



ST THOMAS MORE FIRST CATHOLIC SCHOOL

Learning, loving and living together with Christ

HEALTH AND SAFETY POLICY WITH ARRANGEMENTS

1. THE STATEMENT

As a Catholic school the outward signs of our school's ethos, in parallel with its distinctiveness should be explicit and clearly displayed.

1.1 General Requirements

The Governors of St Thomas More Catholic First School recognise their responsibility under the Health and Safety at Work etc. Act (1974), so far as is reasonably practicable, to:

- a) provide safe systems of work, plant and equipment;
- b) provide for the safe use, handling, storage and transport of articles and substances;
- c) provide such information, instruction, training and supervision as is necessary for staff and pupils to undertake their work safely;
- d) provide a safe place of work with safe means of access and egress for all persons using the premises;
- e) provide a safe and healthy working environment with adequate welfare arrangements;
- f) provide for the health and safety of persons not employed by the school, but who may be affected by its activities;
- g) encourage all staff to take reasonable care for their own health and safety and to co-operate with the management of the school in the carrying out of their statutory duty;
- h) require all staff to report through the appropriate channels, any problem, defect or hazard likely to lead to a lack of safe or healthy conditions for themselves or others.

Agreed by:	Date
Safety Advisory Group	04.11.2019
Next review date: November 2020	

1.2 Staff Responsibilities

The Health and Safety at Work Act (HSW) also puts a responsibility upon employees to take care of their own health and safety, within the limitations of the training, instructions and equipment provided for them. This is acknowledged by clause (g) above.

1.3 Staff Rights

The Governors recognise the need to consult staff on matters of health and safety and will recognise the right of the staff to appoint Safety Representatives, through their recognised trade unions or professional associations. The Governors will accommodate the establishment of a School Safety Advisory Group (SAG) on which the staff Safety Representatives, amongst others, may serve, should it be requested by staff or their representatives.

1.4 The Role of the Local Authority

The Governors recognise the Statement of Safety Policy of Worcestershire County Council Directorate of Children's Services, together with its organisation and arrangements and undertake to comply with its requirements and procedures in respect of maintaining safe and healthy places of work for the staff and pupils of the school.

The Governors recognise that it may on occasions be necessary to seek advice on specialist matters pertaining to Health and Safety and will consult the Health and Safety Advisor of Worcestershire County Council Directorate of Children's Services or such other persons as may be necessary.

1.5 Local Management of Schools and Delegated Funding

The Governors recognise the need to ensure that sufficient funds are reserved for safe practice throughout the school and in particular the inspection and maintenance of those items of premises and equipment where financial responsibility has been delegated to them.

1.6 Risk Assessment

The Governors recognise their responsibilities to ensure that any significant risks arising from work activities, equipment or premises are assessed, as required under:

- a) the Management of Health and Safety at Work Regulations 1999 amended 2006,
- b) the Control of Substances Hazardous to Health (COSHH) Regulations 2002,
- c) the Manual Handling Operations Regulations 1992 as amended,
- d) the Provision and Use of Work Equipment Regulations 1998 and
- e) the Display Screen Equipment Regulations 2002).

1.7 Acknowledging Responsibility

A copy of the Statement is posted on the staffroom board and on the School website. A copy of the statement is given and discussed with staff annually (September) and a register of signatures and dates collected. The full policy is available on staff share and the school website. A copy should be given to students and regular visitors.