

William Austin Junior School

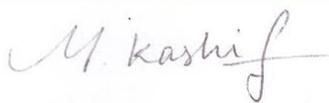
Health & Safety Policy

Responsible Person: Mrs J Adams

Adopted by: Head teacher: Mrs J Adams

Signature: 

Chairman of Governors: Mr M Kashif

Signature: 

Date: 24 November 2021

Review Date: November 2022

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Corporate Health and Safety

1.0 Scope of policy

This policy applies to all educational establishments where Luton Council is the employer. It is augmented by corporate and departmental health and safety arrangements, procedures and safe systems of work as deemed appropriate.

1.1 Application to educational establishments

In a community educational establishment in Luton, the employer's legal duties are placed on Luton Council. In turn, through the formal Scheme of delegation, certain responsibilities are placed on governing bodies and headteachers. In order for the system to work effectively, an educational establishment should set out its arrangements and this is most conveniently done in the health and safety policy. Whilst having a policy is not, strictly speaking, a community educational establishment's legal responsibility, Luton Council considers it to be an essential element of an educational establishment's health and safety management system. It is a document Luton Council always looks for in its monitoring activities.

1.2 Where Luton Council is not the 'employer' in respect of voluntary aided educational establishments, academies, free or independent educational establishments. For these establishments the legal duty to write and maintain a health and safety policy lies with another body (the governors, sponsor or other).

1.3 This policy sets out education specific responsibilities and arrangements for the management of health and safety; however, school staff employed by Luton Council should also read the council's corporate health and safety policy (CHS001) and the corresponding corporate health and safety manual; this includes the requirement to share information relating to various hazards for example by use of the council's online incident reporting system (AssessNET).

1.4 Where other educational establishments subscribe to a service level agreement from Luton Council, they may amend this model policy to suit their local needs

1.5 Governor involvement

In an educational establishment, although one governor may be given the role of health and safety governor, all governors share a collective responsibility for the management of health and safety. Individual governing bodies may make their own specific system, but the minimum expectation is a termly governor(s) inspection of premises; governors may also wish to include an annual detailed examination of policies, incident investigation and the vetting of risk assessments. In general terms, the governing body's role is as a critical friend with a strategic eye. Every educational establishment will have its own approach and there is no definitive description of the role of governors in health and safety management. Their involvement may range from planning to spend the budget to deal with a major health and safety needs such as the installation of a new fire alarm system, to checking that risk assessment information refers to Luton Council or national advice. The governor's role can vary over time, but the details of the involvement in health and safety management should be recorded in the local health and safety policy.

1.6 Governing body

In Luton Community schools Luton Council are both the employer and the governing body. In other forms of schools i.e. Academies or Foundation schools this role falls directly to the schools and their associated trusts.

Luton Council may contract with the educational establishment to provide certain services but the schools governing body still remains the employer and is responsible for managing health and safety at the educational establishment. The council has a supporting role within the scope of the Service Level Agreement (SLA) and will meet its legal obligations when providing services and will conduct its activities to meet the requirement of the Health and Safety at Work etc. Act 1974.

The governing body is responsible for ensuring that the requirements of the statement are fulfilled. These requirements are put into operation through the head teacher and relevant staff.

1.7 Duties of governing body where Luton Council is the employer –

Governors have a responsibility for monitoring compliance with statutory requirements and with the educational establishment/council's health and safety policy. These duties will be expanded upon in the educational establishment's local health and safety policy, but should include:

Health and safety as a regular agenda item at governors' and premises' committee meetings.

Governors have a duty to report any shortcomings in health and safety provision that they feel has a detrimental effect at the educational establishment, to the head teacher and the CHST.

Where governing bodies' award contracts independent of the council, such as cleaning, catering services and building works, etc. they must give proper consideration to the health and safety aspects before the tendering of any such contract takes place and they must satisfy themselves that the successful contractors comply with all relevant legislation.

Safety policy general statement

2.1 William Austin Junior School

2.2 General statement of health and safety

The governors and headteacher acknowledge and accept that:

Luton Council has the prime responsibility for health and safety and that the governing body (management committee in the case of a pupil referral Unit) and headteacher have specific responsibilities to manage health, safety and welfare at local level and to implement corporate policies. These responsibilities must be laid out in the scheme of delegation for the educational establishment and are covered in general terms in part 2: of this policy - the organisation section.

2.3 They also have responsibilities to fulfil the duties contained in the scheme of delegation and

2.3.1 To support the published policies and aims of Luton Council;

2.3.2 To promote continuous improvement in the health and safety performance; and

2.3.4 To learn from the experiences of others with the overall aim of updating procedures and arrangements to meet high standards of health and safety management and risk control.

2.4 The Headteacher, as local health and safety coordinator, must ensure that guidance, codes of practice and other advice from Luton Council are implemented.

2.4.1 The governing body must ensure that The Headteacher is assisted in implementing the policy, advice and guidance of Luton Council and fulfils its own responsibilities for health, safety and welfare of all those who may be affected by the way the establishment is managed.

2.4.2 This duty extends to ensuring that working conditions and environment substances used equipment provided and working methods adopted and do not impair the well-being of any employee, or any other person including pupils, clients, contractors, visitors, volunteers and any member of the public who may be affected by the conduct of its work.

This document must be made available to all staff in the educational establishment.

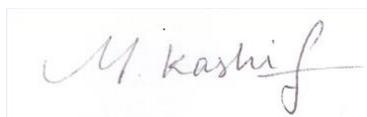
NB: It is not necessary to provide a copy to each person, though a copy must be provided if requested. It is generally sufficient to make the document readily available to all staff.

