

Health & Safety Policy

Date	November 2025
Version	2
Circulation	Public
Owner	COO
Date approved	December 2025
Approved by	Resources Committee
Review date	December 2026
Status	Approved

Contents

1.	Aims	4
2.	Legislation	4
3.	Roles and responsibilities	5
3.1	The Board of Trustees	5
3.2	CEO	5
3.3	Chief Operating Officer	5
3.4	The local governing body (LGB)	5
3.5	Principal/Headteacher	6
3.6	Staff	6
3.7	Pupils and parents	6
4.	Site security	6
5.	Fire	6
6.	COSHH	7
6.1	Gas safety	7
6.2	Legionella	7
6.3	Asbestos	8
7.	Equipment	8
7.1	Electrical equipment	8
7.2	PE equipment	8
7.3	Swimming and hydrotherapy pools	8
7.4	Display screen equipment	9
7.5	Specialist equipment	9
8.	Lone working (also refer to LCT Lone Working Policy)	9
9.	Working at height	9
10.	Manual handling	10
11.	Off-site visits	10
12.	Lettings	10
13.	Car Parks	10
14.	Violence at work	11
15.	Smoking and Vaping	11
16.	Infection prevention and control	11
16.1	Handwashing	11
16.2	Coughing and sneezing	11
16.3	Personal protective equipment	11
16.4	Cleaning of the environment	11
16.5	Cleaning of blood and body fluid spillages	11
16.6	Laundry	12
16.7	Clinical waste	12
16.8	Animals	12
16.9	Pupils vulnerable to infection	12

16.10 Exclusion periods for infectious diseases.....	12
17. New and expectant mothers	12
18. Accident and near miss reporting.....	13
18.1 Accident record book	13
18.2 Reporting to the Health and Safety Executive	13
18.3 Notifying parents.....	13
18.4 Reporting to Ofsted and child protection agencies	14
18.5 Reporting a Near miss.....	14
19. Training.....	14
20. Monitoring	14
21. Risk Assessment.....	14
22. First Aid	14
23. Monitoring and Auditing	14
24.Kitchens and Food Technology Safety.....	15
25.Specialist Schools and Additional Needs Provision	15
26. Mental Health & Wellbeing	16
27. Emergency Preparedness (Beyond Fire).....	16
28. Environmental & Sustainability Risks.....	16
29. Contractor Management	16
Appendix 1. Fire safety checklist	17

1. Aims

The board of trustees of Learning Community Trust recognises that it has a legal duty of care towards protecting the health and safety of its staff, pupils, visitors and others who may be affected by the trust's activities, and that managing health and safety is a business-critical function.

In order to discharge its responsibilities, the trustees will:

- bring this policy statement to the attention of all staff;
- carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk;
- communicate and consult with our staff on matters affecting their health and safety;
- comply fully with all relevant legal requirements, codes of practice and regulations;
- eliminate risks to health and safety, where possible, through selection, design and procurement of materials, buildings, facilities, equipment and processes;
- encourage staff to identify and report hazards so that we can all contribute towards improving safety;
- ensure that emergency procedures are in place at all locations for dealing with health and safety issues;
- maintain our premises;
- provide and maintain safe work equipment;
- only engage contractors who are able to demonstrate due regard to health and safety matters;
- provide adequate resources to control the health and safety risks arising from our work activities
- provide adequate training and ensure that all employees are competent to do their tasks;
- provide an organisational structure that defines the responsibilities for health and safety;
- provide information, instruction and supervision for staff;
- regularly monitor performance and revise our policies and procedures to pursue a programme of continuous improvement.

This health and safety policy will be reviewed at least annually and revised as necessary to reflect changes to the trust's activities and any changes to legislation. Any changes to the policy will be brought to the attention of all staff.

2. Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

[The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings

[The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees

[The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training

[The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health

[The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept

[The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test

[The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register

[The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff

[The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

[The Provision and Use of Work Equipment Regulations 1998](#), which requires work equipment to be suitable, safe, accompanied by suitable safety measures such as isolation switches and operated by those deemed trained and competent. – Added for 2025

The Trust follows [national guidance published by Public Health England](#) when responding to infection control issues.

