Brookmead School
Bringing learning to life and life to learning

BROOKMEAD SCHOOL HEALTH AND SAFETY POLICY 2026

This policy is based on the *BCC Health and Safety Policies and Procedures Section 1.6: Model Health and Safety Policy for Schools* (April 2016). Where appropriate, this policy should be read in conjunction with the Buckinghamshire County Council Health and Safety Policy.

Esther Taylor, Headteacher, September 2026

PART 1: GOVERNING BODY STATEMENT OF INTENT

Effective health and safety management is integral to delivering our ambition for excellence in education and our performance as a school. We are committed to high standards of health, safety and well-being and will take all reasonable steps to meet our responsibilities under the Health and Safety at Work Act, the Management of Health and Safety at Work Regulations, other relevant health and safety legislation and the Regulatory Reform (Fire Safety) Order. Our overall objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work.

We will achieve this by:

- Taking reasonable steps to make sure that the school is following the employer's policy and procedures e.g. through regular discussion at governance meetings;
- Promoting a sensible and proportionate approach to health and safety, making use of competent health and safety advice when required;
- Working in close partnership with the Headteacher and senior management team to support sensible health and safety management and to challenge as appropriate;
- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance considering human and cultural factors;
- Ensuring staff receive adequate information, instruction and training to enable them to carry out their responsibilities competently;
- Ensuring that health and safety management is an integral part of decision making and organisational processes;
- Providing a safe and healthy working environment for our staff, pupils and others working in the school;
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives;
- Complying with statutory requirements and where possible best practice;
- Investigating and learning the lessons from accidents, incidents, near misses and work related ill health incidents;
- Monitoring and reviewing systems and preventative measures to make sure they are suitable, sufficient and effective
- Ensuring adequate resources are available to fulfil our health and safety responsibilities and objectives;

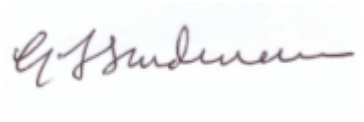
- Working with and monitoring our contractors to ensure consistent and comparable health and safety standards.

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. However, all staff have a legal and moral responsibility to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions.

Name of Headteacher: Esther Taylor



Name of Chair of Governors: Gavin Sandmann



Review date: October 2027

PART 2: RESPONSIBILITIES AND ORGANISATION

2.1 INTRODUCTION

To comply with the Governing Body's Statement of Intent the following responsibilities have been assigned:

2.2 THE GOVERNING BODY

The Governing Body recognises its responsibilities for ensuring that suitable organisational arrangements are in place for the management and control of health and safety within the school and will endeavour to ensure that the local authority's policy is implemented with regard to its responsibility. In particular, we will ensure that:

- A written policy statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils;
- Responsibilities for health, safety and welfare are allocated to specific people and those people are informed of these responsibilities;
- A lead governor for health and safety is nominated;
- People have sufficient experience, knowledge and training to perform the tasks required of them;
- Clear procedures are created which assess the risk from hazards and produce safe systems of work;
- Health and safety performance are monitored and targets for improvement are set
- Ensuring that the site and premises are maintained in a safe condition and that sufficient funding is allocated;
- Seeking specialist advice on health and safety which the establishment may not feel competent to deal with;
- The school's health and safety policy are reviewed regularly (at least once annually) and implementing new arrangements where necessary;
- Our management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act.

2.3 THE HEADTEACHER

Leadership of health and safety is about managing risk sensibly – not trying to eliminate it altogether. The Headteacher will provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on the things that really matter.

The Headteacher is responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. In particular, they will:

- Ensure that the school is following Buckinghamshire County Council's Health and Safety Policy and has effective arrangements for managing the real health and safety risks at the school.
- Be fully committed to the Governing Body's Statement of Intent, ensuring that a positive health and safety culture is demonstrated and promoted through their

leadership.

- Act as the “Responsible Person” under the Fire Safety Order within the School.
- Maintain effective communications with employers, governors, and the school workforce, and give clear information to pupils and visitors, including contractors, regarding the significant risks on site;
- Nominate themselves or a senior manager as the Health and Safety Coordinator;
- Undertake all relevant training appropriate to their role and ensure staff are given adequate information, instruction, training and supervision to carry out their duties, paying particular attention to new/inexperienced employees and trainees;
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.
- Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to manage the health and safety risks to staff and any other people who may be affected by the school’s activities;
- Ensure that risk assessments are undertaken in relation to directly managed staff, for example, job-based risk assessments, stress risk assessments, return to work risk assessments, personal emergency evacuation plans;
- Ensure safe systems of work and procedures are developed and are implemented;
- Ensure prompt action is taken to resolve any situations that may adversely affect the health and safety of staff or other people;
- Ensure that they seek timely assistance and advice where expert help is required from Health and Safety Consultancy team;
- Ensure that all plant and work equipment provided is: selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests and examinations;
- Ensure that accidents and incidents (including near misses and violence and aggression) are reported to County and the HSE (where appropriate) and investigated and the findings acted upon without delay;
- Ensure there are meaningful, effective arrangements in place for consulting employees and their trade union representatives on health and safety matters that affect them;
- Ensure information that may assist safety representatives in their role is provided to them;
- Complete the school’s Annual Health and Safety Compliance Report to the Managing Director, Children’s Social Care and Learning;
- Participate and make recommendations to the Governing Body in relation to external independent audits carried out by the County Council or other bodies
- Report to the Governing Body any health and safety issues which cannot be resolved;
- Ensure the requirements of the Occupier’s Liability Acts 1957/1984 are complied with to reduce risk to lawful and unlawful visitors;

