



**Valour Academies
Health and Safety Guidelines 2025-2026**

Introduction

The trustees are committed to the promotion of a safe and healthy working environment for staff, pupils and all other users of the school site.

Trustees are committed to working within the framework provided by the City Council outlined in the 'Health and Safety: and Risk Assessment Manual.

Trustees are committed to the provision of adequate and appropriate safety training for staff.

Trustees accept the right of trade union members to be represented on health and safety matters by an appointed safety representative who will be granted the appropriate time off to carry out their duties.

Trustees will review this policy annually.

PLEASE NOTE – THIS IS A BRIEF SUMMARY OF HEALTH AND SAFETY ISSUES IN THAT RELATE TO OUR ACADIMIES. *FULL DOCUMENTATION REGARDING HEALTH AND SAFETY CAN BE FOUND IN THE HEAD TEACHERS OFFICE IN THE HEALTH, SAFETY AND RISK ASSESSMENT MANUAL*

General guidelines

Purpose:

The aim of these guidelines is to:

1. Establish and maintain a safe and healthy environment throughout the school
2. Establish and maintain safe working procedures among staff and pupils
3. Make arrangements for ensuring safety and absence of risk to health in connection with the use, storage and transport of articles and substances
4. Ensure the provision of sufficient information, instruction and supervision to enable all employees and pupil to avoid hazards and contribute positively to safety training as appropriate and when provided
5. Maintain all areas under the control of the Trustees and the Head Teacher in a condition that is safe and without risk to health and to provide and maintain means of access to and exits from the school that are safe and without risk
6. Formulate effective procedures for use in case of fire and for evacuating the school premises
7. Lay down procedures to be followed in case of accident
8. Teach safety as part of pupils' duties where appropriate
9. Provide and maintain adequate welfare facilities

Responsibilities:

The maintenance of a healthy and safe school is the shared responsibility of the whole school.

WHENEVER AN EMPLOYEE/ STUDENT/ ADULT WORKING IN A FORMAL VOLUNTARY CAPACITY IS AWARE OF ANY POSSIBLE DEFICIENCIES OR RISKS WITH REGARD TO HEALTH AND SAFETY HE/SHE MUST DRAW THESE TO THE IMMEDIATE ATTENTION OF THE HEAD TEACHER

Please note the following:

- Newly appointed staff/students/volunteers could be particularly vulnerable to any risk and it must be ensured that all relevant health and safety matters are drawn to their attention at the earliest stage possible
- All volunteers/students/ occasional visitors will be expected, as far as possible, to meet the same safety standards required of employees.
- No volunteers/students/occasional visitors should ever be left alone with children without the appropriate DBS and criminal checks

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Specific Responsibilities:

The **Head Teacher** will:

- Be responsible for the day-to-day implementation of school safety organisation
- Develop a culture of safety throughout the school
- Report to CEO and trustees on issues relating to health and safety
- Report accidents and incidents of violence to CEO and trustees and where relevant the local authority and any other outside agencies
- Liaise with outside agencies able to offer expert advice
- Ensure that all staff fulfil their duties to co-operate with health and safety policy and guidelines
- Review first aid, fire/evacuation and risk assessment procedures with relevant staff, on an annual basis, and where necessary report back to the governing body
- Ensure that relevant staff have appropriate training
- Meet with the Site Manager and premises sub-committee of the LAB on a regular basis to review and manage site issues
- Report to site manager and CEO on any issues regarding health and safety that are brought to her attention
- Ensure all adults coming into contact with children are List 99 checked as a minimum and DBS enhanced disclosure has been sought for those adults who work with adults directly.

All staff will:

- Ensure that they have read the health and safety policy
- Fully support health and safety arrangements
- Take reasonable care of their own health and safety give due regard to the health and safety needs of pupils, other staff and all other people who may use the site and facilities
- Promote healthy and safe practices within their classrooms
- Ensure that their classrooms are safe and that any health and safety issues are reported immediately to the head teacher/Site Manager and any other relevant adults
- Exercise effective supervision over those for whom they are responsible, including pupils
- Ensure that as far as practicable, that pupils use tools and equipment safely and that these meet the accepted safety standards.
- Ensure that pupils behave in a way that ensures the safety of all concerned
- Report any concerns of abuse of pupils to the CEO

- Complete appropriate accident/ incident documentation
- Keep all relevant people updated with regard to any pupils specific medical needs
- Subject co-ordinators should be sufficiently knowledgeable about health and safety issues relating to their subject, promote safe practice within it, and be able to offer advise to all other members of staff
- All staff should question any unfamiliar people that may be seen on school premises and direct them to the office to allow them to follow procedures for signing in. Any such incident should be reported to the Head teacher as soon as is practical.