2.5 This policy will be monitored and reviewed by The Headteacher on an annual basis.

Policy updated: November 2021

Staff responsible: Jo Adams

This policy was ratified by the Governing body on: 24th November 2021



Signed on behalf of the Governing Body:

M. Kashif - Chair of Governors

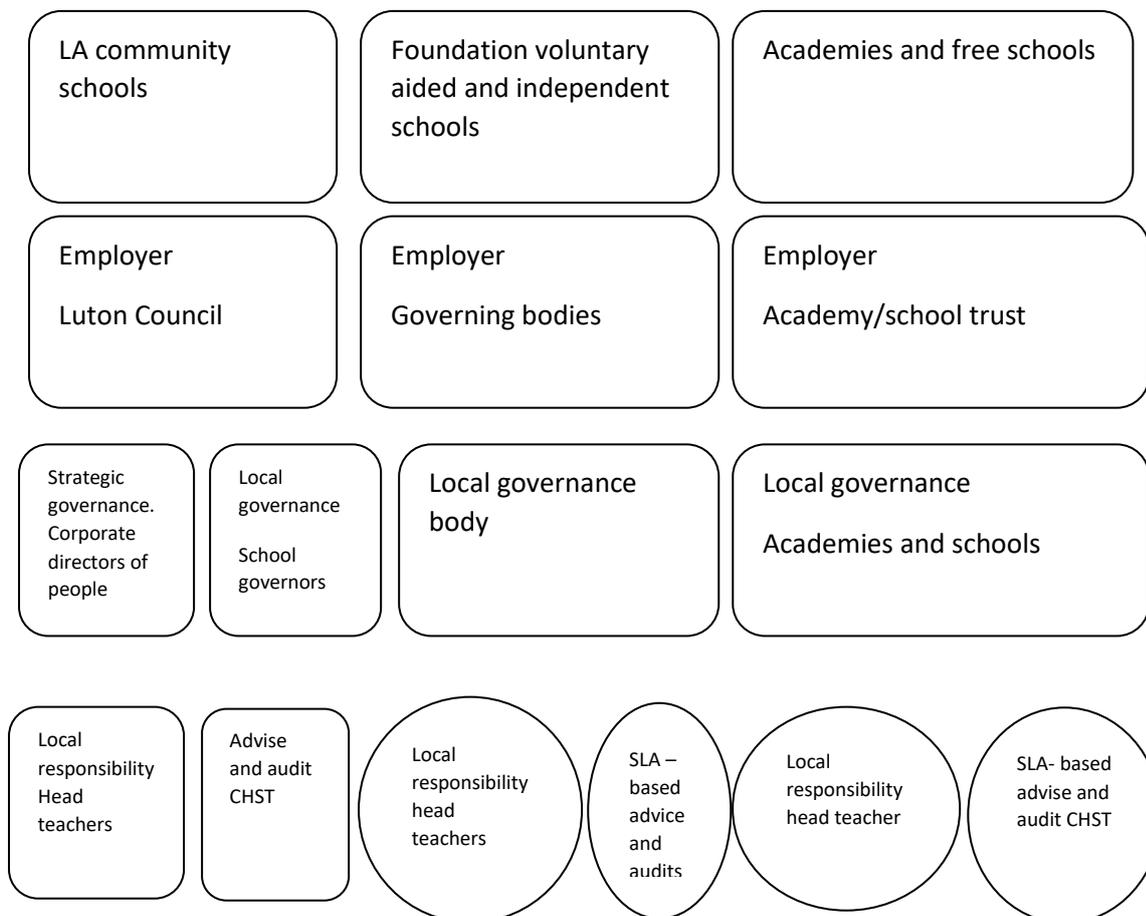
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3.0 Organisation

3.1 As the employer, Luton Council has overall responsibility for health and safety in Community and voluntary controlled educational establishments (in academy foundation) and voluntary aided educational establishments, the responsibility for health and safety rests with the governing body/trust as the employer

3.2 The roles and responsibilities of the governing body, head teacher and employees are set out below:



3.3 Educational establishments are a term given to schools, nurseries & special schools

3.4 At a local level duties and responsibilities have been assigned to staff and governors as detailed below:

Task	Responsible person
Local health and safety system & policy review	<i>LA/ Jo Adams Head teacher</i>
Health & safety committee and/or governor committees	<i>Jo Adams Head teacher</i>
Communication and information management	<i>Jo Adams Head teacher</i>
Critical Incident management	<i>Jo Adams Head teacher</i>
'Responsible Person' for fire, legionella, asbestos	<i>Jo Adams Head teacher</i>

Task	Responsible person name / job title
H&S training	<i>LA/ Darren Bowler Premises</i>
Programmed updating training	<i>LA/ Darren Bowler Premises</i>
Personal safety procedures	<i>Sylvia Douglas Inclusion Manager Jo Adams Head teacher</i>
Planned checks procedures/premises/equipment	<i>Darren Bowler Premises Manager</i>
Risk assessments for premises/job roles/pregnant staff	<i>Sally Bacon Business Manager</i>
Infection control	<i>Darren Bowler Premises Manager</i>
Incident reporting/investigation	<i>Jo Adams Head teacher</i>
Educational trip and activity risk assessments	<i>Andy McMulkin Assistant Head</i>
Fire procedures including personal emergency evacuation plans	<i>Jo Adams Head teacher</i>
Locally organised premises maintenance, repair and improvement	<i>Darren Bowler Premises Manager</i>
First Aid (training and equipment)	<i>Jo Webb Clerical Assistant</i>
Vehicle control and pedestrian safety	<i>Darren Bowler Premises Manager</i>
Educational visits coordinator (EVC)	<i>Andy McMulkin Assistant Head</i>
Stress and wellbeing	<i>Jo Adams Head teacher</i>
Minibus	<i>Darren Bowler Premises Manager</i>
Child protection co-ordinator	<i>Sylvia Douglas Inclusion Manager</i>
Supporting pupils with medical needs	<i>Sylvia Douglas Inclusion Manager</i>
Premises security	<i>Darren Bowler Premises Manager</i>
Contractors on site	<i>Darren Bowler Premises Manager</i>
Outside lettings	<i>Darren Bowler Premises Manager</i>
Other (specify)	

3.5

Overall training responsibility may be allocated to a number of people. Induction training can be a routine line management responsibility, continuous professional development and technical training may be coordinated separately. Arrangements for general training such as fire safety or manual handling training should also be included

in the policy. What is important is that an annual training needs analysis is carried out to ensure that requirements are identified and met within a reasonable period of time.

