



## 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**

**SOMERSET NURSERY SCHOOL – 157-159 Battersea Church Road, London SW11 3ND**

## HEALTH AND SAFETY POLICY 2022/2023

Signed  (Chair of Governors)

Dated: 6/12/22

Signed  (Executive Headteacher)

Dated: 6.12.22

Review Date: Autumn Term 2023

## Version

The table below shows the history of the document and the changes that were made at each version.

<b>Version</b>	<b>Date</b>	<b>Summary of changes</b>
0.1 (draft)	02 May 2012	First issue draft for consultation
1.0	02 August 2012	Initial issue
1.1	20 Feb 2013	Clarification of "Review"
1.2	12 Jan 2016	Addition of "Competent Person"
1.3	10 April 2019	Review prior to publishing on info4schools
1.4	19 November 2020	Review prior to publishing on info4schools
1.5	3 May 2022	Updates to incident reporting procedure

## Chapter1

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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, Eastwood Day Nursery and Somerset 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**

- 21 The Governing Body of WFMNS accepts responsibility for all safety and environmental matters within the School’s/Day Nursery 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.
- 22 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.
- 23 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.

24 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.

25 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.

### 3.0 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 agendas;
- 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/Business Manager's have 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/Business Manager**

3.3.1 The Deputy Headteacher/Business Manager 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.
- 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 all have a permanent Premises Officer at all of the sites and therefore the duties below will, in the main, be covered by members of the Senior Leadership Team and School Business Teams where a Premises Officer isn't present. Somerset Nursery and Balham now share a Premises Officer, however, Eastwood Nursery and Eastwood Day Nursery currently do not.

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/ 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/Business Manager 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/Stock Book; 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/reporting to the Deputy Headteachers/Business Managers 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 – Employees Online Accident Form

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. This is now completed online.

- 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 Richmond and 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 relative 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.

## 4.0 Arrangements

### 4.1 Risk assessments

4.1.1 The Executive School Business Leader/Business Manager/Deputy Headteachers, 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 Risk assessment review will be carried out a minimum annually or where there has been a significant change. Significant may include a change to a work process, work equipment' work practices or a change in staff which may have introduced new hazards or increased the risk of existing ones.

4.1.4 Full information, including the agreed proforma, is contained within the Health and Safety Manual, Chapter 5 (Risk Assessment) available on the Wandsworth Services for Schools website.

## 4.2 Instruction and Training

421 Health and Safety legislation requires employers to provide training, information, instruction and supervision to ensure, the health, safety and wellbeing of its employees at work.

422 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.

423 Training will be identified, arranged and monitored by senior responsible staff appointed by the Executive Headteacher and Governing Body.

424 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 and Premises Officers are among those staff requiring specific training as well as identified members of SLT or other Federation staff.

425 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 in individual Personnel Files.

Additionally, to the above, staff will be trained:

- when exposed to new or increased risks
- on transfer or promotion to new duties and tasks
- when changes are made to systems of work
- on the introduction of new technology
- when training needs are identified

426 Staff are also responsible for drawing to the attention of the head teacher their own training needs personal training needs.

427 A record of all training courses attended by staff should be maintained, preferably in their Personnel File.

## 4.3 First Aid

431 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.

432 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 replenished as and when required.

433 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

441 Medicine can only be given to children when their parents have completed a Request for Administration of Medication in School (at Balham and Somerset), 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 and Somerset Nursery Schools, 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.

442 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, Somerset or a first aider at Eastwood and kept securely. Throat sweets are medicine and should be treated like other medication.

443 At Balham Nursery's 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 class and further copies can be obtained from a member of the Admin staff and/or in the medication diary kept in the School Office. At Eastwood and Somerset Nursery Schools, 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/medicine cabinet for the child concerned.

444 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. At Somerset the child's medication /asthma pump will be kept in the Medicine Cupboard in the Nursery, clearly marked with the child's name. School staff will assist children in the administration of their medication as and when required.

## 4.5 Accident reporting

451 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:

452 All accidents, no matter how minor, that occur to members of staff, are to be reported using the Wandsworth Council accident online reporting platform.

At Somerset Nursery the member of staff affected reports the incident/injury to the Business Manager and they complete the online form together. Once fully completed the form is submitted to the Health and Safety team online.

