



# Health and Safety Policy

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## Document provenance

This Policy was approved by Trustees as follows:

Approver: Audit and Risk Committee

Date: 14 December 2021

Next Reviewal:

Date: September 2022

*Unless there are legislative or regulatory changes in the interim, this policy will be reviewed every year. Should no substantive changes be required at that point, the policy will move to the next review cycle.*

Executive Leadership Team Owner: Chief Operating Officer

### Policy Purpose and Summary

This Policy outlines the Trust's responsibilities and obligations regarding health and safety. It also sets out the responsibilities of the individual to ensure compliance. The Policy aims to ensure that everyone is able to work in a safe environment.

The contents of this Policy were externally verified and approved in March 2020 by Arthur J Gallagher and Co.

### Summary of changes at this Nov 2021 review:

- General non-material text changes to add clarity.
- 5.3 – Personnel file retention period amended to 6 years after termination of contract or 12 if executed as a deed to be in line with Data Retention Policy.
- 6.1 – clarity that the 40-year retention of files is in relation to licensable asbestos work in line with our Data Retention Policy.
- 9.2 – clarity that the additional risk assessment required for employees under 18 is carried out by the people team alongside the line manager.
- 12.3 – added the following text for investigating any Incidents 'including the capturing of CCTV, witness statements, photographs and risk assessment '.
- 12.4 – clarity on communication procedure for RIDDOR reporting, adding 'with Regional Operations Director's and the trusts Health & Safety Officer informed'.
- 21.1 – if no change to building use then a formal professional Fire Risk Assessment is undertaken every 3 years, not annually as present. It is still subject to an internal annual review. This is in line with The Local Government Association and UK Safety Management guidance
- 21.2 – greater clarity around emergency lighting tests and inclusion of legislative references.
- 21.4 – add 'annual' for Fire Extinguisher maintenance (as per practice within Planned Preventative Maintenance schedules) and include relevant British Standard References.
- 21.7 – Fire Drills to take place within the first 2 weeks of each of the 3 main terms as a minimum.
- 23. 8 clarity around the insurance position when driving on academy business and a definition of Occasional Business Use included.
- 37.4 – clarity around Legionella Survey and Risk Assessment is annual (as per practice within Planned Preventative Maintenance schedules).

### Related policies or guidance

- [Maternity, Paternity, Adoption and Shared Parental Leave Policy](#)
- [Equality and Diversity Policy](#)
- [Alcohol and Substance Misuse Policy](#)

# Health and Safety Policy

## 1. Introduction and Purpose

- 1.1. This policy sets out the Trust's responsibilities in respect of Health and Safety, including the steps it will take to ensure that all employees work in a safe and secure environment.
- 1.2. In complying with its responsibilities under this policy. The Trust requires that all its employees to acknowledge and accept their individual and collective responsibilities to ensure compliance with this policy.
- 1.3. This general Health and Safety Policy is complemented by COVID-19 Risk Assessments that are on each academy website to address the specific risks faced and the mitigating activities that we take in line with DfE and PHE latest guidance.

## 2. Scope

- 2.1. This policy applies to all staff.
- 2.2. Some staff may have additional responsibilities to ensure compliance with this Policy. This will be indicated in the Policy should this apply.

## 3. Risk Assessments

- 3.1. Any activity with a potential risk to safety must be the subject of a written risk assessment.
- 3.2. Risk Assessments are used to identify potential hazards and appropriate control measures to ensure that those activities can be undertaken safely.
- 3.3. Specific Risk Assessments must be carried out in respect of higher risk areas, such as sports facilities, design and technology departments, science laboratories and kitchens, and in respect of high-risk activities identified by legislation.
- 3.4. Risk assessments must be undertaken by or under the control of the Health & Safety Manager, Academy Site Manager or representative for regional and national team accommodation. Training will be provided, as necessary, to any person who is required to record risk assessments.
- 3.5. The findings of the Risk Assessments must be reported to and approved by the Regional Facilities Manager. Control measures required to remove or control risks identified by the Risk Assessments, must be approved by the Regional Facilities Manager, who will ensure that responsibility for implementation is delegated, communicated and implemented effectively.
- 3.6. The Academy Site Manager must check to ensure that control measures are implemented and that they are operating effectively.
- 3.7. Copies of Risk Assessments must be held by the Site and are available to all employees as hard copies and on SharePoint. All employees must ensure that they are fully conversant and comply with these documents.
- 3.8. Any new hazards or circumstances which render a Risk Assessment inadequate must require a revised document to be agreed by the Regional Facilities Manager before work continues.
- 3.9. Risk Assessments must be reviewed annually or when the work activity changes, whichever happens earlier.

## 4. Consultation

- 4.1. Consultation and communication on Health and Safety matters is via the supervisory chain of management, through departmental meetings and academy Health & Safety Committees.
- 4.2. Health & Safety Managers (or nominee) at academies and E-ACT Offices must act as Employee Representatives. Any Health and Safety concerns should be reported immediately to the Regional Facilities Managers, Health & Safety Managers (or nominee), who will ensure that appropriate action is taken. The Regional Facilities Managers, Health & Safety Managers (or nominee) must, in turn, report these concerns upwards via the supervisory chain of management.

- 4.3. Academy departmental meetings must be held at least termly and will be used as a forum for the two-way communication of Health and Safety matters. Items raised at these must be reported to the Health & Safety Manager (or nominee).
- 4.4. Regional Health & Safety Committees, comprising of the Regional Operations Director, Regional Education Director and Headteachers (or their authorised representatives), will meet at least 3 times per curriculum year. Minutes must be published on staff notice boards.
- 4.5. When necessary a staff meeting is called to explain issues, consult staff on realistic actions and agree practical improvements and to ask for help in making changes where necessary.
- 4.6. E-ACT has arrangements with external safety advisors, who will visit premises and provide advice as required. Every two years an external Health and Safety audit is carried out.
- 4.7. The "Health and Safety Law" poster and Certificate of Employers Liability must be displayed in an area where it is visible and all employees can easily read it.