3.6 The Headteacher has responsibility for day-to-day management of health and safety issues and is known as the responsible person.

3.7 **All staff** should have regard to their own health and safety and that of others including pupils, clients, visitors and colleagues. They should communicate any concerns to the appropriate person or to The Headteacher, so that hazards can be dealt with quickly.

3.8 Health and safety duties form part of the job of every employee. The level of duty is directly related to the level of the post in the local organisation and follows the overall management structure of the educational establishment. For example, a head of department or subject coordinator therefore has an implied higher level of responsibility than a basic grade teacher, even if the health and safety policy doesn't provide specific detail. Job descriptions do not have to be altered to reflect the duties for health and safety commensurate with the grade of the post.

3.9 The Sports Hall is also used by William Austin Infant school under a dual use licence.

3.10 The Junior and Infant school have overall responsibility for health and safety in the Sports Hall. The local arrangements of this policy will therefore apply equally to the Sports Hall.

3.11 The day to day management of health and safety within the centre is the responsibility of The Headteachers for both schools.

3.12 There are no alternative procedures in place (e.g. for risk assessment, first aid provision etc.) for the Sports Hall.

3.13 Luton Councils health and safety team - Tel: 01582 546290 DL-LBCCorporateHealthAndSafety@luton.gov.uk provide competent health and safety advice for community, community special and voluntary-controlled educational establishments.

4.0 Arrangements

4.1 Detailed information on the council's expectations is provided in Luton Council's corporate health and safety policy and associated Luton Council corporate health and safety manual. Below are links to local arrangements.

4.2 The following list of arrangements covers the key elements of a health and safety policy.

Arrangement 1	Risk assessments
Arrangement 2	Offsite visits
Arrangement 3	Health and safety monitoring and inspections
Arrangement 4	Fire evacuation and other emergency arrangements
Arrangement 5	Fire prevention, testing of equipment
Arrangement 6	First aid and medication
Arrangement 7	Accident reporting procedures
Arrangement 8	Health and safety information and training
Arrangement 9	Personal safety /lone working
Arrangement 10	Premises work equipment
Arrangement 11	Flammable and hazardous substances

Arrangement 12	Asbestos
Arrangement 13	Contractors
Arrangement 14	Work at height
Arrangement 15	Moving and handling
Arrangement 16	Display screen equipment
Arrangement 17	Lettings
Arrangement 18	Minibuses
Arrangement 19	Stress
Arrangement 20	Legionella
Arrangement 21	Work experience
Arrangement 22	Fire risk assessment

5.0 (1) Risk assessment guidance:

5.1.1 First aid arrangements, (numbers of trained staff, level of training and equipment).

5.1.2 Lone working situations, including custodian security checks and locking up.

5.1.3 HR Stressor Assessment.

5.1.4 Educational visits and trips.

5.1.5 Tree maintenance.

5.1.6 Display screen equipment/workstations.

5.1.7 Manual handling.

5.1.8 New and expectant mothers.

5.1.9 Level of supervision in playgrounds and for play equipment*.

5.1.10 Working at height.

5.1.11 Hinge protectors for doors and gates.

5.1.12 Clinical waste.

5.1.13 Supervision of swimming (on or off site).

5.1.14 Fetes, drama productions, fireworks displays etc.

5.1.15 Pedestrian safety where vehicles may be moving.

5.1.16 In some cases, new students, those returning after a previous exclusion or students transferring from other educational establishments may present challenging behaviour. A specific risk assessment may be required to assist with identifying measures the establishment should take to assist staff to cope. See also Luton Council's education violence and aggression policy.

5.2 Note: For playtime, there are no minimum pupil/staff supervision ratios laid down in law. The DfES advises that the numbers of staff (teachers or midday supervisors as appropriate) on duty at any one time should be determined according to the results of a risk assessment which takes into account the ages and abilities of the children and the geographical features of the school. The considerations here are based on health and safety law

and the ratios must be in line with the minimum requirements necessary to ensure that children are safely supervised at all times.

5.3 Below is guidance from other councils regarding recommended supervision:

Nursery Pupils -	1 supervisor per 20 pupils
Infant Pupils -	1 supervisor per 30 pupils
Junior Pupils -	1 supervisor per 75 pupils
Secondary Schools -	1 supervisor per 200 pupils

5.4 General risk assessments

4.6.1 the educational establishment conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by The Headteacher following guidance contained in the corporate health & safety manual are approved by the Governing Body.

4.6.2 risk assessments are available for all staff to view and are held centrally in personnel files reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work

5.5 Individual risk assessments

5.5.1 Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by their line-manager.

4.5.2 Such risk assessments will be reviewed on a regular basis.

4.5.3 It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

5.6 Curriculum activities

Risk assessments for curriculum activities will be carried out by Subject Leaders or Achievement Leaders using the relevant codes of practice and model risk assessments detailed below.

5.7 All Luton Council community educational establishments have a subscription to CLEAPSS and their publications¹ are used as sources of model risk assessment within science, art and DT.

5.8 [Primary educational establishments.]

5.9.1 [Be safe! health and safety in primary science and technology, 4th edition ASE] ISBN ISBN 978-0-86357-426-9]

5.9.2 [National society for education in art & design (NSEAD) <https://www.nsead.org/>]

5.9.3 [Safe practice in physical education and educational establishment sport' association of PE 'afPE' <http://www.afpe.org.uk/>]

6.0 (2) Off site visits

6.1 The council has adopted the outdoor education advisory panel's national guidance for learning outside the classroom and offsite visits and all offsite visits will be planned in accordance with the Luton Council educational visits policy.

6.2 The council's education safety advisor (i.e. the active educational establishments manager) must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of evolve, the online notification and approvals system.

