

ST. ILLTYD'S CATHOLIC HIGH SCHOOL

HEALTH & SAFETY POLICY

1.0 PART ONE – STATEMENT OF POLICY

1.1 This is the health and safety policy of St Illtyd's Catholic High School, which should be read in conjunction with City of Cardiff Council's Health and Safety Policy and the Health and Safety Policy of the Education & Lifelong Learning Directorate.

1.2 The School accepts its responsibilities under the Health and Safety at Work etc. Act 1974, for providing a safe and healthy workplace and working environment for all its employees, pupils, visitors, contractors and other persons who may be affected by its activities.

1.3 The Senior Management Team and the School Governing Body will take all reasonable steps to ensure that the City of Cardiff Council's Health and Safety Policy, the Health and Safety Policy of the Education & Lifelong Learning Directorate and their own school Policy are implemented and, that guidance documents are followed and monitored throughout the School.

1.4 The School is committed to ensuring a high standard of health, safety and welfare. This will be achieved by the following:

- Assessing and controlling risks arising from curriculum and non-curriculum activities
- Maintenance of a healthy and safe working and learning environment with safe means of access and egress
- Safe working practices and the provision and maintenance of safe plant and equipment
- Arrangements to ensure that no person is adversely affected by any article, substance, equipment or machinery used.
- Consultation with staff and trade union representatives on matters affecting health and safety
- Provision and dissemination of health and safety information which is received from the Education Directorate and other sources
- Ensuring staff are competent to carry out tasks safely by the provision of effective information, instruction, training and supervision
- Ensuring that adequate welfare facilities exist at the school
- Having procedures for emergencies
- Monitoring and review of health and safety standards / accident statistics
- Accessing competent advice from Health and Safety Advisers in relation to health and safety matters
- Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable

1.5 This Policy and referenced documentation is available to all staff and tutors. A hard copy of the Policy document can be found displayed in the staff room within the School and also within staff handbooks and the shared policy drive.

1.6 This Policy will be reviewed as necessary at regular intervals and at least annually.

Signed: _____

Signed:

(Headteacher)

(Chair of Governors)

Date: _____

Date for Next review: May 2019

Contents

2.0PART TWO – ORGANISATION AND RESPONSIBILITIES	PAGE
2.1 Organisation Chart	5
2.2 Education Directorate Responsibilities (as the employer)	5
2.3 Governing Body Responsibilities	6
2.4 Headteacher Responsibilities	7
2.5 Heads of Department / Curriculum Leaders Responsibilities	7
2.6 All Other Staff Responsibilities	8
2.6.1 Teaching Staff Responsibilities	8
2.6.2 Estates Staff Responsibilities	8
2.6.3 All Employees Responsibilities	9
2.7 Pupils	9
3.0PART THREE – ARRANGEMENTS AND PROCEDURES	
3.1 Accident / Near Miss / Disease Reporting and Investigation	10
3.2 Asbestos Management	11
3.3 Body Fluid Spillages	13
3.4 Catering	13
3.5 Cleaning	13
3.6 Communicable Diseases	14
3.7 Contractors	15
3.8 Display Screen Equipment (DSE)	16
3.9 Driving at Work	16
3.10 Educational Visits	17
3.11 Electrical Equipment (fixed and portable)	18
3.12 Emergency Procedures	18
3.13 Fire Precautions and Procedures	19
3.14 First Aid	20
3.15 Glazing	21
3.16 Hazardous Substances (COSHH)	22
3.17 Health and Safety Advice	22
3.18 Housekeeping, cleaning and waste disposal	23
3.19 Induction	23
3.20 Legionella	24
3.21 Lettings / shared used of premises	24
3.22 Lone working	25
3.23 Maintenance / Inspection of equipment	26
3.24 Manual Handling & Lifting	27
3.25 Monitoring of Health and Safety	28
3.26 New and Expectant Mothers	29
3.27 Noise	29
3.28 Personal Protective Equipment (PPE)	30
3.29 Pest Control	31
3.30 Playground Safety	31
3.31 Premises Management	31

3.32	Premises Security	32
3.33	Pupils with Medical Needs	32
3.34	Reporting Defects	33
3.35	Risk Assessments	33
3.36	School Minibus	34
3.37	Slips, Trips and Falls	35
3.38	Smoking	35
3.39	Snow and Ice	35
3.40	Staff / Trade Union Consultation	36
3.41	Stress / Staff Wellbeing	36
3.42	Traffic Management (Vehicles / Pedestrians) On Site	37
3.43	Training and Competence	37
3.44	Violence to Staff	37
3.45	Volunteers and Parent Helpers	38
3.46	Working at Height	38

2.0 PART TWO – ORGANISATION AND RESPONSIBILITIES

2.1 The responsibilities of the Council and Education & Lifelong Learning Directorate are set out in both the Council Health and Safety Policy and the Education & Lifelong Learning Directorate Health and Safety Policy. Specific health and safety responsibilities of School Governors and Headteachers are referenced in 2.11 of the Council Policy and 4.3b and 4.3c respectively of the Education & Lifelong Learning Directorate Policy.

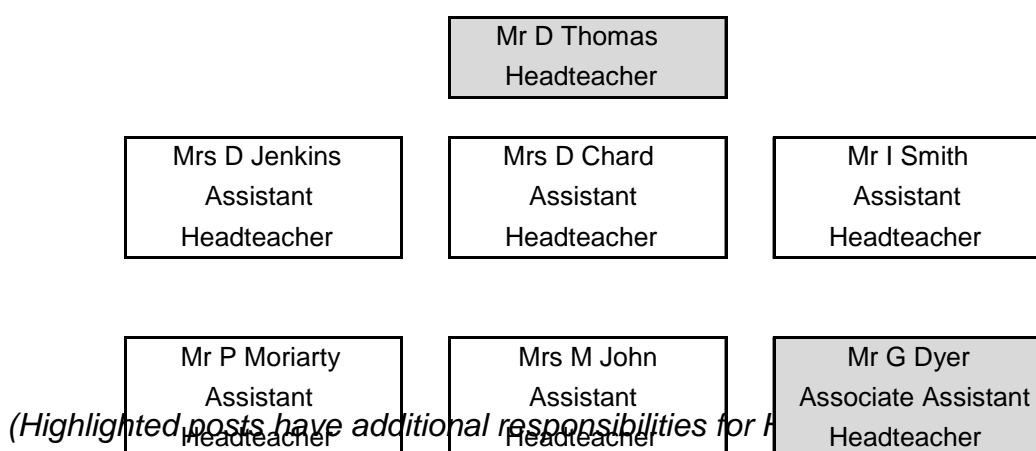
The Health and Safety at Work etc. Act 1974 places overall responsibility for health and safety with the employer. The legal status of 'employer' varies with the type of school.

As the school is Voluntary Aided, the Governing Body are the employer and consequently have a legal obligation to produce their own Health and Safety Policy and comply with all relevant health and safety legislation.

An organisation chart for the School, and the health and safety responsibilities of School staff and the Governing Body is detailed below. For specific health and safety responsibilities of identified staff please refer to Part Three - Arrangements and Procedures.

Organisation Chart

SENIOR LEADERSHIP TEAM



2.2 Education & Lifelong Learning Directorate Responsibilities

2.2.1 Section 197 of the Education Act 2002 (Wales) enables the LA to form an agreement providing a formal legal basis that makes clear how the authority and the governing body of a school will discharge their respective statutory functions on specific matters, including health and safety. To ensure schools, regardless of their type, have a consistent and appropriate understanding of their health and safety responsibilities, each school is required by the LA to adopt the Education Maintained Schools Partnership Agreement. In signing the Agreement, the governing body acknowledges the school's legal responsibility and a defined number of actions to ensure legal compliance.

2.2.2 Each school is expected to produce and review a local Health and Safety Policy that is consistent with the Policy of the Education and Lifelong Learning Directorate.

2.2.3 The LA must provide health and safety guidance to those schools and services where it is the employer. It must ensure that staff are trained in their health and safety responsibilities as employees and that those who are delegated health and safety tasks (such as risk assessment) are competent to carry them out. If a LA risk assessment shows that training is needed, the LA must make sure that this takes place.

2.2.4 Education employers have duties to ensure, so far as is reasonably practicable:

- The health, safety and welfare of teachers and other education staff;
- The health and safety of pupils in school and on off-site visits;
- The health and safety of visitors.

2.3 Governing Body Responsibilities

2.3.1 The Governing Body, with the Headteacher, will:-

- Ensure compliance with all health and safety legislation;
- Appoint a governor to act as the governing body's contact point for all matters relating to the school's health and safety policy;
- Have in place a health and safety policy for the school that complies with legislation and follows guidance provided by the authority
- Monitor the operation of the policy and procedures;
- Be responsible for developing and allocating resources to ensure effective management of health and safety;
- Ensure health and safety is an integral part of management practices;
- Monitor management practices;
- Ensure that appropriate action is taken to address any shortcomings in any aspect concerning health and safety;
- Work with recognised trade unions to secure the health and safety of staff; and
- Contribute as appropriate to consultation on health and safety issues.

2.3.2 In schools with delegated budgets, if the Governing Body fails to carry out essential work for which it is responsible to ensure the Health and Safety of its staff, pupils and other people using the site, the Education Directorate, after consultation with the Headteacher, can carry out essential work and charge it to the school's budget.

2.3.3 To support the Governing Body with its health and safety functions, a training programme for Health and Safety Governors has been established.