This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The Board of Trustees

The Board of Trustees has strategic responsibility for health and safety within areas of the academy's undertakings. The Board shall ensure that:

Sufficient resources and strategic direction are allocated by it and its academies to ensure as far as reasonably practicable a safe and productive working environment;

Competent health and safety advice is available in order to assist line management and comply with regulatory controls.

3.2 CEO

The CEO has overall responsibility for health and safety throughout the Trust and for ensuring the aims of this Health and Safety Policy are implemented. The CEO shall ensure that the Board of Trustees:

- Oversees the provision of health and safety leadership focused on the management of significant risk;
- Monitors overall performance of the health and safety management systems and are kept informed of, and alerted to, relevant health and safety issues.

3.3 Chief Operating Officer

The CEO may delegate functions and responsibility to the COO to ensure effective implementation of this Health and Safety Policy Statement. The COO will:

- Ensure that effective systems and procedures are in place to assist Academies in the implementation of effective health and safety working practices.
- Identify training needs across all Academies to ensure that staff are competent to carry out their duties.
- Implement and chair health and safety consultation meetings with safety representatives from each academy termly. Ensuring that meetings are accurately recorded and that actions arising are addressed accordingly.
- Ensure that each academy has in place site specific safety consultation meetings that are held termly, chaired by the academy safety representative and include appropriate employee representatives from relevant service delivery areas of work.
- Appoint Responsible Persons for high-risk activities including Fire, Water, Gas, Electric, Confined Spaces, Hot Works and Science Labs.
- Ensure that the recording and reporting of accidents and near misses are completed in a timely manner and that all incidents are suitably investigated by the responsible manager. The COO shall report accident and near miss data across all the academies to the Trust's Resources Committee meeting.

3.4 The local governing body (LGB)

The local governing board has responsibility for health and safety matters in the academy but will delegate day-to-day responsibility to Head teacher/Principal.

The local governing body has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises. The local governing body shall ensure that the Learning Community Trust's Policies and Procedures are implemented and complied with in their academy. The governing body shall ensure that a suitable governor is in place who oversees health and safety.

3.5 Principal/Headteacher

The Principal/Headteacher is responsible for health and safety day-to-day. This involves:

- Implementing the approved health and safety policy
- Ensuring there is enough staff to safely supervise pupils
- Ensuring that the school building and premises are safe and regularly inspected
- Providing adequate training for school staff
- Reporting to the governing body on health and safety matters
- Ensuring appropriate evacuation and lock down procedures are in place and regular drills are held (at least termly)
- Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- Ensuring all risk assessments are completed and reviewed
- Monitoring all external and third-party contracts, ensuring that they have a Safety Policy, Contractors Liability Insurance and that Risk Assessments/Method Statements are in place and are being adhered to.

The Principal/Headteacher shall:

- Implement and chair termly health and safety consultation meetings at their academy with relevant employee representatives including key staff such as trade union representatives (if applicable) and a Senior Manager responsible for Health and Safety. Ensure that meetings are accurately recorded and actions arising are addressed accordingly.
- Attend termly Trust Health and Safety consultation meetings.
- Report significant Health and Safety matters/concerns immediately to the COO.
- Report accident and near miss data to the COO monthly.

3.6 Staff

Academy staff have a duty to take care of pupils.

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- Co-operate with the academy on health and safety matters
- Work in accordance with training and instructions
- Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- Model safe and hygienic practice for pupils
- Understand emergency evacuation procedures and feel confident in implementing them
- Follow the Trust's Code of Conduct for all staff

3.7 Pupils and parents

Pupils and parents are responsible for following the academy's health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff. The academy will have a detailed behaviour policy that students will be expected to adhere to.

4. Site security

Site Managers are responsible for the security of the school site in and out of school hours. They are responsible for visual inspections of the site, and for the intruder and fire alarm systems. Site Managers are key holders and will respond to an emergency.

5. Fire

All academies will have site specific emergency evacuation plans in place that have been approved by the Trust's COO.

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices. Fire risk assessment of the premises will be reviewed regularly (2 yearly as a minimum).

Emergency evacuations are practised at least once a term.

The fire alarm will be loud, annual audibility tests will take place in each academy.

Fire alarm testing will take place once a week.

New staff will be trained in fire safety, and all staff and pupils will be made aware of any new fire risks.

