



<h1>Health and Safety Policy</h1>	Date: October 2025
	Signed: <i>W Chant</i> (Headteacher) <i>A Perkins</i> (Chair of Governors)
	Review Date: October 2026

## HEALTH AND SAFETY POLICY

### THE LAW

Health and safety in schools is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

In **community schools, community special schools and voluntary controlled school's** statutory health and safety responsibilities fall on the Local Authority (LA) (as the employer) and on the headteacher and other school staff (as employees).

As the management body, **the Governing body** must ensure that school staff and premises follow policies and procedures set by the Local Authority for health and safety (e.g., reporting accidents, first aid provision), and:

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan that considers emergency scenarios;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any activity on the school site or managed by the school;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about those measures;
- Ensure that staff are competent and trained (including TeamTeach techniques where necessary) in their health and safety responsibilities; and are actively involved in health and safety;
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk;
- Promote and support sensible health and safety management through discussion at Governor or Senior Leadership Team meetings;
- Seek advice and guidance from The Health & Safety Service when required.

In practice, the Governing body may delegate specific health and safety tasks to others at the school.

The Governing body, and Headteacher, must comply with any direction given to them by the LA concerning the health and safety of persons on the school's premises or taking part in any off-site school activities.

In **Academy schools, free schools, foundation schools and voluntary aided school's** statutory health and safety responsibilities fall on the Governing body (as the employer) and on the Headteacher and staff (as employees). Governing bodies may be constituted in one of the following formats:

- An Academy Trust
- The Governing body of a voluntary aided or a foundation school
- The owners or trustees of an Academy, foundation, VA or Free school

The Governing body, as employer, has a duty (as required by The Management of Health and Safety at Work Regulations, 1999):

- Implement a health and safety policy and advise employees of it;
- Have a Critical Incident/Business Continuity plan in place;
- Ensure, **so far as is reasonably practicable**, the health, safety and welfare of teachers and other education staff; the health and safety of pupils in school and on off-site visits; and the health and safety of visitors to schools, and volunteers involved in any school activity;
- Assess the risk of all activities, both in school and off-site; introduce measures to manage those risks, and tell employees about the measures;
- Ensure that staff are trained in their health and safety responsibilities; and,
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.

In practice, the Governing body may delegate specific health and safety tasks to others at the school. **However, the Governing body retains the ultimate responsibility no matter who carries out the tasks.**

## THE ROLE OF EMPLOYEES IN ANY SCHOOL

Employees must take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do at work. They must also cooperate with others who have duties for health and safety by carrying out instructions and reporting unsafe practices. The Headteacher, who has delegated responsibility for the day-to-day management of the school, has a role of making sure that the governing body's health and safety policies and procedures are carried out.

## COVERAGE

A list of all the issues to be covered by a school's health and safety policy with electronic links to the relevant Somerset Council or other appropriate guidance.

## MODEL HEALTH AND SAFETY POLICY

### 1. THE GOVERNORS OF MILFORD INFANTS' SCHOOL AND PRESCHOOL WILL:

- 1.1 Provide as far as reasonably practicable a safe and healthy environment for all persons who work at, attend or visit the school.
- 1.2 Ensure, as far as reasonably practicable, the health and safety of pupils, staff and volunteers on off-site visits and activities.
- 1.3 Endorse and support the safety policy of Somerset Council, and to assist the Council to discharge those responsibilities, which it holds as employer.
- 1.4 Seek improvement to working conditions according to priorities within existing resources.
- 1.5 Recognise their responsibilities when they make available premises or equipment for hire and will ensure that risks to the safety or health of hirers and other persons are adequately controlled as far as possible.
- 1.6 Ensure that Risk Assessments are carried out within the school using a recognised method of recording (e.g., EEC Safety Suite). Risk assessments are communicated to all staff and reviewed as appropriate.
- 1.7 Promote and engage health and safety through discussion and informal meetings and ensure time is made available in staff meetings where health and safety issues can be raised.
- 1.8 Ensure that staff can access training to ensure their competence for their tasks.
- 1.9 Accept the duties that they may hold as a client where they arrange for work through contractors or volunteers. Follow the Council's guidance for the selection of competent contractors and **will** seek assistance from the Council's Corporate Property Group when necessary. Ensure that volunteers receive adequate instruction and supervision to work safely.
- 1.10 Report all incidents/accidents, using the Accident Reporting Module on the EEC Safety Suite and ensure appropriate follow up action has been carried out.
- 1.11 Review on an annual basis, all accidents and incidents reported to identify trends.
- 1.12 Consult with the school council and inform pupils of their responsibilities for Health and Safety.
- 1.13 Recognise the role of safety representatives appointed by recognised trade unions and co-operate with them so that they may undertake their health and safety related functions, including reasonable paid time off for consultation inspection and investigations.