The Governor who has been nominated to act as Health and Safety Governor in St Illtyd's Catholic High School is John Grimes. This Governor will not be any more responsible for health and safety within the school than any other Governor. He will have no personal decision-making powers in relation to health and safety. However, he will:-

- Take a special interest in health and safety, checking that the Governing Body is meeting its objectives, and pointing out the health and safety implications of other actions under consideration.
- Support the Headteacher/Health and Safety Coordinator, as well as other members of staff, in the strategic management of health and safety.
- Provide a contact point for information, support, training and guidance from the Education Directorate

2.4 Headteacher Responsibilities

2.4.1 The Headteacher is responsible for the implementation of this Policy on a day-to-day basis. In conjunction with the points detailed in 2.9 of the Council Health and Safety Policy, and 4.3c of the Education Directorate Health and Safety Policy, the Headteacher is specifically responsible for:-

- Developing, and implementing a, school Health and Safety Policy, having consideration to Regulation 5 of the Management of Health and Safety at Work Regulations 1999 regarding planning, organisation, control, monitoring and review and ensure inclusion of / reference to specific School arrangements.
- Ensuring that suitable and sufficient assessments of the risks to the health and safety of employees and other people, in connection with work activities have been carried out by a competent person. Relevant employees should be involved. The risk assessments should be uploaded onto the Health and Safety Management System (RAMIS) and be kept under review.
- Continuing to ensure that, where significant risks are identified, safe systems of work and other control measures (including work instructions / method statements) are developed and implemented, remain effective and are revised if necessary.
- Ensuring there are appropriate, effective and documented operational monitoring arrangements for work activities. This includes supervisors / managers carrying out documented health and safety checks / inspections, as appropriate, and having monitoring arrangements in place to ensure identified actions are carried out.
- Submitting inspection reports to the Governing Body and/or the Education Directorate and taking action where this is required.
- Passing health and safety information to relevant members of staff.
- Continuing, and developing, health and safety training plans and training matrices (where appropriate) for the school.
- Liaising with the Governing Body and the Education and Lifelong Learning Directorate on matters relating to health and safety.
- Informing the Governing Body of action required to comply with health and safety legislation.
- Supporting the Governing Body in monitoring the school's health and safety performance.
- Co-operating with, and providing necessary facilities for, trade union safety representatives.
- Ensuring that contractors working on site are appropriately managed.
- Reviewing the health and safety management of contractors employed directly by the school.
- Following the Education Directorate's guidelines on health and safety

2.4.2 The Governing Body must ensure that, in the absence of the Headteacher, the above responsibilities will fall to his/her immediate deputy, and they will be made aware of what these responsibilities entail.

2.5 Senior Management Team / Heads of Department / Curriculum Leaders Responsibilities

2.5.1 As detailed in 2.10 of the Council Health and Safety Policy, and 4.3d of the Education and Lifelong Learning Directorate Health and Safety Policy, Managers and Supervisors are responsible for ensuring that the health and safety arrangements in relation to the areas under their control are effectively implemented, maintained and monitored.

The Senior Management Team / Heads of Department / Curriculum Leaders are specifically responsible for:-

- Day-to-day management of health and safety in accordance with the Education and Lifelong Learning Directorate Health and Safety Policy and this Health and Safety Policy
- Establishing and reviewing departmental procedures, including the provision of a Departmental Health and Safety Policy.
- Ensuring that suitable and sufficient risk assessments are carried out and reviewed by a competent person, and that the findings are communicated to relevant staff.
- Where appropriate, carrying out regular inspections, communicating the results to the Headteacher and ensuring action is taken to implement any recommendations made as a result of the inspections
- Arranging staff training
- Providing staff with health and safety information.

2.6 All Other Staff Responsibilities

As detailed in 2.12 of the Council Health and Safety Policy, and 4.3e of the Education and Lifelong Learning Directorate Health and Safety Policy, other staff have specific responsibilities:-

2.6.1 Teaching Staff Responsibilities

Teaching staff are specifically responsible for:-

- Day-to-day co-ordination of health and safety, and compliance with legislation in accordance with the Education and Lifelong Learning Directorate Health and Safety Policy and this Health and Safety Policy
- Checking classrooms and workrooms are safe
- Ensuring that equipment is safe before use
- Reporting any defects or health and safety issues
- Ensuring safe procedures are followed
- Ensuring that protective equipment is used, where appropriate
- Reading and complying with risk assessments for specific tasks.
- The safety of any pupils under their supervision during any organised activity or programme
- Recording any accidents on the Council's accident / incident report forms and returning them to their line manager for manager's comments.
- Leading their class to the designated assembly point for the building or other agreed place of safety, in the event of fire alarm activation and undertaking a roll call.

2.6.2 Estates Staff Responsibilities

Estates staff are specifically responsible for:-

- Ensuring that fire evacuation drills are carried out at least once every term, in conjunction with the Headteacher
- Ensuring that the fire alarms are function tested once a week and the emergency lighting is function tested once a month.
- Ensuring alarm/security systems are monitored and attend call outs, as required.

- Ensuring the planned maintenance of the premises and any emergency repairs, maintenance and testing is carried out.
- Ensuring that statutory inspections are undertaken
- Ensuring the testing and any subsequent maintenance of equipment is carried out.
- Advising the Headteacher/Line manager of any defect identified as being unsafe, or repairs identified as being required to the sites, buildings and grounds. Following the site specific procedure and taking whatever action is necessary to isolate the risk until repairs can be arranged.
- Ensuring that suitable and sufficient risk assessments are carried out for their activities, for general activities and for specific legislative requirements, e.g. COSHH
- Advising the Headteacher of any situation which is unsafe or hazardous to health and which cannot be remedied from within the resources available.
- Liaising with and monitoring the activities of contractors, visitors and others on the site to ensure that any risks to the health and safety of staff and site users are kept to a minimum.
- Following procedures detailed in the Asbestos Management Plan for the school
- Ensuring that any contractors, or operatives, working on the fabric of the building complete, and sign, the relevant sections of the Permit to Work sheet within the site's Asbestos Management Plan.
- Completion of the Asbestos Permit to Work if they carry out work on the fabric of the building
- Ensure, if appropriate, that contractors are effectively managed in accordance with Council and legal requirements
- Attending pre contract meetings for all works on site prior to commencement.
- Ensuring contractors follow the site specific agreed procedures for contractors working on site, as identified within the Education and Lifelong Learning Directorate Contractor documentation (RAMIS Library Reference - ECL).

2.6.3 All Employees Responsibilities

As detailed in 2.12 of the City of Cardiff Council Health and Safety Policy, all employees, regardless of position, have a legal duty to take care of their own health and safety, and that of other people who may be affected by their acts or omissions, and to co-operate with St Illtyd's Catholic High School and City of Cardiff Council to enable it to fulfil its health and safety obligations.

2.7 Pupils

As detailed in 4.3f of the Education and Lifelong Learning Directorate Health and Safety Policy, pupils, and where relevant, parents or carers, will be made aware of arrangements, policies and procedures in respect of health and safety and pupils must follow all safe working practices and observe all school safety rules. Teaching staff will ensure that pupils will:-

- Follow all instructions issued by any member of staff in the case of an emergency.
- Ensure that they do not intentionally or recklessly interfere with equipment provided for safety purposes e.g. fire extinguishers, etc.
- Inform any member of staff of any situation which may affect the safety of anyone.

3.0 PART THREE – ARRANGEMENTS AND PROCEDURES

Contents are listed on Page 5

The following arrangements detail how the School will implement its Health and Safety Policy and also the Policy of the Education and Lifelong Learning Directorate and should be read in conjunction with the Council and Education and Lifelong Learning Directorate Policies

3.1 Accident / Near Miss / Disease Reporting and Investigation

The PA to the Leadership Team is responsible for ensuring that the appropriate accident report forms are completed:-

- Employee Accident Report Form [4.C.043](#)
- Pupil Accident Report Form [4.ED.WC.006](#)
- Member of the Public/Service User Accident Report Form [4.C.045](#)
- Violence at Work Report Form [4.C.046](#)).

Accident report forms should be printed off the Cardiff Improvement System (CIS) as required, to ensure the most up-to-date version is used.

The PA to the Leadership Team is responsible for forwarding the completed forms to the following:-

- Pupil Accident and Service User/Public Report Forms *to the Education Compliance Team, Room 311, County Hall, Cardiff CF10 4UW*
- Employee Accident Report Forms/Violence at Work Forms *to the Health and Safety Section, Corporate Resources, Room 413, County Hall, Atlantic Wharf, Cardiff CF10 4UW*

Serious incidents must be reported immediately to the Corporate Health and Safety Team on Tel: 029 2087 2635 or 029 2087 3967 and/or Education Compliance on Tel: 029 2087 3715

For maintained schools, the Education Compliance Team is responsible for ensuring that the Health and Safety Executive (HSE) Incident Contact Centre is notified of any reportable accidents (including major injuries, absences over 7 days as a result of an accident at work, or if a pupil/member of the public is taken to hospital from the scene of the accident) on the F2508 form. All Voluntary Aided schools and Foundation schools must ensure that they act in compliance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013.

All staff are aware of the importance of reporting all incidents, including near misses, in order that trends may be identified and accurate statistics can be collated for discussion at Education and Lifelong Learning Directorate Senior Management Team meetings / Governors meetings.