Each academy will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities. The arrangements for each student with mobility difficulties will be documented in an individual Personal Emergency Evacuation Plan (PEEP) and will be filed and distributed with the academy emergency evacuation policy.

A basic fire safety checklist can be found in **appendix 1**.

6. COSHH

Academies are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

Control of substances hazardous to health (COSHH) risk assessments are completed when required by a suitably qualified member of staff and circulated to all employees who work with hazardous substances and are reviewed annually. Staff will also be provided with protective equipment, where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information.

Staff should ensure that any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

6.1 Gas safety

Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer in line with legislation for the type of equipment.

The site manager shall ensure that gas pipework, appliances and flues are regularly maintained in line with the Trust's Mechanical & Electrical PPM Planners.

The site manager will ensure that all rooms with gas appliances are checked to ensure that they have adequate ventilation

6.2 Legionella

The Trust will act as the Duty Holder for each academy and will ensure that:

A water risk assessment has been completed every 2 years or when there is a significant change to the building or management team.

- Appoint the COO as the responsible person for ensuring that the identified operational controls are conducted and recorded in the academy's waterlog book in accordance with the Building Services Management system.
- This risk assessment will be reviewed every 2 years and when significant changes have occurred to the water system and/or building footprint.
- The COO will appoint site deputise who will be suitably trained and will be responsible for the day-to-day management of water hygiene.
- The risks from legionella are mitigated by the following; temperature checks, disinfection of all spray outlets (including showers), legionella routine sampling.

6.3 Asbestos

The Principal/Head Teacher will ensure there is written confirmation that no Asbestos is present on site.
 OR

All staff are briefed with awareness training on the hazards of asbestos, the location of any asbestos in the academy and the action to take if they suspect they have disturbed it
 Arrangements are in place to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work

Contractors will be advised that if they discover material which they suspect could be asbestos, they will stop work immediately until the area is declared safe

A record is kept of the location of asbestos that has been found on the academy site

7. Equipment

The Principal/Head Teacher will ensure that: all equipment and machinery is maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place
 When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards
 All equipment is stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

7.1 Electrical equipment

The Principal/Head Teacher will ensure that:

- All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely
- Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them
- Any potential hazards will be reported to the Principal/Headteacher immediately
- Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- Only trained staff members can check plugs
- Where necessary a portable appliance test (PAT) will be carried out by a competent person. All isolation switches are clearly marked to identify their machine
- Electrical apparatus and connections will not be touched by wet hands and will only be used in dry conditions
- Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment is only carried out by a competent person

7.2 PE equipment

The Principal/Head Teacher will ensure that:

Pupils are taught how to carry out and set up PE equipment safely and efficiently. Staff check that equipment is set up safely

Any concerns about the condition of the gym floor or other apparatus will be reported to the Site Manager

7.3 Swimming and hydrotherapy pools

The only academies that have access to a swimming or hydrotherapy pool are Hadley Learning Community and Severndale Academy. For HLC the pool is totally managed through the PFI contract including Lifeguarding, Maintenance, Normal Operating Procedures and Emergency Evacuation Plans. For Severndale the Academy

must ensure that Normal Operating Procedures and Emergency Evacuation Plans are in place for the hydrotherapy pool Site teams responsible for maintenance must 'Pool Management Course' accredited by CIMSPA. Lifeguarding at Severndale is outsourced to suitably qualified lifeguards.

7.4 Display screen equipment

The Principal/Head Teacher will ensure that:

All staff who use computers daily as a significant part of their normal work have a display screen equipment (DSE) assessment carried out. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time

Staff identified as DSE users are entitled to an eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use)

7.5 Specialist equipment

Parents are responsible for the maintenance and safety of their children's wheelchairs. In school, staff should promote the responsible use of wheelchairs. At Trust Special schools' equipment must be maintained by an accredited contract and adhere to the lifting operations and lifting equipment regulations 1992. Lifting equipment must be inspected by a competent person annually and by staff before daily use.

8. Lone working (also refer to LCT Lone Working Policy)

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties
- Site cleaning duties
- Working in a single occupancy office

Where applicable, staff **MUST** comply with the LCT Lone Working Policy

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed, then the task will be postponed until other staff members are available.