The following individuals are recognised as safety representatives at the school.

Name	Wendy Chant (1)
	Louise Duffy (2)

The Governors and Headteacher will draw this policy to the attention of all staff, and review annually.

## 2. ORGANISATION IN SUPPORT OF HEALTH AND SAFETY

- 2.1 Schools can be organised in a variety of ways, i.e., on a Headteacher/ Governing Body/Senior Management Team/Departmental basis. The key members are responsible for seeing that their area of responsibility or recognised staff follow the school's policy, and the following measures:
  - 2.1.1 Identification and control of risks associated with any hazardous or dangerous substances.
  - 2.1.2 Selection of equipment suitable for its purpose and ensuring that it is properly used.
  - 2.1.3 Identifying and securing the training needs of members of their Area/Department.
  - 2.1.4 Provision of suitable personal protective equipment when required and ensuring that it is properly used.
- 2.2 The Headteacher and Governors recognise the importance of all staff being competent and possessing the necessary current skills, knowledge and qualifications for the use of specialist equipment or facilities.
- 2.3 The Governors will monitor safety performance within the school against the standards set by Somerset Council and provide an annual summary of their findings.
- 2.4 Ensure that regular School Premises Management checks are completed in line with the [Premises Managers checklist](#) alongside guidance from the School's Area Building Surveyor and Local Authority. Also ensuring that appropriate training needs of person responsible for premises is delivered.
- 2.5 Governors to agree delegation for approval of off-site visits and activities (Category A) and review on an annual basis. [Governor to Head Delegation for Category A.](#)
- 2.6 The Governors have appointed the following Governor: Alan Perkins, to monitor health and safety issues and bring to their notice such issues that require their attention.
- 2.7 Assistance on health and safety issues is provided by The Health & Safety Service.

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## 3. Appointment of Appropriate Persons

Schools should appoint appropriate persons for their delegated areas of responsibility within the school (see Table A for areas which need including in your policy). They should ensure that new staff have the necessary skills and qualifications on appointment or are able to receive the necessary training and certification, after appointment or on change of responsibilities or work methods.

#### 4. Guidance for Schools

The following guidance, produced by the Local Authority, is available for schools to use for their own standards:

- [Guidance for Schools Volume 4](#)
- [Outdoor Education and External Visits Website](#)

4.1 The Governors adopt the standards of the following publications, which are endorsed by Somerset Council's Learning and Achievement service as standards for its schools:

- Association for Physical Education - afPE, (Published September 2016):  
[Safe Practice 2016 Association for Physical Education](#)
- Health and Safety: Responsibilities and duties for Schools: November 2018:  
<https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>
- Building Bulletin 100: Design for Fire Safety in Schools (March 2014) Gov.UK link:  
<https://www.gov.uk/government/publications/building-bulletin-100-design-for-fire-safety-in-schools>
- Learning Outside of the Classroom: <http://www.lotc.org.uk/>
- Guidance on First Aid for Schools: first published August 2000, latest update – 12 February 2014, link: <https://www.gov.uk/government/publications/first-aid-in-schools>
- Supporting Pupils at School with Medical Conditions: published by Department for Education, December 2015; link:  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/484418/supporting-pupils-at-school-with-medical-conditions.pdf)

**TABLE A - DELEGATED AREAS OF RESPONSIBILITY WITHIN THE SCHOOL**Name of School: Milford Infants' School and Preschool

Headteacher:	Wendy Chant
Delegated Senior Manager:	Louise Duffy
Premises Manager:	Louise Duffy
External Visit Coordinator:	Wendy Chant