The Headteacher and Associate Assistant Headteacher are responsible for carrying out accident investigations in St Illtyd's Catholic High School using the City of Cardiff Council Accident/Incident Investigation Form (see Appendix A of 1.CM.122 Council Code of Guidance for Accident Investigation)

For further information refer to:-
Council Code of Guidance for Accident Reporting

3.2 Asbestos Management

An Asbestos Management Plan (AMP) containing details of the location, type and condition of asbestos is kept in all individual Education and Lifelong Learning Directorate premises, where asbestos has been identified. The procedures therein and the Council Asbestos Policy and the procedures in the AMP must be followed by all Education and Lifelong Learning Directorate premises.

An Asbestos Management File has been issued to premises where no asbestos has been identified and the Permit to Work system must be completed.

St Illtyd's Catholic High School does not have any recorded Asbestos within the building.

In respect of all buildings occupied by the Education and Lifelong Learning Directorate, implementation of the Asbestos Management Plan/File will be the responsibility of the Dutyholder, or their selected competent deputy / nominee. The responsible persons must have attended the Asbestos Awareness Training Session, organised by Education Compliance.

The following information is conveyed to Governors at attendance at the Health and Safety Roles and Responsibilities of School Governors training facilitated by Governor Services.

- All schools have been surveyed and have either an Asbestos Management Plan (AMP) or Asbestos Management File (AMF)
- The responsibility for ensuring compliance with the AMP / AMF is primarily that of the Dutyholder i.e. the Headteacher

The Dutyholder must ensure that all procedures are followed, including:-

- Consulting the AMP if any work disturbs the fabric of the building
- Consulting the Asbestos Controlling Officers (ACOs) if any work involves disturbing any asbestos containing materials or if there are any other queries
- Ensuring no one enters any area, e.g. ceiling / roof voids where it is stated that an asbestos survey has not been carried out, UNTIL the ACOs have been consulted. This includes external contractors and Council or school employees.
- Ensuring that the Asbestos Permit to Work Sheet is completed correctly, by the relevant people, if any work disturbs the fabric of the building, whether or not asbestos is present. There must be clear and sufficient detail of the work being undertaken and its location.
- N.B. *The relevant people will depend on the work concerned but will be the named duty holder, a competent person nominated by the duty holder, the Cardiff Council competent person managing the contractors (if Facilities Management or Projects, Design and Development are managing the contract), the contractor or Cardiff Council supervisor and operatives of the contractor or employees of the Council.)*
- Notifying the ACOs, using the Notification of Asbestos Remediation / Removal Work Form, when the work is completed so that record can be amended.
- Carrying out, and recording, the 6 or 12 monthly inspections detailed in the Asbestos Inspection Programme (AIP)
- Ensuring that all staff know the emergency action to be taken in the event of damage to asbestos containing materials.

- Ensuring that all staff are aware of the location of asbestos containing materials and the procedure detailed in the AMP.
- Keeping the AMP and AIP in a safe and easily accessible place

The Asbestos Helpline is Tel: 029 2078 3467

The Education Compliance Team has arranged a number of Asbestos Awareness for Dutyholders training sessions for Headteachers and other relevant staff. Please contact Education Compliance Team on Tel: 2087 3715 or e-mail educationhs@cardiff.gov.uk for details

The Dutyholder responsible for the Asbestos Management Plan / File in St Illtyd's Catholic High School is Tracey Jarvis, Headteacher.

Gareth Dyer, Associate Assistant Headteacher, has been assessed by the Dutyholder as being competent to act of his/her behalf.

The Asbestos Management Plan / File is located in Reception.

Gareth Dyer (Associate Assistant Headteacher) and Peter Hill (Estates Manager) have attended the Asbestos Awareness Training session run by the Education Directorate, on 14th May 2009.

All staff, including staff who visit parts of the building on an impromptu basis, e.g. to access switches, are aware of the location and condition of any asbestos containing materials. All staff know that they are not to 'pin' anything onto the walls if the walls contain asbestos.

The Asbestos Permit to Work must be completed by the relevant people before any work which disturbs the fabric of the building is undertaken. All Administration and Estates Staff are aware that this procedure must be followed.

Blank copies of the *Asbestos Permit to Work* are located at the following link:-
[Asbestos Permit to Work Form.](#)

Blank copies of the *Notification of Asbestos Remediation / Removal Form* are located at the following link [Notification of Asbestos Remediation / Removal Work](#)

Gareth Dyer, Associate Assistant Headteacher, is responsible for ensuring that inspections, detailed in the Asbestos Inspection Programme, of the condition of asbestos are undertaken either every 6 months or 12 months, as identified within the AIP.

N.B. If any asbestos containing materials are found to be damaged, or remedial work to an area containing asbestos is being considered, the Asbestos Helpline must be notified. They can be contacted on Tel: 029 2078 3467.

For further information refer to:-

Asbestos Management Plan

[1.CM.177 Asbestos Management Plan](#)

Council's Asbestos Policy

[Council's Asbestos Policy](#)

3.3 Body Fluid Spillages

A risk assessment for cleaning up of blood and other bodily fluid spillages has been undertaken and communicated to all relevant staff.

Body fluid spillages are cleaned up as soon as possible by Peter Hill (Estates Manager) or Mark Southwood (Estates Officer), using the appropriate spillage kit. These spillage kits are kept in the Medical Room and Reception.

If required the Cleaning Team can be deployed to undertake a 'deep clean'. The decision to do this will be made by the Headteacher or their Deputy in order to contain any potential spread of infection. The Cleaning team have been supplied with protective workwear and bleach to complete this.

Peter Hill and Mark Southwood will be attending the Norovirus Training Course run by the Health Improvement Team when it is next being run.

All suspected cases of Norovirus are reported to the Services and Compliance Team on Tel:- 029 2087 3714, who, in turn, will notify other relevant parties.

For further information refer to:-

Council Codes of Guidance for Hygiene Precautions - Blood and Other Body Fluids
[1.CM.021 Code of Guidance - Hygiene Precautions - Blood and Other Bodily Fluids.](#)
[4.SC.COMP.010 - Cleaning Up Blood and other Bodily Fluid Spillages](#)

3.4 Catering

St Illtyd's Catholic High School opts into the Education Directorate Catering Services Service Level Agreement.

The school's Food Hygiene Rating Certificate is 5 and is prominently displayed in the main school entrance.

Where the school opts into the Service Level Agreement, the Education Directorate Catering Services manages all activities relating to catering and the kitchen facility.

Education Directorate Catering Services communicates and organises relevant information and training relating to staff, e.g. risk assessments, and the school also advises the catering staff of the information regarding emergency procedures, etc.

3.5 Cleaning

St Illtyd's Catholic High School manages school cleaning in-house and directly employs our own cleaning staff to undertake this function.

- The management of cleaning activities and cleaning staff is led by Peter Hill, Estates Manager. He attended training on the Institute of Occupational Safety and Health (IOSH) Managing Safely 4 day course, facilitated by the Services and Compliance Team, Education Directorate, in November 2006.
- All staff who have been engaged in the delivery of cleaning services have been declared as fit to work by the Council's Occupational Health Service. Any future

- employees will be similarly vetted to ensure their fitness for work.
- Risk assessments that are relevant to the cleaning activities are in place and are subject to regular review. Examples of risk assessments include:
 - Provision of personal protective equipment (PPE) / manual handling / monitoring, use, storage and maintenance of equipment (including portable electrical appliance pre-use user checks) / electric shock / body fluids / working at height / slips, trips and falls / risk of violence / lone working / the specific premises / first aid provision / communication measures for staff who speak little or no English or have other communication needs. The risk assessments are kept in all cleaning cupboards.
 - Control of Substances Hazardous to Health (COSHH) assessments are undertaken on hazardous substances used by the cleaning staff. These are kept in a file, together with the manufacturer's safety data sheets, which is located in cleaners cupboards.
 - Appropriate and fit for purpose PPE is issued to cleaning staff and training is provided, covering use, wear, storage and replacement. Refer to section on Personal Protective Equipment in this Policy.
 - Electrical testing is carried out on all cleaning equipment .It is carried out by Peter Hill in July 2016.
 - Servicing and maintenance arrangements of all cleaning equipment is undertaken by Electromend in July. Where applicable, Hand Arm Vibration assessments will be carried out.
 - All records are kept in the Estates Office.
 - Cleaning staff are supervised and monitored by Karen Brayley, Cleaning Supervisor to ensure that they undertake their duties safely. Evidence of the monitoring is documented and kept in the Estates Office.
 - Cleaning staff have attended health and safety training that has covered legal requirements, including Control of Substances Hazardous to Health and Accident Reporting in December 2013. Cleaning staff attend other relevant training courses, for example, first aid, manual handling, COSHH training in September 2013.
 - Enhanced Disclosure and Barring Service (DBS) checks are carried out for cleaning staff.

3.6 Communicable Diseases

The procedures outlined in the Health Protection Agency document '*Guidance on Infection Control in Schools and Other Child Care Settings*' are followed for any pupil or member of staff with a prescribed illness or condition.

[Guidelines on Infection Control in Schools](#)

If it is suspected that there is an outbreak of any type of infection, the Headteacher or Deputy Headteacher contacts the Services and Compliance Team, Education Directorate on Tel: 029 2087 3714 in the first instance to inform them of the situation.

The Services and Compliance Section will inform the Council's Health Improvement Team and/or, if appropriate, the Consultant in Communicable Disease Control in Cardiff on Tel: 029 2040 2478. The appropriate team will then make contact with the school to inform them of the next stage to follow.

All members of school staff are advised and aware of this procedure.

3.7 Contractors

All contractors must sign the Visitors Book located in Reception on arrival, and departure from, the school. The school will provide the contractor with any relevant information e.g. emergency evacuation procedures. The Receptionist or Estates Manager will ensure this is done. *(NB this will need to be carried out in term time and in school holidays).*

The City of Cardiff Council's Health and Safety Policy on the Management of Contractors applies to all contracts let by the Council and LEA maintained schools and is recommended to non LEA maintained schools.