- Monitor and review health and safety performance through:
    - termly health and safety inspections of work areas/practices;
    - setting health and safety targets and objectives through appraisals and other supervisory reviews;
    - reviewing incidents and accidents;
    - monitoring commissioned and contracted work for compliance;
    - ensuring that the management of health and safety considers the needs of anyone with a protected characteristic under the Equalities Act;
    - ensuring audit action plans are implemented;
    - reporting to the Governing Body at least annually on the school's health and safety performance

2.4 LEAD GOVERNOR FOR HEALTH AND SAFETY

The Lead Governor has the following responsibilities:

- To be fully and visibly committed to the Governing Body's Statement of Intent for health and safety;
- To scrutinise and review health and safety performance;
- To provide support and challenge to the Headteacher and the Governing Body in fulfilling their health and safety responsibilities;
- To ensure in particular that risk assessments of the premises and working practices are carried out and documented;
- To arrange a termly inspection of the school by either themselves or another Governor and to provide a report to the Governing Body.

2.5 RESPONSIBILITIES OF THE SENIOR LEADERSHIP TEAM (SLT)

The SLT will support the Headteacher with the overall management of health and safety in the school. This will include:

- Providing leadership by ensuring health and safety is considered as part of every decision;
- Considering the health and safety impact of any new initiatives;
- Informing the Headteacher of any health and safety issues that affect the school;
- Agreeing strategic health and safety initiatives;
- Monitoring the overall implementation of the school's health and safety policy in their areas of control and agreeing the annual health and safety report.

2.6 HEALTH AND SAFETY COORDINATOR (Nurture and Safety Lead)

In some schools the Business Manager, Business Director or Bursar takes the lead for health and safety on site. They often provide the focal point for the school's health and safety management arrangements. Their school wide roles may include:

- management and monitoring of purchasing and contracting procedures to ensure risks are effectively managed;

- advising contractors of site-specific risks and overseeing their activities on site;
- ensuring staff and visitors are aware of the on-site procedures and the precautions to follow;
- accident and incident reporting;
- implementation, monitoring and review of training procedures;
- preparation of reports and returns for the school leadership team.

The Health and Safety Coordinator has the following responsibilities to:

- Attend appropriate health and safety training courses including IOSH Managing Safely and Fire Risk Assessor Training to enable them to discharge their duties effectively;
- Ensure that a fire risk assessment is completed for the school and that it is implemented and reviewed at least annually;
- Promote health and safety matters throughout the school and assisting the Headteacher in the implementation of the County Council's and School's Health and Safety Procedures;
- Ensure the Fire Log, Asbestos Log and Legionella Log are kept up to date;
- Ensure that the Health and Safety Notice Board is kept up to date;
- Ensure the correct accident, incident and near miss reporting procedures are followed and that, where appropriate, accidents are investigated;
- Arrange termly health and safety inspections and ensuring follow up action is completed and records kept available for audits;
- Ensure appropriate procedures for school visits is followed;
- Participate in any Health and Safety Audits arranged by the County Council;
- Provide health and safety induction training for all staff;
- Provide basic fire awareness training for all staff at least every six months. Refer to training notes section 3.3 Health and Safety Policies and Procedures.
- Keep an up to date record of staff health and safety training;
- Ensure that all statutory inspections are completed and records kept;
- Make provision for the inspection and maintenance of work equipment;
- Ensure that emergency drills and procedures are carried out regularly and monitored for effectiveness and that records are kept;
- Monitor contractors on site and ensuring they consult the Asbestos Log before starting work.
- Coordinate and manage the annual risk assessment process for the school;
- Coordinate performance monitoring processes;
- Manage records of all health and safety activities including management of building fabric and building services in liaison with County and other contractors;
- Advise the Headteacher of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors;
- To ensure that staff are adequately instructed in safety and welfare matters about their specific workplace and the school generally.

2.7 TEACHING AND SUPPORT STAFF HOLDING POSITIONS OF SPECIAL

RESPONSIBILITY

This includes Deputy/Assistant Headteachers, Office Managers, and Site Managers;

They have the following responsibilities to:

- Apply the school's Health and Safety Policy and the relevant health and safety Codes of Practice to their own department or area of work and be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements;
- Carry out regular health and safety risk assessments of the activities for which they are responsible;
- Checking compliance with job risk assessments and reviewing health and safety performance in staff appraisals/performance management reviews;
- Ensure that all staff they manage are familiar with the relevant health and safety Codes of Practice, for their area of work;
- Resolve health, safety and welfare issues that staff refer to them, or refer to the Headteacher any matters for which they cannot achieve a satisfactory solution within the resources available;
- Carry out regular inspections of their areas of responsibility to ensure that equipment, and activities are safe and record these inspections where required;
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other staff and pupils to avoid hazards and contribute positively to their own health and safety;
- Investigate any accidents that occur within their area of responsibility.

