



THE WANDSWORTH FEDERATION OF MAINTAINED NURSERY SCHOOLS

**BALHAM NURSERY SCHOOL- 72 Endlesham Road, London SW12 8JL
EASTWOOD NURSERY SCHOOL – 168 Roehampton Lane, London SW15 4EU
EASTWOOD DAY NURSERY – 166 Roehampton Lane, London SW15 4HR**

HEALTH AND SAFETY POLICY 2021/2022

Signed: (Chair of Governors)

Dated:

Signed: (Executive Headteacher)

Dated:

Review Date: Autumn Term 2022

Chapter 1

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1. Introduction

- 1.1. This document is provided by the Governing Body of The Wandsworth Federation of Maintained Nursery Schools “WFMNS” (comprising Balham Nursery School, Eastwood Nursery School and Eastwood Day Nursery) in pursuance of the Wandsworth Council Policy and the Health and Safety at Work etc. Act 1974 and subordinate legislation.
- 1.2. The document acknowledges WFMNS’s legal responsibilities and outlines the objectives of WFMNS for the health and safety of its staff, children and visitors.
- 1.3. The document is issued to all WFMNS staff who are to read, understand and comply with its requirements.

2. Statement of Intent

- 2.1 The Governing Body of WFMNS accepts responsibility for all safety and environmental matters within the School including health and safety at work, environmental protection and fire safety. The Governing Body is aware of the requirements of the Health and Safety at Work etc. Act 1974, the Environment Protection Act 1990, the Environment Act 1995, the Regulatory Reform (Fire Safety) Order 2005 and other relevant legislation. In keeping with the spirit and intentions of the Acts and in accordance with Wandsworth Council’s policy statement and guidance on safety and environmental matters, an Organisation (paragraph 3) and Arrangements (paragraph 4), to ensure that the Schools/Day Nursery meet their legal and moral obligations and comply with legislation, has been set up.
- 2.2 The Governing Body is committed to achieving the highest standards in all aspects of safety and environmental protection within the Federation. To achieve these high standards Codes of Safe Working Practice have been produced to provide a practical guide for staff on current legislation.
- 2.3 All employees have a duty to themselves, to their colleagues and to visitors and contractors to work safely and in a manner which prevents pollution and minimises the use of resources. All staff should read and co-operate with the requirements contained within this document.

- 2.4 Line Managers will make regular reviews of safety and environmental standards within their areas of responsibility to ensure compliance with all the standards as laid down.
- 2.5 Contractor and sub-contract staff and visitors have a similar duty of care and a right to a safe working environment. Like School/Day Nursery staff, they must ensure that they comply with the requirements of this statement and WFMNS' Codes of Safe Working Practice.

3. Organisation

3.1 The Governing Body

3.1.1 The Governing Body has overall responsibility for ensuring compliance with this Health and Safety Policy document. In particular the Governing Body is responsible for:

- ensuring a Health and Safety Policy is in place;
- monitoring the application of the health and safety policy including consideration of inspection reports;
- prioritising actions where resources are required;
- ensuring actions are taken;
- including health and safety on governor's meeting agenda;
- producing an annual report on health and safety by means of a Governor Visit;
- ratifying the local health and safety policy.

3.2 The Executive Headteacher

3.2.1 The Executive Headteacher has day to day responsibility for ensuring compliance with the policy statement and that all staff endeavour to ensure the safety of others; be they staff, children, parents, visitors or contractors. Specifically, she will be responsible for:

- ensuring that the Health and Safety Policy is prepared and, together with the Governing Body, is regularly reviewed;
- ensuring that an emergency evacuation procedure is in place and is regularly tested;
- passing on information received on health and safety matters to appropriate people;
- liaising with Governors and Wandsworth Council Health and Safety Team on policy issues and any problems in implementing the Health and Safety Policy;

- co-operating with and providing necessary facilities for trades union safety representatives.

3.3 Deputy Headteacher

3.3.1 The Deputy Headteacher in each Federation School is responsible for:

- carrying out accident and other health and safety investigations supported by the Executive Headteacher and ensuring that accidents are reported under arrangements established by Wandsworth Council;
- ensuring regular inspections are carried out;
- submitting inspection reports to the Governing Body and Wandsworth Council Health and Safety Team; in conjunction with the Executive Headteacher and Executive School Business Leader
- ensuring remedial action is taken where appropriate;
- arranging for any unsafe item of furniture, fitting or equipment to be withdrawn, repaired or replaced;
- identifying staff safety training needs;

3.4 Senior Leadership Team

3.4.1 The Senior Leadership Team is responsible for:

- day-to-day management of all health and safety in accordance with the Health and Safety Policy and the direction of the Executive Headteacher;
- exercising effective supervision over those for whom they are responsible;
- being aware of safe working practices and setting a good example personally;
- carrying out regular inspections and making reports to the Executive Headteacher;
- ensuring remedial action is taken where appropriate;
- passing on information received on health and safety matters to appropriate people;
- acting on reports from the Executive Headteacher or subordinate staff.

