

LEICESTER CITY COUNCIL IMPERIAL AVENUE INFANT HEALTH AND SAFETY POLICY

1. Health and Safety Policy Statement

- 1.1 The aim of the Governing Board is to provide a safe and healthy working and learning environment for staff, pupils and visitors. The Governing Board believes that the prevention of accidents, injury or loss is essential to the effective operation of the school and is part of the education of its pupils.
- 1.2 The Governing Board acknowledges the provisions of the Health and Safety at Work etc. Act 1974 and in particular the duty of every 'employer' (see 2) to conduct their business in such a way as to ensure, so far as is reasonably practicable, that persons who are in their employment, and also persons who are not but who may be affected by it, are not exposed to unacceptable risks to their health and/or safety. The Governing Board accepts that it has a responsibility to take all reasonably practicable steps to ensure the health, safety and welfare of staff and others.
- 1.3 The arrangements outlined in this policy statement, and the various other safety provisions made by the Governing Board, cannot in themselves prevent accidents or ensure safe and healthy working conditions. This can only be achieved through the adoption of safe methods of work and good practice by every individual. The Governing Board will take all reasonable steps to identify and reduce hazards to a minimum but all staff and pupils must appreciate that their own safety and that of others also depends upon their individual conduct and vigilance while on the school premises, or whilst taking part in school sponsored activities.
- 1.4 The Governing Board will review this policy statement every 2 years. Updates, modifications or amendments to this document will be made as necessary to ensure the health, safety and welfare of staff and pupils.



Signed.....
Chair, Governing Board & Resources



Signed.....
Head teacher

Date:3/2/2025.....

Date:3/2/2025.....

Date for Review.....Spring 2026.....

To be ratified at FGB on.....27th March 2025.....

2. The Employer and the Governing Board

2.1 The 'Employer':

In Leicester City Council maintained and voluntary controlled schools/colleges, the employer is the Local Authority.

The Governing Board is the employer in Voluntary Aided, Foundation and Trust schools, and Academies.

- 2.2 The Health & Safety at Work etc. Act 1974 places duties on employers to safeguard, as far as is reasonably practicable, the health, safety and welfare of their employees and the health and safety of other persons who may be affected by their work activities, such as pupils and visitors. Employers also have additional duties under other legislation such as, for example, The Control of Substances Hazardous to Health Regulations and School Teachers Pay and Conditions (work life balance).
- 2.3 Governing Board of maintained schools/colleges and voluntary controlled schools, although not the employer, are required to base their health and safety policies on those of the Local Authority. Governing Board of Voluntary Aided, Foundation and Trust schools, and Academies' need not adopt the Local Authority policies, but they must have policies of an equal standard. As such, they are strongly recommended to adopt and implement Local Authority safety policies, procedures and practices.
- 2.4 The Local Authority, where it is the employer, **requires** that all **Governing Boards** and **Key Managers** implement relevant health & safety enactments, policies, codes of practice/guidelines and operate effective safety management systems for all activities on all sites that they manage. (See 11 re: Hirers, Contractors and Others.)
- 2.5 For the purposes of health & safety management, all Head teachers are deemed to be Key Managers.

3. Responsibilities/Duties of the Governing Board

3.1 Governors are responsible for monitoring compliance with statutory requirements and with the Local Authority school safety policy. As such governors are required to ensure that the management structure detailed in the diagram (see 9) is documented, implemented and effective.

Health and safety will feature as a regular agenda item at governors' meetings. A 'Resources Committee' should be established to periodically monitor and review the effectiveness of the school health and safety policy and ensure that any necessary changes are made. (Model terms of reference for such a committee may be found in the Leicester City Governors' Guide to Committees).