2.8 CURRICULUM LEADERS HAVE THE FOLLOWING SPECIFIC HEALTH AND SAFETY RESPONSIBILITIES:

Curriculum Leaders have expertise in their topic areas and are often in the best position to advise or lead on the arrangements for assessing and managing risk in their department.

- The day to day management of health and safety within their subject area in accordance with the health and safety policy;
- Drawing up and reviewing departmental policies, procedures and risk assessments regularly (at least annually);
- Carrying out regular health and safety monitoring inspections of their subject area and making reports to the Headteacher where appropriate;
- Ensuring follow up and remedial action is taken following health and safety inspections;
- Arranging for the appropriate subject specific health and safety training to be provided to all staff within the department;
- Passing on health and safety information received to the appropriate people;
- Acting on health and safety reports from above and below in the school hierarchy.
- Report all accidents, defects and dangerous occurrences to the Headteacher and/or Health and Safety Coordinator.

2.9 CLASS TEACHERS

Class teachers are expected to:

- Exercise effective supervision of their pupils, to know the procedures for fire, first aid and other emergencies;
- Follow the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant Codes of Practice;
- Give clear oral and written instructions and warnings to pupils when necessary;
- Follow safe working procedures;
- Require the use of protective clothing and guards where necessary;
- Make recommendations to their Headteacher or manager regarding equipment and improvements to plant, tools, equipment or machinery;
- Integrate all relevant aspects of safety into the teaching process;
- Report all accidents, defects and dangerous occurrences to their manager.

2.10 SAFETY REPRESENTATIVES

Safety representatives do not have responsibilities under this policy; however they do have functions as laid down in the Safety Representatives and Safety Committees Regulations.

The Governing Body believes that consulting employees on health and safety matters is important in creating and maintaining a safe and healthy working environment.

2.11 STAFF

All of the school workforce plays an important part in sensible health and safety management in schools. Staff involvement makes a vital contribution towards achieving safer and healthier workplaces, and helps develop sensible rather than over cautious approaches.

When developing learning opportunities, staff should focus on controlling the real risks, not eliminating all risks. Health and safety is about doing things safely, not finding reasons not to do them.

In particular staff must:

- comply with the school's health and safety policy and procedures at all times;
- take reasonable care for the health and safety of themselves and others when undertaking their work, for example;
    - check classrooms/work areas are safe;
    - check equipment is safe before use;
    - ensure safe working procedures are followed;
- cooperate with managers in complying with relevant health and safety safe systems of work and procedures;

- use all work equipment and substances in accordance with instruction, training and information received;
- wear, use, store, maintain and replace personal protective equipment as appropriate;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare;
- take part in and contribute to health and safety inspections, risk assessments etc. as appropriate;
- report
    - accidents, incidents of violence and aggression and near misses;
    - ill health caused by work activities;
    - defective equipment or premises, hazardous situations and other health and safety concerns;
    - report immediately to their Headteacher/Line Manager any serious or immediate danger.

1. PUPILS

Pupils, allowing for their age and aptitude, are expected to:

- take personal responsibility for the health and safety of themselves and others
- observe standards of dress consistent with safety and/or hygiene
- observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency
- use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

PART 3: PROCEDURES AND ARRANGEMENTS

The following procedures and arrangements have been adopted to ensure compliance with the Governing Body's Statement of Intent.

3.1 LEAD GOVERNOR FOR HEALTH AND SAFETY

The lead governor with responsibility for scrutiny of health and safety performance is **Robert Buysmann - Governor.**

3.2 ASBESTOS MANAGEMENT

The asbestos register and asbestos management plan is held at: **the Main School Office**

Nurture and Safety Lead is responsible for:

- deciding for dealing with asbestos in compliance with the County Council's policy;
- ensuring that contractors who may be working in areas where asbestos has been identified consult and sign the register;
- ensuring that any changes to the register are notified to Building Services, Property Consultancy;

- informing Property Consultancy immediately on 01296 383238 if any asbestos containing materials are damaged releasing asbestos fibres or may have been released.

For further guidance refer to section 4.2 health and safety policies and procedures:
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.3 AUDIT, REVIEW, PERFORMANCE MEASUREMENT AND ACTION PLAN

Nurture and Safety lead is responsible for completing the termly Health and Safety Compliance report preferably with the Health and Safety Governor and for implementing the action plan.

Nurture and Safety lead is responsible for reviewing the School's Health and Safety Policy and ensuring all staff have a copy of this shared via Google.

Site staff with the support of the Nurture and Safety Lead are responsible for ensuring the implementation of recommendations of any health and safety audit reports carried out by the County Council

3.4 CATERING

The catering provider is responsible for registering the food premises with the local Environmental Health Officer, District Council;
Catering team is responsible for

- monitoring the preparation of food and the nutritional standards of meals;
- the maintenance of satisfactory hygiene standards;
- ensuring that temperature of the refrigerator and freezer are monitored and logged;
- ensuring an adequate schedule of deep cleaning is undertaken.