3.5 Premises Officer

3.5.1 The Federation Schools/Day Nursery do not currently have a permanent Premises Officer at either site and therefore the duties below will, in the main, be covered by members of the Senior Leadership Team and School Business Teams.

3.5.2 The Premises Officer is responsible for:

- inspecting the buildings and site access on a daily basis ensuring that all fire escape doors are unlocked, escape routes are clear of obstruction and that access to the site is safe (for example by removing snow and ice in the Winter);
- inspecting the buildings and equipment on a termly basis (during the last week of every term) and submitting a report to Wandsworth Borough Council and to the Executive Headteacher/School Business Manager;
- recording all defects noted and, if minor, effecting immediate repair;
- reporting major defects to be repaired by outside contractors/authorities to the Executive Headteacher, School Business Manager or the School Administration Officer.
- ensuring that the fire alarm system is kept in a serviceable condition and for testing the system each week before the start of the morning school session by operating a manual call point;
- assisting with the termly fire drill and recording the date of the drill, the evacuation time and the number of persons evacuated in the Fire Log Book and/or the Every Education online compliance module;
- ensuring fire appliances are properly maintained, checked and kept in designated positions and that fire signage is correctly displayed;
- all external contractors working within the school, reminding them of their obligations under this Policy and notifying them of any existing hazards;
- notifying the Executive School Business Leader or Deputy Headteacher of any hazards introduced by contractors on site;
- the correct storage of all equipment, tools, etc.;
- annually checking all stock against the Every Asset Management module; adding new items on receipt and ensuring all electrical appliances are Portable Appliance Tested as required and a record of testing is kept.

3.6 First aiders (and, where appropriate, other members of Federation/Day Nursery staff)

3.6.1 First aiders (and, where appropriate, other members of Federation/Day Nursery staff) are responsible for:

- the first aid equipment found in boxes located in the Schools/Day Nursery and in rooms where first aiders work;
- recording when medicines are given to any person
- recording any accident and subsequent treatment on the Accident/Incident/Administration of Medication or other appropriate forms
- immediately informing the Deputy Headteacher/Executive School Business Leader of accidents involving bumps to the head and face, fainting fits, severe cuts, bruises, broken teeth and bones, etc.;
- completing the relevant sections of an Incident Report Form – Employees – TC1297A or Incident Report Form – Non-Employees – TC1297B for any accident/incident which involves a hospital visit, a copy of which will be

held securely in the Schools'/Day Nursery Office and a copy sent to the Council's Health & Safety Team. Completion must be within one day of the accident wherever possible.

- Notifying parents of any case recorded on an Accident/Incident/Administration of Medication/Incident Report Form or other appropriate forms/accident book.

3.7 Employees

3.7.1 All staff are responsible for:

- taking care of themselves and others who may be affected by their acts or omissions;
- co-operating with the Deputy Headteacher/Executive Headteacher and Wandsworth Council to ensure that statutory requirements are met;
- not interfering with or misusing anything provided in the interest of health, safety or welfare;
- checking bases and work areas are safe and that fire exits are unlocked and unobstructed;
- checking equipment is safe before use;
- ensuring they are aware of safe procedures and that these are followed;
- ensuring protective equipment/PPE is used when needed;
- participating in inspections and the Resources Committee as appropriate;
- bringing problems to the attention of the relevant line manager/member of SLT or a member of the School Business Teams;
- reporting any accident involving children both inside and in garden areas for which they have responsibility.

3.8 Wandsworth Council Health and Safety Team

3.8.1 The Health and Safety Team will:

- give advice and assistance to the Executive Headteacher in the discharge of their responsibilities in relation to health and safety;
- give advice to all staff in respect of health and safety by establishing and maintaining a Health and Safety Manual and associated Codes of Safe Working Practice;
- be the nominated Competent Person in respect of Health and Safety legislation;
- carry out regular audits of all health and safety management systems, policies and procedures;
- ensure that regular inspections of premises, and establishments where Wandsworth staff are occupiers, are carried out to ensure the maintenance of a safe working environment;

- receive regular reports of any accidents, injuries or near misses that occur, investigate such accidents reporting those that fall within RIDDOR to the Health and Safety Executive, analysing trends and proposing remedial actions to prevent reoccurrence;
- maintain adequate and up to date information of relevant law and safety management practice;
- coordinate liaison with the relevant statutory body (Health and Safety Executive, London Fire and emergency Planning Authority, etc.) during any investigations or inspections relating to Council operations; and
- attend meetings of relevant Governor Committees, acting as professional advisor where requested.