If lone working is to be undertaken, a colleague, friend or family member will be informed about where the member of staff is and when they are likely to return.

The lone worker will ensure that they are medically fit to work alone.

9. Working at height

Academy's will ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.

In addition:

- The Site Manager retains ladders for working at height
- Pupils are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- Damaged ladders will be clearly marked "do not use" and placed in a secured area for repair or disposal
- Access to high levels, such as roofs, is only permitted by trained persons

10. Manual handling

It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they should ask for assistance.

The academy will ensure that proper mechanical aids and lifting equipment are available on site, and that staff are trained in how to use them safely.

Staff and pupils are expected to use the following basic manual handling procedure:

- Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
- Take the more direct route that is clear from obstruction and is as flat as possible
- Ensure the area where you plan to offload the load is clear
- When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

11. Off-site visits

When taking pupils off the school premises, academies must have in place academy specific guidance on school visit and residentials. Academies will ensure that:

- Risk assessments will be completed where off-site visits and activities require them
- All off-site visits are appropriately staffed. Staff will take a school mobile phone, a portable first aid kit, information about the specific medical needs of pupils along with the parents' contact details
- Academies without Early Years Foundation Stage provision will ensure that there will always be at least one first aider on school trips and visits
- Academies with Early Years Foundation Stage provision will ensure that there will always be at least one first aider with a current paediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.
- Academy owned Minibuses – Only staff with a MIDAS certificate (or equivalent) will be permitted to drive a minibus. All drivers must have a suitable driving licence with the correct classification for the type of vehicle.
- Minibus drivers must carry out pre vehicle checks before use and record in the vehicle logbook.

12. Lettings

This policy applies to lettings. Those who hire any aspect of the academy site or any facilities will be made aware of the content of the Trust's health and safety policy and will have responsibility for complying with it. Third party lettings at Hadley Learning Community are managed as part of the PFI contract. All other academies must ensure that:

Signed hire agreement forms are in place which includes damage responsibility and accident reporting
 Business users and event organiser have suitable and sufficient risk assessments in place and have been approved by the academy

13. Car Parks

Car parks have lots of hazards, all staff must:

- Park appropriately in the designated parking bays.
- Obey traffic signage such as speed limits, give way notices, crossing points and parking restrictions.

- Not Park in disabled or parent and toddler bays unless permitted to do so from the Principal/Headteacher or have a parking permit badge clearly displayed.
- Not Park on double yellow lines

14. Violence at work

We believe that staff should not be in any danger at work and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/headteacher immediately. This applies to violence from pupils, visitors or other staff.

15. Smoking and Vaping

Smoking, e-cigarettes and vaping is not permitted anywhere on the Learning Community Trust premises.

16. Infection prevention and control

We follow national guidance published by Public Health England (PHE) when responding to infection control issues. We will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable. Staff, visitors and pupils should abide by the following:

16.1 Handwashing

Wash hands with liquid soap and warm water, and dry with paper towels
 Always wash hands after using the toilet, before eating or handling food, and after handling animals
 Cover all cuts and abrasions with waterproof dressings

16.2 Coughing and sneezing

Cover mouth and nose with a tissue
 Wash hands after using or disposing of tissues
 Spitting is not permitted

16.3 Personal protective equipment

Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
 Wear goggles if there is a risk of splashing to the face
 Use the correct personal protective equipment when handling cleaning chemicals
 Personal protective equipment is provided for all staff where it has been identified in a risk assessment

16.4 Cleaning of the environment

Clean the environment, including toys and equipment, frequently and thoroughly

16.5 Cleaning of blood and body fluid spillages

Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
 When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface
 Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below

Make spillage kits available for blood spills

16.6 Laundry

Wash laundry in a separate dedicated facility

Wash soiled linen separately and at the hottest wash the fabric will tolerate

Wear personal protective clothing when handling soiled linen

Bag children's soiled clothing to be sent home, never rinse by hand

16.7 Clinical waste

Always segregate domestic and clinical waste, in accordance with local policy

Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins

Remove clinical waste with a registered waste contractor

Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection

16.8 Animals

Wash hands before and after handling any animals

Keep animals' living quarters clean and away from food areas

Dispose of animal waste regularly, and keep litter boxes away from pupils

Supervise pupils when playing with animals

Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet

16.9 Pupils vulnerable to infection

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The academy will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carer will be informed promptly and further medical advice sought. Advise these children to have additional immunisations, for example for pneumococcal and influenza.