## **5. Medical Screening**

- 5.1. Before employment is offered, all potential employees must complete a medical questionnaire and, if necessary, attend a medical examination with an occupational health specialist to establish:
  - Mental and physical capacity to do the required work
  - Medical history which could be aggravated by the planned work or environment
  - Any reason to believe they may be a hazard to themselves or other specialist considerations.
- 5.2. Personnel with an existing medical condition will not be disqualified from employment unless the condition reduces their ability to do the required work to an acceptable level, which will be defined by a Risk Assessment. Changes in health should be reported to HR for appropriate action.
- 5.3. Records will be held on the personnel file during employment and for at least a further 6 years after termination of contract or 12 years if executed as a deed in line with our Data Retention Policy.
- 5.4. Concerns will be carefully considered to avoid discrimination on the grounds of race, gender, disability, age or religion.

## **6. Health Monitoring**

- 6.1. Where an ongoing health risk due to exposure at work is recognized, routine monitoring of employees exposed will be carried out and records will be kept for 40 years after they leave. For example, licensed asbestos work, in line with our Data Retention Policy.

## **7. Welfare**

- 7.1. E-ACT is committed to providing high quality welfare facilities for our employees in compliance with the Workplace (Health, Safety & Welfare) Regulations. This includes toilets and washing facilities, drinking water and changing facilities.
- 7.2. These are maintained in good condition by means of cleaning and regular inspection.
- 7.3. Employees should report any concerns with the facilities provided to their line manager or to the Health & Safety Manager (or nominee).

## **8. Working Hours**

- 8.1. E-ACT recognises the Working Time Directive. Records of hours worked are accessible for review. Employees are invited to work overtime when necessary but are not coerced and are at liberty to refuse. Employees are not expected to work excessive hours.
- 8.2. If night shift working is required, a medical questionnaire must be completed by each relevant employee and, if required by E-ACT, a full medical examination will be arranged.
- 8.3. Employees who control their own diaries are reminded to avoid working excessive hours.

## 9. Young Persons

- 9.1. Young persons (those under 18 years of age) have specific risk issues. They may have little work experience and need closer supervision and guidance to minimise the risk of injury.
- 9.2. If such a person is employed, a Risk Assessment will be recorded the People Team alongside the Line Manager to identify and manage the additional risks to the employee and others nearby and any reasonably practical changes to be implemented.
- 9.3. The parent, guardian or carer may also be involved in this process to ensure the precautions are suitable and adequate.

## 10. Disabled Persons

- 10.1. Disabled persons will be employed, subject to a Risk Assessment, provided the individual is capable of doing the work required without excessive risk to them and others and that the adjustments needed to accommodate the individual are not excessive.
- 10.2. Special arrangements and equipment will be provided to allow them to work safely where appropriate. The parent, guardian or carer may also be involved in this process to ensure the precautions are suitable and adequate.
- 10.3. Please see E-ACT's Equality and Diversity Policy for further information relating to reasonable adjustments.

## 11. Pregnant Women and Nursing Mothers

- 11.1. There is a potential risk to any unborn child if the mother over exerts herself or is exposed to some substances. This risk exists at all stages of pregnancy, even at the earliest stages when the mother may not know she is pregnant. New and nursing mothers (and their babies) can also be at risk from exposure to some hazardous substances and significant physical effort.
- 11.2. A general Risk Assessment is produced by the line manager and Health and Safety Manager when an employee reports that she is pregnant, a detailed Risk Assessment must be recorded with her and suitable precautions agreed immediately. This Risk Assessment will be reviewed monthly until the employee begins maternity leave.
- 11.3. On return to work a further Risk Assessment will be carried out and acted upon.
- 11.4. Please also see the 'Maternity, Paternity, Adoption, and Shared Parental Leave Policy' for further information.
- 11.5. For more information please refer to the [Health and Safety Executive guidance](#).

## 12. Accident and Near Miss Response, Reporting and Investigation

- 12.1. An accident is defined as an undesired event that results in personal injury or damage. A near miss is an incident that did not result in injury, allowing the opportunity to prevent a serious event in future.
- 12.2. All accidents and near misses must be reported immediately to the Health & Safety Manager. The Health & Safety Manager (or nominee) will ensure that these are recorded in the Accident Book on the day of occurrence.
- 12.3. It is the responsibility of the Health & Safety Manager (or nominee) to ensure each incident is correctly recorded and that an investigation, including the capturing of CCTV, witness statements, photographs and risk assessment is carried out as appropriate.
- 12.4. Events that are reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) will be reported to the HSE by the Regional Facilities Manager, with Regional Operations Director's and the trusts Health & Safety Officer informed.
- 12.5. Accident and Near Miss statistics will be compiled by the Health & Safety Manager (or nominee) and will be provided to the Regional Operations Director for analysis.