Under no circumstances should cookers, ovens, microwaves be left unattended whilst being used.

3.5 CONSULTATION WITH EMPLOYEES

Any employee appointed as a safety representative by their Association or trade union will be offered suitable facilities to undertake their work.
Consultation with employees not represented by a union is provided through **office manager**
For further guidance refer to section 1.2 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.6 CONTRACTORS - SELECTION AND MANAGEMENT

Contractors are selected and managed following guidance and documentation in section 9.4 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.7 EDUCATIONAL VISITS

School Visits Coordinator / office administrator is responsible for ensuring that educational visits, including residential visits and any school-led adventure activities, will be risk assessed and organised following guidance produced by the County's Education Visits Co-ordinator.

3.8 ENFORCING AUTHORITY VISITS

Nurture and Safety Lead is responsible for implementing any recommendations following a visit by the Enforcing Authorities and the headteacher is responsible for reporting matters requiring authorisation/action to the Governing Body or LA.

3.9 FIRE AND OTHER EMERGENCY ARRANGEMENTS

Nurture and Safety Lead is responsible for

- ensuring fire risk assessment is undertaken and regularly reviewed;
- developing local fire safety procedures to ensure
    - personal emergency evacuation plans (PEEPS) are carried out for people with disabilities, i.e. staff, pupils, visitors;
    - fire evacuation drills are carried out at least termly;
    - a roll call is taken at the Assembly Point;
    - that no-one attempts to re-enter the building until the all clear is given by the emergency services;
    - firefighting and fire detection equipment is serviced and maintained annually;
    - regular reminders to staff on fire safety.

Nurture and Safety Lead is responsible for

- maintaining the Fire Log;
- checking weekly that evacuation routes remain clear and that final exit doors are openable;
- checking monthly fire-fighting equipment remains in a useable condition, e.g. fire extinguishers, fire blankets;
- testing the alarms every week from different call points and recording the tests in the Fire Log;
- testing the emergency lighting at appropriate intervals

Emergency procedures covering a range of hazardous situations which may arise in the establishment can be found in the following locations:

Type of emergency procedure	**Location(s)**
Fire Evacuation Procedure	Each room
Bomb Alert	School Office
Gas Leak	School Office
Electrical Fault	Site managers office / school office
Water	Site managers office / school office

Storm or Flood Damage	Bursar's Office
Lockdowns	School Office/School Website

The person who discovers the emergency will raise the alarm immediately by the most appropriate means and ensure that the Headteacher, Assistant Headteacher or in their absence, a member of the Senior Leadership Team is informed immediately and that where appropriate the emergency services are summoned. A member of the Senior Leadership Team will liaise with the emergency services when they arrive and take advice from them.

Note: The priorities are as follows:

- *to ensure the safety of all person's people, their removal from danger, their care and the application of first aid and medical treatment where appropriate;*
- *to call the emergency services when appropriate;*
- *to safeguard the premises and equipment, if this is possible without putting persons at risk.*

3.10 FIRST AID

First aid boxes and first aid record books are kept at: **First Aid Room**
Travelling first aid boxes are kept at: **First Aid Room**
First Aider is responsible for making a termly check of the contents of all first aid boxes.
The nearest medical centre/NHS GP **Little Rothschild House Surgery, 71 Marsworth Road, Pitstone, 01296 662800**
The nearest hospital with accident and emergency facilities is **Stoke Mandeville Hospital, Mandeville Road, Aylesbury, HP21 8AL 01296 315000**

The following employees are qualified to provide first aid:
All teaching and support staff (including office and site staff and lunchtime supervisors) are trained in Emergency First Aid in Schools.

SEE TRAINING LOG FOR HEALTH AND SAFETY

Name of Employee	Job Title	Qualification and date
Liz Singer	Nurture Lead & First Aider/ Paediatric first aid trained	Paediatric first aid 24/11/2025 First Aid at Work training – 1/11/2024
Anna King	Phase leader	Paediatric First Aid July 2026
Claire Miller	Year 1 classteacher	Paediatric First Aid February 2026
Claire Loxey	Year 4 teaching assistant	Paediatric First Aid November 2023
Gay Sibley	Teaching assistant	January 2026
Genny Webb	Year 2 classteacher and Forest School Lead	January 2026
Lianne Bates	Reception teaching assistant	January 2026
Megan Randall	Reception classteacher	January 2026
Michaela Lamon	KS1 teaching assistant	January 2026
Natasha Baughan	HLTA reception and KS1	July 2026
Sophie Fernandez Lewis	Reception classteacher	October 2025
Whole school trained (see staff training list)	All staff	6-hour emergency first aid in schools completed spring 2026

For further guidance refer to section 3.2 health and safety policies and procedures https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.11 WELL-BEING

Headteacher and office manager is responsible for monitoring absence owing to stress related illness and promoting wellbeing

For further guidance refer to section 8.4 health and safety policies and procedures https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.11.1 Occupational Health

Access to occupational health services is through Optimus Health and Judicium.