The Maintained Schools Partnership Agreement states that Governing Bodies will "work within Cardiff Council's or, where appropriate, the Welsh Government's approved Contractors Policy and ensure that contractors have been assessed in accordance with the authority's or, where relevant, the Welsh Government's, procedures."

A contractor means any contractor, supplier or provider with whom the Council enters into a contract for the carrying out of Works, provision of Services or the supply of Goods. The Health and Safety Executive defines a contractor as "**anyone you get in to work for you who is not an employee.**"

Work activities carried out by contractors for Cardiff Council include, but are not limited to construction work, grounds maintenance, maintenance and servicing of buildings and equipment (e.g. lifts, boilers, electrical equipment, photocopiers, etc.), cleaners, caterers, training providers, locksmiths, skip hire, taxi services, furniture removal and storage and any external consultancy services.

A '**contract**' means any form of agreement (including, without limitation, official purchase orders) for the supply of Goods, (where this Policy applies), provision of Services or carrying out of Works.

The '**client**' is the officer or Directorate or individual school who authorises the carrying out of work, provision of services or supply of goods by a contractor.

The '**competent officer**' is the person designated by the Directorate or individual school to ensure compliance with health and safety duties and implementation of this Policy. The person must, in respect of the contract concerned, have appropriate knowledge, experience, skills and relevant training, and awareness of their own health and safety technical limitations.

The '**contract manager**' is the person managing the contract. It may or may not be the '**competent officer**'.

St Illtyd's Catholic High School will engage with contractors directly. When the school engages contractors directly, (i.e. acts as a client), the school is responsible for the management of the contractors. This includes selection of contractor, assessment of competency, meetings with the contractor, exchange of information, vetting of contractor information, management of the contractors on site, compliance with the Construction (Design and Management) Regulations 2015 (as appropriate) and post contract review.

The 'competent officer' for managing contractors employed directly by the school, is the Associate Assistant Headteacher and Estates Manager. They have received appropriate training, and refresher training, for example, the Construction Industry Training Board 'Site Managers Safety Training Scheme' (SMSTS) 5 day course in March 2011. A record of this

training is kept.

Mark Southwood (Estates Officer) has attended the 'Management of Contractors' training session on 14th February 2017.

For further information refer to:-

- Visitors Books - Issuing of Permits [4.SC.COMP.901](#)
- General permit to work [4.SC.COMP.902](#)
- Contractors visitors log [4.SC.COMP.903](#)
- Pre-contract meeting pro-forma [4.SC.COMP.904](#)

Council Policy on Health and Safety Management of Contractors [1.CM.114.](#)
Health and Safety Checklist for Management of Contractors
Code of Guidance on Construction (Design and Management) Regulations 2015
([1.CM.200](#))

3.8 Display Screen Equipment (DSE)

Display Screen Equipment assessments are carried out by Gareth Dyer, Associate Assistant Headteacher using the DSE risk assessment form. Training on completing these assessments was attended on 24th January 2017.

[4.C.048 - DSE Risk Assessment Form](#)

DSE assessments are reviewed annually and if anything changes.

DSE assessments are kept in the Associate Assistant Headteacher's office.

If the DSE assessor has a problem, they should seek advice from the Health and Safety Adviser/s after carrying out an initial, recorded assessment. If it is necessary for medical advice relevant to the DSE issue to be provided in a medical report, the individual employee should be referred to the Occupational Health Service by the Headteacher.

'Users' of display screen equipment are made aware of their entitlement to free eyesight tests and, if appropriate, glasses. The eyesight tests are undertaken by Specsavers, Queen Street, Leckwith, Albany Road, or Penarth. All staff must request an eyesight test through the Council's Shared Admin Service Desk on the Council's Intranet site.

The completed assessment forms are retained by the Associate Assistant Headteacher for recommendations to be actioned.

For further information refer to:-

Council Code of Guidance Display Screen Equipment
[1.CM.016 Code of Guidance Display Screen Equipment Assessment](#)

3.9 Driving at Work

The Driver Assessment Record and Authorisation to Drive Form is completed for all employees who use their own or Council vehicles as part of their employment with the Council. The form is completed by Gareth Dyer, Associate Assistant Headteacher when employees start their employment and on an annual basis and is kept in his office.

Risk assessments are carried out in respect of driving activities undertaken as part of employment within the school.

Further information is also contained within Section 3.39 School Minibus

For further information refer to:-

Driver Assessment Record and Authorisation to Drive – Guidance Notes, Work-Related Driving Policy.

[4.C.477 Driver Assessment Record and Authorisation to Drive](#)

[5.C.178 Driver Assessment Record and Authorisation to Drive – Guidance Notes](#)

[1.CM.201 Work-Related Driving Policy](#)

[1.CM.017 Code of Guidance on Driving](#)

[Driver Handbook and Safe Driving Guidance](#)

[1.CM.148 Use of Private Vehicles for Council Business](#)

[1.CM.111 Use of Council Vehicles](#)

[1.CM.028 Code of Guidance - Mobile Phones and Driving](#)

3.10 Educational Visits

The role of Educational Visits Co-ordinator (EVC) is undertaken by Gareth Dyer, Associate Assistant Headteacher. He is a senior member of school staff with substantial experience of leading visits. The EVC is responsible for ensuring that all visits follow the principles of good practice laid down by the Welsh Government and Cardiff Council.

As laid down in the Education Directorate Health and Safety Policy, the other responsibilities of the EVC are:-

- To Champion learning outside the classroom
- Cascade central messages from EVC Training to colleagues
- Ensure that correct procedures are being followed
- Produce a School Journey Policy
- Circulate important information as and when received from the Council
- Ensure Risk Assessments are in place for all visits
- Arrange induction and provide support for younger staff
- Occasional monitoring of provision
- Promote a culture of Sensible Risk Management

The EVC attended Educational Visits Co-ordinator training on 14th June 2016 with Central South Consortium.

The approval of low risk visits is delegated to either the EVC or the Headteacher. There is no requirement to inform Cardiff Council of such visits, although if the visit includes adventurous activities or a trip abroad, Cardiff Council must be informed and approval obtained.

The Educational Visit Approval System (EVOLVE) is used to plan and approve all visits involving adventure activities and all residential visits.

The school's Educational Visits Policy is uploaded on EVOLVE and stored on the shared policy drive.

For further information refer to:-

EVOLVE website - [EVOLVE](#) or from Dave Golding – Adviser for Outdoor Education and

3.11 Electrical Equipment [fixed & portable]

Arrangements are in place for fixed electrical installations to be inspected by a competent contractor (Allens Electricals) once every five years.

Any remedial work identified is undertaken by the school or, if LEA responsibility included within a planned programme of works.

Certificates of testing are kept by Gareth Dyer, Associate Assistant Headteacher and kept in his office.

Portable electrical equipment is inspected and / or tested by a competent person, (Peter Hill and Mark Southwood, Estates Team) at a frequency determined by risk assessment. The school will ensure that all electrical equipment will be subject to the appropriate testing.

The records of the portable electrical equipment inspections and tests are kept by (Peter Hill, Estates Manager) and stored in his office.

Stickers are affixed onto the plugs of portable electrical equipment to indicate when the last tests were carried out and when the next test is due.

Portable electrical equipment is visually checked by the users of any equipment before the equipment is used. The equipment is checked, for example, for damage to the cable sheath, plug, external casing and for evidence of overheating.

Any damaged equipment is taken out of use and labelled "DO NOT USE - ELECTRICAL FAULT" and reported to Gareth Dyer or Peter Hill to be made safe or disposed of.

Members of staff and pupils are aware that they must not bring personal electrical equipment into school, unless the equipment has been inspected and / or tested by a competent person.

For further information refer to:-

Council Code of Guidance on Portable Electrical Equipment

[1.CM.032 Code of Guidance on Portable Electrical Equipment](#)

3.12 Emergency Procedures

The school uses the Emergency Management Unit's 'Emergency Incident Response Plan Template' to record the arrangements for dealing with foreseeable emergencies. This is communicated to staff via the staff handbook and shared drive.

Gareth Dyer will be attending the Emergency Planning Training Course when it is next scheduled.

Type of emergency procedure	Location(s) of procedure / guidance within School
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Fire Evacuation Procedure	Procedure outlined in every room (back of doors)
Bomb Alert	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Reception
Gas Leak	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Boiler Room
Electrical Fault	Procedures kept in Estates Office, Associate Assistant Headteachers Office, Switch Room & Boiler Room
Water Leak	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Boiler Room
Storm / Flood / Weather Damage	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Boiler Room
Persons Threatening Violence on Site	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Reception
Dangerous Animal(s) on Site	Procedures kept in Estates Office, Associate Assistant Headteachers Office and Reception

3.13 Fire Precautions & Procedures

The school has a Fire Risk Assessment (FRA) which was carried out by Building Control. This is undertaken every 3 years under the management of the SOP team, unless there are changes in use or layout of an area, in which case the FRA is reviewed at the time of the change. A copy of the FRA is kept in Gareth Dyer's office.

The date of the last FRA was November 2014.

Every year, the FRA is reviewed by Gareth Dyer, who has received training in the Fire Risk Assessment Review in March 2016.

Fire evacuation drills are carried out every term and the dates are recorded within the fire log book. Staff feedback sessions are held to discuss the evacuation and whether it can be improved in any way.

