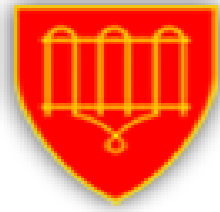


Last Reviewed: November 2023

Next Review: November 2024



**St. Laurence's C E Primary School**

## **HEALTH & SAFETY POLICY**

*November 2023*

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# 1. School Health and Safety Policy Statement

School Governors and Head teacher recognise their responsibility to provide a safe and healthy environment for teaching and non-teaching staff, pupils, visitors, contractors at the premises and those affected by the school's activities elsewhere. Within the ethos of self-regulation the governors and Head teacher will, so far as is reasonably practicable, ensure a safe place of work and a safe system of work.

In carrying out the above policy effectively the Governors and Head teacher, within the ethos of self-regulation, undertake so far as is reasonably practicable to:-

- seek the co-operation, through consultation and involvement, of all employees with a view to implementing the requirements of the Health and Safety at Work Act 1974, and associated legislation;
- maintain all places of work, including the means of access and exit from such places, in a safe condition and ensure that work equipment and systems of work are maintained to be safe and without risks to health;
- provide and maintain facilities and arrangements for the welfare of employees and pupils, including adequate provision for first aid treatment;
- ensure safety and the absence of risks to health and to the general environment in connection with the use, handling, storage, transport and disposal of articles and substances, and to provide appropriate personal protective equipment where necessary.
- bring to the attention of all regular and temporary employees, pupils, volunteers, visitors, contractors, at the school premises, their responsibilities with regards to their own safety and the safety of others who may be affected by their acts or omissions. This will involve the provision of an initial induction and further information, training and supervision as is necessary;
- identify, eliminate or reduce by controls, hazards which exist at the place of work through risk assessment and bring such hazards to the attention of employees and others who may be affected. This will include the formulation and where necessary, practise of effective procedures for use in the event of a serious risk or imminent danger such as a fire.

In addition to assist in the proper implementation of this policy the Governors and Head teacher will;

- keep abreast of legislation by ensuring adequate and appropriate advice through persons competent in health and safety matters and provide the necessary resources to ensure effective safety management. This will include monitoring health and safety performance on a regular basis with regards to places of work, work activities and, where necessary, contractor activities as well as keeping records;
- bring this policy statement and relevant safety arrangements not only to the attention of all employees, but other persons affected by the school's activities. The policy statement, organisation and arrangements will be reviewed and amended as often as necessary.

This statement of policy was approved by the Governing Body at their meeting on: 12/03/23



## 2. Health and Safety Representatives and Organisation

TITLE	NAME
Chairman of Governors	Emma Small
School Governors	<b>Stephen Matthews– Health and Safety Coordinator</b> <b>Emma Small Chair of Governors</b> <b>Sebastian Bowen</b> <b>Kelvin Price</b>
Headteacher	Stephen Matthews
School Teaching Staff	Chris McKeon – Y6 Kimberley Siddons– Y5 Victoria Parkes/Sara Yates– Y4 Jane Pick– Y3 Jenna Caine– Y2 Beth Canvin Y1 Rachel Davies– Reception Maria James: Nursery Ellen Harris - Nursery
Teaching Assistants	Sarah Brown Debi Cooke Emma Stewardson Sharon Pitt Bridget Angell Emily Sanders Bernie Wall Claire Sampson Juliana Ferguson Phoebe Nash Katie Holtom Cassie Powell Wendy Hyde Fabianne Hamilton Karen Brayne Charlotte Bowater Inji Tengiz Hannah Bromley

Lunch time supervisor	Catherine Williams Wendy Davies Claire Sampson Debi Cooke Phoebe Nash Michelle Jordan
<b>School Health and Safety Coordinator</b>	Stephen Matthews
Caretaker	Chris Pritchard
Cleaner	Paula Arrowsmith, Rachel Grantham
Lunch time servers	Becky Martin, Christine Mumford, Annabelle Croft, Jo Blount

Administrators	Kate Nash / Erin Ingram
Governors Health and Safety Committee	Emma Small, Kelvin Price, Sebastian Bowen

**Health, Safety and Welfare Advice and Training**

Shropshire Council's Health and Safety Manager –Carol Fox 01743 252819  
Lead Health and Safety Officer for Schools –Sharon Burt 01743 252819  
Health and Safety Officer – Adam Griffiths 01743 252819  
Crime Prevention Officer - Ian Bartlett 01743 252819  
Corporate Health and Safety Training Contact- David parsonage 01743 252819  
Email address for Health and Safety Team - [Health.Safety@shropshire.gov.uk](mailto:Health.Safety@shropshire.gov.uk)

**Fire Control/Emergency Evacuation**

Nominated School Premise Fire/Emergency Co-ordinator.....Stephen Matthews  
Deputy Fire/Emergency.....Chris McKeon .....

### **Reporting and Recording of Accidents etc**

Persons nominated for overseeing the documentation of accidents, diseases, dangerous occurrences, and incidents of violence Stephen Matthews.

### **Health and Safety (First-Aid) Regulations 1981** Certificated

First Aider ... Bridget Angel, Sharon Pitt

Paediatric First Aiders ... Maria James, Debi Cooke, Emma Stewardson, Michelle Jordan and Ellen Harris.

**All support staff are trained in First Aid.**

### **Educational Visits and Risk Assessments Co-ordinator (EVC)**

Chris McKeon

### **Asbestos and Legionnaires Coordinator add to the monthly checklist**

Chris Pritchard.

### **Portable Electrical Appliance Testing Nominated Co-ordinator**

Kate Nash

### **Control of Substances Hazardous to Health Assessment Co-ordinator**

Chris Pritchard

## **3. Responsibilities of Nominated Personnel**

### **3.1 School Governors**

- will be responsible in conjunction with the Head teacher to ensure formulation, reviewing and subsequent amendment to the School Health and Safety Policy consisting of a Statement of Intent, Organisation and Arrangements sections
- will ensure the Health and safety Policy is translated into effective action at all levels within the school
- will ensure that the Health and Safety Legislation, Codes of Practice and Guidance together with school rules are implemented and that staff and pupils are operating safe working practices
- will ensure that Health and Safety is put on the agenda of every main governor's meeting
- **Nick O'Sullivan** in liaison with the Head teacher, will ensure that professional health and safety advice is available
- in liaison with the Head teacher, will ensure that there is a nominated Health and Safety Coordinator/Officer appointed for the school premises
- will make adequate financial provision for enabling the policy to be put into effect
- will ensure the effectiveness of the policy and the safety performance of the school is monitored on a regular basis
- will ensure the health and safety policy is amended whenever necessary

- will promote a positive culture and an interest in health and safety matters throughout the school
- will ensure that the Fire Risk Assessment is reviewed annually in conjunction with the Head
- will ensure the Asbestos Management Plan is completed on receipt of the Asbestos Survey Report in conjunction with the Head teacher