Reports on health and safety will be received from the Head teacher and any of the following as appropriate:

- The Local Authority's Health and Safety Advisers (new initiatives/local advice)
- The school nominated health and safety governor
- The Business Manager
- The Premises Officer

3.2 The Governing Board will, so far as is reasonably practicable, ensure:

- Adequate allocation of resources, including time, for work and activities with implications for health and safety to take place. Where a school does not have a delegated budget, the Local Authority will undertake this function.
- A safe environment for staff, pupils, contractors, hirers and others to go about their various activities.
- Adequate and appropriate welfare facilities.
- Necessary safety and protective equipment and clothing, if necessary.
- Safe plant, equipment and systems of work.
- Safe arrangements for the handling, storage and transport of articles and hazardous substances.
- Adequate information, training, instruction and supervision so that all staff, pupils, contractors, hirers and others, can perform their activities in a safe and healthy manner.
- The opportunity for all staff to receive health and safety training appropriate to their duties and responsibilities. This should be given before an employee commences any relevant work. Wherever training is required by statute, or considered necessary for the safety of staff, pupils and others, the Governing Board will ensure that such training is provided. Pupils will receive such training as is considered appropriate to the school-related activities that they carry out. Records will be kept of all training. staff/pupil training will be regularly updated.
- The following health and safety reports:
 - Information will be available to parents via the minutes of normal meetings as due to being a public record

3.3.1 The Governing Board, so far as is reasonably practicable and in consultation with the Head teacher, will:

- Make itself familiar with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice that are relevant to the work of the school, in particular the Management of Health and Safety at Work Regulations 1999.
- Adopt and maintain an effective policy, organisation and arrangements for the provision of health and safety throughout the school.

- Identify and evaluate risk control measures in order to select the most appropriate means of minimising risks to staff, pupils and others.
- Set standards and ensure responsibility is assigned for:
 - Reporting accidents.
 - Recording and investigating accidents.
 - Establishing and participating in the school health and safety committee (including Governing Board representation).
 - Undertaking, recording and reviewing risk assessments, especially with regard to:
 - Potential accidents
 - Health hazard.
 - School sponsored on and off-site activities
 - Pupils and their behaviour
 - Monitoring adherence to health and safety standards.
 - Reviewing documentation and distributing information from the Local Authority, etc.
 - Carrying out inspections.
 - Providing health and safety training.
 - Providing first-aid.
 - Dealing with emergencies.
 - Supervising storage facilities.
 - Dealing with waste disposal.
 - Monitoring housekeeping standards.
 - Dealing with complaints on health and safety.
 - Purchasing and maintaining equipment.
 - Testing of plant and equipment to ensure it is safe.
 - Carrying out minor repairs to doors, fences, windows, etc.
 - Organising security and fire protection arrangements.
 - Implementing risk control measures.

3.3.2 So far as is reasonably practicable, the Governing Board, through the Head teacher, as Key Manager, will make arrangements for all staff, including temporary and voluntary staff and helpers, to receive a copy of this policy and comprehensive information on:

- All other relevant health and safety matters.
- The instruction and training that will be given to all employees so that they may carry out their duties in a safe manner without placing themselves or others at risk.

3.5 Where the Local Authority or the governors delegate responsibility for carrying out a particular health and safety function to an employee, they will ensure that the person is aware of the duty, knows how he/she is expected to perform it, and is provided with any necessary information, instruction, training and supervision and resources (including time). In addition, suitable measures for monitoring performance standards will be put in place.

3.6 Governors are directly responsible for safety management/compliance during lettings and ensuring that premises, equipment and substances are safe and without risk to health. Imperial Avenue Infant currently do not operate lettings

3.7 Where Governing Board award contracts independent of the Local Authority - such as cleaning, catering services and building works, etc. they will give proper consideration to the health and safety aspects before the tendering of any such contract takes place and they will satisfy themselves that successful

contractors comply with all relevant safety legislation. Governors, who act responsibly, taking note of relevant guidance and seeking advice when in doubt, should have no difficulty in meeting these obligations.

4. Responsibilities/Duties of the Head teacher

4.1 As well as having the general responsibilities/duties of all members of staff (see 5 and 6), the Head teacher, as Key Manager, also has responsibility for ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times.

4.2 The Key Manager will be responsible for the day to day maintenance and development of safe working practices and conditions for teaching staff, support staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by, or on behalf of the school. They will take reasonable, practicable steps to achieve this and will assign clear safety functions to other members of staff as appropriate.