Fire action notices are displayed conspicuously in every classroom and also at various locations so that everyone knows what to do in the event of a fire or other emergency.

Nominated members of staff have specific roles as fire wardens. These staff are listed below.

Name	Area / Location covered
Des Foley & Anne-Marie Vella	Block A
Edward John & Laurie Davies	Block B
Nita Rice & Debbie Chard	Block C
Lynda Hawkins	Administration Offices

Designated assembly points are located on the Redgra pitch.

All members of staff are responsible for ensuring the fire escape routes are kept free from obstructions.

Smoke control doors are not wedged open, and if held open by means of electro-magnetic devices, these are regularly maintained. Firefighting equipment is located throughout the school. It is inspected by a competent person, Advanced Fire Protection, annually every July.

The fire alarm and emergency lighting systems are inspected by a competent person, Advanced Fire Protection, quarterly.

The fire alarm is function tested once a week by Peter Hill & Mark Southwood using a different call point for each test.

The emergency lighting is function tested once a month by Peter Hill & Mark Southwood using a different test switch for each test.

The inspections and tests of the fire alarm and emergency lighting systems are recorded in the fire log book. The inspections of the fire extinguishers are recorded on stickers on the extinguishers.

The Fire Log Book is located in the Estates Office.

The Evacuation Procedures for the school are displayed in prominent locations

A Standard Evacuation Plan (SEP) is available and is displayed in the main reception area. This outlines the fire evacuation procedures for visitors with a disability.

If a pupil or member of staff has a disability which requires them to have assistance in evacuating the building, then a Personal Emergency Evacuation Plan (PEEP) will be completed by Dawn Jenkins, Assistant Headteacher (Inclusion).

For further information refer to:-

Council Codes of Guidance - Regulatory Reform (Fire Safety) Order 2005, Fire Extinguishers, Means of Escape for Disabled People

[1.CM.174 Code of Guidance - Regulatory Reform \(Fire Safety\) Order 2005](#)

[1.CM.018 Code of Guidance - Fire Extinguishers](#)

[1.CM.180 Code of Guidance - Means of Escape for Disabled People;](#)

Government guidance [Fire Safety Risk Assessment Educational Premises Guide.](#)

3.14 First Aid

A first aid needs assessment has been undertaken and communicated to all relevant staff.

The school's first aiders are listed below

Name	Contact Details
Caryl Ash	Ext 223 Admin Office
Nadine Harris	Ext 259 Wellbeing
John Healey	Ext 233 Wellbeing
Linda Hewings	Ext 258 Wellbeing
Peter Hill	Ext 229 Estates

Sharon James	Ext 224 Wellbeing
Sam Kelly	Ext 222 Admin Office
Lee Owen	Ext 262 DT Office
Mark Southwood	Ext 229 Estates
Jayne Weston	Ext 221 Reception

There are adequate first aiders to ensure sufficient cover at all times when the school is open, including before and after school.

First aid boxes are located in the following areas: Reception, Estates Office, Wellbeing Hub, Medical Room, Science Prep Room & DT Office.

Responsibility for checking and restocking the first aid boxes is delegated to Caryl Ash.

First aid training dates are monitored by Lynda Hawkins, PA to SLT to ensure that first aiders carry out refresher training before their certificates expire.

If a pupil has to be taken to hospital, the Headteacher will decide who accompanies them in the ambulance, and who notifies the relevant parent / guardian. The Pupil Accident Report Form will be duly completed and submitted to the Services and Compliance Section, Education Directorate.

For further information refer to:-

Council Code of Guidance First Aid at Work

[1.CM.019 Code of Guidance First Aid at Work](#)

[4.SC.COMP.020 - Provision of First Aid](#)

3.15 Glazing

Regulation 14 (1) of the Workplace (Health, Safety and Welfare) Regulations 1992 states that 'every window or other transparent or translucent surface in a wall or partition and every transparent or translucent surface in a door or gate shall, where necessary for reasons of health or safety:-

- (a) be of safety material or be protected against breakage of the transparent or translucent material; and
- (b) be appropriately marked or incorporate features so as, in either case, to make it apparent.

Where necessary, for reasons of health and safety, any glazing which is not made of safety material is replaced with 'safety glass', e.g. laminated or toughened glass or is filmed to prevent / reduce shattering on impact.

A survey has been completed by Peter Hill, Estates Manager to identify any glazing which is not made of safety material or which has not been safety filmed. Records are kept in Estates Office.

This will be reviewed in August 2018.

Any replacement work will be updated within the glazing log.

3.16 Hazardous Substances – Control of Substances Hazardous to Health (COSHH)

Manufacturers' safety data sheets are obtained by Gareth Dyer or Peter Hill, Estates Manager for any substances which are classified as hazardous to health.

COSHH assessments are completed by Peter Hill (Estates Manager) for any activities which involve the use of hazardous substances. Some of these assessments are produced from the SYPOL system. Peter Hill has been trained in the use of this database on 14th January 2015, and Mark Southwood on 14th March 2017.

Hazardous substances are substituted with less hazardous ones, where possible.

Control measures, for example, local exhaust ventilation and personal protective equipment, are provided, used and maintained where they have been identified as control measures in the COSHH assessment.

Members of staff are informed of the hazards associated with the substances they use and trained in the correct use of control measures, including personal protective equipment as specified within the COSHH assessment.

Hazardous substances used by the Estates Manager are stored in appropriate containers within the Estates Manager's Room. Hazardous substances, for example, cleaning products for cleaners' are kept in a locked store.

Chemicals are stored in appropriate chemical store cupboards within Science Prep Rooms. Staff from the Science Department use the advice and guidance issued by the Consortium of Local Education Authority Provision of Science Services (CLEAPSS).

Records of the COSHH assessments are kept in files where the the materials are used (e.g. cleaning cupboards, Science Prep rooms, DT workshop).

The names of those staff responsible for the appropriate storage and use of the hazardous substances are Science Technicians, DT Technicians, Cleaning Supervisor and Estates Manager.

For further information refer to:-

Council Code of Guidance – Use of Substances, Hazardous Substances Assessment Record.

[1.CM.033 Code of Guidance - Use of Substances](#)
[4.C.057 Hazardous Substances Assessment Record](#)

3.17 Health and Safety Advice

The school obtains competent health and safety advice from the Council's Corporate Health and Safety Advisers (Tel: - 029 2087 3967). Contact details are available in the school's staff handbook and also on the staff noticeboard, which is displayed in the staffroom.

General health and safety information is available on the Corporate Health and Safety intranet site and on Cardiff Information System (CIS). Education specific health and safety information is available on CIS.

[Corporate Health and Safety Site](#)

3.18 Housekeeping, cleaning & waste disposal

All staff are responsible for ensuring that good standards of housekeeping are maintained.

Suitable and sufficient risk assessments and accompanying work instructions are carried out for relevant housekeeping activities.

Wet floor cleaning is carried out between 3:00 and 6:00pm. Warning signs are displayed when wet floor cleaning is carried out.

Rubbish bins are emptied daily by the Cleaning Team and rubbish is disposed of into the external waste bins located behind the Sports Hall. The waste bins are sited at least six metres from any part of the school building and secured with chains.

Spent fluorescent tubes are stored in the Estates storeroom until a sufficient number are accumulated prior to their appropriate collection and disposal.

Glass or sharp objects are wrapped in newspaper, placed in a strong container and disposed of in the school's external waste bins. Gloves are worn to dispose of any glass or sharp objects.

3.19 Induction

New members of staff are instructed in the school's health and safety arrangements by Peter Hill, Estates Manager. The following topics are included:

- i) Council, Education Directorate and School Health and Safety Policies
- ii) Accident / Violent Incident Report Procedures
- iii) Violence at Work, Stress, Alcohol and Drug Misuse, Smoking Control and Manual Handling Policies
- iv) Emergency evacuation procedures
- v) First aid arrangements
- vi) Risk assessments (general, display screen equipment, manual handling and COSHH)
- vii) Personal protective equipment
- viii) Job and site specific health and safety issues and information
- ix) Employee Counselling Service and stress management courses
- x) Safety representatives
- xi) Health promotion initiatives e.g. Employee Active Card, Lifestyle Awareness
- xii) Employee Health and Safety Handbook
- xiii) Occupational Health Service
- xiv) Where to get further Health and Safety Information
- xv) What to do if there is a problem

Supply staff are briefed on the school's emergency procedures (fire and first aid procedures), risk assessments, the accident / violent incident reporting system and other relevant health and safety information by Lynda Hawkins, PA to SLT.

For further information refer to:-

3.20 Legionella

A risk assessment dated July 2012 of the hot and cold water systems has been undertaken by external contractors Dantek. This survey has been organised by Facilities Management Cardiff Council.

The risk assessments identify the risks due to legionella bacteria and detail a control scheme of the measures needed to reduce the risks. The risk assessments, and all other relevant documentation relating to the management of legionella, are filed in a Water Management File which is located in Reception. These are reviewed every 2 years, or whenever there is reason to believe the last assessment is no longer valid, by Peter Hill.

If any actions are identified through the risk assessment, remedial work is undertaken either directly funded by the school or through the Education Directorate (SOP team) or Facilities Management.

The water temperatures are tested by Dantek monthly.

Additional control measures, for example, periodic maintenance / cleaning of equipment, such as, shower heads, regular running of outlets (delete as appropriate) are carried out by Peter Hill and Mark Southwood monthly.