16.10 Exclusion periods for infectious diseases

The academy will follow recommended exclusion periods outlined by Public Health England.

In the event of an epidemic/pandemic, we will follow advice from Public Health England about the appropriate course of action.

17. New and expectant mothers

Risk assessments will be carried out whenever any employee or pupil notifies the academy that they are pregnant. This includes advice, support and making reasonable adjustments for reducing physical activity in the workplace.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly

18. Accident and near miss reporting

18.1 Accident record book

An accident form will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it. Accidents must be recorded on the Trust H&S software platform: SafetyNest. As much detail as possible will be supplied when reporting an accident. Information about injuries will also be kept in the pupil's educational record. Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

18.2 Reporting to the Health and Safety Executive

The COO will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The COO will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries. These are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding)
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days
- Where an accident leads to someone being taken to hospital
- Where something happens that does not result in an injury, but could have done
- Near-miss events that do not result in an injury but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
- An electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here: [How to make a RIDDOR report, HSE](#)

18.3 Notifying parents

The Principal/Headteacher will inform parents or carers of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

18.4 Reporting to Ofsted and child protection agencies

The Principal/Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

18.5 Reporting a Near miss

A near miss form will be completed as soon as possible after the incident occurs by the member of staff who deals with it.

As much detail as possible will be supplied when reporting a near miss. A copy of the near miss will be sent to the Chief Operating Officer as soon as possible

Investigation must take place to identify the root cause, applicable risk assessments and methods statements will be adjusted to reflect the investigation out come if applicable

Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

19. Training

Our staff are provided with basic health and safety training as part of their induction process. Staff who work in high-risk environments, such as in science labs or with woodwork equipment, or work with pupils with special educational needs (SEN), are given additional health and safety training.

20. Monitoring

This policy will be reviewed by the Chief Operating Officer annually. At every review, the policy will be approved by the Resources Committee.

21. Risk Assessment

Every activity within the Trust or the academy MUST have a suitable and sufficient risk assessment in place. All assessments MUST:

- Be in place and signed by staff that are expected to carry out the task before work proceeds.
- Identify any associated hazards.
- Identify Persons that may be harmed.
- Detail existing controls that are in place
- Detail and record any further actions required and reassess if required.
- Review the assessment annually or if there are any significant changes.

Templates for creating risk assessments can be found on the Trust H&S software platform Safetynest.

22. First Aid

The Trust will ensure that first aid risk assessments have been carried out and a first aid policy is in place by each academy. The assessment will:

- Identify the number and type of first aiders required at each academy.
- Identify the number, type and location of first aid boxes required at each academy.
- Persons responsible for monitoring first aid box contents.

23. Monitoring and Auditing

The Trust will ensure that academies are audited by the H&S working group or an independent H&S consultant annually or following a significant near miss/accident. Significant audit findings will be reported to the

Local Governing Body and to the Trust's resources Committee with a detail rectification action plan to ensure that academies are compliant. Significant risks will be added to the Trust's risk register by the Chief Operating Officer.

24. Kitchens and Food Technology Safety

Kitchens and food technology areas present unique risks due to the presence of heat sources, sharp utensils, electrical appliances, and food hygiene requirements. The Trust is committed to ensuring these environments are safe for staff, students, and visitors through robust procedures and regular monitoring.

Key Safety Measures:

- **Access Control:** Only authorised staff and supervised students may enter kitchen and food tech areas. Doors should remain closed when not in use.
- **Training:** Staff and students must receive appropriate training in food hygiene, equipment use, and emergency procedures before engaging in activities.
- **Equipment Safety:** All electrical appliances must be PAT tested regularly. Sharp tools must be stored securely and used under supervision.
- **Fire Safety:** Fire blankets and extinguishers must be available and clearly marked. Staff must be trained in their use.
- **First Aid:** A first aid kit must be accessible in all kitchen areas. Burns and cuts must be treated promptly and recorded.
- **Food Hygiene:** All food preparation must follow current food safety standards. Surfaces must be cleaned before and after use, and handwashing facilities must be available.
- **Allergen Awareness:** Ingredients must be clearly labelled, and allergen risks communicated to all participants.
- **Supervision:** Students must be supervised at all times during practical sessions. Risk assessments must be completed for all activities.
- **PPE:** Appropriate personal protective equipment (e.g., aprons, gloves) must be worn during food preparation and cooking.