All pupils are expected within their expertise and ability to:

- Exercise personal responsibility for the safety of themselves and their fellow pupils
- Observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear, knives and other items considered dangerous
- Observe all safety rules of the school and in particular the instructions of the teaching staff in the event of an emergency
- Use and not wilfully misuse, neglect or interfere with equipment provided for safety purposes.

IT IS THE RESPONSIBILITY OF THE HEAD TEACHER AND STAFF TO ENSURE PUPILS ARE AWARE OF THESE RESPONSIBILITIES THROUGH DIRECT INSTRUCTION, NOTICES AND THE SCHOOL PROSPECTUS

The **Site Manager** will:

- Ensure that he is familiar with the school's health and safety policy
- Meet regularly with the head teacher and the LAB Premises Sub-committee to conduct site checks and discuss any issues relating to Health and Safety
- Ensure that all cleaning staff are aware of any implications relating to Health and Safety as it affects their work activities e.g. safe storage and use of equipment, materials and substances
- Report to the head teacher any defects of hazards that are brought to his attention
- Inform the head teacher and any other relevant people whenever contractors are due to enter the school to undertake maintenance, service or works contracts Lettings:
- Ensure that means of access and exits are safe for the use of hirers of any school space
- Ensure that all equipment that is made available to hirers is safe and that hirers are fully aware of how to use any such equipment safely
- Ensure that fire exits are clearly marked for the benefit of unfamiliar users of the building, particularly during hours of darkness
- Ensure that hirers are briefed about the location of telephones, fire escape routes, fire alarms, firefighting equipment and first aid supplies

- Make arrangements for checking the security and conditions of the premises and equipment used after vacation by the hirer

Fire and Emergency Evacuation Procedures

The school's procedure for fire and emergency evacuations areas follows:

Fire instructions

Any person discovering a fire should

1. Sound the alarm
- 2 Fire extinguishers may be used by staff only, and only then if staff are trained in how to operate them and are confident they can use them without putting themselves or others at risk
3. Leave the building by the designated route
4. Close all doors behind you if possible
5. Report to the designated assembly point
 - **DO NOT RUN**
 - **DO NOT USE LIFTS**
 - **DO NOT RE-ENTER BUILDING UNTIL SAFE TO DO SO**

The designated member of staff should call the fire brigade and take role call
There are copies of the procedure in every classroom and in every other public spaces

- These procedures will be updated as appropriate
- The log book for the recording and evaluation of practice and evacuations drills is available and is kept in the School office.

Fire prevention Equipment

Arrangements are made to regularly monitor the condition of all fire prevention equipment.

This would include the regular visual inspection of fire extinguishers and the fire alarm system

First and Accident Reporting Procedures.

SEE ADDITIONAL GUIDANCE ACCIDENTS/ILLNESS AND REPORTAGE OF ACCIDENTS AND FIRST AID.

- Accident books (to record minor injuries/treatment) are kept in the School Office
- If a child has sustained a bump to the head, they will be checked by a First aider and parents will be contacted. Every effort will be made by the class teacher to talk to a parent/carer at the end of the day, no contact with parents has been made. Any accident that is deemed more serious than "minor" needs to be reported to the Head teacher and the appropriate accident form needs to be completed. These are found in the School Office.
- We have a number of appointed first aiders in school, details are displayed around school at various locations. Support staff are trained in administering

medication, please see Appendix for further details on staff and procedures regarding medication.

- The person responsible for administering the accident reporting procedure is the Head Teacher. The notifications of serious accidents causing death or major injury and dangerous occurrences are The Head Teachers responsibility.
- The arrangements for first aid for sports, outdoor pursuits and field trips are the responsibility of supervising staff. First aid kits and emergency bags are available at the office for staff to take onto school trips.

Playground

Playtimes Staff will have a timetable to be on duty at every playtime. Teachers must not send their class into the yard unless they are certain that a member of staff is on duty. Children should not be left in the yard unsupervised at any time during playtimes.

