



Health and Safety Policy 2024/25

Review		
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Principals	Adele Lord-Laverick	Georgina Gowthorpe

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Signed	Adele Lord-Laverick	
Signed	Georgina Gowthorpe	

Introduction

This statement is issued in accordance with the Health and Safety at Work Act (1974) and the Management of Health and Safety at Work Regulations 1999. These set the standards that must be met to ensure the health and safety of all employees and others who may be affected by any work activity. Other regulations also exist to cover work activities that carry specific risks, for example lifting and carrying, computer work and electricity. The key pieces of legislation are listed below.

- The Health and Safety at Work Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Electricity at Work Regulations 1989
- The Workplace (Health Safety and Welfare) Regulations 1992
- The Manual Handling Operations Regulations 1992
- The Health and Safety (Display Screen Equipment) Regulations 1992

- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995
- The Provision and Use of Work Equipment Regulations 1998
- The Management of Health and Safety at Work Regulations 1999
- The Education (School Premises) Regulations 1999
- The Control of Substances Hazardous to Health Regulations 2002
- The Control of Asbestos at Work Regulations 2006
- The construction (Design and Management) Regulations 2007

Lord Gowthorpe's will comply with the legal requirements as a minimum and will strive towards continual improvement.

Lord Gowthorpe's is dedicated to providing a safe and healthy working environment for the health, safety and welfare of students, staff, visitors and other persons using the buildings, grounds, equipment and any other facilities provided by or associated with the school.

Lord Gowthorpe's will strive to reduce the possible risk of accidents and injury to all users. In supporting this, the arrangements outlined in this document and other safety precautions put in place by the management cannot prevent accidents but will instil the adoption of safe methods of work and good practice.

The Principal will take all reasonable steps to identify and reduce hazards to a minimum. To assist in this all staff and students must be aware of their own and others' personal safety, and safety in any of the Lord Gowthorpe's activities, both on and off site.

General Guidelines

It is the duty and policy of the school, Principals / Directors so far as reasonable and practicable to:

Make itself familiar with the requirements of the Health and Safety at Work Act (1974) and any other health and safety legislation and codes of practice which are relevant to the school, in particular the Management of Health and Safety at work regulations 1992.

Establish and maintain a safe and healthy environment throughout the school. Establish and maintain safe working procedures among staff, students and other users.

Ensure that arrangements are in place regarding the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.

Ensure that there are effective and enforceable arrangements for the provision of health and safety throughout the school.

Ensure that all staff and students receive information, instruction and supervision to enable them to recognise and avoid hazards minimising potential personal risk and that of others.

Make sure that any health and safety training requirements are met.

Ensure that all staff and students have a safe place to work including means of safe entry and exit.

Ensure all necessary safety and protective equipment and clothing together with appropriate instruction and guidance is available to all users.

Ensure effective procedures are in place in case of fire and for evacuating the premises. Ensure accident and emergency procedures are in place.

- Practice safe emergency evacuation procedures at least once per term and the results to be recorded.
- Ensure that an effective health and safety monitoring structure is in place and to periodically assess the effectiveness of these arrangements and to ensure that any necessary changes are implemented.
- Ensure that any health and safety working conditions take account of the appropriate statutory requirements.
- Ensure that there is an effective accident reporting procedure in place, and that staff and other users are aware that this reporting facility is in place and how to access it.
- Ensure that regular health and safety inspections are undertaken and done on a regular basis and that any recommendations made are acted upon as soon as is practicable.
- Ensure that any identified item of equipment, fittings and furniture which has been identified as being unsafe is safely removed and repaired or replaced.
- The Principal / Director will ensure all staff, including temporary and voluntary staff, and helpers receive comprehensive information on this policy and all other relevant health and safety matters including any instruction and training required to ensure that they are able to carry out their duties in a safe manner without putting themselves or others at risk.
- Report to the appropriate authority/department any defect in the state of repair of the buildings or their surroundings which is identified as being unsafe or likely to cause harm. To make any interim repairs or arrangements to limit the risk of harm.
- Collate accident and incident information, and when necessary, carry out accident and incident investigations.
- Monitor first aid and welfare provision.