For further information refer to:-

Council Code of Guidance – Legionnaires Disease
[1.CM.124 Code of Guidance Legionnaires Disease](#)

3.21 Lettings / shared use of premises

An agreement between the school and the hirer is signed prior to the hire taking place, including a signed booking form, details of DBS checks for staff (where the hire includes children or vulnerable adults) and copies of public liability insurance. This agreement is kept by Gareth Dyer in his office.

This agreement details whom is responsible for what and includes written information detailing the school's emergency procedures.

A risk assessment for the hire of the school premises has been undertaken and communicated to all relevant staff.

Appropriate checks are made by Gareth Dyer, Associate Assistant Headteacher regarding the following:-

- Whether the hirer has sufficient public liability insurance, i.e. a minimum liability of £5 million. The hirer must provide the name of the insurance company and the policy number on the booking form and attach a copy of the current insurance policy.

- Disclosure and Barring Service (DBS) disclosures and safeguarding checks. It is the hirer's responsibility to ensure that all* persons over 16 present in connection with the hire will have a current DBS certificate.

*This excludes parents/grandparents attending a children's birthday party or similar event. However, where someone is employed / volunteers to 'work/supervise' at a party, it is up to the event organiser to be satisfied that they have a valid DBS check.

- A clear audit trail for all income generated and payment to staff in connection with the booking.

Booking Forms

[4.SC.LL.006 Hire of School Premises by external users / non directed](#)

[4.SC.LL.007 Hire of School Premises by internal users / directed](#)

[4.SC.LL.023 Hire of School Premises by Neighbourhood Learning / Youth Service](#)

[4.SC.COMP.004 - Hire of School Premises](#)

3.22 Lone Working

Lone workers are those who work by themselves at any time without close or direct supervision. They are found in a wide range of situations and include:

- (i) People in fixed establishments where:
- Only one person works on the premises
 - People who work separately from others*
 - People who work outside normal hours

*Note: This includes people in isolated areas of sites or premises where other people are present elsewhere

- (ii) Peripatetic employees working away from their fixed base.

A risk assessment for estate staff lone working has been undertaken and communicated to all relevant staff. Risk assessments are also carried out for cleaning staff and others who work alone.

The following precautions are adopted by members of staff who work alone at the school:-

- Notifying another person of the time when they expect to finish lone working and informing them when they finish lone working.
- Access to mobile telephones and / or two way radios.
- Making the school secure by locking the external doors when lone working.
- Not carrying out high risk activities, such as, working at height when lone working.

A system for checking / monitoring these precautionary measures is in place.

For further information refer to:-

Council Code of Guidance – Lone Working

[1.CM.025 Code of Guidance - Lone Working](#)

[4.SC.COMP.012 - Estates Staff Lone Working](#)

3.23 Location of Isolation Points, Maintenance & Inspection of Equipment

SERVICE	TEL / CONTACT	LOCATION OF ISOLATION POINT / DETAILS
Water	Dwr Cymru 0800 052 0130	Boiler Room
Electricity	WPD 0800 052 0400	Switch Room
Gas	Transco 0800 111 999	Boiler Room

The following equipment is inspected. Please note that this list is not exhaustive and additional equipment should be added as appropriate.

Equipment:-	Inspected By	Date of last inspection at time of issue of Policy	Frequency of inspections	Where records are kept:
Gas boilers	Boiler Plant Maintenance	Nov 2016	Annually	AAHT
Gas cooking appliances	LA Facilities Management	Aug 2016	Annually	Kitchen
Kitchen extraction equipment	LA Facilities Management	Aug 2016	Annually	Kitchen
Local exhaust ventilation	Roperhurst	Dec 2016	Annually	AAHT
Fume cupboards	Roperhurst	Feb 2017	Annually	AAHT
Lifts	Cardiff Lift	Mar 2017	Quarterly	AAHT
Lifting equipment, for example, passenger lifts or hoists	LA (hoists)	Aug 2016	Annually	
Roller Shutters	B&B Doors (LA)		Annually	AAHT
Kilns	Celtic Kilncare	Dec 2015	Annually	AAHT
PE and gymnasium equipment	Gymnasium Services	Oct 2016	Annually	AAHT
Ladders / step ladders / tower scaffolds / other access equipment	Estates Team	When used	Before each use	Estates
Stage lighting	Stage Lighting	July 2016	Annually	AAHT
Fire extinguishers	Advanced Fire Protection	July 2016	Annually	AAHT
Fire alarm systems	Advanced Fire Protection	Feb 2017	Quarterly	AAHT
Emergency lighting	Advanced Fire Protection	Feb 2017	Quarterly	AAHT
Intruder alarm systems	Sonic Alarms	May 2017	Annually	AAHT
Premises CCTV	Sonic Alarms	Sept 2016	Annually	AAHT
Card Access systems	Sonic Alarms	Sept 2016	Annually	AAHT

Fixed electrical installations	Allens Electricals	Mar 2017	5 Yearly	AAHT
Portable electrical appliances	Estates Team (in house)	Apr 2017	2 Yearly	AAHT
Air conditioning systems	Action Air Conditioning	Aug 2016	Annually	AAHT

3.24 Manual Handling & Lifting

Manual handling of objects risk assessments are completed and reviewed by Gareth Dyer and Peter Hill for any tasks where there is a risk of injury and where manual handling cannot be avoided. These risk assessments are kept in Estates Office.

Appropriate precautions are introduced to reduce the risk of injury, for example, the use of lifting and handling aids, such as trolleys and trucks. Manual handling training, in accordance with the All Wales Manual Handling Passport Scheme, is provided to members of staff who carry out manual handling. The training is organised by the Services and Compliance Section, Education Directorate. The following people have undertaken object manual handling training (Peter Hill, Mark Southwood, Cleaning team) and the training records are kept in Gareth Dyer's office.

Where pupils are required to be lifted or moved, where possible, this will be by means of mechanical aids, e.g. hoists, etc. If it is necessary to lift a pupil, this is done as a last resort and those members of staff have received appropriate training in the handling of people. Training on people handling has been provided by (Debbie Palfrey, Pupil Handling Trainer, based at Ty Gwyn School) on for Teaching Assistants in July 2015 and records are kept in Dawn Jenkins' office.

To ensure that manual handling activities are carried out correctly and in accordance with the risk assessment, the activities are monitored by Gareth Dyer using the Manual Handling Monitoring Checklist [Manual Handling Monitoring Checklist](#). If monitoring is not undertaken, manual handling refresher training is required every year. If monitoring is undertaken it is required every three years unless it is needed more frequently by the individual. Monitoring records are kept in Gareth Dyer's office.

For further information refer to:-

Council Manual Handling Policy and Council Code of Guidance – Manual Handling

[1.CM.112 Manual Handling Policy](#)

[1.CM.026 Code of Guidance - Manual Handling](#)

3.25 Monitoring of Health and Safety

It is the responsibility of the Headteacher to ensure that there are suitable documented procedures in place to ensure evidence of timely monitoring of:-

- Implementation of the Health and Safety Policy
- Suitability, and review of, risk assessments and appropriate control measures

- Achievement of objectives in the Education Directorate Annual Health and Safety Action Plan
- Carrying out of recommendations made by Health and Safety Advisers in Inspection Reports or otherwise
- Accidents and violent incidents (and any resultant investigations)
- Workplace/activity inspections by managers and supervisors. These Health and safety inspections are carried out monthly and documented using, for example, the School Building / Site Inspection Checklist.
- Health surveillance procedures, e.g. audiometry testing, hand arm vibration
- Manual handling operations
- Building and premises management
- Management of asbestos
- Health and safety training needs analysis (via Performance Reviews) and provision of training
- Contractors work activities
- Other issues as appropriate

St Illtyd's Catholic High School's monitoring arrangements include:-

Consideration of the following at full Governing Body / Sub Committee Meetings / Senior Management Team (or equivalent management meeting):-

- Health and Safety Policy
- Health and Safety Action Plan
- Accident statistics report
- Health and Safety Inspection Reports provided by Health and Safety Advisers
- Health and Safety Inspection Reports provided by managers
- Other health and safety issues as appropriate including monitoring information

Health and Safety Advisers, Corporate Resources, carry out inspections/audits of school health and safety management. These inspection reports are reviewed and the recommendations are actioned by Gareth Dyer, Associate Assistant Headteacher.

Workplace / work activity inspections by managers which are planned and documented. Consideration of specific health and safety responsibilities and training needs in Personal Performance and Development Reviews.

The school has a risk assessment review process in place which outlines stages following requirement to review risk assessments.

Nominated persons who have responsibility for these monitoring activities are detailed below.

(NB. Any monitoring forms used in school should be referenced.)

Name	Monitoring Activity / associated documentation
Tracey Jarvis (Headteacher)	Ensuring compliance with policy
Gareth Dyer (AAHT)	Building inspections Training Policy compliance Departmental policies in place Fire safety

Peter Hill (Estates Manager)	Fire safety checks Building inspections Training Policy compliance
Ian Smith (Assistant Headteacher)	Training (through Performance Management)
Subject Leaders	Departmental policy compliance Whole school policy compliance

For further information refer to:-

School Building / Site Inspection Checklist

[4.SC.COMP.3002 - School Buildings Site Inspection Checklist](#)

3.26 New and Expectant Mothers

All new and expectant mothers are expected to inform their manager of their pregnancy in order that a specific risk assessment may be carried out.

To assist in this process, a generic risk assessment is available for customising

[4.SC.COMP.013 - New and Expectant Mothers](#)

For further information refer to:-

Council Code of Guidance - New and Expectant Mothers at Work

[1.CM.030 Code of Guidance - New and Expectant Mothers](#)

3.27 Noise

A noise risk assessment is carried out in any areas of the school where employees are exposed to noise above the lower exposure action level. This is generally in areas where employees have to raise their voices to have a normal conversation when they are about 2 metres apart. Copies of risk assessments are kept in Gareth Dyer's office.

