any such incidents on CPOMS or the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Work carried out unaccompanied or without immediate access to assistance will be risk assessed by the relevant line manager in order to identify and implement control measures.

Staff working outside normal school hours must obtain permission of the Headteacher.

The requirement to undertake a lone working risk assessment will also extend to working alone off-site where staff conduct home visits.

Risk assessments will be reviewed annually or after significant change and recorded by amending the RAA13 risk assessment document.

Academy Security

The PFI Contractor is responsible for undertaking a risk assessment for site security in order to identify and implement control measures in this area. This will be reviewed annually or after significant change and recorded by amending the RAA24 risk assessment.

For full details relating to security and lone working issues, reference should be made to the HSA31 Lone Working and HSA50 Security Guidance Note.

Radioactive Sources

The Academy has adopted the CLEAPSS guidance L93 '*Managing Ionising Radiations and Radioactive Substances in Schools & Colleges*' as its policy arrangements for the use of radioactive sources. The separate Standard Operating Procedures outline the precise procedures to be followed.

- CLEAPSS provide the Radiation Protection Adviser (RPA). The name and contact details are contained within the Standard Operating Procedures document
- The Health & Safety Service provide the Radiation Protection Officer role and contact details are contained within the Standard Operating Procedures document
- The Radiation Protection Supervisor is Tim Hingley. The RPS is responsible for ensuring that the Use Log is kept up to date and, where required, leak tests are conducted and recorded annually in the relevant Source History

For full details relating to the safe use of radioactive sources, reference should be made to the L93 '*Managing Ionising Radiations and Radioactive Substances in Schools & Colleges*' document.

Stress/Wellbeing

The Academy is committed to promoting high levels of health and well being and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards.

The Academy has specific arrangements for responding to individual concerns and monitoring staff workloads these include holding return to work meetings following absence, school purchasing occupational health support through iMASS, participation in and referral to the Schools Advisory Service Staff Wellbeing Service for counselling and other support. Performance Management arrangements and mentoring form part of the Trust CPD processes.

Where appropriate, risk assessment findings will be recorded on the RAA25 document.

For full details relating to staff wellbeing, reference should be made to the HSA24 Health Issues for Staff Guidance Note.

Work at Height

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff *must not* climb onto chairs etc.

Formal training on work at height will be undertaken where the need is identified in the work at height risk assessment. Such training will also be undertaken by those who line manage staff who work at height. The Academy's nominated person(s) responsible for work at height is Ali Moxey.

The nominated person(s) shall ensure:

- all work at height is risk assessed and properly planned and organised
- all those involved in work at height are trained and competent to do so
- the use of access equipment is restricted to authorised users
- a register of access equipment is maintained and all equipment is regularly inspected and maintained

For full details relating to the control of work at height, reference should be made to the HSA60 Work at Height Guidance Note.

Work Experience

Gary King is responsible for managing and co-ordinating work experience.

All placements are subject to pre-placement checks by Devon Education Business Partnership who will assess the suitability of the placement and maintain a list of suitable host employers. No work experience placement will go ahead if deemed unsuitable.

- If significant hazards exist within the work tasks of any work placement, these will be risk assessed by the host employer and findings will be communicated to the student and their parents/guardians
- All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities
- Arrangements will be in place to visit/monitor students during the placement
- Emergency contact arrangements are in place (including out of school hours provision) in order that a member of school staff can be contacted should an incident occur
- All incidents involving students on work placement activities will be reported to by the employer to the Academy at the earliest possible opportunity

If the Academy *hosts* a work experience placement, any significant hazards within the planned work tasks will be risk assessed by the host employer and findings will be communicated to the student and their parents/guardians. During the period of work experience the student will be classed as an employee. This assessment will be recorded on the RAA28 risk assessment document.

Workplace safety

Ali Moxey is responsible for undertaking a risk assessment for general sites and buildings safety in order to identify and implement control measures for the following site workplace hazards:

- Slips, trips and falls
- Glazing
- Trees
- Waste storage and disposal
- Vehicle/pedestrian conflict

This will be reviewed annually or after significant change and recorded by amending the RAA03 risk assessment document.

For full details relating to the control of hazards within the premises, reference should be made to the HSA44 Premises Guidance Note.