Dinner time

- Children in Nursery and Reception will play in the EY yard and is staffed based on ratios.
- Play in the main and smaller school yard is used for children in main school.
- Play on school field is used for KS1/KS2 children and is accessible weather permitting.
- Staff should actively encourage pupils to play safely, fighting / rough games are banned.

Pregnant workers and Nursing Mothers

The head teacher will carry out a risk assessment in accordance with requirements found in the *HEALTH, SAFETY AND RISK ASSESSMENT MANUAL* appropriate action will be taken to ensure that pregnant workers or nursing mothers are not exposed to any significant risk.

Safe stacking and storage

Equipment should be stored at an appropriate level and position relevant to its height, weight and bulk.

Slips, trips and fall

- It is unrealistic to expect pupils never to fall, especially at playtime. However, staff and other supervising adults should report any conditions considered hazardous e.g. uneven surfaces, wet, slippery surfaces, worn carpet, trailing cables to the head teacher and site manage as soon as possible.
- Teachers need to ensure that cables from electrical equipment such as computers in their classrooms are safely placed and do not present any risk in terms of tripping.

Swimming

- Swimming instruction is provided by a qualified swimming instructor
- Children travel to and from the pool by private hire coach and are accompanied by their class teacher or a teaching assistant.
- Children who do not behave appropriately at the swimming baths will not be allowed to participate the following week – this is to reinforce the importance of taking responsibility for their own safety and the safety of others.
- Unless they have the appropriate DBS checks parents are not allowed to accompany children to the swimming baths.

All staff

It is a requirement of the Health and Safety at Work Act that all staff should be familiar with the health and safety arrangements in place and should comply with them.

All staff will therefore be issued with a copy of this document and will be expected to comply with the procedures it contains at all times.

All staff have a responsibility towards themselves and others for health and safety and should report any problems using the procedure outlined in the next section. If necessary, they must be prepared to take appropriate action themselves to remove hazards.

Staff should ensure that pupils in their care behave in a safe and proper manner, adhering to proper safety precautions, particularly in the handling of equipment or materials.

HEALTH AND SAFETY IN THE CLASSROOM

- It is the responsibility of the class teacher to ensure classroom furniture is organised in a safe manner. This includes freestanding furniture, scissors, glue, hammers etc. The class teacher should alert the Health and Safety representative and Head Teacher of potentially dangerous situations, both in school and in the grounds
- The Head teacher must make a termly check of the internal and external premises
- In order to provide a safe environment for children, all classrooms must be organised and tidy at all times
- Boxes of equipment and resources should be labelled and stored on shelves within the pupils' reach. If they are on the floor, they must be carefully sited so children do not trip over or fall on top of them
- Furniture and screen should be positioned so staff and adults can clearly see all areas in the room
- Children should be taught the procedures for using equipment and resources safely and return them to the correct storage place

Physical Education

This is checked every half term by the co-ordinator. Any staff noticing damaged equipment should report to the coordinator.

- All staff will take responsibility for pupils in their care and will act in line with the behaviour policy if they witness incidents of violence (against staff/pupils)
- Violent acts affecting pupils (see Behaviour Policy and Procedure)
- All staff will be made aware of all Health and Safety policies and procedures
- All staff will take reasonable care of themselves and any person in their care
- All staff will not interfere with or misuse any equipment or material provided
- All staff will observe standards of dress consistent with safety and hygiene for themselves and pupils in their care
- All staff will be aware and implement all procedures efficiently and ensure all adults and pupils in their care are aware of procedures
- All staff will ensure all pupils behave in a manner, which will not create a hazard
- They will report any defective equipment or hazard to the Head Teacher or Site manager
- Annual gym equipment inspection yearly by qualified examiners

Curriculum Co-ordinators

Will inform Head Teacher and staff of Health and Safety procedures appropriate to their subject responsibility. Guidelines will be included in individual curriculum policies.

Pupils are expected to:

- Act responsibly for their own welfare and safety and their action not to endanger others
- Obey rules
- Wear correct clothing
- Follow procedures calmly and immediately
- Be aware of policy and procedures (Behaviour, anti-bullying, safeguarding)
- To inform staff of any strangers on site
- Move around school in pairs, never alone
- Adhere to safety procedures in toilets

Contractors

Will ensure Health and Safety priorities at all times for all persons on the school site. They will, in discussion with the Head Teacher and site manager, become familiar with the Health and Safety requirements as set in the school and LEA policies and adhere to these along with the Health and Safety requirements of their own business (see appendix).

Dame Nicola Stephenson CEO January 2025