3.9 Health and Safety representatives

3.9.1 The Governing Body and Executive Headteacher recognise the role of Health and Safety Representatives who may be appointed by a recognised Trade Union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out School and Centre inspections within directed time wherever practicable. Trade Union Representatives are entitled to certain information, e.g. information relating to accidents, and to paid time away from the workplace to train for and carry out their health and safety functions. However, representatives are not part of the management structure and do not carry out duties on behalf of the Executive Headteacher or Governing Body.

4. Arrangements

4.1 Risk assessments

4.1.1 The Executive School Business Leader/Deputy Headteacher, under the direction of the Executive Headteacher will ensure that suitable and sufficient risk assessments are carried out where appropriate. Risk assessment will follow the following steps:

- Identify hazards;
- Evaluate the risk that these hazards present and to whom;
- Identify suitable measures to reduce and control the risks;
- Record the significant findings;
- Monitor the effectiveness of the control measures;
- Review the risk assessment on a regular basis.

4.1.2 Specific risk assessments are required for violence, lone working, etc. where such a risk exists.

4.1.3 Full information, including the agreed proforma, is contained within the Health and Safety Manual, Chapter 5 – available on the Wandsworth Services for Schools website.

4.1.4 A specific risk assessment has been produced for each School/Day Nursery in response to the COVID-19 pandemic. This is constantly under review in order to accurately reflect current Government guidance and has been issued to all staff in the Federation.

4.2 Training

4.2.1 Safety induction training must be given to all staff on commencement of work at the Schools/Day Nursery. The proforma in Annex A to Chapter 11 of the Health and Safety Manual may be used for this.

4.2.2 All staff must be competent to perform their duties thus specific training is required where, for example, additional hazards exist or if specialist duties are required. Fire Wardens, those working swimming pools and Premises Officers are among those staff requiring specific training as well as identified members of SLT or other Federation staff.

4.2.3 A record of all training courses attended by staff should be maintained. In the Federation, this information is held electronically on SIMS.net, the Every Business Compliance module and individual Personnel Files. Certificates relating to specific training is kept in staff members' Personnel File and uploaded to the Every Business Compliance module.

4.3 First Aid

4.3.1 The Executive Headteacher/Deputy Headteachers will ensure that a suitable number of staff are qualified to administer first aid in an emergency. Whilst a first aider is a voluntary position, in some cases attracting a small remuneration, staff should be encouraged to undertake relevant training.

4.3.2 First aid boxes are situated throughout the Schools/Day Nursery and are clearly identified. The contents will be checked on no less than a monthly basis by a nominated first aider and all deficiencies made good.

4.3.3 A record will be kept of every occasion when any member of staff, child or other person receives first aid treatment whether on School/Day Nursery premises or as part of a school/Day Nursery-related activity.

4.4 Administration of medicine

4.4.1 Medicine can only be given to children when their parents have completed a Request for Administration of Medication in School (at Balham), Medicine Consent form (at Eastwood) and when the medicine has been prescribed by a doctor or other medical professional and has to be administered four times a day or more, or is used to treat a chronic condition. At Balham Nursery School, Calpol, Liquid Nurofen and Piriton may be given to children when parents have given their consent by completing and signing the relevant section of the Contact Form. Children with special needs will be accommodated in accordance with written medical recommendations.

4.4.2 Medicines must not be in the possession of children, they must be handed to the Deputy Headteacher, a member of SLT or School Administration Officer on duty in the School Office at Balham or the School Office or a first aider at Eastwood and kept securely. Throat sweets are medicine and should be treated like other medication.

4.4.3 At Balham Nursery School medicine must only be administered by an employee of the School. All medicine given must be noted on the Accident/Incident/Administration of Medication form, copies of which are kept in each class and further copies can be obtained from a member of the Admin staff and in the medication diary kept in the School Office. At Eastwood, medicine must only be administered by a first aider or their nominated representative. All medicine given must be noted in the medicine book kept in the relevant classroom for the child concerned.

4.4.4 Children who suffer from asthma need to have access to their medication as quickly as possible. For this reason, at Balham, their medication is kept in a clearly marked plastic wallet in the Medicines Box in the School Office. At Eastwood the medication is kept in the child's classroom, out of reach. School staff and will assist children in the administration of their medication as and when required.