### **3.2 The Head teacher**

- will be responsible for the implementation of the Health and Safety Policy and will liaise with the Governors to ensure full compliance with all its requirements
  - will appoint persons as listed in the organisation section of the policy so as to deal with the day to day issues on Health, Safety and Welfare
  - will periodically review the policy and draft amendments to it whenever necessary
  - will monitor the safety performance of the school and take such steps as may be necessary to improve performance
  - will ensure that all employees are supplied/have access to a copy of the statement and are aware of their responsibilities as determined by the policy, particularly those parts of the policy which affect them or the responsibilities that are allocated to their position
  - will ensure that effective channels of communication and consultation with staff and safety representatives are maintained shall we add something to the induction pack
  - will be responsible for formulating and implementation of the health and safety training policy arrangements for staff, in order for them to undertake their work safely
  - will ensure that a suitable and sufficient assessment of risks to the health and safety of all persons on the school premises are carried out. The assessments are recorded, together with the significant findings of the assessment and any group of employees identified as being especially at risk
  - will promote a positive culture and an interest in health and safety matters throughout the school.
- 
- will provide ongoing recommendations and present an annual report on Health and Safety to the Governing Body
  - will be responsible for dealing with visits from the Health and Safety Executive Inspectorate. Inspectors do not have to make an appointment to visit and inspect premises and have extensive powers under section 20 of the Health and Safety at Work Act.
  - will be responsible for ensuring that the Fire Risk Assessment has been completed and is reviewed Annually unless significant changes occur before this time.

### **3.3 The School Health and Safety Co-ordinator**

- will create a positive approach to accident prevention and the health and safety of staff, pupils and others on the school premises
- will carry out investigations and periodically inspect the premises and activities in order to
- determine whether the law is being complied with and whether the highest standards of health, safety and welfare, which it is reasonably practicable to attain, are being achieved
- will initiate and maintain positive measures to raise the level of health and safety performance; this includes the organisation of periodic fire drills and all necessary checks to safety equipment

(Firefighting equipment, First Aid Kits, Electrical Equipment, etc.) working with the School Administrator

- will ensure that all electrical leads and plugs are regularly checked. Health and safety update to staff to incorporate this. **This is the responsibility of the class teacher to check their classroom and ensure that the Health and Safety Coordinator is informed. Chris Pritchard is responsible for checking common areas.** All staff, however, must satisfy themselves that equipment is safe at the time of use. In particular they should check electrical leads for evidence of damage and plugs to ensure they are tightly fitting. Any defects should be notified to the Head teacher– as soon as possible and a note made in the Defects Book (kept in office) for subsequent repair by a competent person.

- will liaise with outside Health and Safety Advisers such as Corporate Health and Safety Officer, Enforcement Authorities - Health and Safety Executive, Environmental Health Officers and Fire Safety Enforcement Officers, etc.

- will ensure that the health and safety coordinator is conversant with current legislation affecting health, safety and welfare of staff, pupils and others

- Health and safety issues which are dealt with by the appointed School Health and Safety coordinator, may seek expert advice from the Corporate Health and Safety Team at Shire hall when required.

### **3.4 Teaching Staff**

- will, notwithstanding their individual functions, take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do.

- will co-operate with school management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety

- will take special care in matters of health and safety if they teach in laboratories, workshops or other potentially hazardous areas and be aware of specific guidelines contained in Local Authority technical papers, specialist publications from bodies such as the CLEAPPS, DATA, the Association of Science Education and British Association of Advisors and Lecturers Physical Education (BAALPE)

- will report all accidents, dangerous occurrences and potentially dangerous practices and situations to Management\Health and Safety Coordinator etc. as appropriate

### **3.5 Support Staff**

- will, notwithstanding their individual functions, take reasonable care of their own health and safety and that of the pupils and others who may be affected by what they do

- will co-operate with school management on matters of health and safety and will not interfere with or misuse anything provided in the interest of health and safety

- will report all accidents, dangerous occurrences and potentially dangerous practices and situations to the Head teacher\delegated senior member of staff\line manager.



### 3.6 Caretaker

- will ensure that staff under his immediate control are familiar with those parts of the Health and Safety Policy which affect them or the activities in which they are engaged
- will arrange for all levels of staff under his/her immediate control to receive, where necessary, adequate and appropriate training and information in health and safety matters
- will identify health and safety repairs and put into operation as necessary emergency work required to ensure the health and safety of staff, pupils and others
- will maintain plans, schedules and other data relating to the maintenance and building alterations as they affect health and safety issues
- will liaise with Property Services/outside bodies on matters of health and safety relating to electricity, gas, water supplies (**be familiar with the legionnaires log**), waste disposal, safe access of pedestrians and vehicles, building regulations and planning
- will be able to manage asbestos in the building and be familiar with the Asbestos Register and management plan
- will promote a positive culture and an interest in health and safety matters throughout the school.

## 4. Governors Health and Safety Committee

**Membership:** To consist of 3 Governors plus the Head Teacher.

- Ensure school security and safeguarding;
- Inspecting the Premises to identify essential maintenance work;
- Recommending to the Governing Body an ongoing programme of repairs and maintenance;
- Overseeing contracts for maintenance, repairs and small improvement work, cleaning and grounds maintenance;
- Considering health and safety issues associated with the building and site;
- Monitoring and reviewing the arrangements for cleaning the building and maintaining the surrounding areas;
- Maintaining satisfactory standards of furniture and fittings;
- Monitoring and controlling the school's energy needs.
- Review Fire Evacuation and school closure procedures

### Safeguarding

- Provide a safe environment for children and young people to learn in education settings;
- Ensure that risk assessments are carried out and adhered to for all trips and visits outside the school.
- Promote safe practices within the school.

**Quorum**

The quorum for any meeting shall be 3 members.

**Meetings**

The Committee will 3 times a year to fulfil its responsibilities and to meet any prescribed deadlines.

Meetings of the committee shall be called by the clerk to the committee and seven days notice will be given with an explanation of the purpose of the meeting.

## 5. School Health and Safety Policy Arrangements

### 5.1 Access on to and exit from the school site

The school premise is organised in such a way as to ensure that pedestrian and restricted traffic can circulate in a safe manner. Signs and demarcation lines have been put in place for parking. Barriers are in place and members of staff are stationed at the front gate to ensure children cannot come into contact with the vehicles coming into the school grounds from the front entrance when walking along the foot paths. Members of staff are stationed at both of the pedestrian entrances. This system is only operated from 8.40am – 9.00am. At the end of the school day parents are able to access the school premises from 3.20pm in order to collect their children, children in KS2 are permitted to leave school and make their own way home with written permission from their parents.

Letters will be sent to parents/carers/guardians to inform them of the procedures at the beginning of the term and whenever necessary to ensure they only park in the appropriate bays and do not obstruct the entrances. Parents/carers/guardians are responsible for their children until they are handed over at the gates.

### 5.2 Accidents and reporting

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR) require that Employers report:

- all fatal and specified major injuries,
- any injuries that result in an employee not being able to work for more than 7 days,
- or any injury which results in a person being admitted to hospital for more than 24 hours.

The regulations relate to any employee or other person within the school or engaged upon an activity arranged by the school e.g. pupils, visitors, service user, volunteers, contractors, agency, work experience.