6.2.1 Evolve will be used for the planning and approval of all offsite visits. Relevant risk assessments, participant's names etc. will be attached electronically as required.]

6.2.2 The member of staff planning the trip will submit all relevant paperwork and risk assessments relating to the trip to the educational visits co-ordinator Andy McMulkin who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to The Headteacher.

***CLEAPSS www.cleapss.org.uk , secondary science should be using <http://science.cleapss.org.uk/>**

7.0 (3) Health and safety monitoring and inspection

7.1 A general inspection of the site will be conducted on a termly *basis and be undertaken/co-ordinated by the Premises Manager. These termly inspections will be conducted with the health and safety governor, using the form provided by Luton Council.

7.2 Inspections of individual departments will be carried out by heads of department or nominated staff.

7.3 In both cases the person undertaking inspection will complete a report in writing and submit this to The Headteacher. Responsibility for following up items detailed in the safety inspection report will rest with the Premises Manager.

7.4 A named governor Jo Adams will be involved in monitoring the local health and safety management systems on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

7.5 Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

***Cycle time for formal documented site inspection should be based upon risk, larger educational establishments and/or those with higher risks should be undertaken termly.**

8.0 (4) Fire evacuation and other emergency arrangement

8.1 The Headteacher is responsible for ensuring the local fire risk assessment is undertaken and implemented in accordance with the regulatory reform (fire safety) order 2005. The local fire risk assessment is located in the main front office in the fire log book and will be reviewed on an annual basis.

8.2 **Emergency procedures fire** and emergency evacuation procedures are detailed in Fire Evacuation policy and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the local induction process. This training is supported by regular drills.

8.3 Evacuation procedures are also made available to all contractors / visitors.

8.4 Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

8.5 Emergency contact and key holder details are maintained by The Headteacher

8.6 **Fire drills** will be undertaken termly and results recorded in the fire log book.

8.7 **Firefighting staff** must ensure the alarm is raised before attempting to tackle a fire.

8.7.1 The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment (if trained to use them).

8.7.2 Staff are made aware of the type and location of portable firefighting equipment at induction.

8.8 **Details of service isolation points** (i.e. gas, water, electricity) Gas: outside the front of the school kitchen facing the carpark. Water: main isolation to the right of the carpark gate on the small grass area, junior isolation is in the boiler house. Electric: room between the boiler house and upper workroom, and electrical room in the infant school by the sports hall.

8.9 Details of chemicals and flammable substances on site.

8.10 An inventory of these will be kept by the Premises Manager, for consultation.

8.11 **Lockdown procedures** have been agreed and are practiced regularly in consultation with the Infant School. Details of the procedures can be found in the School's Lockdown policy.

9.0 (5) Inspection/maintenance of emergency equipment

9.1 The Premises Manager is responsible for ensuring that the local fire log is kept up to date and that the following inspection/maintenance is undertaken and recorded in the fire log book located in the main front office.

9.2 **Fire alarm system** Fire alarm call points will be tested weekly in rotation. This test will occur on Monday mornings at 7am.

9.3 Any defects on the system will be reported immediately to the alarm contractor/electrical engineer CDSYS and their telephone number is 0116 275 0177.

9.4 A fire alarm maintenance contract is in place with CDSYS and the system is tested twice annually which is every 6 months by them.

9.5 **Firefighting equipment** Weekly in-house checks that all firefighting equipment remains available for use and operational.

9.6 Chubb fire and security and the telephone numbers are 0344 879 1743 they undertake an annual maintenance service of all firefighting equipment.

9.7 Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to the premises manager who will arrange for a replacement or repair to be done by Chubb 0344 879 1743.

9.10 **Emergency lighting systems** These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by CDSYS 0116 275 0177.

9.11 **Means of escape** Daily checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

10.0 (6) First aid and medication

10.1 The educational establishment has assessed the need for first aid provision. Lists of trained staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities) can be found in the School main office.

10.2 First aid qualifications remain valid for 3 years. The Welfare assistant will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

10.3 First aid boxes are located at the following points:

10.3.1 Medical room, Sports Hall and Main Hall.

10.4 **AEDs** (automated external defibrillators) are located at the following points: School Sports Hall and shared with the Infant school.

10.4.1 The Welfare Assistant is responsible for regularly checking (termly) that the contents of first aid boxes, including travel kits and in the school mini-bus are complete and replenished as necessary.

10.5 **Transport to hospital:** Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents/carers will be notified immediately of all major injuries to pupils.

10.6 No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

10.7 Where there is any doubt about the appropriate course of action, the first aider will consult with the health service helpline (NHS direct 0845 4647) and in the case of pupil with the parents/carers.

- 10.8 Provide details of any other relevant contact numbers of hospital accident and emergency departments, educational establishments nurse etc.
- 10.9 **Administration of medicines** All medication will be administered to pupils in accordance with the administration of medicine policy, based on DfE guidance.
- 10.10 [Supporting pupils at educational establishment with medical conditions](#). Detailed arrangements are provided in a separate policy.
- 10.11 No member of staff will administer any medication (prescribed or non-prescribed) to children under 16 without a parent's written consent except in exceptional circumstances.
- 10.12 The Welfare Assistant is responsible for accepting medication and checking all relevant information has been provided by parents/carers prior to administering.
- 10.13 Records of administration will be kept by the Welfare Assistant.
- 10.14 All non-emergency medication kept on site is securely stored in the Medical room. Refrigerated medication is kept in a clearly labelled container within the fridge in the Medical room, with access strictly controlled. All pupils know how to access their medication. Under no circumstances will medication be stored in first aid boxes.
- 10.15 **Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens** are always readily available to children and not locked away. These are kept in the Medical Room and clearly labelled.
- 10.16 The school has chosen to hold an emergency salbutamol inhaler for use by pupils who have been prescribed a reliever inhaler and for whom parental consent for its use has been obtained.
- 10.17 **Individual health care plans (IHCP)** Parents/carers are responsible for providing the educational establishment with up to date information regarding their child's health care needs and providing appropriate medication.
- 10.18 IHCPs are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc.
- 10.19 The IHCP is developed with the pupil (where appropriate), parent/carer, designated named member of staff, specialist nurse (where appropriate) and relevant healthcare services. These plans will be completed at the beginning of the academic year/ when child enrolls/on diagnosis being communicated to the educational establishment and will be reviewed annually by [Insert Name(s).]
- 10.20 All staff are made aware of any relevant health care needs and copies of health care plans are available [detail location]. Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