4.5 Accident reporting

- 4.5.1 The Procedures in Chapter 2 of Wandsworth Council Health and Safety Manual are to be followed. These procedures can be found on the Services for Schools website. In summary these are:
- 4.5.2 All accidents, no matter how minor, that occur to members of staff, are to be reported using the Wandsworth Council accident reporting proforma, TC1297A. At Balham, copies of the proforma can be obtained from a member of the School Administration Team. At Eastwood, copies of the proforma are kept on the staff shared drive. Once completed, the proforma should be handed to the Deputy Headteacher or Executive School Business Manager who will arrange for a copy of the completed form is to be sent to the Council Health and Safety Team.
- 4.5.3 Accidents to children and visitors must be reported in the same way as those to employees. However, only those accidents which are as a result of the Schools'/Day Nursery undertaking (i.e. as a result of the conditions of the premises, equipment or plant or lack of supervision) and require the injured person to be taken directly from the School/Day Nursery to hospital by whatever means (car, taxi, ambulance) need to be recorded and reported using Council proforma, TC1297B. Those accidents to children arising out of activities not connected with the Schools'/Day Nursery's undertaking (e.g. activities in the outdoor space out of school hours, such as collisions, slips and trips, etc.) still need to be recorded on the Accident/Incident/Administration of Medication Form/Accident Log Book.
- 4.5.4 Major accidents, i.e. any fatality, major injury, reportable disease or dangerous occurrence, must be reported immediately by telephone to the Council Health and Safety Team to enable a report to be submitted to the Health and Safety Executive in compliance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

4.6 Fire precautions

- 4.6.1 Every employee must ensure that:
- they know what to do in the case of fire;
 - they are familiar with the sound of the alarm;
 - all classrooms and other areas of nursery provision are vacated immediately on hearing the fire alarm;

- where possible, all doors shut when vacating the premises; and
- they always check for any potential fire hazard at the end of the day.

4.6.2 Further, every employee must:

- NEVER ignore a fire alarm or disregard any notice on fire prevention.
- NEVER smoke in the Schools'/Day Nursery buildings or outside premises of the Schools/Day Nursery.
- NEVER be untidy and leave waste materials laying around.
- NEVER leave obstructions in passages or stairways.
- NEVER leave any temporary heating appliances burning when unattended.
- NEVER move or interfere with fire fighting appliances.
- NEVER leave furniture etc. by fire exits or placed directly in front of electrical heaters.

4.6.3 In the event of a fire, children will be escorted from the buildings by the nearest exit, as quickly as possible, to the assembly points

4.6.4 At Balham the assembly point is the far end of garden.

4.6.5 At Eastwood Nursery School – the assembly point for children from Beech and Maple is at the end of the garden to the right behind the fencing. Exit from the area is possible via the key pad. For anyone existing from the front of the Nursery School building, the assembly point is at the rear of the building to the right of the carpark.

4.6.6 At Eastwood Day Nursery – the assembly point for “downstairs” is the back of the Nursery School. For “upstairs” the assembly point is front of Downshire House.

4.6.7 Alarm sounding points (manual call points) are located throughout the Schools' buildings.

4.6.8 The Day Nursery is managed under a separate arrangement in a Wandsworth Council managed building. There are adequate call points in both the downstairs and upstairs sections of the Day Nursery.

4.6.9 Fire extinguishers can be found at easily identifiable access points around the Schools and Day Nursery.

4.6.10 All staff should know where the nearest fire fighting appliances are and the alarm sounding points around the Schools/Day Nursery. However, there is **no**

expectation that staff should attempt to extinguish any fires. The fire alarm is tested weekly. Fire drills take place Termly in both Schools and the Day Nursery.

4.7 Smoking and fire hazards

- 4.7.1 Smoking is not allowed in the Schools'/Day Nursery buildings at any time.
- 4.7.2 Smoking is not allowed in the Schools'/Day Nursery grounds at any time.
- 4.7.3 Cigarettes, matches and/or lighters should not be left where the children can have access to them. If school staff light candles for any reason (e.g. birthday or other celebrations etc.) they should not be left unattended.