The Council's Accident Reporting System (CARS) form will be used. Under the requirements of the regulations, when someone dies or suffers a specified major injury or condition, or there is a dangerous occurrence, as defined in the Regulations. The Nominated Person, (See section 2) will immediately notify Shropshire Council's Corporate Health and Safety Team by the quickest practicable means during office hours telephone number 01743 252819. The Health and Safety Team will report the incident to the Health and Safety Executive (HSE). The incident must be confirmed in writing within 48 hours using the CARS Form. **(N.B. For reportable incidents the Corporate Health and Safety Team will notify the School of the outcome and provide a HSE reference/incident number. Further information is available on the Shropshire Learning Gateway).**

**Reporting an incident out of hours.** It will be necessary to contact the Health and Safety Executive Incident Contact Centre directly, either by going online to the HSE website or if this is not available phoning (0845 30009923). Instructions are available on the back of the white sheet of the CARS form.

If there is any uncertainty to what needs reporting staff can contact the Corporate Health and Safety Team for advice and support 01743 252819. Staff need to be aware that in the event of a serious accident/injury the Corporate Health and Safety Team may need to investigate the

incident. Therefore it is advisable to take witness statements and photos of the site of the incident as soon as possible while it is still fresh in everyone's mind.

The report form must be signed/completed by the Head teacher (or nominated senior member of staff in their absence).

- The Pink copy is retained for the school files in the Administrator's office
- The (Yellow copy can be destroyed) and White copy must be sent to the Corporate Health and Safety Team, Shire hall, Shrewsbury.

In addition to the completion of the appropriate form, ensure that notes of all telephone calls are made, including:

- the time of the call
- the name of the caller
- what details were given of the event being notified

### **Reviewing accidents**

An analysis of the accident reports and near-misses will be undertaken at intervals and considered by both school management and the Governors' Committee with Health and Safety Responsibilities for consideration of further action.

### **STAFF must be aware of the following:**

- Parents are advised of incidents in writing by means of a note where deemed necessary. Details of the injury, time and date must be included, this is essential for head injuries. Parent slips are kept by the accident book in the administrator's office.
- Children's medical conditions/allergies are permanently displayed to staff and supply teachers on the wall in the staff room and in each classroom.

**Also see section 5.9 for recording minor injuries and first aid treatment.**

### **5.3 Asbestos**

There is no Asbestos in the School.

### **5.4 Bad weather contingency plans**

Site staff will be responsible for ensuring the site remains in a good and safe condition and they will follow the procedures that have been implemented for gritting the site during icy and snowy conditions. A risk assessment has been completed and the procedures are in the staff handbook which is kept in the Administrators Office. Staff must stick to the appropriate routes during icy/snowy conditions because some areas may not have been gritted. Staff will be notified of these areas and/or they will be cordoned off.

### **5.5 Confidential Counselling Service**

The school acknowledges that the Local Authority provides a confidential counselling service for all staff. Governors commend the use of this service to staff. Staff can find out more details through the Learning and Skills – Human Resources Department. Targeting Mental Health Support, [tamhs@shropshire.gov.uk](mailto:tamhs@shropshire.gov.uk) ,01743 246899

## 5.6 Contractors

All contractors working on the school premises are to report to the school office prior to starting work. They must read and sign the red ASBESTOS book and will be expected to operate within the set guidelines.

All contractors that come onto site are notified of the procedures in place for fire safety, emergency evacuation, first aid and reporting an incident. **(Emergency procedures must be given to all visitors/contractors who come onto the site. The detail of the information given will vary depending on the time and work being undertaken).**

For extensive work or high risk jobs the contractor must comply with the recommendations and procedures issued by Shropshire Council and current health and safety legislation. Close liaison between the Council representative and contractors must be maintained. This will be arranged prior to work commencing and during the work activity as appropriate, i.e. provision will need to be made for emergency discussions to address unforeseen developments e.g. the work may take longer than planned and new safety arrangements may need to be made.

### School safety arrangements regarding contractors

Shropshire Council assess the health and safety credentials of a contractor and these contractors will be listed on the approved list. They are CHAS registered. This list must be checked before awarding the work.

The following are factors that will be considered as part of the safety vetting procedure:

- details of current relevant issues, supported by documentation where necessary;
  - sight of the contractor's own safety policy (where they employ five or more employees - as required by Section 2 of Health and Safety at Work etc, Act 1974), method statements, permits to work etc., as applicable;
  - confirmation that the contractor agrees to work in accordance with the School's Health and Safety Policy and arrangements, and the health and safety requirements are laid down in the contract;
  - clarification of the responsibility for provisions of first aid and fire fighting equipment;
  - details of articles and hazardous substances intended to be brought onto site, including any arrangements for safe transportation, handling, use, storage and disposal;
  - details of plant and equipment brought onto site, including arrangements for storage, use, maintenance and inspection;
  - clarification for supervision and regular communication during work, including arrangements for reporting problems or stopping work in cases where there is a serious risk of personal injury, imminent danger to employees and others, and possible damage to plant and buildings;
- 
- arrangements for suitable working times and segregation of school activities from the contractors work areas;
  - confirmation that all workers are suitably qualified and competent for the work (including a requirement for sight of evidence where relevant).

- **N.B.** A hot work permit will be required when hot work is taking place e.g. roof works, soldering, stripping paints, etc. (further detail can be found in Shropshire Council's Hot Work Policy or Managing Contractors policy arrangements which can be found on the Shropshire Learning Gateway\Administration\Occupational Health and Safety\A-Z).

## 5.7 Control of Substances hazardous to Health (COSHH)

**NO SUBSTANCES WILL BE USED OR GENERATED WITHIN THE SCHOOL UNLESS AN ASSESSMENT OF THE HAZARDS AND RISK THAT THEY PRESENT HAS BEEN MADE.**

Whenever the school intends to use, or create a substance that could be a risk to the health of staff, pupils and others, the School's COSHH Assessment Co-ordinators (Names listed in section

2) will:

- identify and control these substances, minimising the risk of exposure to staff and others.
- ensure staff are aware that certain substances are hazardous to health. Wherever possible these will be taken out of use. Where substitution proves to be impossible a Shropshire Council COSHH assessment form will be used to ensure conformity. Copies of these documents will be available in the [\(Administrator's Office\)](#).
- ensure an inventory of all chemicals will be kept and is up-to-date.
- ensure **All users** are informed, trained and instructed in the safe use of these substances and have access to the COSHH assessments.
- ensure staff are informed to read labels and instructions, practise sensible, safe working habits and follow and understand the emergency procedures.
- ensure equipment is maintained and used as instructed.
- ensure personnel protective equipment/clothing is available and used when required (See Section 5.16 PPE.)

### All Staff must be:

- alert to the potential dangers of allowing pupils to bring their own pens into school. Spirit based items are not allowed.
- The use of solvent based "Tippex" will be controlled by the school office.
- Aware that they have a responsibility for reporting hazards, potential hazards and "near misses" to the [Headteacher/Health and Safety Coordinator Cleaner in Charge](#).

## Legislation

The Control of Substances Hazardous to Health Regulations require detailed information on hazardous substances and these can be found in the COSHH assessment file kept in the Staff room/on line, Shropshire Learning Gateway\Administration\Occupational Health and Safety, etc.