- 12.6. The Health and Safety Manager (or nominee) will ensure that accident data is analysed and that information and statistics are provided to Health & Safety Committees and Regional Operations Directors and that serious incidents are notified to Head Office via the HS1 Serious Incident form.
- 12.7. The site of any accident or near miss should not be cleared without the authorisation of the Health & Safety Manager (or nominee) as the Police, Health & Safety Executive and Environmental Health Officer consider an incident site to be a potential crime scene and expect a careful investigation of the incident to be recorded if it cannot be left undisturbed.
- 12.7.1. **What to do in the event of an accident**
- Do not approach until it is safe to do so;
  - Call a first aider or ambulance if necessary;
  - Report the accident to the Health & Safety Manager (or nominee);
  - Do not move anything except to release the injured person(s) until given specific authority to do so in case the police /HSE/EHO wish to investigate the Incident.
- 12.7.2. **Responsibilities of a designated first aider in responding to an accident**
- Make the area safe and seek support from those required to assist;
  - Arrange additional medical support, including the emergency services;
  - Liaise with emergency services, or arrange for this to take place;
  - If relevant, ensure the COSHH Assessment and/or Data Sheet is provided to medical personnel;
  - If possible determine injuries.
- 12.7.3. **Responsibilities of the Health and Safety Manager (or nominee) in responding to an accident**
- Investigate the cause;
  - Record information, conditions, statements;
  - Take photos, measurements, samples, etc.;
  - Record the incident in the accident book;
  - Check the area is safe before restarting work;
  - Report all incidents required under RIDDOR;
  - Carry out an incident investigation and if necessary prepare a report with relevant measurements, information, statements, photographs, CCTV footage, etc.;
  - Keep records of all incidents for reference.
- 12.8. The Health and Safety Manager (or nominee) will act on the findings of the investigation to try to prevent further recurrence.

### **13. First Aid**

- 13.1. First aid can only be given by a trained first aider or a medically qualified person. Only a first aider or the injured person can apply a plaster or bandage.
- 13.2. Any person may apply a plaster or bandage to their own skin.
- 13.3. Names of appointed first aiders are displayed on staff notice boards. There are no rules on exact numbers. Employers have to make a judgement based on their own circumstances and a suitable and sufficient risk assessment. You should consider the likely risks to pupils and visitors, as well as employees, when deciding on the numbers of [first-aid](#) personnel.
- 13.4. Non-first aid trained persons can help the injured person if requested, provided they act ONLY under the instructions of the injured person or a medically trained person. All remaining staff are authorised to call 999 in a medical emergency to ask for medical help.
- 13.5. First aid kits and eye wash stations are provided throughout our premises.
- 13.6. A list of the items which must be present in each first aid kit is kept inside each first aid kit. The contents of each first aid kit are checked weekly by a nominated person.

## **14. Security and Safeguarding**

- 14.1. E-ACT aims to provide a safe and secure environment for our employees, visitors, students and others who may visit our premises or use our facilities.
- 14.2. Access is restricted to authorised persons. A security Risk Assessment is carried out and all reasonable steps are taken to prevent unauthorised access to our premises.
- 14.3. Measures in place will depend on the location but will include a mixture of physical barriers such as security fencing and access control systems, CCTV systems, intruder alarms and staff training.
- 14.4. Safeguarding/Child Protection Policies are in place where appropriate and are reviewed as required. Designated persons are responsible for managing the implementation of these policies.

## **15. Visitors**

- 15.1. Visitors must report their arrival and departure. They are then supervised while on site by the person responsible. Safety rules and emergency procedures will be communicated.
- 15.2. Employees are encouraged to challenge anyone seen unaccompanied or unidentified on the premises and to report them to their line manager if there are any suspicions.

## **16. Alcohol and Drugs**

- 16.1. It is our policy to prohibit the misuse of all prescribed and non-prescribed drugs or alcohol at or before work to avoid the associated risks to those taking the substance and those who may be affected by the consequences. Any misuse or abuse of alcohol or drugs at work will be treated as gross misconduct and will be subject to disciplinary action.
- 16.2. Any employee who is involved in taking such substances while not at work will be provided with advice and some support in dealing with the situation provided it does not put themselves or others at risk while at work. Any contractor found to be under the influence of alcohol or drugs will be asked to leave and will not be asked to carry out work for E-ACT in future.
- 16.3. Please refer to the Alcohol and Other Substance Misuse Policy for further information.

## **17. Personal Protective Equipment (PPE)**

- 17.1. PPE is an essential measure in tasks deemed to be hazardous. All PPE will be assessed to provide adequate protection against the hazard(s) and for suitability for the task and the user, and as identified within the Risk Assessments and safe systems of work.
- 17.2. Where PPE is assessed as being required by Risk Assessment, staff will be provided with suitable PPE at no charge. Where necessary, PPE will also be inspected, maintained, cleaned and replaced without charge. Suitable storage facilities will be provided. Records will be kept of issue, maintenance, cleaning and testing.
- 17.3. Employees are to check that their PPE is always in good condition and obtain replacements from their line manager if required.
- 17.4. No work is to be carried out without the appropriate PPE being worn.
- 17.5. Constant supervision of PPE use and condition will be carried out by managers. Failure to comply with PPE requirements will be regarded as a formal disciplinary offence.
- 17.6. PPE requirements in connection with COVID 19 are contained within the academy risk assessment and published on their website. This will be in line with the latest DfE/PHE guidance.

## **18. Stress**

- 18.1. Although stress can be a significant concern, we can only provide help and support when aware

of any employee suffering stress problems.

- 18.2. Employees are told at induction and routine briefings to report any such problems or concerns about themselves or others so that appropriate help can be provided. Any employee reporting a concern will be treated in confidence with respect, and care will be taken to investigate the issues, approach the relevant person sympathetically and to develop a practical and realistic solution for immediate and longer-term needs in accordance with the HSE guidelines for managing stress.
- 18.3. We recognise that stress is a key area of concern for employees and the Trust. Through Health Assured, E-ACT have a contract in place for all employees which includes an employee assistance programme (EAP) and Active Care. Active Care provides support and information for employees, and their line managers, to facilitate an earlier return to work.