4.8 Use of machinery

- 4.8.1 Care should be taken when using all machines. If anyone does not know how to use a particular machine, they should ask for help and advice before attempting to use it.
- 4.8.2 If there is a fault with any electrical equipment, the staff member who notices the defect should write in the Premises Book which is kept in Reception in the Nursery Schools and in the Staff Room in the Day Nursery. If the appliance is dangerous then the Deputy Headteachers/Executive School Business Leader should be contacted immediately. The appliance should be marked so that other staff do not attempt to use it.
- 4.8.3 All staff members must visually check all appliances prior to each use. If staff members are in any doubt as to whether the appliance is faulty or not, they should not use it and report via the procedure set out in 4.8.2 above.
- 4.8.4 Staff should not use their own electrical appliances in the Schools/Day Nursery unless they have been checked and PAT tested. All electrical appliances are checked periodically.
- 4.8.5 Computers - No adult should work with a computer for an extended period of time without a short break. The Schools'/Day Nursery have appropriate lighting for employees to work with computers. A DSE Risk Assessment is conducted for all employees who regularly use computer equipment as part of their day to day work.

4.8.6 Photocopying machine - Instructions as to how toner is to be replaced in the machine are to be followed exactly. The machine should be switched off each evening.

4.8.7 Solvent abuse - Children should not be allowed to use corrections fluids, Copydex and other solvent based products. They must be used only by an adult and stored with care.

4.9 Personal safety

4.9.1 All staff are to be aware of the contents of Chapter 25 of the Council Health and Safety Manual. A copy of Chapter 25 available on the Services for Schools website.

4.10 Child safety

4.10.1 No child is to be left unattended anywhere in the Schools'/Day Nursery buildings, and should be escorted in an orderly fashion around the premises – no running. Children are handed over to their parents or other authorised adult at the end of the child's session.

4.10.2 No child is to carry glass or crockery and are supervised and reminded to take care when using scissors, compasses, woodwork equipment etc.

4.11 General safety

4.11.1 All staff should ensure that working areas are sufficiently ventilated.

4.11.2 No hot drinks are to be walked around the nursery areas in the Schools/Day Nursery or in the gardens/outside space

4.11.3 All staff will be given a copy of the Staff Induction Booklet and the Health and Safety Policy at the commencement of their contract.

4.11.4 At Eastwood, caution is recommended when entering the site because a carpark is at the back of the building and the side of the Nursery School is adjacent to the Road. The carpark does not belong to Eastwood. The speed limit of 5 mph must be adhered to at all times.

4.12 Lone working

- 4.12.1 A specific risk assessment will need to be carried out in order to establish specific hazards and control measures required to reduce the risk.
- 4.12.2 Lone working may occur in the case of a member of staff working late in the evening or during a school holiday.
- 4.12.3 At Balham members of the Senior Leadership Team are keyholders and responsible for locking and unlocking the School. Wherever possible, suitable communications systems are to be put in place to minimise the risk. At Eastwood Nursery School and Eastwood Day Nursery there are local arrangements in place for locking and unlocking the buildings.

4.13 Safeguarding – Access to school

- 4.13.1 The following points reflect the usual Access to School provisions. **It should be noted that during the COVID-19 pandemic, these procedures may be changed and will be set out the School's COVID-19 risk assessment document which is regularly updated to reflect current Government guidance and is available to all staff and parents.**
- 4.13.2 Parents and carers are requested to deliver their children to their relevant base in the Schools and Day Nursery. Parents should collect their children from the relevant area of the building at the School.
- 4.13.3 Parents must not take late children into the classroom without first reporting to Reception. Parents must ensure that they report a child present to a member of the class team. The Schools have a settling in period for all children who are new to the nursery provision. If required, staff should remind adults of the correct procedures. Any persistent problems should be reported to the Deputy Headteacher or member of SLT who will speak to the individuals concerned.
- 4.13.4 All children have an allocated key person who, where possible, will be available to speak with parents shortly before or after a nursery session giving all parents the opportunity to pass on brief messages.
- 4.13.5 At Balham the School's side door and gate is opened 5 minutes before each school session and closed approximately 10 minutes after the start of the session. Access to the School in the intervening period is via the main front door

which is only unlocked by a visitor after pressing the buzzer which alerts a member of the School Office staff. The main School gate is unlocked, but should be kept closed during the school day.

- 4.13.6 At Eastwood Nursery School, the school entrance is opened at drop-off and pick up times. At all other times, the front door will remain closed and admittance to the building is via a buzzer after verification of the visitor. Admittance to the Day Nursery is via a buzzer and verification of the visitor.
- 4.13.7 All visitors and contactors will be instructed to report to Reception to sign the Visitor's Book. Where appropriate, they will be given a temporary "Visitor" badge to wear whilst on the premises. Staff are aware that anyone without a badge should be approached and, if necessary, escorted to Reception to obtain one.
- 4.13.8 All staff, both teaching and support, have an Enhanced DBS check before they begin work in the Schools/Day Nursery. Procedures for rechecking are set out by the Local Authority. All members of the Governing Body also have an Enhanced DBS check on appointment. Staff and Governors are also asked to complete a Wandsworth Declaration form annually. Staff are aware that the onus is on them to immediately report any change in circumstances in the intervening period to the Executive Headteacher. The agencies that are used for supply staff vet their own staff. The School only uses agency staff who have been vetted in this way.