At Balham and Eastwood , the member of staff affected reports the incident/injury to the Business Manager, Deputy Headteacher or Day Nursery Manager and they complete the online form together. Once fully completed the form is submitted to the Health and Safety team online.

453 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 the Councils online platform. 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.

454 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 2013.

## 4.6 Fire and Emergency procedures

461 The Executive Headteacher and Governing Body are responsible for ensuring the fire risk assessment is undertaken, controls are implemented and that it is reviewed annually.

462 All staff must be made aware upon start of employment about fire emergency procedures; where the nearest firefighting appliances are and the alarm sounding points around the school.

463 All members of staff are responsible for ensuring that fire exits, signs and escape routes are kept clear at all times. The Executive Headteacher/Business Manager will ensure that, through the Premises Officer, regular testing of firefighting equipment and fire alarms is carried out by contractors, and that fire alarms are checked regularly by the Premises Officer.



- 464 The fire alarm is tested weekly at Balham and Somerset by the Premises Officer.
- 465 Fire drills will take place termly and specific arrangements made for anyone with special needs. A record of each practice evacuation shall be maintained, detailing the time the evacuation took to complete and this is then reported Termly at each Full Governing Body meeting. Full evacuation instructions are held in school and reviewed after each drill.
- 466 Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices around the School sites.
- 4.6.7 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 are vacated immediately on hearing the fire alarm;
  - hazardous electrical appliances are disconnected, and all doors shut when vacating the premises; and
  - they always check for any potential fire hazard at the end of the day.
- 4.6.8 Further, every employee must:
- NEVER ignore a fire alarm or disregard any notice on fire prevention.
  - NEVER smoke in the school buildings.
  - 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 firefighting appliances.
  - NEVER leave electrical appliances plugged in when not in use.
  - NEVER leave furniture etc. by fire exits or placed directly in front of electrical heaters.
- 4.6.9 In the event of a fire, children will be escorted from the buildings by the nearest exit as quickly as possible, to the nearest assembly points.
- 4.6.10 At Balham and Somerset's the assembly point is at the far end of the gardens on each site.
- 4.6.11 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 exiting from the front of the Nursery School building, the assembly point is at the rear of the building to the right of the car park.
- 4.6.12 At Eastwood Day Nursery – the assembly point for 'downstairs' is the back of the Nursery School.
- For 'upstairs' the assembly point is in the front of Downshire House.
- 4.6.13 Alarm sounding points (manual call points) are located throughout all the School buildings/Day Nursery.

- 4.6.14 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.
- 4.6.15 Fire extinguishers can be found at easily identifiable access points around the Schools and Day Nursery.
- 4.6.16 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 all three Schools and in the Day Nursery.

## 4.7 Smoking and fire hazards

- 4.7.1 Smoking and vaping is not allowed in the Schools'/Day Nursery buildings.
- 4.7.2 Smoking and vaping is not allowed in the Schools'/Day Nursery grounds during school hours. Outside of these times i.e. in the evening or weekends, smoking/vaping may be permitted in the school grounds only.
- 4.7.3 Cigarettes, E-Cigarettes, Vaping equipment matches and/or lighters should not be left where the children can have access to them. If a teacher light candles for any reason (e.g. religious services, scientific experiments etc.) they should not be left unattended.

## 4.8 Maintenance and Inspection of Premises, Plant and Work Equipment

- 4.8.1 The Executive Headteacher/Business Manager with the Premises Officer will arrange for formal inspections of the premises, plant and equipment to take place at suitable intervals and draw up an effective maintenance programme.
- 4.8.2 All identified maintenance will be implemented and any remedial works identified are completed.
- 4.8.3 Routine checks of work equipment (e.g. manual and powered work equipment; playground equipment) will be undertaken by the Premises Officer using the checklists available.
- 4.8.4 The Executive Headteacher/Premises Officer must ensure that all statutory and systems maintenance related documentation is kept available for reference. Details should include the names of Inspecting Body, Servicing Body, Certificates, any resulting reports, information of necessary maintenance etc.

485 More guidance can be found in chapter 22 and Chapter 13 of the Council Health and Safety Handbook, available on the Services for Schools website.

## 4.9 Electrical Safety – Fixed Systems

### 4.9.1

Fixed systems will be inspected, serviced and repaired as necessary at least every 5 years or as appropriate and according to guidance for building use. A safety certificate will support inspections carried out by competent persons. For the purpose of this policy, the company listed on the approved contractors table below are appointed as competent persons.