3.11.2 Employees Assistance Programme

Employees Assistance is provided by Judicium – Optimus Health

3.12 INCIDENT REPORTING AND INVESTIGATION

Nurture lead is responsible for reporting accidents, incidents and near misses, as soon after the event, as possible using the Assess Net system via Bucks Schools Web

Site manager and nurture lead is responsible for contacting the Health and Safety Team immediately to report a serious incident (accident, incident, e.g. physical assault, threat, verbal abuse, or near miss). Where appropriate/practicable a Health and Safety Adviser will visit the school the same day to provide support and investigate the incident. Telephone 01296 382906

Minor injuries to non-employees (i.e. pupils and visitors) where first aid is given will be reported on the First Aid Record of Treatment form. These forms are kept at: First Aid Room.

Nurture and Safety Lead will investigate all incidents and act on findings to prevent a recurrence or similar accident/incident. Where accidents are found to be caused by faulty plant, equipment, premises or unsafe systems of work action must be taken to remove or isolate the hazard and warn people until the necessary modifications or repairs can be made.

For further guidance refer to section 3.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.13 INSPECTIONS

Routine inspections of the premises to ensure safe working practices are being followed will be carried out by **site manager and nurture and safety lead.**
Formal health and safety inspections will be carried out termly with the Health and Safety Governor.
For further guidance and information refer to section 2.5 and 2.5a health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.14 INFORMATION, INSTRUCTION AND TRAINING

3.14.1 INFORMATION AND ADVICE

A Health and Safety Law Poster is displayed at: **in the foyer above the photocopier**
Health and safety advice is available from the Health and Safety Team via the HR Service Desk. Telephone: 01296 382233; Email: hrservicedesk@buckscc.gov.uk

3.14.2 HEALTH AND SAFETY TRAINING:

3.14.2.1 Induction

Health and safety induction training will be provided for all new employees and for work experience placement students by **office manager** which covers the following guidance and documentation that is available from https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

BCC Health and Safety Policy
Codes of Safe Practice and Guidance
Premises Asbestos Log
Job Based Risk Assessment and other appropriate assessments
Accident Reporting Arrangements
Safe Use of Work Equipment
Good Housekeeping, Waste Disposal and Cleaning Arrangements
Special Hazards/Responsibilities Associated with their Work Activity
Safe Practice in School Swimming
School Health and Safety Policy
Educational Visits Policy Document
Premises Legionella Log
Fire and other Emergency Arrangements
First Aid Arrangements
Procedures for Hazardous Substances
Hazard Reporting and Maintenance Procedures
Special Needs of Young Employees (e.g. Work Experience Placements)

3.14.2.2 Training Records and Training Needs Identification

Office manager is responsible for identifying training and refresher training needs and keeping health and safety training records in the following areas:

Asbestos Awareness
COSHH Awareness
Emergency First Aid at Work
Fire Risk Assessor
First Aid at Work
Food Safety in Catering
Governor's Role in Health and Safety
IOSH Managing Safely/ Refresher
IOSH Working Safely
Legionella
Load Risk Assessor for Moving and Handling
Manual Handling (Loads)
Minibus Training (County)
Paediatric Moving and Handling with/without hoists
Paediatric First Aid (for schools with children below 5)
Personal Safety of Employees
Pool Safety Awareness for Headteachers
Safe Playground Inspection
Supporting Pupils with Medical Conditions (formerly Managing Medicines)
Team Teach / Step On training
Visual Tree training
Working at Height

3.14.2.3 Strategic Health and Safety Management and Premises Management Training

Specific course for Governors

- The Governor Role for Health and Safety (provided by Governor Services, BLT): **Gavin Sandmann**

Courses for Senior Leadership Teams

- Asbestos Awareness (Headteachers/Health and Safety Coordinators): **Headteacher; Nurture and Safety Lead**

- Fire Risk Assessor training (for Headteachers/Health and Safety Coordinators) : **Nurture and Safety Lead**
- IOSH Managing Safely/Managing Safely Refresher 5 day/1-day course (for Headteachers/Health and Safety Coordinators): **Headteacher; Nurture and Safety Lead**
- Legionella Training (Headteachers/Health and Safety Coordinators): **Site Manager**
- Managing the Personal Safety of Staff: **Nurture and Safety Lead, Office Manager, Headteacher**

3.14.2.4 Curriculum/Subject Specific Health and Safety Training

Primary and Secondary PE and School Sport

- ASA National Curriculum Training Programme (NCTP) for School Swimming (available through BLT): **- PE Co-ordinator**

Primary Food Technology and Occasional Catering Events

- CIEH Level 2 Award in Food Safety: **Midday Supervisor; Lianne Bates – TLSA/ Club Supervisor;**

3.14.2.5 Occupational Risks

- Buckinghamshire County Council Minibus driver training: **n/a**
- Emergency First Aid at Work: **All staff – renewed Jan-March 2026 (6 hour course)**
- Evacuation Chair training: **n/a**
- Fire Warden Training (available through Fire Training Bucks): **Ideally all staff should be aware. Fully trained are; Site Manager, Deputy Headteacher,**
- First Aid at Work: **Liz Singer, Claire Price**
- First Aid for Schools: **All staff – renewed Jan-March 2026 (6 hour course)**
- Load Risk Assessor for Moving and Handling of Pupils with Disabilities: **n/a**
- Paediatric First Aid (for schools with children up to age 5): Paediatric Moving and Handling training with/without hoists: **n/a**
- Personal Safety: **office manager, headteacher**
- Supporting Pupils with Medical Conditions (includes Managing Medicines): **nurture and safety lead, SENDCo, administer medicines – Office manager and Nurture lead**