## **19. Smoking**

- 19.1. Smoking is banned inside our premises and grounds. It is a risk to health for smokers and those nearby, and also involves a risk of fire from unsafely discarded smoking materials.
- 19.2. Smoking within the premises or grounds will be treated as gross misconduct and will be subject to disciplinary action.
- 19.3. The use of e-cigarettes is also banned from premises and grounds.

## **20. Management of Contractors**

- 20.1. The system for approval and control of contractors will be followed in all cases to ensure the safety of contractors, visitors, employees and the public.
- 20.2. All contractors must satisfy E-ACT that they are:
  - Competent to do the planned work safely;
  - Routinely managing Health and Safety matters competently as part of their activities;
  - Providing adequate resource to Health and Safety risk control, including training, documented safe working procedures, method statements, etc.;
  - Adequately insured for the planned work.
- 20.3. When it is planned to use contractors on site, a Method Statement will be agreed before work can start. It will identify hazards and an agreed safe method for the task to minimise the risk to employees, pupils, visitors and others who may be affected. The Health & Safety Manager (or nominee) must ensure this document is prepared and then made available to all involved before the work starts. Copies of Risk Assessments and Method Statements will be held by the Health & Safety Manager (or nominee).
- 20.4. Contractors will be issued with site rules and safety procedures to adhere to whilst they are working at our premises.
- 20.5. Only approved contractors are to be engaged at E-ACT premises. The Health & Safety Manager (or nominee) will maintain a register of approved contractor
- 20.6. Site induction will be provided by the Health & Safety Manager (or nominee), or by the contractor for sub-contractors, as appropriate. Personnel will be met when starting work on the first day and all operational points covered including task specific Risk Assessments and Method Statements, etc.
- 20.7. Supervision of contractors will be by a nominated person. Specific high-risk work will be controlled using permit systems. This includes hot work, work at height, work on live electrical equipment, work underground and work in confined spaces.

## **21. Fire Safety**

- 21.1. A Fire Risk Assessment (FRA) is carried out at each E-ACT premises. All of the control



measures identified are implemented and the Risk Assessment is internally reviewed annually with a formal professional FRA updated every 3 years or whenever there are any changes to the workplace (whichever is the soonest).

- 21.2. Fire escape routes, doors and corridors should be kept clear at all times. Fire doors should not be propped open or obstructed in any way. Escape routes are checked daily by the Health & Safety Manager (or nominee), Site Manager or other designated person. Emergency lighting is provided on escape routes and must be tested monthly. The test is a short functional test in accordance with BS EN 50172 / BS 5266-8. A full rated duration test should be carried out annually by an approved contractor.
- 21.3. Fire Extinguishers are provided at Fire Extinguisher Points throughout the buildings.
- 21.4. Extinguishers are maintained under contract by an approved contractor and are inspected for misuse and damage as part of daily inspections by the site teams, as well as serviced annually in accordance with BS 5036-6.
- 21.5. Where a Fire Alarm system has been installed, this must be maintained under contract by a specialist contractor. Fire Points should not be interfered with or obscured in any way. Fire Points are tested weekly by the Health & Safety Manager (or nominee). It is recommended that alarmed call point covers are installed over the Fire Points to discourage misuse.
- 21.6. See 21.2
- 21.7. Emergency Evacuation drills are practiced, where practical, within the first 2 weeks of each term. Fire Marshals are appointed and trained to assist with evacuation. Personal Emergency Evacuation Plans are compiled for those with impaired mobility.
- 21.8. Records of testing, maintenance and evacuations are held by the Health & Safety Manager (or nominee) and will be subject to regular review.

## **22. Work Equipment**

- 22.1. Work equipment provided by E-ACT or by our employees must be suitable and safe, meeting the required Health & Safety standards, before it is first used. All equipment belonging to employees is checked by the Health & Safety Manager (or nominee) before use and is included in inspection and maintenance procedures. All work equipment provided requiring maintenance is identified and it is ensured that effective maintenance procedures are in place.
- 22.2. Any problems found with work equipment should be reported to the Health & Safety Manager (or nominee). Defective equipment will be removed from service immediately and not used until it has been repaired / replaced.
- 22.3. Work equipment is inspected regularly. Inspection and cleaning are carried out only by authorised, trained and competent employees following specified procedures.
- 22.4. The electrical supply to the item must be turned off during inspection/ cleaning.
- 22.5. Records of inspections and repairs are held. Risk Assessments are recorded as appropriate. Where there is a legal requirement for independent inspection by an approved body, this is arranged.

## **23. Driving on E-ACT Business**

- 23.1. All vehicles owned or used on official E-ACT business must be maintained regularly by a qualified vehicle mechanic. In addition, they will be subject to a pre-use inspection by the driver or other authorised member of staff.
- 23.2. Whether using their own or an E-ACT owned vehicle, only authorised persons may drive on E-ACT business.
- 23.3. Authorisation is given by the Health and Safety Manager (or nominee) in relation to the following checks. Staff licence records must be retained.
- 23.4. Drivers must be in possession of a valid licence for the class of vehicle they are asked to drive. In the case of minibuses, the driver must also hold a current MIDAS certificate or equivalent. Training can be arranged via your line manager if required for business purposes.
- 23.5. Where required, MOT certification and vehicle tax for vehicles for which E-ACT is responsible must

- be arranged by the Health and Safety Manager (or nominee).
- 23.6. Where employees use their own vehicles for business purposes (e.g. to attend meetings at places other than the usual place of work) they must provide the following documents for approval prior to the journey being carried out:
- Driving License
  - MOT certificate (where required due to the age of the vehicle)
- 23.7. The Health and Safety Manager (or nominee) will require these documents to be supplied annually for inspection. Employees are required to disclose any changes to the validity of the documents immediately.
- 23.8. Failure to comply with these requirements will be regarded as a formal disciplinary offence. Driving for work is only covered by occasional business insurance when it is unplanned or unforeseen. If you undertake regular travel in your car e.g. home visits, or travel on academy business, you need to carry your own business insurance.