<b>Approved electrical contractor</b>	
Company	
Contact	
Accreditation	NICEIC

## **4.10 Electrical Safety - Portable Appliances**

- 4.10.1 All portable electrical equipment in use will be maintained to a satisfactory standard to minimize risk to staff and subjected to a programme of combined inspection and testing as per guidelines.
- 4.10.2 A record will be kept of the test and a tagging system will be used on all portable electrical equipment. The regularity of checks will be determined by risk assessment.
- 4.10.3 Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment will only to be carried out by a competent person.
- 4.10.4 All staff will be trained in general health and safety awareness on induction, which will include electrical safety.
- 4.10.5 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. Staff are also responsible for ensuring that they use and handle electrical equipment sensibly and safely.
- 4.10.6 If there is a fault with any electrical equipment, the staff member who notices the defect should write in the “snagging book”. If the appliance is dangerous then the Premises Officer should be contacted immediately. The appliance should be taken the equipment out of use immediately and marked so that other staff do not attempt to use it.
- 4.10.7 Staff should not use their own electrical appliances unless they have been authorized to be used in the school building in line with the school policy and have been checked by the Premises Officer. All electrical appliances are checked periodically by the Premises Officer.
- 4.10.8 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.

## **4.11 Information Technology equipment**

- 4.11.1 The Executive Headteacher will ensure that suitable arrangements are in place for the use of Information Technology equipment.
- 4.11.2 Equipment will be installed safely, with due consideration given to ventilation for server rooms and computer suites and to any foreseeable hazards e.g. fire, trip and falls, etc.
- 4.11.3 Where laptops are used, safe systems of work including charging and use of

trolleys will be devised.

- 4.11.4 Computers - No adult or child should work with a computer for more than 20 minutes without a short break. The school office has appropriate lighting for employees to work with computers and individual assessments will be carried out when required.
- 4.11.5 Arrangements for the safe use of Display Screen Equipment (DSE) follows local authority guidance and associated individual assessments will be carried out in accordance with the Health and Safety (DSE) Regulations 1992 (as amended in 2002).
- 4.11.6 Any employee who is required to use a DSE must undertake a self-assessment of their working environment/ ergonomic assessment.
- 4.11.7 The assessment will be reviewed at regular intervals and held centrally.

## **4.12 Personal safety**

- 4.12.1 All staff are to be aware of the contents of Chapter 25 of the Council Health and Safety Handbook (Workplace Violence). This is available on Services for Schools website.
- 4.12.2 All instances of violence/ aggression and verbal abuse must be reported and arrangements in place to adequately control the risks.

## **4.13 Pupil safety**

- 4.13.1 No child is to be left unattended anywhere in the School buildings/Day Nursery and should be escorted in an orderly fashion around the grounds – no running. Children are handed over to their parents or other authorized adult at the end of the child's session.
- 4.13.2 All children should be escorted when moving around the school, for example, to assembly, a P.E. lesson, etc. The teacher should remain with their class at all times unless they hand that responsibility over to another adult i.e. when the teacher has non-contact time or when the midday supervisors or LSAs are in charge.
- 4.13.3 No child is to carry glass or crockery, and they are to be reminded to take care when using scissors, compasses, woodwork equipment etc.

## **4.14 General safety**

- 4.14.1 All staff should ensure that working areas are sufficiently ventilated.
- 4.14.2 No hot drinks are to be walked around the Nursery areas in the School's/Day Nursery or taken in the gardens /outdoor space.
- 4.14.3 All staff should be aware of the procedure for moving and assembling P.E. apparatus as listed in the P.E. policy. The apparatus should be stored safely in the cupboard after use.
- 4.14.4 Health and Safety notices will be sent to appropriate staff on arrival in school and then stored in the Health and Safety box in the staff room.
- 4.14.5 All staff will be given a copy of the Staff Induction Handbook and the Health and Safety policy at the commencement of their contract.
- 4.14.6 Parking within the school sites is limited and is not permitted during school hours. Contractors needing to be on site with vehicles must be off site at Somerset before school opens, or on site after school closes. 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 5mph must be adhered to at all times.