Monitoring and Review:

Regular inspections will be carried out to ensure compliance with safety standards. Any incidents or near misses must be reported and reviewed to improve safety practices.

25. Specialist Schools and Additional Needs Provision

The Trust recognises its duty to provide a safe, inclusive, and supportive environment for all pupils, including those attending specialist schools and those with Special Educational Needs (SEN), disabilities, or complex health and behavioural needs. Our Health and Safety Policy reflect the additional considerations required to safeguard these individuals and the staff who support them.

Commitment to Safety and Inclusion:

- **Individual Risk Assessments:** Pupils with specific needs will have tailored risk assessments developed in collaboration with staff, parents/carers, and relevant professionals. These assessments will be reviewed regularly and updated as necessary.
- **Staff Training:** All staff working in specialist settings will receive appropriate training in areas such as manual handling, de-escalation techniques, medical protocols, and safeguarding. Training will be updated in line with statutory mandatory training and best practice guidance. refreshed periodically.
- **Environment Adaptations:** Learning environments will be adapted to meet the physical, sensory, and emotional needs of pupils. This includes accessible facilities, quiet zones, and specialist equipment.
- **Emergency Procedures:** Evacuation plans will be personalised where necessary, ensuring that pupils with mobility or sensory impairments can be safely evacuated. Staff will be trained in these procedures.
- **Medical and Personal Care:** Where pupils require medical or personal care, appropriate facilities and trained staff will be provided. All procedures will follow best practice and dignity standards. Appropriate medical training, supervision and competency checks will be overseen by the relevant health authority where appropriate.

- **Behavioural Support:** Positive behaviour support plans will be in place for pupils with behavioural needs. Staff will be trained in safe intervention techniques and supported by behaviour specialists where required. Where a behaviour support plan has been agreed, this will be shared with parents and families.
- **Communication Needs:** Staff will be equipped to support pupils with communication difficulties, including the use of visual aids, assistive technology, and alternative communication methods.

Monitoring and Review:

The Trust will regularly review the effectiveness of health and safety measures in specialist settings. Feedback from staff, families, and external professionals will be used to improve practices and ensure the highest standards of care and safety.

26. Mental Health & Wellbeing

The Trust is committed to supporting the mental health and wellbeing of all staff and pupils. Measures include We are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment. Systems will be in place within the academies for responding to individual concerns and monitoring staff workloads. The Trust provides a number of support systems for staff including referral to Occupational Health (referred to in the Trust's staff absence policy).

27. Emergency Preparedness (Beyond Fire)

In addition to fire safety, academies must have plans for:

- Lockdown procedures for security threats.
- Severe weather and flooding response.
- Utility failures (gas, electricity, water).
- Bomb threat and evacuation protocols. Plans must be reviewed annually and communicated to all staff.

28. Environmental & Sustainability Risks

The Trust will:

- Ensure safe disposal of electronic waste and hazardous materials.
- Promote energy-saving measures and sustainable practices.
- Include environmental considerations in risk assessments.

29. Contractor Management

Contractors will agree health and safety practices with the site manager before starting work. Before work begins the contractor will provide evidence that they have completed an adequate risk assessment of all their planned work. This applies to all academy's including PFI. Client annual audit reports from the PFI contractor are available for inspection to ensure effective management of contractors.

- Complete site-specific induction before work begins.
- Provide safeguarding compliance evidence.
- Submit risk assessments and method statements for approval.
- Always follow Trust health and safety rules.

(A signed version of this policy is available upon request.)

Appendix 1. Fire safety checklist

Issue to check	Yes/No
Are fire regulations prominently displayed?	
Is fire-fighting equipment, including fire blankets, in place?	
Does fire-fighting equipment give details for the type of fire it should be used for?	
Are fire exits clearly labelled?	
Are fire doors fitted with self-closing mechanisms?	
Are flammable materials stored away from open flames?	
Do all staff and pupils understand what to do in the event of a fire?	
Can you easily hear the fire alarm from all areas?	