**(N.B. Substances used by Shire Services Cleaning or Catering staff [or other contractors] will be controlled by their respective departments who will ensure that the assessments are carried out and staff are informed, trained and instructed. The Headteacher or delegated responsible person will need to ensure that these documents are in place and up-to-date on a regular basis).**

## 5.8 Fire Safety

The **Fire Risk Assessment** is sited in the Health & Safety folder situated in the Head teacher's office. There is an electronic copy located in Policies on Server U. The Fire Risk Assessment is undertaken by Stephen Matthews annually in March/April. This will be reviewed on an annual basis or sooner if significant changes have taken place before this time. If the risk assessment

identifies any significant risk the school will treat them with the appropriate priority and an action plan will be generated to address the high risks immediately and reasonable time periods applied to implement the control measures for the medium and low risks. **(The Fire Policy statement is in Appendix 1, it can be kept with the fire risk assessment but state this).**

Notices of fire procedures are fixed to visible sites around the school and in every classroom. Emergency exit doors and routes are kept clear at all times and not obstructed by random storage at any time. All fire doors are kept permanently unlocked while the premises are in use. Staff are actively encouraged to demonstrate good housekeeping.

The Caretaker checks all fire-fighting and detection equipment monthly to ensure they are in good working order and within the "use by" date as is the statutory requirement. In addition there is an annual check of all firefighting equipment by **Chubb Fire Ltd**

The fire alarms are tested weekly by Chris Pritchard (Caretaker). Records are kept in the logbook found in the office.

**Notices around school have the following information.**

**FIRE ALARM INSTRUCTIONS: IF YOU DISCOVER A FIRE**

**Press the fire alarm nearest to where you are:**

- 1. The alarm will sound.**
- 2. Pupils and staff will walk out of school by the nearest safe exit.**
- 3. Classes line up. Assembly point is on the playground near to the field.**
- 4. Teaching staff to take Attendance Registers and check all children in their classes are out of the building. The Relevant will check the toilets in KS1 and in KS2.**
- 5. DO NOT PANIC. Walk quickly and quietly in line, DO NOT return to the classroom or cloakroom to pick up personal belongings.**
- 6. Await further instruction before returning to the building.**

**Fire drills** take place every half term. Details including the names of all staff in attendance are recorded in the Fire Log book and notes made of any problems which need remedying. □ In the case of a fire, the first requirement is for staff to ensure the safe evacuation of all persons from the building to the safe places indicated on the fire procedures notices. The primary responsibility of class teachers remains to evacuate the premises, which should NOT then be re-entered until instructed to do so.

- Shropshire Fire and Rescue Services (SFRS) will be summoned by **Mrs Nash (administrator) or Mrs Tonkinson (administrator)**, but in circumstances where the Administrator is not at school, once everyone has safely left the building and moved to a place of safety. A delegated member of staff will ensure that the SFRS is summoned.
- Fire wardens will sweep their designated areas and report to the 'Person in Charge' **(a map will be required of the designated areas and full instructions/training so staff fully understand their duties.)**
- All attendance registers will be properly marked for the morning and afternoon sessions. Members of the teaching staff will take their registers with them on evacuating the premises. When possible.
- A roll call will be taken when everyone has reached the place of safety.
- All visitors/contractors report their presence on site to the administrator and sign the appropriate 'Visitors' book and ensure they are familiar with the fire precautions. Reception staff must remind visitors to read the emergency arrangements. These are on the back of the visitor badges.
- Special consideration will be given to staff, visitors and pupils with special needs, disabilities etc. An Individual Personal Emergency Evacuation Plan (PEEP) will be completed for staff and/or pupils when required
- Staff or others taking after school clubs must ensure they are familiar with the fire procedures.
- The school premises are organised in such a way as to ensure that adults and children can circulate in a safe manner.
- All access routes will be maintained in a safe condition and be free from obstructions. So far as reasonably practicable any hole, slope, uneven or slippery surface which is likely to cause a person to slip, trip or fall preventing them getting out of the building safely will be repaired.

### **Fire safety training for staff/pupils**

- all staff will be given fire safety awareness training.
- staff will be made aware of the findings of the fire risk assessment and have access to the fire safety policy statement
- individual records of staff health and safety training will be kept in health & safety folder in Head teacher's office.
- Pupils will be made aware of the fire safety procedures so that they are aware of the actions to be taken in the event of a fire.

### **5.9 First Aid**

The school will ensure that, adequate and appropriate facilities are provided to enable first aid to be rendered to staff and pupils should they be injured or become ill. A risk assessment has been undertaken to ensure the provision is suitable for the school at all times including out of normal working hours and on visits and journeys.

If medical assistance is thought to be necessary, parents will be contacted. However, should the parent(s) be unavailable medical assistance will be sought by the school and the child will be accompanied to the doctor's or hospital by a member of staff.



The school seeks to ensure that at least 2 members of staff have received training on a first aid course and two other members of staff have the additional paediatric training.

First Aid training will be provided by Shropshire Council's Occupational Health Team. Section 2 lists the names of all the First Aiders.

### **5.9.1 First Aid Facilities**

- The first aid boxes are placed in clearly identified and accessible locations:
  - a) by the staff room, b) In the kitchen by the hall. Each first aid box contains a list of required first aid items and sufficient quantities of suitable first aid material and nothing else. Contents of the box will be replenished as soon as possible after use in order to ensure there is always adequate supply of all materials. (Additional supplies are stored in the stock cupboard next door to office. **Health & Safety Co-ordinator** is responsible for ensuring these are replenished as soon as possible after use.
- Disposable plastic gloves are provided in the first aid box, properly stored and checked regularly to ensure that they remain in good condition.

### **5.9.2 Recording First Aid Treatment**

Records of all incidents treated will be made in the accident/Incident exercise book for pupils/students for events that do not arise out of a fault of the premise/activity etc. All other incidents will be recorded on the CARs forms and the pink copies of the CARs forms kept in the Administrator's office in the locked filing cabinet. See section 5.2 for further information on accident/incident reporting.

### **5.9.3 Administration of Medicines**

First Aid does not include administering medicines to children. Staff will require additional training and consent to administer medicines e.g. insulin, use of an epi-pen etc. This will only be after full consultation with the parents/guardians/carer and the school nurse.

Staff can be with the child as the child administers their own medicine. Any member of staff witnessing the child taking their medicine must sign a **(form/book)** to confirm this. **(N.B. this also applies to using an asthma inhaler.)** Where ever possible 2 members of staff will be present especially when having to administer the medication.

Medicines are kept in the locked cupboard within **(Administrator's/Secretary's)** office or can be found stored in the fridge in the staff room if required to be refrigerated. Shropshire Council's 'Medical Arrangements, Guidelines and Procedures for Shropshire Schools' are followed. Staff can access the full document on the Shropshire Learning Gateway for further information. The Asthma Policy and Guidelines contains the consent form for administering medicines.

Parents/Guardians will be required to complete a consent form asking for medicine to be stored in the school. Parents/Guardians must be made aware they will be responsible for making sure the medicine is kept within date.

## 5.10 Housekeeping

The school has adopted policies and practices which lead to a safe working environment. Good housekeeping is practiced at all times and sets a good example to the pupils.