## **24. Safe handling and use of substances**

- 24.1. Some work involves the use of hazardous substances (e.g. cleaning). This work may be done by employees or contractors but will be managed in the same way. Only those trained and authorised may use these substances, following the safe systems of work and controls specified. Storage use and disposal of hazardous substances must be strictly controlled by each authorised person.
- 24.2. If you are not trained and authorised, do not use any substance known to be, or marked as, hazardous.
- 24.3. All substances that fall under Control of Substances Hazardous to Health (COSHH) Regulations are identified and are subject to COSHH Assessment before being used. All actions identified in COSHH Assessments are implemented.
- 24.4. Data sheets and COSHH Assessments must be kept available for reference at all times, with an up to date library set held by the Health & Safety Manager. If anyone is exposed to a hazardous substance, a copy of the data sheet will be taken to hospital / doctor with the injured person.

## **25. Workplace slips and trips**

- 25.1. Slips and trips are one of the most common causes of injury at work. We aim to reduce the likelihood of slips and trips by a combination of good housekeeping measures, including effective cleaning, and by enforcing the use of sensible footwear by our employees.
- 25.2. Cleaning chemicals used on floors by cleaners are selected for their non-slip properties.
- 25.3. Lids must be used when transporting containers of liquid or food. Any spillages, flooring defects or obstructions observed must be removed or reported to the Health & Safety Manager immediately. Warning signage is placed by spillages until they have been removed and the area is thoroughly dry.

## **26. Working with computers**

- 26.1. Where employees use computers routinely, workstations are set up correctly to suit the employee and appropriate equipment is provided.
- 26.2. A detailed Risk Assessment will be recorded and reviewed annually for each affected employee to record the measures taken and to identify additional measures needed.
- 26.3. Employees identified as using workstations for a significant period of time (defined as in excess of one hour per day) are entitled to an eyesight test by an optician at E- ACT expense on joining and every two years thereafter. Subsequent to this, E-ACT will contribute towards glasses that are required specifically for use with computers.

## **27. Manual Handling**

- 27.1. Occasional tasks will require physical effort (e.g. moving equipment stock, reorganising furniture). So far as is reasonably practicable, we are committed to managing the risk to health from manual handling operations.
- 27.2. Manual work will be automated or carried out using suitable equipment where practical. For the remaining tasks involving significant manual effort, Risk Assessments must be written to reduce the risk to an acceptable level.
- 27.3. If due to the nature of the work the elimination of manual handling is not possible, the following guidelines should be followed:
  - Do not attempt physical effort if you are not confident of your capacity to do it safely;
  - Avoid unnecessary handling by the use of any mechanical aids provided;
  - Place materials as close as practicable to workplace to limit distance, time and effort;
  - Avoid lifting any loads in excess of 25kg for men and 16kg for women - see guidelines;
  - Do not overload shelves;
  - Ask for help or guidance if necessary;
  - Ensure sufficient personnel are available to undertake the lift considering the size, weight and shape of the load and the area in which the lift is planned
  - Adopt good lifting techniques including straight back, knees slightly bent and legs apart, chin up, good grip, keep the load as close to the body as possible
  - Protect any sharp edges, leaks, etc.;
  - Wear uniform, gloves, apron, etc. as appropriate;
  - During any repetitive work, allow sufficient time between lifts for resting
  - Ensure good communication between all personnel involved in any shared lifts
  - Avoid sudden movements (e.g. by catching a falling object);
  - Do not put any other person at risk.

## **28. Fixed Electrical Installation**

- 28.1. NICEIC or ECA approved electricians maintain the electrical installation. They work to current IEE Wiring Regulations. A full test of the installation is carried out at least every 5 years or a percentage each year to reach 100% over 5 years with records kept.
- 28.2. Any changes and repairs are carried out by NICEIC approved electricians to the same standard and are certified. Records are kept.
- 28.3. Employees are not to touch or open fuse boxes or electrical circuitry. Any damaged or defective items observed should be reported immediately to the Health & Safety Manager (or nominee).

## **29. Portable Electrical Appliances**

- 29.1. Portable Electrical Appliances includes any item that is electrically powered and used in the workplace, whether belonging to E-ACT or to an employee and includes ancillary equipment such as extension cables.
- 29.2. Employees should visually inspect portable electrical appliances before using them. Damaged or defective items should be reported immediately to your line manager and removed from service until replaced/ repaired by a competent person. The use of insulating tape as a temporary repair is prohibited.
- 29.3. Routine maintenance applied to all portable electrical appliances includes Portable Appliance Testing annually by an electrical contractor.
- 29.4. Any new appliances, including those belonging to employees, will be checked and approved by the Health & Safety Manager (or nominee) before being used on the premises.
- 29.5. Flexible cables will be kept as short as possible. Cables should be fully unwound from reels or drums before use to reduce the potential for overheating.

- 29.6. Electrical appliances and their cables should not be used in wet conditions or on wet floors unless the circuit is protected by a Residual Current Device (which will be tested regularly).

### **30. Gas, Oil and Biomass Appliances**

- 30.1. Gas, oil or Biomass fired boilers are provided in E-ACT premises for both heating and hot water. These are subject to regular maintenance by competent, approved contractors and should not be interfered with by staff.
- 30.2. Isolation valves are provided that can be turned off in the event of an emergency (if safe to do so).