11.0 (7) Accident reporting and investigation procedure

- 11.1 Luton Council-employed staff should primarily follow procedure document 01 - accidents, incidents, and near misses: reporting and investigation.
- 11.2 **Accidents affecting employees, visitors, contractors, members of the public** Where Luton Council is the employer then all employee accidents, or accidents to visitors, contractors or members of the public, no matter how minor, must be reported to them using the online accident reporting system AssessNET.
- 11.3 **Accidents affecting pupils** A local accident book [detail location] is used to record all minor incidents to pupils; more significant incidents as detailed below must also reported to Luton Council using the online accident reporting system AssessNET:
- 11.3.1 Major injuries.
- 11.3.2 Accidents where significant first aid treatment has been provided.

11.3.3 Accidents which result in the injured pupil being taken from the scene of the accident directly to hospital.

11.3.4 Accidents arising from premises / equipment defects.

11.4 All major incidents will be reported to The Headteacher and [the governing body/health and safety governor]. Parents/carers will be notified immediately of all major injuries.

11.5 Accidents will be monitored for trends and a report made to the governing body as necessary.

11.6 The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

11.7 **Reporting to the health and safety executive (HSE)** The corporate health and safety team will submit reportable accidents to the health and safety executive (HSE) in accordance with their training and with health and safety guidance. <http://www.hse.gov.uk/riddor/reportable-incidents.htm>

11.8 A separate accident log will be maintained of all over 3-day accidents, where a member of staff is absent for over 3 days, excluding the day of the accident.

11.9 **Accident investigation** Accidents/incidents will be investigated; the depth of the investigation will be in proportion to the severity or potential severity of the incident, to prevent similar occurrences, to gather evidence to defend a civil claim or regulatory enforcement – see the Luton Councils corporate health and safety manual for details of requirements.

11.10 The following are responsible for completing investigations at the relevant level and in accordance with the Luton Councils corporate health and safety manual:

Level of Investigation	Person responsible
Minimal	Darren Bowler/Neville Boyle
Low level	Darren Bowler/Neville Boyle
Medium level	Sally Bacon/SMT
High level	Sally Bacon/SMT

11.11 Minimal and low-level investigations should be recorded on the accident investigation form which is available from the corporate health and safety team (CHST).

11.12 Medium and high-level investigations should be undertaken as a formal report, following guidance in HSG245, and in conjunction with CHST.

12.0 (8) Health and safety information and training

12.1.1 The full governing body meets half termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by local management.

12.1.2 The teaching trade unions' appointed safety representative on the staff is/are (no reps identified).

12.2 **Communication of information** Detailed information on how to comply with the council's health and safety policy is given in the health and safety manual, which is available on the Luton Council intranet site.

12.3 The health and safety law poster is displayed in the Staff room.

12.4 The corporate health and safety team, Tel: 01582 546290 provide competent health and safety advice for community, community special and VC educational establishments. [In academy, foundation and voluntary aided educational establishments, then the governing body/trust as the employer provides access to competent health and safety advice via a service level agreement with Luton Councils corporate health and safety team, as required by the health and safety at work etc. act 1974].

12.5 **Health and safety training** All employees will be provided with:

12.5.1 A copy of and induction training in the requirements of this policy.

12.5.2 update training in response to any significant change

12.5.3 training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.) and

12.5.4 Refresher training where required.

12.6 Health and safety induction training

All staff must receive an appropriate induction training including training that is matched to their specific work and responsibilities. New members of staff, particularly those with management responsibilities, will need a comprehensive induction.

12.7 **Guidance:** A general checklist for use with employees could include the following, which includes both basic and more specialised criteria. Absolutely essential items for induction are highlighted in blue.

12.7.1 Overview of the educational health and safety policy and organisational structure.

12.7.2 Tour of the premises.

12.7.3 Current local health and safety priorities – safety policy targets.

12.7.4 Communication and relationships with other departments, educational establishments and Luton Council.

12.7.5 General health and safety advice, including the educational establishments own guidance and that from the council.

12.7.6 The procedure(s) for reporting incidents, hazards, work-related injuries and illnesses and fires.

12.7.7 Where appropriate, curriculum specific guidance.

12.7.8 For certain staff (head teacher, bursar, business manager, caretaker, etc.) the arrangements for ensuring that asbestos management duties are fulfilled and the asbestos register is available

12.7.9 Initial advice to women of child bearing age about the need for 'expectant and new mothers' risk assessment.

12.7.10 Smoking restrictions around the site.

12.7.11 Fire evacuation and emergency procedures.

12.7.12 Critical Incident procedures including lockdown procedures.

12.7.13 Local arrangements for managing visitors (accompaniment within the site, visitor badges, how to react on discovering an unexpected person on the premises).

12.7.14 Information on locally-specific hazards, and established controls or precautions (for example: a narrow drive shared by pedestrians and vehicles).

12.7.15 Trained first aid personnel and first-aid facilities – staff expected to undertake first aid duties must be advised that they are expected to deal with casualties including the staff, pupils, visitors to the site and any member of the public that may need assistance whilst on the grounds.

12.7.16 Fire extinguishers and blankets – location and use.

12.7.17 What to do in an emergency, including fires which start in class (science, design technology and art teachers must pay particular attention to this risk).