- Staff must ensure that all spillages will be cleaned up immediately with safe disposal of the waste. If there is a large spillage the **(Caretaker/Site Manager/Cleaner in Charge)** should be contacted to assist. If the area is left unattended staff must put out warning signs/cones.
- All rubbish and waste paper bins will be emptied daily so as to minimise the amount of combustible material in the building in the case of a fire.
- All storage areas will be kept orderly, safe and provided with easy access.
- The school premises will be cleaned to an acceptable standard on a daily basis by Cleaning Staff.
- Hygiene standards are of the highest attainable by all staff including those serving dinners.
- All school staff are responsible on a daily basis for reporting Health and Safety issues to the Headteacher/Health and Safety Coordinator.

## 5.11 Lone Working Working Alone

It is recognised that, from time to time, it may be necessary for school employees to work in situations or locations, which are remote from other members of staff. This includes employees working in the evenings, weekends or during holiday periods on their own.

Any staff wishing to work outside normal school hours must have prior agreement/permission from Headteacher or designated senior manager. In such circumstances, the school will assess the risk to these individuals and introduce suitable controls to ensure that all risks are minimised but where practicable no-one will work on their own in the school.

## 5.12 Manual Handling

The school recognises that manual handling does take place within the school and that the movement of heavy and awkward loads can contribute to significant workplace injuries. Therefore it is a requirement at staff induction that manual handling will be identified within the tasks/activities undertaken by the individual and training will be provided where appropriate.

A specific manual handling risk assessment will be undertaken for the task/activity where manual handling cannot be eliminated and reviewed regularly. Training will be refreshed every 3 years unless it is deemed necessary to undertake the training more frequently.

Staff who have undertaken manual handling training will be familiar with the risk assessment process and read the completed risk assessments and follow the control measures at all times.

### **General manual handling guidance for all staff**

To avoid manual handling injuries you should ensure you follow the basic manual handling procedures:

- Plan the lift before you start
- Assess the load – if it is awkward or heavy, is there a mechanical aid to use e.g. trolley or will it require a second person to help.
- Ensure the route you are going to take is the most direct, clear from obstruction and as flat as is possible. When you off-load the object make sure the area is clear for you to do so.
- When lifting bend your knees and keep your back straight, feet apart and angled out and ensure the load is held close to the body and firmly.

- Lift smoothly and slowly and avoid twisted, stretching and reaching where practicable. See pictures of correct procedures in **Appendix 3**.

### **5.13 Minibus use.**

**(N.B. The law on driver licensing no longer permits car drivers who pass their test after 1 January 1997 to drive mini-buses without a Passenger Carrying Vehicle (PCV) driving test or unless they are driving under a Section 19 Permit. This does not apply to earlier licence holders who are over 21 years of age.)**

- Teachers, parents and others who drive pupils in their own private cars will ensure their passengers' safety by confirming the vehicle is roadworthy, and they have an appropriate licence and insurance cover for carrying the pupils. Volunteers will be carefully vetted by the school before they are permitted to drive pupils in their cars. The Head teacher will request assurances as necessary. This will be encompassed in the risk assessment for trips where necessary.
- The driver is responsible for making sure that pupils have a seat belt and use it at all times and if necessary use booster pads. Staff hiring a minibus or other vehicle must make sure pupils wear seat belts at all times. Vehicles without seat belts **will not be used**.
- Parents' agreement will be sought (on the consent form for the visit/journey) for their children to be carried in other parents', volunteers' or other pupils' cars. Parents, volunteers or other pupils driving pupils will not be allowed to be alone with a pupil. The party leader will arrange a central dropping point for all pupils rather than individual home drops.

### **5.14 Out of Hours use of school premises**

Consideration will be given to persons using or hiring the premises outside school hours in order to ensure their safety.

A responsible person will be nominated to represent the school and a user representative sought for liaison, to ensure that all visitors understand the procedures to be adopted in the case of fire/emergency evacuation, first aid provision, and safe use of buildings, equipment, substances and other facilities.

There will be control over the number of persons attending functions at the school to ensure it complies with the details in the Fire risk assessment. If necessary further advice will be sought from the Corporate Health and Safety Team details can be found in in Section 2.

Events and entertainment programmes will be scrutinised beforehand with regard to licensing and the above mentioned procedures. Hirers of the building will be given written emergency procedures they have to comply with and sign to agree to follow them.

### **5.15 Parental/Adult/volunteers help (see Volunteer Policy)**

- All parents/adults/volunteers will be checked by the Disclosure and Barring Service (DBS) if they offer to help with clubs, transport or any other school activity.
- They will be given appropriate information e.g. emergency procedures when necessary.
- When using their own car they must prove that their insurance is validated and the car is road worthy, taxed and MOT where appropriate.
- 

### **5.16 Play equipment (indoor and outdoors).**

All play equipment must be used in accordance to the manufacturers/installers instructions.

All outdoor play equipment and safety surfaces comply with the current standards BS EN 1176 and BS EN 1177 respectively.

All new pupils are given an induction on the equipment before they first use it.

Staff rota for playground duties is on the staff notice board. All staff when on duty must visually check the play equipment before the pupils use it and check that the weather conditions are favourable. Headteacher/Deputy Headteacher/Playground Supervisor to make the final decision for the equipment to be used.

Indoor and outdoor play equipment weekly/quarterly inspections are undertaken by **Chris Pritchard** Records of the inspections are recorded and documents/book kept **in school office** Annual inspections are undertaken by Sovereign report kept **in school office**

For further information and details of the checks required see Play equipment safety arrangements on the Shropshire Learning Gateway.

### **5.17 Portable electrical appliance testing (PAT)**

The Headteacher or delegated responsible person will be responsible for ensuring that all portable electrical equipment is tested by an approved contractor annually or in accordance with the HSE guidance document 'Maintaining portable electric equipment in low-risk environments' INDG236 (rev3) published 09/13.

A register of all such electrical equipment used in the school is kept in the **Administrator's office.**

No equipment other than newly purchased may be used unless tested. This includes personal equipment brought into school by members of staff.

The School Administrator will be responsible for co-ordinating the registration, inspection and testing of equipment. See section 2 for name of person responsible).

All staff will be informed/instructed how to visually check the electrical equipment before use e.g. checks on the casing/plug not cracked/in date, etc.

All hard wired electrical instalments are maintained by Shropshire Council Property Services at least every 5 years unless changes have occurred.

## 5.18 Risk Assessment

The school will assess all risks to safety and health using the risk assessment process to identify any significant risk. Risk Assessments are required under the Management of Health and Safety at Work Regulations and other specific regulations for the workplace, work activities and equipment.

All significant risks will be recorded on the approved Shropshire Council risk assessment which will be updated annually unless changes occur before the said time and the assessment will be reviewed and amended. Staff will be made fully aware of any risks or additional control measures required which have been brought about by the changes. This will be monitored by the School's Health and Safety Co-ordinator.

For staff who do not feel confident to undertake a risk assessment, additional guidance is available in Appendix 2. Otherwise the member of staff can discuss this with their Line Manager/Head of Department and arrange to go on a training course provided by Shropshire Council Health and Safety Team see section 2 for details.