### **31. Work at Height**

- 31.1. Work at height presents a hazard both to persons undertaking the work, particularly falling from height, and to others in the vicinity, particularly from falling objects.
- 31.2. As such, work at height will be avoided where practical.
- 31.3. Ladders, stepladders and steps are provided as a means of access and for light / short term work where it is not reasonably practicable to select an alternative safer method. This may include removing items from upper shelves.
- 31.4. However, care should be taken not to store heavy or bulky items at height.
- 31.5. If stepladders are used, the following general rules will apply:
- Manufacturer's guidance will be followed;
  - The stepladders in use will be a minimum of "Class 2 Commercial";
  - The stepladder must be of adequate length so the work can be done without overreaching;
  - The stepladder must be erected on suitable firm ground and never on loose materials;
  - Stepladders will be inspected monthly to ensure they remain fit for use with records kept;
  - If any ladder is considered unsafe it must be reported to the Health & Safety Manager (or nominee) and not used until it has been repaired / replaced.
- 31.6. A register of ladders and access equipment inspections must be maintained by the Health and Safety Manager (or nominee).

### **32. Skin Conditions**

- 32.1. Extended exposure to some cleaning products or food juices can lead to skin problems. To reduce this exposure, it is compulsory for all employees in kitchens and food technology departments, as well as cleaners, to wear the non-latex protective gloves provided whenever they are handling food or cleaning (including cleaning glasses, dishes, etc.).
- 32.2. The following general protective measures are to be followed:
- All hand jewellery, other than wedding rings, should be removed whilst at work;
  - Tongs, etc. are provided for handling food and should be used wherever possible;
  - Hands should be thoroughly dried after washing;
  - Any skin rashes, itches, etc. should be reported immediately to your line manager.

### **33. Musculoskeletal Injury**

- 33.1. Tasks are varied and are managed to reduce the likelihood of exposure to musculoskeletal injury (also known as work related upper limb disorder or repetitive strain injury).
- 33.2. Should an employee experience any symptoms (such as sore arms or swelling) they should report these immediately to their line manager.

## 34. Food Safety

- 34.1. All employees who are to be involved in handling food are provided with independently accredited food hygiene training as soon as possible after commencing work.
- 34.2. Controls in place include:
  - Ongoing cleaning regime in all work and storage areas;
  - Temperature controlled food storage;
  - Daily, recorded temperature checks;
  - Segregated food storage;
  - Food is marked with "use by" dates;
  - Pest control points;
  - Use of colour coded cutting boards;
  - Use of separate knives for different types of food (meat, vegetables, etc.);
  - Regular cleaning of all work equipment and surfaces.
- 34.3. Any employee whose role involves handling food who has suffered from diarrhoea or vomiting is required to phone in sick and remain away from the premises for at least 48 hours.

## 35. Lone Working

- 35.1. Working alone can be dangerous. Risk Assessments are carried out and documented to reduce the risk. Lone working is to be avoided where possible.
- 35.2. We arrange for employees who are working alone to be adequately trained and equipped to work safely. Each person must be suitably trained and aware of the risks before working alone and be able to summon help quickly in any emergency.
- 35.3. Each person will manage their own risk responsibly and ask for help or guidance as appropriate.

## 36. Control of Asbestos

- 36.1. Asbestos is a naturally occurring mineral that has been used extensively in the construction of buildings and other products, particularly buildings constructed prior to the year 2000. It was used mainly because of its fire resisting and insulating qualities.
- 36.2. E-ACT takes the management of asbestos seriously and complies with the Control of Asbestos Regulations 2012 to protect our employees from exposure to asbestos as far as is reasonably practicable
- 36.3. Asbestos surveys are carried out at all E-ACT premises in accordance with the Control of Asbestos Regulations to identify any asbestos in the building construction. Where asbestos is identified, this is recorded on an Asbestos Register and is managed in accordance with an Asbestos Management Plan to ensure that employees and others using the premises are not exposed.
- 36.4. The Asbestos Register must be made available to all contractors and site staff who will carry out work at the premises.
- 36.5. Any refurbishment work in a school building built before 2000 affecting the fabric of the building must be subject to a Refurbishment and Demolition survey before any work is allowed to take place.
- 36.6. Specialist contractors will be engaged if there is need to carry out work in any area involving asbestos and appropriate control measures/ exclusion zones will be put in place.
- 36.7. If anyone suspects they have discovered or disturbed asbestos they should:
  - Not disturb it further;
  - Ensure that access to the affected area is prevented;
  - Report it immediately to the Health & Safety Manager (or nominee);
  - Ensure that any clothing that may have been covered in dust or debris is appropriately disposed of.

### **37. Legionella**

- 37.1. Legionnaires Disease is an uncommon, but serious, type of respiratory illness. It does not spread from person to person but is contracted by inhaling small droplets of water suspended in the air which contain the legionella bacterium.
- 37.2. Outbreaks occur from water systems where temperatures are warm enough to encourage growth of the bacteria and where conditions allow the bacteria to develop.
- 37.3. However, it should be noted that most people who are exposed to legionella do not become ill.
- 37.4. A Legionella Survey and Risk Assessment must be carried out by approved contractors annually. A Legionella Management Plan is provided and followed.
- 37.5. Depending on the nature of the water system at each E-ACT premises, regular checks such as temperature monitoring, flush throughs, descaling of shower heads and cleaning of water tanks may be required. The Health & Safety Manager (or nominee) will ensure that these checks, which will be detailed in the Legionella Management Plan, are in place.