4.3 In particular, the Head teacher will, so far as is reasonably practicable:

- Be aware of and ensure compliance with the requirements of the Health and Safety at Work, etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the school.
- Ensure that statutory health and safety notices are displayed in appropriate locations within the establishment.
- Implement this policy with regard to themselves and others, including the carrying out and documentation of hazard identification, risk assessments and suitable and sufficient control measures – identified in an appropriate health and safety action plan.
- Ensure that all staff, including those with delegated health and safety responsibilities, understand and fulfil their obligations for the day-to-day implementation of the safety policy, including the carrying out and documentation of hazard identification, risk assessments and suitable control measures.
- Ensure that adequate provision is made for employee consultation on matters regarding health, safety and welfare.
- Discuss health and safety matters with the Local Authority the Governing Board, Resources Committee and with other staff as appropriate, and seek advice on such matters as necessary from the most appropriate source.
- Ensure that their decisions reflect the health and safety intentions articulated in the health and safety policy.
- Ensure, at all times, the health, safety and welfare of staff, pupils and others via the provision of safe working conditions, systems of work, practices and procedures.
- Ensure that all tools, machinery, plant and equipment are fit for purpose, adequately installed, guarded and appropriately used.
- Ensure that all tools, machinery, plant and equipment receive planned maintenance when required and that maintenance records are kept in accordance with statutory legislation.
- Ensure that defective equipment which constitutes a safety hazard is removed from service immediately and clearly labelled as defective.
- Ensure that all substances provided within the school are handled, stored and used in the manner prescribed by the supplier and in accordance with their own or an appropriate hazard identification and risk assessment.
- Ensure that appropriate protective clothing and equipment is provided and used whenever necessary.
- Identify the training needs of staff and make recommendations to the Governing Board on resource implications of meeting such needs.

- Ensure that all employees are trained and competent to undertake their work safely, are aware of their own limitations and know they must not undertake any task unless they have been trained, are competent and are confident they can carry out the task safely in the conditions that prevail.
- Ensure that adequate instruction and supervision are provided for pupils as required.
- Ensure that sufficient first aid cover and facilities are provided.
- Collate accident information and, when necessary, carry out accident and incident investigations.
- Ensure that emergency procedures including those for fire are in place, known, tested regularly and that any necessary revisions are made and disseminated.
- Encourage staff, pupils and others to promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks.
- Monitor the standard of health and safety throughout the school, including all school-based activities by:
 - Ensuring that frequent inspections of the premises are carried out and any deficiencies identified are rectified promptly.
 - Carrying out periodic audit and review of the safety management systems that are in place.

4.1 Monitor the effectiveness of the implementation of this policy and the Resources Committee report back to the Governing Board on health and safety matters.

5. Responsibilities/Duties of Other Managers

Subject/phase leaders, premises officers, etc.

5.1 As well as having the general responsibilities/duties of all members of staff (see 7 below), managers will be directly accountable to the Head teacher for the implementation and operation of the health and safety policy in their relevant departments and areas of responsibility.

5.2 All managers of staff will, so far as is reasonably practicable:

- Make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the School in general and also that are specific to their area(s) of responsibility.
- In particular be familiar with and take a direct interest in this health and safety policy and in helping other members of staff, pupils and others to comply with its requirements.

5.3 As part of their day to day work all managers will ensure that:

- Safe methods of work exist and are implemented throughout their department/area of responsibility.
- Health and safety regulations, rules, procedures and codes of practice are being applied effectively.
- All health and safety information are communicated to the relevant persons.
- They themselves and others for whom they have direct responsibility take part in health and safety training as appropriate. (including ensuring that new employees receive health and safety induction training).
- Staff, pupils and others under their management are instructed in safe working practices and adequate supervision is provided at all times.
- Regular safety inspections are made of their area of responsibility and recorded, and corrective action is taken where necessary to ensure the health and safety of staff, pupils and others.
- They carry out/are aware of hazard identification and risk assessments as appropriate for their area of work.