- Risk assessments are available for staff activities, the use of equipment and premise. See file of assessments in office.
- Risk assessments will be carried out before every educational visit unless one is available. It will be reviewed to ensure nothing has changed since the last visit.
- Arthog Outdoor Education Centre does its own risk assessment which staff are familiar with. They will check the control measures to ensure they correspond with the school risk assessment.
- All Physical Education activities have been risk assessed including the use of the outdoor play equipment.

## 5.19 Equal Opportunities

The risk assessment process carried out to comply with health and safety legislation will also provide an opportunity to consider the reasonable adjustments required by the employer under the Equalities Act 2010. The Act defines a situation in which a disabled person is at a disadvantage that could be overcome through a reasonable adjustment to their work and removes barriers to disabled workers doing their jobs or pupils attending a particular school. What a reasonable adjustment is will depend on the situation, but might include things like the provision of accessible equipment, a change in hours or even moving the worker or pupil to a more appropriate job or work area. Identifying what is required will be part of the risk assessment process and will enable the school to demonstrate so far as is reasonably practicable everything reasonable has been done.

## 5.20 School Security (Safeguarding)

This will be monitored at least annually by the Health and Safety committee.

- Gates are locked at the same time each day in the morning at 9.05 am and after school at 3:50 pm. After which time access to school is through the main entrance. After school clubs e.g. football club use main door.
- The Administrator/Secretary monitors those that come to the door at reception before deciding who to let into the building. **(If staff know they have visitors attending they must inform the Administrator/Secretary).**

- All visitors sign in and out and wear badges of identification or a visitor's badge.
- The main doors have good locking mechanisms.
- All teaching staff, site manager/caretaker and teaching assistants have a zapper to access the school during term time. They can also activate the school's electronic security system. The School Administrator has a full inventory of key holders and keys that have been allocated.
- Anyone working with or giving lifts to the children has been DBS checked.
- All electrical devices are annually tested.
- Fire drills take place every half term. Details are recorded and notes made of any problems needing remedying.
- Blinds/curtains have been installed in all classrooms and corridors for security, the classroom blinds/curtains are closed at the end of each school day.
- All staff have been made aware of the Health and Safety at Work Act 1974, and associated legislation through an induction and the HSE Health and Safety Poster which is displayed in a prominent position in the staff room.

The Caretaker is responsible for the security of the school at the end of the day and during school holidays, by ensuring that doors, windows, skylights etc are secured.

All staff have responsibilities for ensuring their classroom windows are shut and lights and computers are switched off at the end of the day

### **Premises Key Holders attending alarm activations or responding to call-outs?**

Stephen Matthews, Chris McKeon, and Chris Pritchard.

The School will employ a security guarding company (Security Wise) to be a key-holder for our premises in the event of an intruder alarm activation or call-out

Employees and/or spouses/partners should not attend to intruder alarm activations or call-outs without a Police or security guard presence. On arrival at a site or premises, employees and/or spouses/partners must not enter a site or premises before the Police or security guarding company. Who will respond to alarm activations without recourse to a school key holder or who will arrange for someone to meet and stay with the key holder whilst they check the site.

For the school's nominated representatives who will respond/liaise with the security company (Chris Pritchard) in the event of an out-of-hours call out, see section 2. The school have assessed the risks to these individuals and introduce suitable control measures to ensure that all risks are minimised e.g. All nominated staff have been trained in violence and aggression. Following any event the risk assessment should be reviewed and further control measures implemented where appropriate.

### **5.21 Supervision of pupils**

The school will be open from **[8.40]** am to **[3.15]** pm on weekdays during term times. Between these times supervision will be provided. Pupils will not be allowed on site outside these times.

Parents are informed of the details of the school arrangement at the beginning of the school year and reminders sent throughout the year when necessary.

The Supervision Ratio is 1:8 for Nursery pupils (if the session is led by a support assistant)

1:12 for 4 year olds and 1:30 for all other age pupils in lesson time.

### **5.22 Violence**

The School follows Shropshire Council's Policy and Guidance on Violence at Work.

The Health and Safety Coordinator (**see section 2**) is responsible for ensuring that **All** staff:

- are aware of the policy and procedures for avoiding violence at work and reporting and recording all incidents of verbal and physical abuse see 6.2. Accident Reporting.
- are aware of Shropshire Council's arrangements available to victims of violence at work.
- that they have meetings with potentially hostile parents in the presence of another member of staff.

Staff will be trained to handle aggressive or unacceptable behaviour where it is identified to be required.

### **5.23 Visits and Journeys**

Shropshire Council's Regulations and Guidelines for Educational Visits and Journeys (September 2013) is followed. The Educational Visits Coordinator (EVC) is listed in Section 2 of this policy. The EVC will liaise with the members of staff who will be undertaking the trip to ensure the procedures have been followed. **(N.B. If the EVC is not the Headteacher then the EVC must make sure the Headteacher countersigns the approval documents including the risk assessments.)**

#### **Risk assessments for Educational visits**

- Teachers will make a pre-visit to the place of their visit where practicable to assess the site/activity.
- They will complete a risk assessment form and return it to the EVC/Headteacher for approval.
- They will read/be aware of the Shropshire Council Educational Visits and Journeys Policy.
- They must ensure the ratio of adults to children will comply with national guidelines and Shropshire Council's Guidance and approved by the EVC/Headteacher.
- They must get the consent of every child's parents/guardian before taking them on a visit.
- On a visit which will extend beyond the school day, the teacher will establish a telephone pyramid in case of a coach breakdown or any other delay.
- First aid provision will be provided suitable for individual trips.
- Teachers must remind children to wear seatbelts.
- DBS checks will be required for parents/helpers/volunteers.

### **5.24 Work at Height**

Where ever possible working at height will be avoided. If working at height is identified during the risk assessment process, contractors will be used where practicable. Otherwise staff will be trained to undertake the task if it is identified to be a low risk activity. Appropriate access equipment will be purchased to undertake the tasks.



Ladders/step ladders will comply with the following standards BS 2037, BS 1129 Class 1 or BSEN 13. **(Staff who have been trained will have the understanding of what equipment should be used).**

### **5.25 Work equipment**

Work equipment relates to all things that assist staff to do their job from tables and chairs, ladders, vacuum cleaners, utensils, computers, photocopiers, fire extinguishers, etc.

The equipment must be suitable and fit for purpose. Therefore before any equipment is purchased staff must ensure they understand what is required and consult with all those that will be using the equipment:

- consideration will be given for the installation, storage and positioning of the equipment.
- training and use of the equipment will be required and where practicable, training provided by the companies that supply the equipment.
- the equipment will be maintained to ensure the equipment remains in good condition by the Caretaker or will be under contact for maintenance and repairs via Shropshire Council Property Services and/or the Supplier.
- Staff will be given information, instruction and/or training before the initial use of the equipment to understand how to use it and what checks are required to use it safely. It is the responsibility of the person using the equipment to ensure that it is in a safe condition before using it and to report any defects to Health and Safety Coordinator/Site Manager etc.