4.14 Safeguarding – Collection of children

- 4.14.1 Parents who wish to collect their children during the nursery sessions are requested to come to the Reception before going to the class base – **this procedure may be changed and will be set out in the COVID-19 risk assessment document to reflect current Government guidance.**
- 4.14.2 If any member of staff is unsure as to whether an adult has the legal right to collect a child, they should check with the Deputy Headteacher or member of SLT. Parents have been asked to advise the Schools and Day Nursery of the name and telephone contact number of emergency contacts who are authorised to collect their child. This information is detailed on the child's Contact Form. If, for any reason, parents wish for an adult, who is not listed as an emergency contact, to collect their child, they must telephone the School with the name, number and brief description of said adult, providing a password that the adult will use to confirm their identity.

4.15 Safety on school visits

- 4.15.1 The staff member in charge of an outing is responsible for all aspects of health and safety when off the Schools'/Day Nursery premises. A specific risk assessment must be completed for each outing. (A generic risk assessment may be used provided all aspects are the same).
- 4.15.2 When taking children out of the Schools/Day Nursery, mobile telephones should be taken so that in an emergency the Schools/Day Nursery can be contacted and contact maintained between groups when travelling.

4.16 Cash handling

- 4.16.1 The amount of cash entering and being handled on the premises should be kept to a minimum. Cash must be kept in the school safe and should be banked on a regular basis, as a minimum either monthly or when a certain amount has accumulated.
- 4.16.2 Cash should be counted out of sight, for example in a School Office. Where staff necessarily need to take cash to the bank this should be carried out at random times and, in the instance of a member of staff being subjected to a robbery, should hand over the cash and report the incident immediately to the Police.

4.17 Manual handling

- 4.17.1 All staff involved in the lifting, pushing, pulling or carrying of equipment or children must receive training prior to being asked to carry out such duties.
- 4.17.2 A specific risk assessment must be carried out for all manual handling operations (see H&S Manual Chapter 15).

4.18 Tree safety

- 4.18.1 All trees in the garden areas of the School of a particular age and height must be checked for disease and checked to guard against falling branches.
- 4.18.2 Similarly, all low-level bushes etc. should be checked to ensure that they do not present a risk to children, either of scratches or skin or eye penetration by sharp twigs.

4.19 Asbestos

- 4.19.1 A copy of the Asbestos Register/Survey is kept in the School Office. All staff must be made aware of the dangers of disturbing asbestos, for example they must be instructed not to use drawing pins in asbestos board.
- 4.19.2 The Executive School Business Leader/Executive Headteacher/Deputy Headteachers should be familiar with the location of asbestos within the premises and must ensure that contractors access the Asbestos Register/Survey prior to commencing work in Schools.
- 4.19.3 An Asbestos Management Plan is to be produced detailing how any asbestos containing material on the School premises is to be protected.
- 4.19.4 Eastwood Nursery School has no asbestos.

4.20 Hirers, contractors and others

- 4.20.1 When the premises are used for purposes not under the direction of the Executive Headteacher/Deputy Headteachers then the principal person in charge of the activities will ensure that measures are taken to ensure the health and safety of those taking part in that activity. These measures must be of an equal or better provision to those stated within this Health and Safety Policy. When the activity is a School sponsored event, the organiser, even if an employee, will be treated as a hirer and will comply with the requirements of this Policy and the Lettings Policy.
- 4.20.2 If the Schools' premises are hired to persons outside the employ of the Governing Body it is a condition that all such hirers, contractors, and others using the Schools' facilities or premises, are familiar with the requirements of this Policy and the Lettings Policy. They will comply with all safety directives of the Governing Body and will not, without the prior consent of the Governing Body:
- introduce equipment for use on the Schools' premises;
 - alter fixed installations;
 - remove fire and safety notices or equipment;
 - take any action that may create hazards for persons using the premises or the staff or children of the Schools.
- 4.20.3 Immediately prior to use a member of the Senior Leadership Team should meet and greet the user, ensure welfare facilities and emergency procedures are

understood and ask if they would like any alterations made. This would include any alterations to the environment (e.g. alterations to the heating, ventilation including opening/closing of windows etc.), manual handling tasks (e.g. rearranging classroom furniture etc.) and any other task which may pose a risk to the user. These alterations should be carried out by the member of the Senior Leadership Team and it should be made clear to the user that if any further changes are required during the hire they must summon the said member of staff. As proof of due diligence, the arrangements should be signed off by the user.