#### **4.15 Lone working**

- 4.15.1 A specific risk assessment will need to be carried out in order to establish specific hazards and control measures required to reduce the risk and safe working procedures developed.
- 4.15.2 Lone working may occur in the case of a member of staff working late in the evening or where the Premises Officer is required to work during a weekend or school holiday.
- 4.15.3 Locking and unlocking the school should also be considered and, wherever possible, suitable communications systems put in place to minimise the risk.
- 4.15.4 At Balham and Somerset members of the SLT are keyholders and are responsible for locking and unlocking the School's. Wherever possible, suitable communication systems are to be put in place to minimize the risk.

At Eastwood Nursery School and Day Nursery there are local arrangements in place for locking and unlocking the buildings.

- 4.15.5 Consideration should be also given for staff in the school during working hours however in a remote part of the building.

#### **4.16 Safeguarding – Access to school**

- 4.16.1 Parents and guardians are requested to deliver their children to their relevant class in the Nursery Schools and Day Nursery. Parents should collect their children from the nursery or the assembly area.
- 4.16.2 Parents must not take late children into the classroom without first reporting to Reception/ school office. Parents must ensure that they report a child to a member of the class team. The Schools all 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 a member of SLT who will speak to the individuals concerned.
- 4.16.3 All children have an allocated key person who, where possible, will be available to speak with parents shortly before or after the nursery sessions, giving all parents the opportunity to pass on brief messages.
- 4.16.4 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.

At Somerset, the gates are shared with local residents and remain unlocked during the day. However the gates should be kept closed and access to the building can only be gained through a buzzer and intercom system, at the main entrances which are managed by staff.

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 the buzzer and verification of the visitor.

4.16.5 All visitors and contractors will be instructed to report to Reception/office to sign the Visitors book. Where appropriate they will be given a temporary identity badge to wear whilst on the premises. Staff are aware that anyone without a badge should be approached and if necessary, escorted to Reception/Office to obtain one.

- All visitors shall be made aware of the school's fire arrangements in the event of a fire.
- All visitors shall be made aware of the school's emergency procedures.

4.16.6 All staff, both teaching and support, have an Enhanced DBS check before they begin work in the School's/Day Nursery, and then every three years. 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 their 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.

## 4.17 Safeguarding – Collection of children

4.17.1 Parents who wish to collect their children during the school day are requested to come to the school office where a member of the office staff will contact the teacher to send the child to the office. No child will be allowed to leave school during the day unaccompanied unless a request has been made in writing to the class teacher or a telephone message given to a member of the office staff.

4.17.2 If any staff member is unsure as to whether an adult has the legal right to collect a child, they should check with the Executive Headteacher, Deputy Headteacher, SLT or member of the office staff. Parents have been asked to advise the Schools and Day Nursery of the name and telephone contact number of emergency contacts who are authorized 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 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 identity.

#### **4.18**      **Safety on school visits**

- 4.18.1      School visits should have regard to the guidance contained in the DfE document Health and Safety on Educational Visits. This can be downloaded at <https://www.gov.uk/government/publications/health-and-safety-on-educational-visits/health-and-safety-on-educational-visits>
- 4.18.2      Each school should appoint an Educational Visits Co-ordinator (EVC) to help plan and manage all educational visits. Appropriate training should be completed to exercise the function. Where an EVC is not appointed the Executive Headteacher will fulfil this function.
- 4.18.3      The Teacher-in-charge of an outing is responsible for all aspects of health and safety when off the school premises. A specific risk assessment must be completed for each outing. (A generic risk assessment may be used provided all aspects are the same or the risk assessment is modified to include any specific additional risk).
- 4.18.4      When taking children out of school, mobile telephones should be taken so that in an emergency the school can be contacted and contact maintained between groups when travelling.

#### **4.19**      **Cash handling**

- 4.19.1      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 weekly or when a certain amount has accumulated.
- 4.19.2      Cash should be counted out of sight, for example in an inner room. 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, they should hand over the cash and report the incident immediately to the Police.

#### **4.20**      **Manual handling**

- 4.20.1      The Manual Handling Operations Regulations 1992 (as amended) establish a clear hierarchy of measures for dealing with risk from manual handling, these are:
- Avoid hazardous manual handling operations so far as is reasonably practicable;
  - Assess any hazardous manual handling operations that cannot be avoided; and
  - Reduce the risk of injury so far as is reasonably practicable.