## **6. Monitoring and Review**

Internal monitoring and review of the health and safety policy and procedures will be undertaken on an annual basis.

The Headteacher and the Health and Safety Committee will be responsible for reviewing and amending this policy in conjunction with the Annual Health and Safety Self Monitoring Checklist and Fire Risk Assessment which are required by the Local Authority.

The school will make arrangements to carry out a systematic and regular programme of monitoring and reviewing of:

1. All accident/incident reports
2. All advisory reports received
3. All termly audit reports (where appropriate)
4. The annual health and safety self-monitoring checklist and action plan
5. Incident reports i.e. near misses and violence
6. Other information about changes in requirements as they occur.

Aspects of these will be reported on to the appropriate Committee of Governors/Officers responsible for Health and Safety so that any review of policy that may be necessary or contemplated can be informed by them.



Headteacher

SR Maitte

## Appendix



# Fire Safety Policy Statement

(A copy of this document should be displayed alongside the Health and Safety Policy, and one copy should be placed at the front of the Fire Safety Log Book).

**Name of school or premise:** **St Laurence's C E Primary School**

**Name of the responsible person:** Stephen Matthews (Head teacher)

The Premise Manager/Head teacher/Governors, and staff acknowledge and accept our responsibilities under current fire legislation the Regulatory Reform (Fire Safety) Order 2005. These responsibilities are addressed in the above establishment by:

1. the provision of a suitable and sufficient risk assessment using the KYBIB\KYSIB format;
2. appropriate fire precautions\*
3. management systems that identify staff with specific fire safety duties, enable the safe evacuation of employees, students and others from our buildings and minimise the damage in the event of fire\*\*

### **The following are provided to meet the requirements of the relevant legislation:**

- an appropriate method of giving warning in case of fire;
- suitable and appropriate routes, exits and means of protection to enable occupants of the building to evacuate quickly and safely in the event of fire;
- suitable emergency lighting where necessary;
- suitable fire signage;
- suitable fire-fighting equipment at appropriate locations throughout the building; □ appropriate structural fire precautions.

### **Our fire safety management plan incorporates:**

- a suitable and sufficient risk assessment which gives information about significant risks and is brought to the attention of employees and any others affected by those risks;
- an emergency evacuation plan for the premises; regular, monitored fire drills, which are evaluated, recorded and any issues addressed;
- the production of a fire safety training programme for all employees, covering routine fire safety arrangements and any relevant issues identified from the fire risk assessment and evacuation plan; systems for recording the content, duration and provider of fire safety training;
- the provision of fire safety equipment which is maintained and tested by competent people, and suitable and sufficient record-keeping.

Signed:



**N.B.**

\* & \*\* Guidance for the fire safety management plan and systems can be obtained from the guidance documents which support the KYBIB\KSYIB these are obtainable from: [www.wmarsontaskforce.gov.uk](http://www.wmarsontaskforce.gov.uk) and [www.firesafetylaw.communities.gov.uk](http://www.firesafetylaw.communities.gov.uk)

## **Appendix**

### **GUIDANCE NOTES ON COMPLETING A GENERAL RISKASSESSMENT**

#### **Introduction**

An assessment of risk is a careful examination of the activities undertaken within the workplace and should assist employers to determine what measures should be taken to comply with relevant statutory requirements.

The duty for employers to carry out risk assessments is detailed in Regulation 3 of the Management of Health and Safety at Work Regulations 1999. The responsibility for undertaking the assessments lies with the supervisor/manager of a Department/School or Section.

It is not necessary to create a risk assessment form for all operations, and each should be prioritised into risk categories e.g. low, medium and high. Using the Shropshire Council risk assessment form, identify the activities/operations that take place in the school/department and categorise them into high, medium or low risk. Concentrate on assessing those activities that are considered to be high-risk first and medium risk second, leaving low risk till last. (It may be proven that a more detailed assessment is not required for low risk, if no significant risk is identified).

#### **Completing a Risk Assessment**

##### **1. (Section A) Outline of the Task/Activity being assessed**

Give details of the work activity being assessed; give a brief description of the purpose/method that will be understood by all concerned

**Specific Legislative Requirements** Many tasks are controlled by specific Health and Safety Legislation, which Managers/Heads of department/Supervisors should be aware of. In this section any specific legislation affecting the work activity should be detailed e.g. Manual Handling, Work at Height, The Construction Design Management Regulations, if scaffolding is being used or the Noise at Work Regulations if a noise problem has been identified.

##### **Directorate/Workplace (School)/Team and Reference Form No.**

Each assessment should be given a reference number and an index kept of all assessments. The location of the particular work activity being assessed should also be detailed. Relevant staff should be involved to ensure a full understanding of the work procedure that they are to undertake

##### **2. Section 2 the risk matrix to assist in assessing the level of risk.**

**3. Section 3 This is the main area for Identifying the potential hazards.**

**Level of Skill/Training required**

Special skills or training are required on certain work activities and these should be identified i.e. use of a ladder, manual handling training, working with chemicals, driving the minibus.

### List the Main Hazards identified:

Look only for the hazards that you could reasonably expect to result in significant harm from the work activity. The following is a non-exhaustive list of hazards that may be identified;

- Chemicals
- Electricity
- Dust/Fumes
- Noise
- Fire
- Manual handling (WRULDS)
- Slipping/tripping hazard
- Upper Limb Disorders.
- Moving parts of machinery
- Poor lighting
- Vehicles
- Play equipment
- Work at height (Use of ladders)
- Sporting activities
- Stress

**Who will be affected?** List groups of people who are especially at risk from the significant hazards which have been identified; e.g.

- Office staff
- Maintenance Staff
- Cleaners
- Staff with disabilities
- Member of the Public
- Visitors
- Contractors
- Lone Workers

### Control Measures, to reduce the risk

The main objective is to establish if the hazard can be removed altogether and if this is not practicable how the risk can be controlled to prevent harm.

Detail what action has been taken to control the risk of harm from the hazards identified. Some of the controls may be accepted standards or standards laid down by legal requirements.

A systematic approach to reducing the risk of harm is; **i) Remove the risk completely.**

**ii) Consider less risky alternative work methods. iii) Prevent access to the hazard (e.g. by guarding). iv) Organise work to reduce exposure to the hazard.**

### **v) Issue personal protective equipment Manual Handling Risk**

Consider if the work activity that is being assessed would create a manual handling risk to employees. If so categorise the operation in to high/medium/low risk and establish if a more detailed assessment is required. It should be noted that significant Manual Handling Operations should in addition be assessed in order to comply with the Manual Handling Operations Regulations. Staff may require specific training.