12.7.18 Specific physical/cognitive issues giving rise to the need for personal emergency evacuation plans.

12.7.19 Introduction to recognised unions and the local representatives.

- 12.7.20 Infection control arrangements.
- 12.7.21 Employee problems and concerns - specific duties and responsibilities regarding staff welfare.
- 12.7.22 Grievance procedures (as they relate to health & safety).
- 12.7.23 Use of equipment and/or tools including defect reporting and the correct use of guards (where relevant).
- 12.7.24 Materials and substances in use – handling and labelling systems/warning signs. COSHH requirements, risk assessments and health and safety data sheets.
- 12.7.25 Use and care of PPE (personal protective equipment).
- 12.7.26 Housekeeping procedures for policy documents and local rules.
- 12.7.27 Legal responsibilities and rights.
- 12.7.28 Work permit systems (for example, arrangements for visits and trips.)
- 12.7.29 Physical examinations relating to statutory maintenance requirements e.g. electrical equipment, fume cupboards and other exhaust ventilation equipment, lifts, hoists and lifting equipment, pressurised systems such as autoclaves and air compressors.
- 12.7.30 Access to well-being advice, counselling and other staff support schemes.
- 12.7.31 Security
- 12.7.32 Restricted areas and equipment.
- 12.7.33 One-on-one instruction and supervision of young and inexperienced workers (and work experience students).
- 12.7.34 Manual lifting and handling – general advice and risk assessment.
- 12.7.35 Safe stacking of materials.
- 12.7.35 Safety procedures for machines, including design technology equipment.
- 12.7.36 General housekeeping and maintenance of access and egress.
- 12.8 Any new instructions or restrictions will be communicated to all staff via e-mail, a google meet video call or a staff meeting and highlighted as part of the standard cycle of policy review.
- 12.9 Training records will be kept by the Deputy Head.
- 12.10 The Deputy Head is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.
- 12.11 The Headteacher will be responsible for assessing the effectiveness of training received.
- 12.12 Each member of staff is also responsible for drawing The Headteacher's/line managers' attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

13.0 (9) Personal safety / lone working

- 13.1 The educational establishment believes that staff should not be expected to put themselves in danger and will not tolerate violent/threatening behaviour to its staff.
- 13.2 Staff will report any such incidents to The Headteacher. The educational establishment will work in partnership with the council and police where inappropriate behaviour/individual conduct compromises the educational establishment's aims, in providing an environment in which the pupils and staff feel safe. A violence at work form should be completed, in addition to reporting the incident via AssessNet.

13.3 **Lone working** Staff are encouraged not to work alone in educational establishment. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

13.4 Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.

13.5 Staff working outside of normal educational establishment hours must obtain permission of The Headteacher and sign in and out on a register in the school staff room.

13.6 Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

13.6.1 Specific arrangements for lone working off site, e.g. for staff conducting home visits, expected control measures would include: mobile phone contact, notifying a colleague of visit details, expected time of return / end time and arrangements for contacting etc. Where there are known risks, which may affect staff safety staff should not visit alone.]

13.7 Educational establishment staff responding to call outs.

13.8 Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so. The alarm is monitored by Secom and they will call when there has been an alarm activation. They will tell you if it is a single or multiple activation. If it is a multiple activation they will automatically call the police to attend the site where the key holder will wait and meet them before entering the building.

14.0 (10) Premises and work equipment

14.1 All staff are required to report to the Premises Manager any problems found with plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

14.2 The Premises Manager is responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

14.3 Equipment restricted to those users who are authorised/have received specific training are as follows: Boilers, scaffold tower, ladders, computer servers, and CCTV.

14.5 Staff are forbidden from bringing personal equipment to educational establishment unless permission has been granted by The Headteacher.

14.6 **Planned maintenance/inspection** Regular inspection and testing of educational establishment plant and equipment is conducted to legislative requirements by competent contractors. Records of such monitoring will be kept by the premises staff.

14.7 **Curriculum areas** Achievement Leaders and/or Subject Leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

14.8 **Electrical safety** All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the Premises Manager.

14.8.1 All portable items of electrical equipment will be subject to formal inspection and testing (Portable appliance testing (PAT) on an identified cycle (dependent upon the type of equipment and the environment it is used in). All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

14.8.2 This inspection and testing will be conducted by Stacey Melton. The company name is Patpro and the telephone number is 07879 779363 according to the agreed frequency of inspection and testing.

14.8.3 Lorraine Molle is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing.

14.9 Personal items of equipment (electrical or mechanical) should not be brought into the educational establishment without prior authorisation and must be subjected to the same tests as educational establishment equipment.

14.10 A fixed electrical installation test (fixed wire test) will be conducted Quantec every 5 years. Their contact number is 0330 303 4211.

14.11 **External play equipment** External play equipment will only be used when appropriately supervised. This equipment will be checked daily before use for any apparent defects and the Premises Manager will conduct and record a formal termly inspection of the equipment.

14.12 PE and play equipment is subject to an annual inspection by Sports Safe Uk and they check the PE equipment and their number is 0333 300 0032. Creative play checks the playground play equipment and their number is 01244 734307.

15.0 (11) Flammable and hazardous substances

15.1 Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the "control of substances hazardous to health regulations 2002" (COSHH Regulations).

15.2 Within curriculum areas (in particular science and DT) subject leads are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, association for science education's "topics in safety" etc.)

15.3 In all other areas the establishments nominated persons responsible for substances hazardous to health are the Premises Manager and Assistant Site Manager.

15.4 They shall ensure:

15.4.1 An inventory of all hazardous substances used on site is compiled and regularly reviewed.

15.4.2 Safety data sheets are obtained from the relevant supplier for all such materials.

15.4.3 If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.

15.4.4 All chemicals are appropriately and securely stored out of the reach of children.

15.4.5 All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers).

15.4.6 Suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

15.5 Where persons may be affected by their use on site, the Premises Manager is responsible for ensuring that COSHH assessments are available from contractors (this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc.).

15.6 **Secondary level only: Radioactive Sources** The educational establishment follows CLEAPSS guidance L93 in 'managing ionising radiations and radioactive substances in educational establishments and colleges' may 2017 edition.