The Principal has responsibility for the day-to-day health and safety conditions for all staff, students, visitors and anyone else using the premises or grounds whilst engaged on school business.

Staff Responsibilities

The Principal will be responsible for the implementation and operation of the **Lord Gowthorpe's** health and safety policy and in helping other members of staff, students and others to comply with its regulations. As part of their day-to-day duties they will:

- Assist the Principal with the implementation, monitoring and development of the procedures and codes relating to the Health and Safety Policy within the school.
- Carry out risk assessments of teaching practices and activities including equipment and substances. That any general advice on safety matters given by the Local Authority and other relevant bodies in relation to the school are implemented, that this will be translated into written safe methods of working practice and every department is informed.

- Inform students, staff and visitors as to their own personal safety and make sure they are aware of the Health and Safety procedures in place.
- Investigate any specific Health and Safety issue which has been identified in regard to any school provision and implement any recommended or remedial action reasonably required.
- Perform regular Health and Safety inspections within their area of responsibility as required by the Principal or as necessary by law.
- Ensure that any failure to meet Health and Safety requirements is recorded and that appropriate action will be taken to cease the provision until the issue is resolved according to Health and Safety requirements.
- Ensure appropriate protective clothing and equipment including fire appliances and first aid are provided and readily available in all areas of Lord Gowthorpe's where required.
- Ensure hazardous, flammable and toxic materials and substances are correctly assessed, used, stored and labelled.
- Ensure any signage in relation to Health and Safety is clear and up to date and that everyone is able to understand the label and instructions.
- Attend regular training to ensure that they are as up to date and informed of existing and any new requirements in regard to Health and Safety.

All staff are responsible for the Health and Safety arrangements in relation to the site, staff, students and visitors under their supervision. They should make themselves familiar with the requirements of the Health and Safety at work act 1974 and any other safety legislation and codes of practice which are relevant to the work of the department in which they work. They should:

- Exercise effective supervision over all those they are responsible for.
 - Take any appropriate action to ensure their own safety and that of any other persons that may be affected by their acts or omissions at work.
 - Ensure any equipment, tools or materials used are appropriately used and that it complies with any Health and Safety directives required.
 - Familiarise themselves with the school's Health and Safety policy and any relevant safety regulations.
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- Ensure all equipment, tools and materials and or any protective equipment and safety devices are in good order and used appropriately.
 - Report any defects and faults with any tools and materials and or any protective equipment and safety devices to the appropriate Health and Safety person.
 - Report accidents irrespective of any injuries to the principal or designated Health and Safety person and that the report is logged.
 - Attend training and awareness courses in regard to Health and Safety.
 - Make sure that if they find themselves in an unfamiliar environment, they perform an initial Health and Safety check and seek further advice to clarify any issues arising.
 - Ensure all emergency fire fighting equipment is regularly checked and clearly signed; this will include the fire alarm system and evacuation procedures.

Training

Lord Gowthorpe's will ensure that any new members of staff or visitors will be given appropriate training so that all relevant Health and Safety matters are drawn to their attention at the earliest possible stage of their induction.

All students are expected to be aware of the school's surroundings and to exercise personal precautions to mitigate any possible injury to themselves and others around them. To observe the safety rules of the Lord Gowthorpe's especially any instructions from teaching staff in the event of an emergency.

Review

The principal will review this policy statement annually and update, modify or amend it as it considers necessary to ensure the Health and Safety welfare of all individuals using the Site.

The principal will ensure that risk assessments and related procedures are reviewed annually or sooner, especially if after an incident or accident.

The principal will implement all and any Health and Safety precautions required by law and those advised procedures required by Local government.

Monitoring, Evaluation and Review

The directors will review this policy every year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout Lord Gowthorpe's.