### **38. Waste Management**

- 38.1. Waste is to be placed in bins that are provided throughout our premises. These are emptied regularly by cleaners to external bins, which are in turn emptied at least weekly by registered waste carriers for disposal by registered waste processors or for transport to landfill sites. Materials are recycled where practical.
- 38.2. Hazardous waste is collected separately and disposed using suitably registered contractors.
- 38.3. Records are kept for at least 40 years including contracts, waste transfer notes, collection notes, copies of registration certificates and checks made on contractors.

### **39. Access to Health and Safety information**

- 39.1. Appendix 2 sets out the additional policies and procedures that are related to/support this over-arching Health & Safety Policy
- 39.2. Health and Safety Advice can be found at [HSE.gov.uk](http://HSE.gov.uk), or by contacting the Health and Safety Manager (or nominee).

### **40. Training**

- 40.1. E-ACT must ensure all new employees have induction training before starting work. This induction will include general safety rules and procedures together with specific hazards. We will also ensure that employees are aware of their duties and responsibilities and are fully aware of the relevant safety issues. Risk Assessments must be made available to all employees
- 40.2. Health and Safety training will be provided to all employees in agreement with their line manager. If employees are not trained to do a job, they should inform their line manager immediately and check that it is safe for them to do the work. The line manager will arrange for appropriate training if necessary.
- 40.3. Those employees needing specific skills and knowledge will be identified and appropriate training will be given. Details of all training given will be recorded on personnel files, signed for by the recipient and reviewed/refreshed regularly.
- 40.4. All employees must complete national EduCare training as instructed.

### **41. Responsibilities**

- 41.1. The following responsibilities apply in relation to this policy:
  - Board of Trustees – Responsibility for approving the policy;
  - Chief Executive and Executive Leadership Team – Responsibility for ensuring

- implementation of the policy;
- RODs – Responsibility for ensuring compliance and understanding within their respective regions and academies;
- Headteachers –Responsibility for ensuring compliance within their academies;
- All staff – Responsibility for ensuring compliance within their respective workplaces.

41.2. Role specific responsibilities are indicated in Appendix 2.

## **42. Monitoring, Compliance and Impact**

- 42.1. Compliance with this policy will ensure that all staff work in a safe environment.
- 42.2. None compliance with this policy can have serious consequences to the health and safety of individuals and could therefore be treated as a disciplinary matter.

## **Appendix 1**

Appendix 1 sets out the academy staff structure and roles that have specific responsibility for compliance to the E-ACT Health and Safety Policy and can be found in the academy reception.



## **Appendix 2 – Outline of Responsibilities**

### **Responsibilities in Law**

The Health and Safety at Work etc. Act (1974), subsequent legislation and associated regulations, codes of practice, guidance notes, etc., place legal responsibilities upon employers, employees, persons in control of premises, designers, manufacturers, suppliers, installers, self-employed persons and the occupiers of buildings.

A breach of those responsibilities is an offence criminally chargeable in law. Ignorance of the relevant legal duties is not an acceptable defence at law.

It is in the interests of each employer and employee to understand the potential severity of any failure to comply with Health and Safety legislation, standards and codes of practice on a corporate and personal level. Failure to act within the law can lead to fines and / or imprisonment. Such a failure may also result in disciplinary action.

### **Academy Health & Safety Committees**

Academy Health and Safety Committees should include headteacher, members of the site team, department heads and other relevant members of staff.

Health and Safety committee meetings are held once a term to oversee and report on health, safety and welfare matters in each Academy. Consideration will be made to the reporting lines, accident reports, investigations, internal or external audit inspections, training and emergency procedures. Minutes and actions are recorded.

The Regional Operations Director is accountable for these meetings taking place though responsibility is taken by the Regional Facilities Manager who will consult with the Headteachers about the timings, attendees and outputs from each meeting.

### **Responsibilities of all Employees**

- To co-operate with E-ACT Trustees and all other E-ACT employees on health & safety matters
- To comply with all E-ACT policies, procedures and reasonable requests
- To not interfere with or misuse anything that is provided for them to safeguard their Health and Safety
- To take reasonable care of their own Health and Safety and that of others.
- To warn others immediately of any known hazards or danger.
- To refrain from any task for which they are not trained, authorised or competent in.
- To use the correct tools, plant or equipment, keep them in good order and ensure they are safe before, during and after use
- To not introduce any personal work or electrical equipment unless it has been inspected and approved by the Health & Safety Manager (or nominated person) as appropriate
- To use as directed any personal protective equipment needed to protect against hazards to Health and Safety.
- To report promptly all Health and Safety concerns, accidents, injuries, incidents and near misses to their line manager or the Site Manager/Regional Facilities Manager.
- To read this Health and Safety Statement and Policy
- To complete annually the EduCare Health and Safety module.

### **Responsibilities of the Regional Operations Director (ROD)**

- To accept E-ACT Policy and accountability for Health and Safety management for all Academies within their region
- To ensure that responsibilities and authority is effectively assigned and delegated to nominated individuals within their regional structure.
- To develop a strong Health and Safety culture through effective communication through regular meetings and reporting lines.
- To provide adequate resources for effective implementation of this Policy
- To provide Health and Safety compliance information to the Chief Operating Officer (COO) for Board reporting
- To ensure that all employees are aware of, understand and comply with E-ACT Health and Safety policy, rules and procedures
- To carry out Health and Safety checks as part of the Operational Risk GRD process
- To ensure that risk assessments are produced where appropriate
- To ensure accident report information is reviewed for trends across the region
- To enforce disciplinary or capability action in cases of non-compliance
- To ensure that staff are provided with appropriate training in relation to duties and that this training is kept up to date and recorded on the Health and Safety Compliance and Training Matrix