3.14.2.6 Caretaking/Site Management

- Asbestos Awareness: **Nurture and Safety Lead, Headteacher**
- COSHH Health and Safety Workshop: **Site Manager; Cleaning Staff , Nurture and Safety Lead**
- IOSH Managing & Working Safely course – a 1 day basic health and safety course: **Site Manager**
- Legionella: **Site Manager and Nurture and Safety Lead**
- Manual Handling: **Site Manager**
- Personal Safety: **headteacher**

- Safe Playground Inspection: **OPAL Play Leader, Deputy Headteacher**
- Visual Tree Assessment: **Forest School Lead**
- Working at Height: **Site Manager**

3.15 LEGIONELLA

Site manager and Nurture and Safety Lead is the Premises Responsible Person for the management of Legionella

Site Manager and Nurture and Safety Lead is the Nominated Legionella Controller who has been trained to be responsible for checking water temperatures and flushing appropriate outlets as part of the Legionella programme

For further guidance refer to section 4.4 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.16 LETTINGS

Office manager is responsible for coordinating lettings of the premises and for giving health and safety including emergency information to hirers. The office manager is responsible for getting the headteacher to sign off any letting.

3.17 NOISE

Any employee concerned about the noise levels at work should report the matter to the **Site Manager or Nurture and Safety Lead** who will arrange for remedial action or for an assessment to be made by the Health and Safety Team or a specialist contractor.

For further guidance refer to section 9.3 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.18 OUTDOOR PLAY EQUIPMENT

Site Manager and Nurture and Safety Lead is responsible for ensuring outdoor play equipment and safety surfaces are

- regularly inspected by person who has attended Safe Playground Inspection course;
- inspected and maintained annually by a competent contractor;
- repaired or taken out of use, as required.

Site Manager is responsible for inspecting the equipment and safety surfacing weekly.

Deputy Headteacher and OPAL lead are responsible for ensuring outdoor play equipment is adequately supervised when in use.

For further guidance refer to section 10.7 health and safety policies
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.19 PERSONAL PROTECTIVE EQUIPMENT (PPE)

Suitable Personal Protective Equipment (PPE) goggles, gloves, hearing protection will be provided free of charge, where identified as necessary by a risk assessment.

All employees are responsible for informing **Site Manager or nurture and safety lead** when they become aware of a need to repair or replace PPE, which they use.

Nurture and Safety lead is responsible for planning for laundering soiled PPE, e.g.

overall, lab coats, aprons, etc.
For further guidance refer to section 11.1 health and safety policies
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.20 PORTABLE ELECTRICAL APPLIANCES

Nurture and safety lead is responsible for ensuring that portable electrical appliance testing is carried out at the frequencies in section 10.3 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

Staff should not bring electrical equipment onto the school site unless they have authorisation and the appliances have been portable appliance tested.

3.21 RISK ASSESSMENT

3.21.1 GENERAL RISK ASSESSMENT

General risk assessment will be coordinated by **site manager / Nurture and Safety Lead** following guidance and documentation in section 2.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

They will be responsible for ensuring risk assessment relating to jobs, locations, work equipment, chemicals and activities are produced by appropriate persons and appropriately communicated to staff and ensuring the actions required are implemented.

3.21.2 FIRE RISK ASSESSMENT

Headteacher is the Responsible Person under the Fire Safety Reform Order;

Headteacher (IOSH), SiteManager (IOSH) and Deputy Headteacher (FRA) are the Competent Persons (must hold a IOSH Managing Safely Certificate (or equivalent) and attended Fire Risk Assessor training) who is responsible for:

- ensuring a fire risk assessment is carried at regular intervals by a competent Fire Risk Assessor contractor (T.V.F. (UK) Ltd full assessment carried out 2023);
- regularly reviewing the fire risk assessment;
- The school use the external contractor to review the risk assessment.

For further guidance refer to section 3.3 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.21.3 MANUAL HANDLING RISK ASSESSMENTS (LOADS)

Manual handling risk assessments will be carried out by **Site Manager or Nurture and Safety Lead** following guidance and documentation in section 5.2 health and safety policies and procedures https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

They will be responsible for ensuring any actions required are implemented, including training needs.

3.21.4 MOVING AND HANDLING RISK ASSESSMENTS (PEOPLE)

Moving and handling risk assessments will be carried out by **Site manager or nurture and safety lead** following guidance and documentation in section 5.2 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

They will be responsible for ensuring:

- assessments are regularly reviewed by an appropriate person and actions required are implemented;
- appropriate people attend
    - Paediatric Moving and Handling training/refresher training annually:
    - Load Risk Assessor training/refresher training annually

3.21.5 COMPUTERS AND WORKSTATION ASSESSMENTS

Office manager is responsible for identifying 'users' and ensuring workstation assessments are undertaken (using the online system Workstation Safety Plus) and any corrective action required implemented.