Employees are likely to be exposed to noise above the lower exposure action level in areas, such as, music and design and technology departments.

Action is taken to reduce the noise exposure of any employees exposed to above the upper exposure action level. The action taken includes; using screens, barriers, enclosures and absorbent materials to reduce the noise on its path to the people exposed; designing and laying out the workplace to create quiet areas; improved working techniques to reduce noise levels; and limiting the time people spend in noisy areas.

Hearing protection is made available to employees who are exposed to above the lower exposure action level and is worn by employees who are exposed to above the upper exposure action level.

The following areas and machines are marked as hearing protection zones or machines requiring the use of hearing protection: DT Workshops and Forge area.

Health surveillance, in the form of audiometry, is provided to employees who are exposed to above the upper exposure action level. No employees are exposed above this level, however employees can be provided with audiometry tests by the Occupational Health

Service. Records are kept on their personnel files.

Information, instruction and training about risks associated with exposure to noise and the measures taken to reduce noise exposure is provided to employees exposed to above the lower exposure action level.

For further information refer to:-

Council Code of Guidance on Noise

[1.CM.062 Code of Guidance - Noise at Work](#)

Health and Safety Executive (HSE) website

<http://www.hse.gov.uk/noise/>

3.28 Personal Protective Equipment [PPE]

Personal Protective Equipment (PPE) will be appropriate for the activity for which it is required and will meet the necessary specification identified within the relevant risk assessment. PPE is assessed to determine that it is suitable for the tasks being undertaken by Gareth Dyer, Associate Assistant Headteacher. It will be issued as a last resort measure, following other means of controlling the risk in the first instance.

Risk assessments will identify who requires PPE, what PPE is needed, such as helmets, overalls, gloves, footwear, goggles, hearing protection and the specification of PPE required. It will be provided, together with the necessary instructions and training (including refresher training) to enable proper use, storage and care. A record of the training given will be kept and held in Gareth Dyer's office. PPE is stored in cupboards or cases to ensure that it is kept clean and in good repair. The relevant risk assessments are kept in Gareth Dyer's office.

PPE is maintained or replaced, in the case of disposable items of equipment, in accordance with the manufacturers' instructions.

Members of staff who require the use of PPE are provided with it free of charge and are issued with instructions to ensure that it is used correctly. They are also instructed to report any problems with the use, or significant wear or deterioration of the equipment to their manager. Failure to use PPE, or use it properly, may result in disciplinary action being taken against the employee.

A record of the PPE used will be recorded using the Issue of Personal Protective Equipment form 4.C.481. The records are kept in Gareth Dyer's office.

Jobs / tasks where risk assessment has identified the use of PPE are listed below

Task	Type of PPE & specification
D&T Technician using machinery	Goggles, Hearing Protection, Apron
Students using machinery in DT	Goggles, Apron,
Food Technology	Apron
Science practical experiments (Pupils)	Goggles
Science Technician	Goggles, Apron, Gloves
Science Teachers (practicals)	Goggles, Apron, Gloves
Cleaners (bleach)	Gloves
Estates team	Steel toe cap boots, Gloves,

For further information refer to:-

Council Code of Guidance – Personal Protective Equipment

[1.CM.031 Council Code of Guidance - Personal Protective Equipment](#)

4.C.481 Issue of Personal Protective Equipment

[4.C.481 PPE Issue Record](#)

3.29 Pest Control

The Headteacher is responsible for ensuring that a pest management contract in the form of a Service Level Agreement with Cardiff Council's Pest Control is in place at the school.

Sightings of pests are reported to Gareth Dyer (x242) or Peter Hill (x229). It is the responsibility of these members of staff to make the necessary arrangements for call outs.

A risk assessment has been carried out for any potential access to leftover bait.

3.30 Playground Safety

A risk assessment for pupils' recreational breaks has been undertaken and communicated to all relevant staff. The risk assessment is located in Gareth Dyer's office.

[4.SC.COMP.006 - Recreational Breaks](#)

3.31 Premises Management

The Associate Assistant Headteacher and Estates Manager are responsible for managing the building. They will ensure that appropriate systems and documentation are in place in respect of the following:-

- Building/premises related risk assessments
- Day to day management of the health and safety management of the building/premises, including regular inspections / checks
- Asbestos
- Contractors
- Fire safety
- Fixed electrical installation
- Legionella
- Heating, gas and other mechanical systems
- Lifts
- Maintenance work
- Monitoring (documented) of health and safety arrangements including formal, at least quarterly, inspections to ensure risk controls are effective
- Security
- Statutory checks/inspections
- Physical condition of the building and environment
- Traffic management
- Compliance with Workplace (Health, Safety and Welfare) Regulations 1992 (as amended)
- Co operation with other building/premises occupiers as appropriate

The health and safety management responsibilities for managing buildings are outlined in

the Council Code of Guidance on Buildings and Premises Management.

For further information refer to:-

Council Code of Guidance on Buildings and Premises Management.

[1.CM.210 Building and Premises Management - Code of Guidance](#)

3.32 Premises Security

A risk assessment for the security of the site and buildings has been undertaken and communicated to all relevant staff. The risk assessment is located in Gareth Dyer's office.

The boundary of the school is secure at all times.

Access to the school is controlled by a controlled access system, with signs directing visitors to the reception area.

All visitors, including Council staff and contractors must sign the visitor signing in book upon arrival at and departure from the school, are asked for identification, are escorted to and from their destinations.

Members of staff challenge strangers.

The exterior of the school is adequately lit.

[4.SC.COMP.007 - School Security](#) Risk Assessment

3.33 Pupils with Medical Needs

The Welsh Government document 'Access to education for children with medical needs 2010' provides the framework for the management of medicines in the school.

The school has developed a procedure on the management of pupils with medical needs. The procedure is located in Dawn Jenkins' office.

Medication is securely stored in Reception.

3.34 Reporting Defects

Members of staff report hazards to the Associate Assistant Headteacher and Estates Manager by logging a ticket on the helpdesk of the Room Booking System. This is accessed at <https://stilltyds.roombookingsystem.co.uk> and tickets are closed by the Associate Assistant Headteacher when work is completed.

Health and safety walkabouts to identify hazards are carried out by a representative of the Governors Safety Committee, Gareth Dyer and pupil representatives termly using the School Building / Site Inspection Checklist.

Gareth Dyer arranges any remedial works.

For further information refer to:-

Approved by Governing Body 13th September 2018

3.35 Risk Assessments

Regulation 3 (1) of the Management of Health and Safety at Work Regulations 1999 states that every employer shall make a suitable and sufficient assessment of

- (a) the risks to the health and safety of his employees to which they are exposed whilst they are at work; and
- (b) the risks to the health and safety of persons not in his employment arising out of or in connection with the conduct by him of his undertaking

for the purposes of identifying the measures he needs to take to comply with the requirements and prohibitions imposed upon him by or under the relevant statutory provisions.

Risk assessments are undertaken by Gareth Dyer, Subject Leaders and the Wellbeing/Inclusion teams and are kept in relevant offices.

The following members of staff have undertaken risk assessment training which is organised by the Services and Compliance Section:-

Risk Assessor	Date of Training
Gareth Dyer	

Generic risk assessments are available on the Council's CIS system.

[Education Directorate Health and Safety Information on CIS](#) The generic risk assessments should be adapted to the specific circumstances at the school.

Members of staff refer to curriculum specific guidance to assist them in completing risk assessments for specific departments. For example, guidance produced by organisations, such as Consortium of Local Education Authorities for the Provision of Science Services (CLEAPSS), Design and Technology Association (DATA), Association for Physical Education (AfPE) and National Society for Education in Art and Design (NSEAD).

The risk assessments are reviewed annually or when the circumstances to which the risk assessments relate changes.

Completed risk assessments are brought to the attention of relevant staff by Gareth Dyer by e-mail, shared area and health and safety files.

For further information refer to:-

Council Code of Guidance on Risk Assessment

[1.CM.060 Code of Guidance on Risk Assessment](#)

[4.C.219 Risk Assessment Form](#)

[Consortium of Local Education Authorities for the Provision of Science Services \(CLEAPSS\)](#)

[Design and Technology Association \(DATA\)](#)

[Association for Physical Education \(AfPE\)](#)

[National Society for Education in Art and Design \(NSEAD\)](#)

3.36 School Minibus

The following members of staff are authorised to drive the school minibus:-

Member of staff	Driver licence entitlement	Date of driver assessment training
Sally Ball	D1	22/05/2017
John Healey	D1	22/05/2017
Peter Hill	D1	03/05/2017
Gaynor Hurley	D1	22/05/2017
Mark Johnson	D1	22/05/2017
Luisa May	D1	22/05/2017
Ged Meehan	D1	22/05/2017
Wendy Shanahan	D1	03/05/2017
Mark Southwood	D1	03/05/2017
Nathan Walsh	PCV	17/06/2016
Adam Fleet	PCV	01/11/2016

A Section 19 permit has been obtained for the minibus used at the school.

The minibuses are checked weekly to ensure that they are road worthy by Peter Hill, Estates Manager.

Arrangements are made for the minibuses to be serviced and tested by SJC Motors.

The Driver Assessment Record and Authorisation to Drive Form is completed for all employees who use their own or Council vehicles, including the school minibus as part of their employment with the Council. The form is completed by Gareth Dyer when employees start their employment and on an annual basis thereafter. It is kept in Gareth Dyer's office.