### **Responsibilities of the Regional Facilities Manager (RFM)**

- To manage, monitor and risk assess the operations of all estate's activity and services in their region.
- To ensure that each management area of delegated responsibility is assigned to a member of staff on the Health and Safety Policy Appendix 1 for each academy.
- To ensure that this Policy is communicated to all estates staff and is displayed on staff notice boards and that staff adhere to the regions Health and Safety policies and procedures
- To ensure that all building related risk control measures including Fire safety, legionella, asbestos, electrical testing, gas safety, COSHH is managed effectively and meets current legislation
- To actively promote good Health and Safety practice across the site teams and the management and control of contractors working on site
- To provide Health and Safety reports to the Health and Safety Committee at each academy or other premises maintained.
- To maintain access control and physical security systems
- To provide reactive response to any Health and Safety issue arising
- To ensure planned maintenance programmes are in place for buildings, grounds, plant, vehicles and equipment
- To carry out and record monthly Health and Safety Inspections
- To ensure that serious incidents are reported to the relevant authorities under RIDDOR and are reported to the National Capital and Estates Manager and Regional Operations Director on the HS1 form
- To compile monthly accident numbers HS3 (Academy Monthly Accident Data) and near miss statistics for presentation to the ROD
- To ensure that accident details, information and statistics are reported to the ROD
- To ensure that E-ACT's Health & Safety Compliance and Training Matrix spreadsheets are maintained and updated
- To use the HS10 (Health & Safety Self Audit) for guidance and academy self-audits
- To investigate work related causes of absence through accident or sickness

- To ensure that a register of those authorised to drive on E-ACT business is maintained and up to date
- To ensure that all Health and Safety documentation is up to date, secure and available in the SharePoint Health and Safety folders.

### **Responsibilities of the Health & Safety Manager (Academy Site Manager or Representative for National Team office accommodation)**

- To act as employee representatives on Health & Safety matters, dealing with anything within their area of control and passing any concerns raised upwards to the Regional Facilities Manager
- To accept day to day management of Health and Safety matters
- To act as the responsible person for Fire Safety, Asbestos Management, Legionella Control
- To ensure that risk assessments for all relevant work activities and areas are carried out, documented and reviewed
- To disseminate information and instruction on Health and Safety matters
- To receive Health & Safety concerns, ensure these are documented and that practical improvements are implemented
- To ensure that records are maintained on training and experience of individuals, relevant to the health, safety and welfare of employees
- To ensure that working conditions are acceptable and safe working practices are followed
- To ensure that an up to date register of hazardous substances is maintained and that appropriate COSHH assessments are carried out and documented
- To ensure that practical precautions and controls maintain acceptable standards as required by this Policy
- To ensure that any contractors engaged to carry out work on the premises are vetted and approved in accordance with E-ACT policies
- To ensure that contractors, visitors and those hiring or using the premises are familiarised with site rules and procedures regarding accidents and emergencies
- To report any serious accidents or incidents that occur or any observed breaches of Health and Safety rules or policies to the Regional Facilities Manager
- To ensure that all accidents are recorded and collated centrally in an Accident recording system and that investigations are carried out and acted on

### **Responsibilities of the Heads of Curriculum Departments**

- To ensure that employees, students and others within their departments are aware of, understand and comply with E-ACT Health and Safety policy, rules and procedures
- To ensure that a departmental meeting is convened at least once every term and that it is used to communicate and receive Health & Safety information and concerns
- To receive and act upon Health & Safety matters raised within their department
- To ensure that all relevant Health and Safety issues within their department are adequately risk assessed and control measures are adequate
- To provide relevant feedback to line managers where necessary
- To provide Department reports to the academy Health and Safety Committee
- To provide adequate Health and Safety information and support resource i.e. CLEAPSS, Arthur Gallagher ShareZone

### **Responsibilities of the National Health and Safety Officer**

- To act as employee representative on Health & Safety matters, dealing with anything within their area of control and passing any concerns to the Estates and Commercial Director
- To accept day to day management of Health and Safety matters
- To ensure that office Risk Assessments are carried out on all regional and national team accommodation and these are reviewed regularly
- To disseminate information and instruction on Health and Safety matters
- To receive Health & Safety concerns, ensure these are documented and that practical improvements are implemented
- To ensure that records are maintained on training and experience of individuals, relevant to the health, safety and welfare of employees
- To ensure that working conditions are acceptable and safe working practices are followed
- To report any accidents or incidents that occur or any observed breaches of Health and Safety rules or policies to the Estates and Commercial Director
- To ensure that all accidents are recorded in the Accident Book and reported to the relevant authorities under RIDDOR as appropriate
- To compile accident and near miss statistics for presentation to the Estates and Commercial director

### **Academy responsibility roles and contact details**

- Appendix 1 sets out the academies' individual Health and Safety management role structure and contact details (This must be completed for each academy before being distributed to all staff)

### **Appendix 3 – Policy Statement**

Our Health and Safety Policy is outlined below. It is approved by the E-ACT Board of Trustees, who accept full responsibility and require all employees to help in complying with our legal and moral duties. The Chief Executive Officer accepts the delegated overall responsibility for all operational matters within the organisation.

It is the policy of E-ACT to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all its employees, pupils and visitors who may be affected by its activities.

In meeting this commitment, we will, so far as is reasonably practicable:

- Provide adequate control of the Health and Safety risks arising from our activities
- Consult with our employees on matters affecting their Health and Safety
- Maintain safe facilities, grounds, plant, equipment and working environments
- Provide training, information, instruction and supervision for our employees and ensure staff are competent to carry out their roles and responsibilities
- Engender a strong Health and Safety culture to prevent accidents and cases of work-related ill health
- Review and revise this policy annually

**Signed:**

*Chief Executive Officer*

**Dated: xx/ xx / 2021**