15.6.1 Luton Council's corporate health and safety team, provide a radiation protection officer (RPO), who acts as liaison between the educational establishments and the radiation protection adviser (RPA).

15.6.2 CLEAPSS provide the radiation protection adviser (RPA) service for Luton Council.

16.0 (11) Asbestos

16.1 An asbestos survey and management plan is in place for the community educational establishment in accordance with Luton Council's asbestos policy. The educational establishment's most recent asbestos management survey was conducted on May 2019.

16.2 The educational establishment's asbestos log (including educational establishment plans, asbestos survey data and site-specific management plan) is held in the main reception office.

16.3 The Headteacher will ensure that all educational establishment staff (and others such as catering and cleaning staff who may not be employed directly by the educational establishment) are made aware of the location of asbestos containing materials (ACM) within their work areas.

16.4 Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g. affixing anything to walls without first obtaining approval from the site agent or the responsible person for the site (even stapling/pushing a drawing pin into ACM may result in the release of fibres into the air).

16.5 In the event of any damage occurring to materials known or suspected to contain asbestos, the emergency procedures in the local asbestos management plan should be followed.

16.6 Professional advice will be sought and details of the incident reported to Luton Councils property and construction team.

16.7 The educational establishments asbestos authorising officers are The Headteacher, Premises Manager and Business Manager and refresher training is required annually.

16.8 Prior to any work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or educational establishment staff, one of the asbestos authorising officers must check the asbestos log and establish whether permission to work can be given.

16.9 The Headteacher / asbestos authorising officers shall ensure:

16.9.1 That the asbestos log is consulted at the earliest possible opportunity and that all work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.

16.9.2 A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum).

16.9.3 The limitations of the management survey and areas of the building that have not been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels/tiles are fixed), floor voids and ducts etc.

16.9.4 All records pertaining to asbestos are effectively maintained and retained in accordance with legal requirements.

16.9.5 The educational establishment's asbestos management plan is kept up to date and that any asbestos works (removal, new project specific surveys etc.) are updated within the site's asbestos register.

16.9.6 If the site are planning alterations to the fabric of the building they should submit a 'self-help' form to the council, which will trigger a visit from the property and construction compliance team to ensure correct procedures are followed.

17.0 (13) Contractors

17.1 All contractors must report to the main school office where they will be asked to sign the visitor's book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

17.1.1 The Premises Manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

17.2 **Educational establishment managed projects** The [construction \(design and management\) regulations 2015](#)² applies to all building, demolition, repair and maintenance or refurbishment work.

17.3 Where the educational establishment undertakes projects direct the governing body are considered the 'client' and therefore have additional statutory obligations. These projects are managed by [insert name / position] / [insert agents / property consultants name] on the educational establishment's behalf, who will ensure landlords consent has been obtained and where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

17.4 [when considering the appointment of contractors, [insert name / position] / [insert agents / consultants name] will undertake appropriate competency checks prior to engaging a contractor i.e. they have sufficient skills, knowledge and experience to do the job safely, the degree of competence required will depend on the work to be done. The educational establishment must inform the risk manager of Luton Council so that insurances can be checked.

17.5 Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe systems of work to be used prior to works commencing on site. Also details of their public liability insurance.

17.6 Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The educational establishment, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

18.0 (14) Work at height

18.1 Working at height can present a significant risk, where such activities cannot be avoided a task specific risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

18.2 Storage above head height is minimised as far as possible, where this cannot be avoided only light-weight and rarely-used items are stored there.

18.3 When working at height (including accessing storage or putting up displays), appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

18.4 Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders/stepladders. <http://www.hse.gov.uk/pubns/indg455.htm>

18.5 Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role e.g. site staff, drama, ICT technician etc. or where specific training is required e.g. PASMA training for mobile tower scaffolds.

18.6 The establishments nominated person(s) responsible for work at height is (are) [insert name(s)]

The nominated person(s) shall ensure:

18.6.1 All work at height is properly planned and organised;

18.6.2 the use of access equipment is restricted to authorised users;

18.6.3 all those involved in work at height are trained and competent to do so;

the risks from working at height are assessed and appropriate equipment selected;

18.6.4 a register of access equipment is maintained and all equipment is regularly inspected and maintained and

***Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the educational establishments behalf.**

18.6.5 any risks from fragile surfaces is properly controlled.

[Detail any other specific restrictions on staff using steps and ladders, restrictions on use by pupils, contractors etc.]

19.0 (15) Lifting and handling

19.1 Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

19.2 Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

19.3 Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to [insert name] and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

19.4 **Paediatric moving and handling** All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

19.5 All moving and handling of pupils has been risk assessed and recorded by a competent member of staff.

19.6 Equipment for moving and handling people (hoists, slings etc.) is subject to inspection on a 6-monthly basis by a competent contractor.

20.0 (16) Display screen

All staff who use computers daily, as a significant part of their normal work (significant is taken to be continuous/near continuous spells of an hour or more at a time) e.g. admin/office staff shall undertake a display screen equipment self-assessment.

Advice on the use of display screen equipment is available in the Luton Council's health and safety manual.

21.0 (17) Vehicles on site

21.1 Vehicular access to the educational establishment is restricted to educational establishment staff and visitors only and not for general use by parents/guardians when bringing children to educational establishment or collecting them.

21.2 Access to the educational establishment must be kept clear for emergency vehicles.

21.3 The vehicle access gate must not normally be used for pedestrian access.

21.4 [Detail any specific rules for the management of vehicles on site, restriction on vehicle movement at certain times, reversing vehicles, special arrangements for deliveries etc.]

22.0 (18) Shared use of premises

22.1 Lettings are managed by [insert name] following Luton Council guidance.

22.2 [Reference any other educational establishment policy / detail any specific restrictions on use of equipment, staffing requirements, first aid provision, fire and emergency arrangements, emergency lighting, public entertainment license etc.]