- 4.20.2 All staff involved in the lifting, pushing, pulling or carrying of equipment or pupils must receive training prior to being asked to carry out such duties.
- 4.20.3 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.
- 4.20.4 If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they should ask for assistance.
- 4.20.5 All manual handling operations must be risk assessed (see Council Health and Safety Handbook Chapter 15) and remedial actions implemented in order to eliminate or reduce risk.

#### **4.21 Working at Height**

- 4.21.1 The Work at Height Regulations 2005 place duties on employers to ensure that any work carried out at height is done in a safe manner that prevents persons or equipment falling from height.
- 4.21.2 The selection of access equipment such as stepladders, ladders, stools etc will be carefully considered, according to task to be carried out.
- 4.21.3 Adequate work at height workplace equipment will be provided as per guidelines and only staff who are competent and have received sufficient training will be permitted to undertake working at height tasks.
- 4.21.4 Detailed risk assessments will be undertaken for each activity.
- 4.21.5 All work at height equipment will be verified on a regular basis and before use for signs of defect or malfunction. Where damage is identified, the equipment must be taken out of use and labelled.

#### **4.22 Safe Handling and Use of Substances**

- 4.22.1 The Executive Headteacher or delegated responsible person e.g. Premises Officer will identify all substances which need an assessment under the Control of Substances Hazardous to Health (COSHH) Regulations 2002.
- 4.22.2 All new substances will be verified that these can be used safely before they are purchased and where possible the hierarchy of controls will be followed so non-hazardous or less hazardous substances will replace hazardous substances in use.
- 4.22.3 Any chemicals or substance used in the school must be approved by the Executive Headteacher and stored as per manufacturer guidance. On no account, staff can bring substances to the school without the consent of the Executive Headteacher or delegated responsible person.

- 4.22.4 Information on site to be kept will include Safety Data Sheets provided by suppliers, an Inventory of hazardous substances, and suitable and sufficient risk assessments.
- 4.22.5 Staff, where deemed necessary will be informed about the COSHH assessments and control measures, including safe handling, required protective equipment and storage.
- 4.22.6 Responsible staff will attend COSHH training and refresher as required and when deemed necessary.
- 4.22.7 COSHH assessments in place will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.
- 4.22.8 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.

#### **4.23** **Tree safety**

- 4.23.1 All trees in the garden areas of all the Schools/Day Nursery are of a particular age and height must be checked for disease and checked bi-annually to guard against falling branches.
- 4.23.2 Similarly, all low level bushes etc. should be checked to ensure that they do not present a risk to pupils, either of scratches or skin or eye penetration by sharp twigs.

#### **4.24** **Asbestos**

- 4.24.1 Where asbestos is present a management survey will be carried out. A copy of the Asbestos Register is to be kept in the school office. An Asbestos Management Plan is to be produced detailing how any asbestos containing material on the premises is to be protected and monitored.
- 4.24.2 The Executive Headteacher/Business Manager and nominated responsible person such as the Premises Officer should be familiar with the location of asbestos within the premises and must ensure that contractors have access to the Asbestos Register prior to commencing work in the school.
- 4.24.3 Information and instruction must be provided to staff and contractors to include the following:
- Where the Asbestos register is located.
  - Not to drill or affix anything to walls without first obtaining approval from premises officer and checking the plan.
  - Reporting of damage to asbestos materials and emergency procedures.

- 4.24.4 If asbestos containing materials are present on a surface likely to suffer damage during the day to day operation and contractor works (e.g. asbestos containing materials present on a classroom door or boiler plant), asbestos labels should be provided.
- 4.24.5 The Premises Officer will monitor areas where asbestos material is present, record significant findings and arrange for remedial works to be carried out if necessary. All works undertaken will be updated in the Asbestos Register on completion.
- 4.24.6 Eastwood Nursery School has no asbestos.
- 4.24.7 Further guidance can be obtained from Chapter 19 of the Council Health and Safety Handbook.