For further information refer to:-

Instructions for use of Council Owned or Hired Vehicles, Work Related Driving Policy – Driver Assessment Record and Authorisation to Drive

[1.CM.166 Instruction for use of Council Owned or Hired Vehicles.](#)

[Work Related Driving Policy - Driver Assessment Record and Authorisation to Drive](#)

[Work Related Driving Policy - Guidance - Driver Assessment and Authorisation to Drive](#)

[RoSPA - Minibus Safety - A Code of Practice.](#)

3.37 Slips, Trips and Falls

Slips, trips and falls are one of the main causes of accidents in schools. Managers have specific responsibilities in ensuring the physical premises and environment and workplace layout is suitable, but all employees have responsibilities to ensure the risk of slips, trips or falls are eliminated or reduced by:

- Ensuring good housekeeping
- Using suitable equipment e.g. when accessing high shelves
- Cleaning up spillages
- Not obstructing areas e.g. with redundant furniture, computer equipment.
- Wearing suitable footwear

- Reporting any hazards which they cannot address, e.g. condition of playground / play areas
- Paying attention to what they are doing.

For further information refer to:

Council Code of Guidance on Slips, Trips and Falls

[1.CM.063 Code of Guidance Slips, Trips and Falls.](#)

3.38 Smoking

No smoking is permitted on the school site.

Appropriate signage is displayed at the entrance to the school.

3.39 Snow and Ice

A Plan has been developed establishing that adequate arrangements are made to ensure the risks from snow and ice are minimised. All efforts are made to ensure the school remains open as normal.

A risk assessment for Extreme Bad Weather – Snow and Ice has been undertaken and communicated to all relevant staff.

[4.SC.COMP.015 - Snow and Ice Risk Assessment](#)

The Plan and any relevant risk assessments are located in Gareth Dyer and Peter Hill's offices.

Snow clearance and ice gritting is carried out by Peter Hill & Mark Southwood in accordance with the arrangements specified in the risk assessment and the Plan.

Parents are notified of school closures by means of a Text Alert system and the use of the local media e.g. local radio stations. Parents are also advised to check the Cardiff Council website. www.cardiff.gov.uk/ismyschoolopen

For further information refer to:-

Council Code of Guidance – Snow and Ice, WAG Guidance – Opening Schools in Extreme Bad Weather – Guidance for Schools.

[1.CM.211 Code of Guidance Snow and Ice](#)

[WAG Guidance - Opening Schools in Extreme Bad Weather - Guidance for Schools.](#)

3.40 Staff / Trades Union Consultation

Health and Safety Committee Meetings / Governing Body meetings, at which health and safety, including accident statistics, building issues, etc. is discussed, are held termly.

The following are Trade Union Safety Representatives at the school:-

Member of Staff	Trade Union
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Edward John	NASUWT
Helen Greening	UNISON
Donna James	NUT

Health and safety is an agenda item at staff meetings which are held half termly. Items for discussion include Health and Safety Policy, Risk Assessments, Monitoring, Accidents and Near Misses.

Members of staff raise health and safety concerns by informing Gareth Dyer or Peter Hill either by e-mail or a helpdesk ticket.

For further information refer to:-

Council Code of Guidance on Safety Representatives:-

[1.CM.045 Code of Guidance on Safety Representatives.](#)

3.41 Stress / Staff Well-being

Stress risk assessments are completed for teams of employees, and for individual members of staff, upon return to work, following an absence due to stress, or if there are particular issues.

Members of staff are made aware of the Employee Counselling Service (Tel: - 029 2046 8565), the Education Support Partnership (Tel: - 0800 0 562 561) & Care First (0800 174 319) via posters and leaflets, which are also pinned to the staff noticeboard, located in the staff room.

Stress Awareness Training has been held for staff in March 2017, with a follow up session planned for June 2017. Gareth Dyer has attended Stress Awareness and Risk Assessment Training for Managers on 24th March 2017.

For further information refer to:-

Council Stress Management Policy

[Stress Management Policy](#)

Council Code of Guidance on Stress – Risk Assessment

[1.CM.113 Code of Guidance on Stress - Risk Assessment](#)

3.42 Traffic Management [Vehicles/Pedestrians] on Site

A risk assessment for Traffic Management has been undertaken and communicated to all relevant staff. It is kept in Gareth Dyer’s office.

[4.SC.COMP.008 - Traffic Management](#)

Vehicle movement is restricted on the school site between the hours of 8:20-8:35, 11:00-11:30, 13:25-13:55 and 14:50-15:00. This includes contractors who are advised of the restrictions. These restrictions should be reflected within their risk assessments.

Vehicles on the school site are segregated from pedestrians by means of separate access for vehicles and pedestrians, designated walkways and safe crossing places on the school site, clearly marked internal roadways, lines painted in the car park to designate parking spaces.

Delivery vehicles are restricted from accessing the school site between the hours of 8:20-8:35 and 14:50-15:00. This includes the collection of rubbish when vehicles are permitted to be on the school site before the site is occupied 06:00 – 07:00 Monday, Wednesday and Friday/

The school is aware of the Schools Traffic Management Safety Group and contacts the group for advice about traffic management both on-site and in the vicinity of the school entrance.

3.43 Training and Competence

The training needs of staff are assessed by Gareth Dyer and Paul Moriarty as an ongoing process and as part of the Council's Personal Performance and Development Review Scheme.

Members of staff attend appropriate courses, some of which are detailed in a health and safety Education Mandatory Toolkit training programme administered by the Services and Compliance Section (Tel: 029 2087 3714); or other courses which are relevant to their role. Members of the Governing Body are also welcome to attend these courses.

The training is provided by approved external health and safety training providers. The approved providers are detailed on the Council's Health and Safety intranet site.

Governors can attend specific courses facilitated by Governor Services which are run twice a year on Health and Safety Management and Health and Safety Risk Assessment Awareness.

All training attended is recorded in Gareth Dyer's office.

For further information refer to:-

[Corporate Health and Safety Site - Training Providers](#)

3.44 Violence to Staff

Risk assessments for Violence at Work have been undertaken and communicated to all relevant staff.

[4.SC.COMP.017 - Violence at Work](#)

Incidents of verbal and physical violence are reported via the Council's Violence at Work Report forms to the Services and Compliance Section. The incidents are then recorded on the Persons to be Aware of Corporate Database (PACD).

Headteachers can request access to the PACD system for themselves or their members of staff. This will allow violent incidents to be input directly onto the system and also to be able to minimise risk to staff who might be home visiting, by reviewing the database for any prior incidents.

Violence at work pocket cards have been issued to school staff, and provide advice and suggestions on recognising and dealing with violence, and detail the support available to staff after an incident.

Signs are displayed in reception areas requesting members of the public to not be abusive

towards staff.

Members of staff consider where they will see pupils or parents if they are concerned that an aggressive situation may develop and ensure that a second member of staff is present.

If pupils require the use of physical restraint by members of staff, those staff attend Team Teach training. Adam Fleet, Ian Smith, Wellbeing Team have received this training in July 2015.

For further information refer to:-

Violence at Work Policy, Codes of Guidance on Violence at Work and Lone Working.

[1.CM.056 Violence at Work Policy](#),

[1.CM.058 Code of Guidance - Violence at Work](#),

[1.CM.025 Code of Guidance Lone Working](#),

[4.C.046 Violence at Work Report Form](#)

3.45 Volunteers and Parent Helpers

Volunteer and parent helpers are provided with written instructions and guidance on risk assessments, emergency procedures, including fire and first aid procedures.

Enhanced Disclosure and Barring Service (DBS) checks are carried out for any volunteers who have regular and unsupervised access to children and young people. Further information can be obtained from the Safeguarding Team, telephone 029 2087 2848.

For further information refer to:-

Code of Guidance on Temporary, Casual and Agency Workers, and Volunteers

[1.CM.065 Temporary, Casual and Agency Workers and Volunteers](#)

[Department of Education Website - Disclosure and Barring.](#)

3.46 Working at Height

Where possible work at height is avoided, by positioning display boards at head height, positioning shelving at an appropriate height, using lighting rigs which can be lowered to ground level, using poles to remove PE equipment, for example, balls which have been kicked onto roofs.

Where work at height is carried out a risk assessment is carried out and is communicated to all relevant staff.

[4.SC.COMP.009 - Working at Height](#)

[4.SC.COMP.026 - Use of Ladders and Stepladders by Estates Staff](#)

[4.SC.COMP.027 - Use of Tower Scaffolds](#)

Members of staff are instructed not to use chairs, tables etc to access display boards.

Where work at height is carried out appropriate access equipment is provided, for example, kick stools and ladders and step ladders which comply with BS EN 131.

All equipment is stored appropriately to ensure that they are not accessible.

Pre-use checks are carried out on step ladders and ladders before they are used.

Peter Hill, Estates Manager has attended Pre-fabricated Access Suppliers and Manufacturers Association (PASMA) training on 10th February 2012 for the use of mobile tower scaffolds.

Annual inspections of access equipment are carried out in accordance with the manufacturers' instructions by Peter Hill and records retained.

For further information refer to:-

Council Code of Guidance on the Safe Use of Ladders and Mobile Tower Scaffolds:

[1.CM.023 Code of Guidance on the Safe Use of Ladders.](#)

[1.CM.061 Code of Guidance on Mobile Tower Scaffolds.](#)

Pre-fabricated Access Suppliers and Manufacturers Association (PASMA)

www.pasma.co.uk