23.0 (19) Minibuses

23.1 [Insert name] maintains a list of nominated drivers who have received training in order to drive a minibus and conducts an annual check of their driving licence via the [DVLA](#).³

³ All drivers must be over 21 and hold a full category B (car) licence, non-employees must have held this for at least two years. Employees must have category D1 entitlement, those who obtained their car licence after 1 January 1997 must additionally

23.2 [On an annual basis individual staff will be required obtain a check code from the [DVLA](#) and provide this to [insert name] in order the educational establishment can see what vehicles they can drive and any penalty points or disqualifications on their licence.]

23.3 [insert name] is responsible for the undertaking regular checks on the vehicles and relevant insurances.

24.0 (20) Stress and wellbeing

24.1 The educational establishment and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the health and safety executive and Luton Councils management standards.

24.2 Detail systems in place within the educational establishment for responding to individual concerns and monitoring staff workloads e.g. [performance management, mentoring, personal development plans, membership of an employee assistance programme (e.g. the AXA employee assistance programme) etc.

25.0 (21) Legionella

25.1 The educational establishment complies with advice on the potential risks from legionella as identified in the corporate health and safety manual and in the Luton Council's legionella policy.

25.2 A water risk assessment of the educational establishment has been completed on 8th December 2020 by General Environmental Services. The premises staff is responsible for ensuring that the identified operational controls are being conducted and recorded in the educational establishment's water log book.

25.3 This risk assessment will be reviewed where significant changes have occurred to the water system and/or building footprint. A list of roles and named persons who carry them out must be completed as part of the legionella management plan.

25.4 The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded:

25.4.1 Water is heated and stored to 60 degree Cat calorifiers (any vessel that generates heat within a mass of stored water);

25.4.2 Weekly flushing of seldom used outlets and all showers (with all outlets flushed after educational establishment holiday periods);

25.4.3 Monthly temperature checks on sentinel outlets (those nearest and furthest away from sources of water);

25.4.4 Quarterly disinfection/descaling of showers;

25.5.5 Six monthly temperature checks of stored water;

25.6.6 Stored cold-water tanks are inspected for compliance and safety on an annual basis by [insert contractor's name] and tank water temperature recorded; where thermostatic mixer valves (TMVs) are fitted, these will be serviced annually.

26.0 (22) Educational establishment swimming

26.1 Primary educational establishment swimming in public/secondary educational establishments.

26.2 These will be planned as an offsite visit in line with the educational establishment's policy.

26.3 The educational establishment will obtain a copy of the pool's normal operating procedure (NOP) and emergency action plan (EAP) which identify the safety arrangements for the host pool.

26.4 In addition the educational establishment will obtain assurance over:

obtain category D or D1 by passing a medical and the passenger carrying vehicle (PCV) theory and practical driving tests. This also applies to all drivers with pre-1997 licences if they intend to drive a minibus abroad.

26.4.1 the level of training of the swimming teacher(s);

26.4.2 pupil / swimming teacher ratios;

26.4.3 rescue / lifeguard provision provided;

27.1 **For educational establishments with swimming pools** The Headteacher will ensure that the pool is managed in accordance with the health and safety health and safety executives' guidance

<http://www.hse.gov.uk/pubns/books/hsg179.htm>

27.2 A risk assessment has been carried out by [insert name]. Normal operating procedures (NOP) and emergency action plans (EAP) are available from [identify location].

27.3 All staff are to ensure that they are familiar with the NOP and EAP for the swimming pool, check that rescue equipment is available and that the swimming pool is secured to prevent unauthorised access when not supervised.

27.4 Pool plant operations and water testing is carried out by [insert name], who holds [insert qualification e.g. an ISRM national pool carers certificate] and who will ensure that the water quality meets the standards identified by the pool water treatment advisory body (PWTAG). [Insert name / contractor] will ensure that bacterial testing is carried out and where necessary, carry out any remedial actions.

27.5 Active Luton will ensure that their staff are fully qualified to teach swimming.

27.6 Active Luton will ensure adequate provision is made for lifesaving, first aid and resuscitation cover appropriate to the type of swimming sessions.

27.7 Lettings agreements are managed by Lorraine Molle who will ensure that a lettings agreement has been completed, risk assessments for the activity have been completed by the hirer and returned to the educational establishment and that the hirer knows and understands the NOP and EAP.

28.0 (23) Work related learning

28.1 **Secondary level only** Where students are involved in 'non-qualification' activities as part of their study programme e.g. work shadowing, work experience or other work-related learning, enterprise activities, study visits etc. then the educational establishment retains a duty of care for all students undertaking such activities.

28.1.1 The Deputy Head is responsible for managing and co-ordinating such activities

28.1.2 work shadowing and work experience placements should be suitable and thus proportionate checks on health and safety and suitable insurance cover will be conducted

28.2 **Work experience** All students are briefed before taking part in work experience on supervision arrangements and health and safety responsibilities.

The educational establishment utilise recognised providers to assess the suitability of the placement and relevant supporting documentation. No work experience placement will go ahead if deemed unsuitable. Depending on the nature of the placement and risk, this may necessitate a pre-placement visit undertaken by a competent person(s)*.

28.2.1 where work placements form part of the vocational qualification offered by a FE college, then the college is responsible for ensuring equivalent placement checks are conducted

28.2.2 every student will receive a placement job description highlighting tasks to be undertaken and any necessary health and safety information which is passed onto the parent/carer

28.2.3 arrangements will be in place to visit/monitor students during the placement

28.2.4 emergency contact arrangements are in place (including out of educational establishment hours provision) in order that a member of educational establishment staff can be contacted should an incident occur

28.3 Any incidents involving students on work placement activities, will be reported to the placement organiser at the earliest possible opportunity.

***In order to be deemed competent, an individual should hold a suitable nationally accredited/recognised qualification(s) e.g. NEBOSH (national examining board in occupational safety and health) Award qualification. In addition to having occupational competence, knowledge and understanding, in relation to sector specific placements. Particularly in high risk placements such as construction, agriculture, equestrian etc.**