### Personal Protective Equipment Required

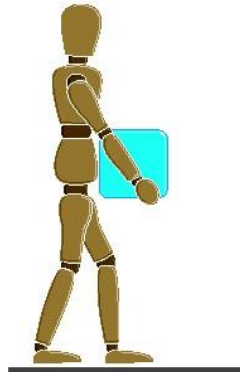
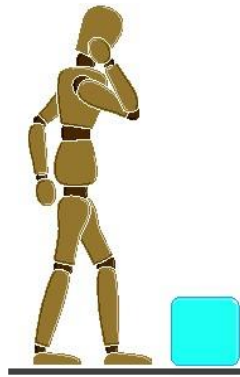
Following the examinations of the hazards detected and the control measures in place to reduce the risk, the last form of control should be Personal Protective

# Appendix 3 Good Handling Techniques

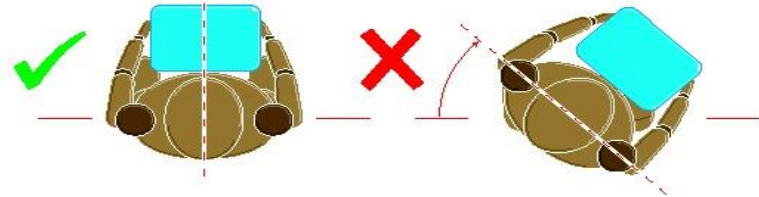
## Good handling technique for lifting

Here are some practical tips, suitable for use in training people in safe manual handling. In the following section a basic lifting operation is taken as an example.

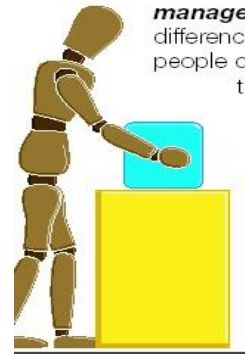
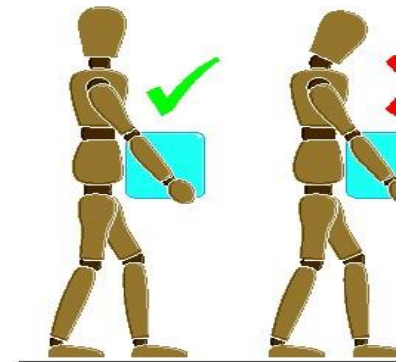
- **Think before lifting/handling.** Plan the lift. Can handling aids be used? Where is the load going to be placed? Will help be needed with the load? Remove obstructions such as discarded wrapping materials. For a long lift, consider resting the load midway on a table or bench to change grip.
- **Keep the load close to the waist.** Keep the load close to the body for as long as possible while lifting. Keep the heaviest side of the load next to the body. If a close approach to the load is not possible, try to slide it towards the body before attempting to lift it.
- **Adopt a stable position.** The feet should be apart with one leg slightly forward to maintain balance (alongside the load, if it is on the ground). The worker should be prepared to move their feet during the lift to maintain their stability. Avoid tight clothing or unsuitable footwear, which may make this difficult.
- **Get a good hold.** Where possible the load should be hugged as close as possible to the body. This may be better than gripping it tightly with hands only.
- **Start in a good posture.** At the start of the lift, slight bending of the back, hips and knees is preferable to fully flexing the back (stooping) or fully flexing the hips and knees (squatting).



- **Don't flex the back any further while lifting.** This can happen if the legs begin to straighten before starting to raise the load.



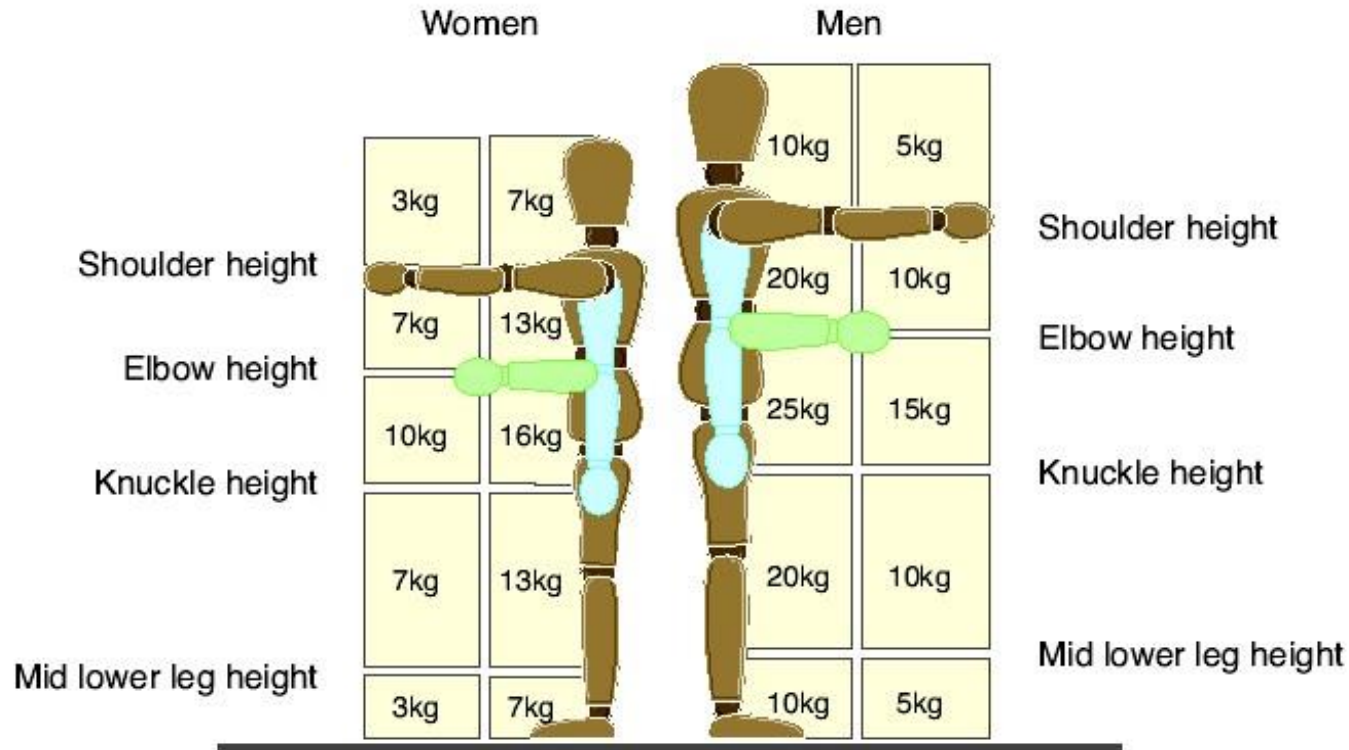
- **Avoid twisting the back or leaning sideways,** especially while the back is bent. Shoulders should be kept level and facing in the same direction. Turning by moving the feet is better than twisting the trunk at the same time.
- **Keep the head up when handling.** Look ahead, not down at the load, once it has been held securely.
- **Move smoothly.** The load should not be jerked or snatched as this can make it harder to keep control and can increase the risk of injury.
- **Don't lift or handle more than can be easily managed.** There is a difference between what people can lift and what they can safely lift. If in doubt, seek advice or get help.



- **Put down, then adjust.** If precise positioning of the load is necessary, put it down first, then slide it into the desired position.

# General risk assessment guidelines

There is no such thing as a completely 'safe' manual handling operation. But working within the following guidelines will cut the risk and reduce the need for a more detailed assessment.



**Note**  
 Although great care has been taken in the compilation and preparation of this work to ensure accuracy, it is the responsibility of the premise manager/responsible person to ensure that all measures so far as is reasonably practical have been taken.  
 The list of arrangements shown are not exhaustive