## **4.25 Legionella**

- 4.25.1 The Executive Headteacher or nominated person will arrange for a water hygiene risk assessment to be carried out every two years in line with statutory requirements. Assessments identify if there are areas where conditions are such that legionella bacteria could grow; list any required works; and include details of future monitoring requirements that the school is responsible for.
- 4.25.2 All identified remedial works will be incorporated into the school's maintenance programme.
- 4.25.3 The responsible and nominated responsible person must complete Legionella Training to ensure they are conversant with monitoring systems and procedures.
- 4.25.4 Monitoring of the water system will be undertaken by the Premises Officer (or competent 3<sup>rd</sup> party) and this will include but not be limited to periodically monitoring all relevant temperature readings for sentinel taps; TMV's and representative taps, flushing of infrequently used outlets, de-scaling spray outlets and recording findings in the water logbook.

## **4.26 Hirers, contractors and others**

- 4.26.1 When the premises are used for purposes not under the direction of the Executive Headteacher/Deputy Headteacher/Business Manager 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.

- 4.26.2 If the School's 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 School's 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 school 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 pupils of the School.
- 4.26.3 Immediately prior to use the Premises Officer 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 Premises Officer and it should be made clear to the user that if any further changes are required during the hire they must summon the Premises Officer. As proof of due diligence the arrangements should be signed off by the user.
- 4.26.4 All contractors working on the site 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, a dangerous situation or hazardous condition arises that a contractor fails to eliminate or make safe, the Executive Headteacher must take such actions as are necessary to prevent persons in their care from risk of injury. In extreme circumstances this may be by instructing the contractor to cease work until the condition is remedied.

#### **4.27 Staff consultative arrangements**

- 4.27.1 The Governing Body, through the Executive Headteacher, will make arrangements for the establishment of a safety committee. Representatives of each accredited trade union and staff association will be offered places on the committee which will comprise staff across representative areas of work across the school.

#### **4.28 Emergency Planning**

- 4.28.1 The Executive Headteacher will ensure that a suitable and satisfactory Emergency Plan is prepared to cover all foreseeable situations which may place staff or pupils at risk. The Plan will be agreed by the Governing Body and regularly reviewed.

- 4.28.2 Procedures to deal with fire, bomb threats, gas leaks, electricity supply failure and natural disasters, for example, flooding should be included in the Plan.
- 4.28.3 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 School's/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.

**4.29 Monitoring**

- 4.29.1 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 Headteacher, Business Manager, Premises Officer and if possible a member of the Governing Body. Periodically the nominated Governor with responsibility for Health and Safety may also take part in this monitoring process.
- 4.29.2 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.

**4.30 Codes of safe working practice**

- 4.30.1 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.

**4.31 Review**

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

Signature..... Chair of Governors Date .....

Signature..... Head Teacher Date .....

## **5.0 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 Classroom safety**

5.2.1 Class teachers 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 Executive Headteacher.

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 within the teaching area should be maintained
- always ensure children are not left unsupervised

### **5.3 Playground safety (including lunch and breaks)**

5.3.3 Duty staff and lunch time controllers 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.

5.3.4 Examples of items to check include:

- climbing equipment should not become overcrowded and children should be wearing suitable clothing, in particular footwear
- no child should leave the play areas without the permission of the staff on duty (teacher or controller)
- the field should only be used if the conditions are suitable
- at the end of the lunch break controllers should ensure an orderly return into the school and teaching staff should be ready to receive their pupils

### **5.4 Large playground equipment**

5.4.1 Duty 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 pupils 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 pupils 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 should observe standards of dress consistent with safety and/or hygiene and the reasons should be made clear to the pupils, examples include:
- suitable footwear for PE;
- wearing of ear-rings not permitted for PE;
- knives and other dangerous items should be removed from pupils and held by the Executive Headteacher.
- children should be taught to exercise personal responsibility for safety of self and classmates
- children should be taught to observe all school safety rules and in particular those relating to evacuation and procedures to be observed in the case of fire or other major emergency

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 Work at height

5.6.1 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 the Site Manager on a termly basis. Step ladders are to be marked with a unique identifier and a record kept of inspections.

## 5.7 Staff training and information

5.7.1 It is expected that the Executive Headteacher 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. the Site Manager.

5.7.2 Where information and/or advice is not locally available the Executive Headteacher should seek such information from the Council Health and Safety Team.

## 5.8 Staff and workplace safety

5.8.1 In order that the school 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. in the kiln area, use of ICT equipment, etc.
- staff should observe standards of dress consistent with their duties e.g. maintaining hygiene when teaching cooking by wearing an 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 Head teacher immediately such defect is discovered.