- 4.20.4 All contractors working on the Schools' sites are required to ensure safe working practices by their employees and must pay due regard to the safety of all persons using the premises. In instances where, in the opinion of the Executive Headteacher/Deputy Headteachers, a dangerous situation or hazardous condition arises that a contractor fails to eliminate or make safe, the Executive Headteacher/Deputy Headteachers must take such actions as are necessary to prevent persons in his/her care from risk of injury. In extreme circumstances this may be by instructing the contractor to cease work until the condition is remedied.

4.21 Emergency Planning

- 4.21.1 The Executive Headteacher will ensure that a suitable and satisfactory Emergency Plan is prepared to cover all foreseeable situations which may place staff or children at the Schools at risk. The Plan will be agreed by the Governing Body and regularly reviewed.
- 4.21.2 Procedures to deal with fire, bomb, gas leaks, electricity supply failure and natural disasters, for example, flooding should be included in the Plan.
- 4.21.3 Evacuation points need to be established as far from the building as possible and consideration must be given to an off-site assembly point in the event of the Schools/Day Nursery not being immediately re-accessible following an emergency evacuation, for example in the case of major fire damage. This will provide shelter whilst parents are contacted to collect children.

4.22 Monitoring

- 4.22.1 The Policy is put into practice and monitored on a daily basis and the results of any monitoring carried out will be reported to the Governors. Termly Health & Safety monitoring inspections will be carried out, by means of a walk around by

the Executive School Business Leader who may be accompanied by the Executive Headteacher/Deputy Headteacher. Periodically the nominated Governor with responsibility for Health & Safety may also take part in this monitoring process.

- 4.22.2 A report will be drafted and actions allocated with deadlines. Any items not rectified by the next inspection will be carried forward, items rectified will remain on the report for everyone to note.

4.23 Codes of safe working practice

- 4.23.1 This Policy will be supplemented by codes of safe working practice. These codes will be followed by all staff and will assist in the application of this Policy.

4.24 Review

- 4.24.1 This policy will be reviewed annually or when a significant change has occurred.

Codes of safe working practice

5.1 Aims

The aim of these Codes of Practice is to establish and maintain a safe and healthy environment throughout the school.

5.2 Nursery provision safety

5.2.1 The Lead Teacher/Team Leaders have a duty to assist in maintaining order and cleanliness within their teaching area and should ensure the avoidance of injury to users of that area. Periodic checks should be made of the contents and fabric of the area and any defective equipment, fittings and furniture reported immediately to the Deputy Headteacher/Executive School Business Leader.

5.2.2 Examples of items to be checked include:

- doors unlocked and free from obstruction
- floors kept clear of obstructions
- sinks will be kept clear to enable effective cleaning
- electrical equipment unplugged when not in use (report frayed or damaged flex)
- edged or pointed tools (scissors, compasses) should be regularly checked for damage and safely stored when not in use
- orderly sensible movement throughout the nursery provision areas should be maintained
- always ensure children are not left unsupervised

5.3 Garden safety (including lunch and breaks)

5.3.3 All staff, including lunch time support assistants, should check that playground equipment and climbing apparatus is safe for use and that in general the garden/outdoor areas are free from any obstruction likely to cause injury.

Climbing equipment should not become overcrowded and children should be wearing suitable clothing, in particular footwear.

5.4 Large playground equipment

5.4.1 Staff, including lunch time supervision staff, should check that playground equipment and climbing apparatus is safe for use and that in general the play areas are free from any obstruction likely to cause injury.

5.4.2 The following rules relate to all play equipment:

- Equipment must only be used under the direct supervision of a member of staff
- Children must only be allowed to use equipment suitable for their age
- Numbers of children at any time must be limited such that overcrowding is avoided

5.5 Staff and pupil safety

5.5.1 Teaching and support staff should exercise effective supervision of the children and should integrate all relevant health and safety aspects into the teaching process and, if necessary, give special lessons in safety. Staff should always follow safe working procedures personally, giving clear instruction and warnings as often as necessary.

5.5.2 Aspects to be considered include:

- Children are not allowed to bring snacks or sweets to the Schools. They could be shared, unknowingly to staff, with a child who has an allergy; is in a special diet for medical reasons or whose religion or culture prohibits certain foods
- Children should walk not run indoors.
- On the stairs children should always hold the banister. They should never be carrying things when the whole class is involved.
- If children bring toys to the School they should be put in a “safe place basket” in the room. Some toys could be a potential hazard as we do not know where they were bought. An exception would be a special toy or cuddle blanket

that helps a child feel secure or one that could be shared with the group under adult supervision.