The following employees are classified as users of display screen equipment; they will be entitled to a regular eye test and spectacles if recommended by the optician for DSE use.

Employee Name	Job Title
External	**Finance team**
Claire Price	**Office Manager**
Esther Taylor	**Headteacher**
Aysha Clarke	**Deputy Headteacher**
Liz Singer	**Nurture Lead**
Deborah Baker	**Office administrator**
Debbie Busby	**Office admin**

For further guidance refer to section 6.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.21.6 VIOLENCE AND AGGRESSION TO STAFF

Assessments of the risks of violence and aggression to staff will be carried out by **Headteacher or Deputy Headteacher** following guidance and documentation in section 7.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.21.7 RISK ASSESSMENTS OF CURRICULUM ACTIVITIES

Risk Assessments for curriculum activities will be carried out by relevant Curriculum Leads using guidance from Bucks Grid for Learning, CLEAPSS, Association for Science Education (ASE), Association for Physical Education (AfPE), BCC Health and Safety Policies and other recognised sources of competent advice.

3.21.8 RISK ASSESSMENTS FOR HAZARDOUS SUBSTANCES

Site Manager and Nurture and Safety Lead is responsible for

- ensuring an inventory is kept of hazardous substances:
- COSHH data sheets are available and risk assessments are produced and regularly reviewed by appropriate persons for Science, Design Technology, Caretaking and Cleaning, Catering, Grounds Maintenance;
- ensuring that the assessments have been communicated to staff and ensuring the actions required including provision of training are implemented.

No staff should bring in substances that may need a COSHH data sheet.

No staff whilst using cookers/ovens/toasters/microwaves should leave the contents unattended.

Inventories of hazardous substances used in the school are maintained by **Site Manager, Nurture and Safety Lead and kept in Site Manager's Office.**

For further guidance refer to section 4.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22 SAFE PLANT AND WORK EQUIPMENT

Plant and equipment will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Governing Body /County

Any problems or defects regarding plant and equipment should be reported to **Site Manager**

The following equipment has been identified as likely to involve a specific risk to health and safety and its use, inspection and repair is therefore restricted to employees who have been appropriately trained.

3.22.1 CARETAKING AND CLEANING EQUIPMENT

Site Manager is responsible for ensuring that

- caretaking and cleaning equipment are regularly inspected and maintained; this includes powered cleaning equipment, power and hand tools
- users/operators are trained and supervised;

Site Manager has been authorised and trained to use caretaking and cleaning equipment.
For further guidance refer to section 9.15

https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22.3 GAS EQUIPMENT

Site Manager and Nurture and Safety Lead is responsible for ensuring that Bucks County Council ensures that gas equipment is serviced and maintained annually.
For further guidance refer to section 10.9 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22.4 GROUNDS MAINTENANCE EQUIPMENT

Nurture and Safety Lead oversees the work of an external provider (Buckland grounds maintenance) for grounds maintenance.
For further guidance refer to section 10.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22.6 MANUAL HANDLING EQUIPMENT (LOADS)

This includes equipment used for the manual handling of loads.
Site Manager is responsible for ensuring that manual handling equipment such as sack barrows, flat-bed trolleys are maintained in a safe condition.

For further guidance refer to section 5.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22.7 WORKING AT HEIGHT - ACCESS EQUIPMENT

Site Manager has overall responsibility for the selection, inspection, and maintenance of all access equipment, e.g. leaning ladders, step ladders, tower scaffolds, powered access equipment, fall arrest equipment.
Office manager and nurture lead is responsible for ensuring appropriate training is provided, employees are appropriately supervised and that suitable risk assessments are carried out.
Site Manager is responsible for inspecting access equipment and maintaining the Access Equipment Log (Ladder Log)
For further guidance refer to section 10.2 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.22.9 EQUIPMENT AND MACHINERY IN CURRICULUM AREAS
DESIGN AND TECHNOLOGY EQUIPMENT

Nurture and Safety Lead is responsible for ensuring that the site manager checks:

- design technology equipment is regularly inspected, maintained and serviced annually;
- faulty equipment is taken out of use and repaired or removed;
- users/operators of equipment are trained and supervised;

PHYSICAL EDUCATION EQUIPMENT (PE)

Nurture and Safety Lead is responsible for ensuring that

- PE equipment is regularly inspected, maintained and serviced annually by a competent contractor;
- faulty equipment is taken out of use and repaired or removed;
- cleaning schedule for gym and sports hall floors is implemented;

STAGE LIGHTING

Nurture and Safety Lead is responsible for ensuring that

- stage lighting equipment is regularly inspected, and portable appliance tested at appropriate intervals by a competent contractor

3.23 SEVERE WEATHER

Nurture and Safety Lead is responsible for planning to ensure safe access and egress during adverse weather, e.g. snow and ice.

Nurture and Safety Lead with the support of the site manager is responsible for clearing and gritting appropriate pedestrian and vehicle routes on the site.