Area	Location of Policy/Guidance	Name of person responsible
<b>ACCIDENTS/INCIDENTS (NEAR MISSES):</b>		
Incidents/Injuries	<a href="#">Accident Reporting</a> (EEC Safety Suite)	Office Staff
<b>EMERGENCY PROCEDURES:</b>		
Emergency Procedures	<a href="#">Business Continuity Plan template for Schools</a>	L Duffy
Critical/Major Incidents and updating your Contingency Plan	<a href="#">School Closures</a>	W Chant
	<a href="#">Updating your Contingency Plan</a>	L Duffy
<b>EXTERNAL VISITS:</b>		
External Visit Co-ordinator	<a href="#">Outdoor Education and External Visits Website</a>	W Chant
	<a href="#">EEC Safety Suite&gt;External Visits Management</a>	W Chant
	<a href="#">Policy for Offsite Visits and Activities – in school</a>	W Chant
<b>INDUCTION/TRAINING:</b>		
SC Training Policy (HS031)	<a href="#">H&amp;S Induction Checklist (Schools)</a>	W Chant
<b>MEDICAL:</b>		
Hygiene Control	<a href="#">Guidance for Schools: Volume 4</a>	W Chant
Infection Control	<a href="#">Public Health England Guidance</a>	W Chant
Medicines in school	<a href="#">Guidance for Schools: Volume 4</a>	W Chant
Needlestick Injuries	<a href="#">H &amp; S Policy Manual - HS007</a>	W Chant
New and Expectant Parents	<a href="#">H &amp; S Policy Manual - HS017</a>	W Chant
Supporting Pupils with medical conditions,	<a href="#">Supporting pupils with medical conditions</a>	J Taylor and W Chant
<b>RISK MANAGEMENT:</b>		
Computer Use	<a href="#">DSE Assessment Form – HS030 Managers Guide, User Guides and DSE1 assessment form for schools</a>	W Chant and L Duffy

Area	Location of Policy/Guidance	Name of person responsible
COSHH	<a href="#">H &amp; S Policy Manual – HS008 Hazardous substances COSHH Assessment Form (F08)</a>	W Chant and L Duffy
Employee or Volunteer Driver	<a href="#">Driver Risk Assessment HS014</a>	W Chant
First Aid	<a href="#">H &amp; S Policy Manual HS012</a>	W Chant and L Duffy
Minibus Safety	<a href="#">Outdoor Education Advisors Panel – National Guidance</a>	W Chant and L Duffy
Violence at Work	<a href="#">Work-related Violence HS011</a>	W Chant and L Duffy
<b>SITES AND BUILDINGS:</b>		
SC Overarching Guidance document	<a href="#">Corporate Property Standards and Guidance</a> Including construction work/contractors on school site	
Asbestos	Asbestos Register - in School Email: <a href="mailto:asbestosteam@somerset.gov.uk">asbestosteam@somerset.gov.uk</a>	W Chant and L Duffy
Electrical Safety • Portable Appliance Testing	<a href="#">Guidance for Schools: Volume 4</a>	L Duffy
Equipment Maintenance • Lifting Equipment • PE Equipment • CDT Equipment • LEV	Contact Property Services  Contracts available for purchase by schools	
Fire Safety • Arson Prevention	<a href="#">Fire H&amp;S010</a> School responsibility - <a href="#">Arson Policy</a> Contact Insurance Email: <a href="mailto:InsuranceMailbox1@somerset.gov.uk">InsuranceMailbox1@somerset.gov.uk</a>	W Chant
Gas Appliances • Boilers • Kitchen	Contact Property Services Contracts available for purchase School responsibility unless Special School	
Premises Managers checklist	<a href="#">Premises Managers Task List</a>	L Duffy
Pressure systems – e.g., steam ovens/stills	School responsibility - contact Insurance Email: <a href="mailto:InsuranceMailbox1@somerset.gov.uk">InsuranceMailbox1@somerset.gov.uk</a>	
Safety Glazing	Please refer to legacy SC Property Standards <a href="#">SC Glazing Standards and Guidance PDF</a>	W Chant and L Duffy

**External Monitoring**

H&S Safety Audit (Health & Safety Service - every 3-years)  
Inspection Report (purchased by way of SSE Health and Safety Management Package)  
Accident/Incident Report  
Safety Representation Reports (recognised Trade Union/Professional Association)  
Property Services Report – Capital Support  
Fire Risk Assessment – (Health & Safety Service - every 5-years)  
Legionella Risk Assessment

**Internal Monitoring**

Activity Planning (Burgundy Pack)  
Annual Declaration of Risk Assessments (Civica)  
Annual Declaration Self-Audit of Health & Safety (Civica)  
EEC Management Report  
Governors Meetings with standing Health and Safety agenda item  
Governors Premises walkabout with feedback report  
Headteachers Self-Assessment (Burgundy Pack)  
H&S Committee Inspection  
Senior Leadership Team Meeting with standing Health and Safety agenda item  
Staff Induction and INSET day training