- Children should be encouraged to finish one thing at an activity before they start another. If they have difficulty they need to be helped as too many items out can prevent other children from concentrating and using equipment safely.
- Children should not walk about with scissors; sewing; craft or woodwork tools. If they are tidying up or taking scissors to another activity area, they should be carried points down in the palm of the hand.
- Children are not allowed to climb holding anything in their hands or if they are wearing inappropriate dressing up clothes.
- Wheeled toys are not allowed on the safety surface around the climbing frame or on the grassed area at the top of the garden @Balham.
- Wheel toys must not go beyond the fire escape towards the Front classroom.
- Toys should be **placed** not dropped to the ground.
- Children should be encouraged to return toys and equipment to the proper place. Scooters, in particular, must be parked in the designated area by children when they are no longer using them. However, the principle is important both indoors and out.
- Children are not allowed in the toy shed or to carry planks in the garden.
- Tyres must be used with particular care e.g. in imaginative play as part of a vehicle, and not rolled by the children, or climbed into, milk crates must be used with similar care, and never climbed on.
- Trees and bushes have matured in recent years and can now support a child's weight. However, children should be carefully supervised and only climb to a safe height
- The grassed area can be used for ball games and for prams/push chairs but caution must be exercised; wheel toys must not go up/down the steps and lively, physical play should be away from the step and wall.

- Any child behaving in a way that supervising staff deem to be unsafe, should be stopped, helped to understand, and redirected if necessary.

5.5.3 Specific guidance, which is to be followed by all staff, is given in DfE and CLEAPPS documents on safe working in:

- art and craft activities
- physical education
- electrical equipment
- science activities
- animals in schools
- swimming
- work at height

5.6 Manual Handling

5.6.1 Movement of heavy materials and equipment should only be undertaken by trained staff and, wherever possible, should be undertaken using some mechanical assistance e.g. a trolley. Procedures should be developed and recorded for the movement of items that frequently require such movement:

- the Office Safe – this must only be moved by outside contractors
- the Piano - this must only be moved by staff working as a team.

5.7 Work at height

5.7.1 The Work at Height Regulations 2005 extend to work at any height where there is a risk of a fall liable to cause personal injury. The mounting of displays and reaching for items from a high shelf are thus covered. Staff must ensure that:

- Only the correct equipment is used to work at height, e.g. step ladders. The use of chairs, desks etc. to gain height is expressly forbidden. Staff must not stand or kneel on desks to open or close windows.

- Step ladders must be placed at right angles to the task to be carried out and must themselves be in a place of safety. If on a circulation route work must not be carried out if pupils are passing by.
- Step ladders must be fully open and locked into position and the top step is not to be used unless the supports extend higher. They should only be used on a firm, level surface.
- Step ladders must be examined prior to use to ensure that they are safe to use. If there is any doubt the step ladders are not to be used. Step ladders must be inspected by a competent person on a 6 monthly basis. Step ladders are to be marked with a unique identifier and a record kept of inspections.

5.8 Staff training and information

5.8.1 It is expected that the Deputy Headteachers will act in a focal point role and as such obtain such information as is required to successfully discharge the requirements of this policy. Information and training should be available to all staff, in particular those with specific duties which involve a higher than normal risk e.g. a Premises Officer/Executive School Business Leader.

5.8.2 Where information and/or advice is not locally available the Deputy Headteachers/Executive School Business Leader should seek such information from the Council Health and Safety Team.

5.9 Staff and workplace safety

5.9.1 In order that the Schools can be maintained in a safe condition it is essential that all staff are fully aware of their responsibilities under health and safety legislation. In particular the following should be borne in mind:

- staff should know and apply any special safety measures and arrangements that exist in their working environment e.g. use of ICT equipment, etc.
- staff should observe standards of dress consistent with their duties e.g. maintaining hygiene when teaching cooking by wearing apron and tying back hair
- staff should exercise good standards of hygiene and housekeeping

- staff should know and be able to apply the emergency procedures which relate to evacuation, e.g. in a fire, and to first aid
- staff must use and not interfere with any measures provided to ensure their continued health and safety e.g. staff should not remove protective covers on powered plant or electrical equipment
- staff must co-operate with each other, teaching, non-teaching and support as well as contractors (cleaners, school meals service, etc.) in promoting improved safety measures
- staff must report any perceived health and safety failings and any defective equipment to the Executive Headteacher immediately such defect is discovered