For further guidance refer to section 9.7 health and safety policies and procedures https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.24 SITE SAFETY, HOUSEKEEPING AND WASTE MANAGEMENT

3.24.1 SITE SAFETY

All employees and governors must report any hazards to **Site Manager or Nurture and Safety Lead** who will arrange for repairs or action to remove hazard.

3.24.2 LOCATIONS OF MAIN SERVICE ISOLATION POINTS

The locations of the positions of all main service isolation points are as follows:

Water **Boiler Room (additional mains isolation in road)**

Electricity **Switch Cupboard for Kitchen; Library for New Hall and Top Block; Foundation Class Store Cupboard for Foundation Stage and Old Hall; Year 1 Store Cupboard for Classroom and New Toilets; Medical Room for Reception Area and Year 2 Classrooms; Room of Requirement**

Gas **Mains Gas Inlet in Cleaning Cupboard next to Boiler Room; automatic safety shut off in Boiler Room.**

3.24.3 HOUSEKEEPING

All staff are responsible for ensuring the good housekeeping of their own workrooms, for example, offices, classrooms, shared spaces including the hall and library, corridors and cloakrooms and related storage areas.

3.24.4 CLEANING ARRANGEMENTS

All members of staff are responsible for clearing up spillages, which occur whilst they are in charge of the area concerned. Other spillages, leaks or wet floors should be reported to **Site Manager or office team** who will arrange for them to be cleared.

The school will be cleaned by: **Julie Duff, Cleaner, Karen Bailey,** Staff should avoid areas where floors have been wet mopped.

Spill kits are kept in the **site managers office**

3.24.5 WASTE MANAGEMENT

Rubbish awaiting collection must never be left where it obstructs escape routes or could aid the production and spread of fire and smoke.

Site Manager / Nurture and Safety Lead is responsible for arranging safe disposal of hazardous, special and/or clinical waste.

Site Manager / Nurture and Safety Lead is responsible for ensuring

- waste is collected daily and stored in appropriately sited secure containers;
- waste containers are secured in either a compound or by being chained

3.25 SITE SECURITY AND VISITORS

All visitors must report to **Reception** where they will be asked to sign the Visitors Log and wear a Visitors Badge.

Other arrangements to ensure the security of pupils and employees on site are:

- all staff are proactive in challenging unaccompanied visitors on school site
- guidance is provided for contractors working on site who are also supervised by the Site Manager or Bursar

Headteacher; Site Manager; Nurture and Safety Lead, **Cleaning Supervisor** are responsible for unlocking and locking the building, arming and disarming security alarms.

3.26 SMOKING

Headteacher will ensure that

- all persons coming onto the school site understand that smoking, and the use of electronic vaping devices, is prohibited including the grounds and in school vehicles;
- no smoking signs are displayed at the entrance to the school;
- information on the no smoking policy is included in the lettings policy.

For further guidance refer to section 8.1 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.27 SUPPORTING PUPILS WITH MEDICAL CONDITIONS

SENDCo is responsible for writing (or adopting the County Model) Policy for Supporting Pupils with Medical Conditions following the statutory guidance issued by the DfE.

Liz Singer, First Aider and the SENDCo are the accountable persons for implementing the school's policy on Supporting Pupils with Medical Conditions.

Liz Singer, First Aider is responsible for

- keeping a log of pupil's medication;
- ensuring medication remains in date;
- ensuring consent forms are completed

Liz Singer, First Aider is responsible for undertaking and reviewing Individual Health Care Plans using the template available in section 8.9.

Liz Singer, First Aider is responsible for compiling an inventory of pupils who have been diagnosed with asthma or have been prescribed a salbutamol inhaler

Liz Singer, First Aider and office manager are responsible for management of controlled/prescribed drugs following guidance and documentation

For further guidance refer to section 8.9 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.28 SWIMMING

PE Lead is responsible for school swimming and ensuring staff are appropriately trained
For further guidance refer to section 12.10 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.29 Positive Handling

Headteacher or SENDCo is responsible for arranging Step On and Behaviour training and monitoring its effectiveness. This is also covered in the Positive Handling Policy.

3.30 VEHICLES

The Headteacher is responsible, in conjunction with the driver, for ensuring that vehicles kept or hired by the school are operated in accordance with the law and with the County Council policy contained in *"Regulations for the Use of Vehicles 2014"*
Finance team is responsible for ensuring that all employees who drive for work have a valid licence and comprehensive insurance which covers them for driving for work (business insurance is available for school from County Insurance).
For further guidance refer to section 9.12 health and safety policies and procedures
https://schoolsweb.buckscc.gov.uk/health-and-safety/health_and_safety_policies/

3.30.1 On-Site Vehicle Movements

The segregation of traffic and pedestrians will be controlled by the following measures:

- Supervised pupil drop-off (08:30 - 08:50)
- Supervised access during school hours (via school office)
- Car park gate will be closed during school hours

3.31 WORK EXPERIENCE

Office manager / deputy headteacher is responsible for

- coordinating work experience placements;
- ensuring risk assessments are completed by the employer;
- ensuring students are visited in their placements;
- liaising with the Buckinghamshire Education Business Partnership where appropriate

REVIEW OF POLICY

This policy will be reviewed annually by the Governance & Strategy Committee.