- All tools, machinery, plant and equipment in the department/area in which they work are adequately guarded and are in good and safe working order.
- All reasonably practicable steps are taken to prevent the unauthorised and improper use of all tools, machinery, plant and equipment in the department/area in which they work.
- Appropriate protective clothing and equipment, first-aid and fire appliances are provided and are readily available.
- Toxic, hazardous and highly flammable substances in the department/area in which they work are the subject of a written risk assessment, and are correctly used, stored and labelled.
- All health and safety signs meet the statutory requirements (e.g. Safety Signs and Signal Regulations) and are clearly displayed in appropriate locations.
- They monitor the standard of health and safety throughout the department/area in which they work, encourage staff, pupils and others to promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks.
- They report, as appropriate, any health and safety concerns to their Head teacher, manager and safety representative.

6. Additional Responsibilities/Duties of Specific Managers

In some schools it may be appropriate to more clearly define the health and safety responsibilities of specific management roles to ensure that all duties are clearly allocated and accountable. Those roles may include:

- Business Manager
- Subject Leads
- Premises Officer

6A. Additional Responsibilities/Duties of Business Manager

- Undertake the health and safety induction of new members of support staff including fire evacuation procedures, relevant risk assessments and the significant hazards, arrangements for reporting accidents and/or defects, etc.
- Ensure suitable procedures are in place for managing visitors, including contractors (e.g. a signing in procedure, assistance in a fire evacuation, etc.).
- Ensure that all the school's machinery, plant and other fixed services and systems are maintained (and also formally inspected as relevant), and that maintenance and inspection records are kept on site.
- Ensure that emergency procedures are in place, including arrangements for 'out of hours' emergencies, that these are communicated to all staff and tested regularly, e.g. regular fire drills, and that relevant information is readily available to the emergency services, e.g. by using a red fire information box.
- Ensure visitors to site (including contractors) are informed of relevant health and safety procedures, e.g. fire evacuation procedures, and any hazards they may encounter e.g. asbestos, fragile roofs, etc. whilst on site.

6B. Additional Responsibilities of PE Lead & Teachers Teaching PE

- Ensure suitable and sufficient risk assessments are in place for all activities related to PE and sports, including those not undertaken on school premises and/or not during normal school hours.
- Ensure all equipment related to PE and sports is maintained and inspected at suitable intervals and is safe for staff and pupils to use.
- Ensure that suitable arrangements are in place to prevent the unauthorised use of all equipment related to PE and sports.

- Ensure that all PE and sports staff are suitably trained and competent for the activities undertaken or supervised, that their training is current and that suitable records are kept on site.
- Ensure that suitable arrangements are in place for accidents and emergencies in all areas associated with PE and sports activities.

7. Responsibilities/Duties of All Staff

(e.g. teachers, teaching assistants, administration staff, premises officers, catering staff, cleaners, etc.)

7.1 All staff will make themselves familiar and ensure compliance with the requirements of the Health and Safety at Work etc. Act 1974 and any other health and safety legislation and codes of practice relevant to the work of the School and also the particular area in which they work. They will, so far as is reasonably practicable:

- Undertake the health and safety induction of new volunteers/student placements including fire evacuation procedures, relevant risk assessments and the significant hazards, arrangements for reporting accidents and/or defects, etc.
- Be familiar with this health and safety policy and all safety arrangements including those for fire, first aid and other emergencies as laid down by the Governing Board.
- Ensure that health and safety regulations, rules, routines and procedures are being applied effectively.
- Carry out/be aware of hazard identification and risk assessments as appropriate for their area of work.
- Undertake all work in accordance with relevant risk assessments and their control measures, whether that 'assessment' is activity or pupil based;
- Take part in health and safety training as required.
- Inform their manager if there is any reason they are unable to perform any task without undue risk (e.g. illness, incapacity, etc.).
- Only undertake any task for which they have been trained and are competent or confident of undertaking safely. **If they are in any doubt they must seek further advice.**
- Take reasonable care of their own health and safety and that of any other persons (staff, pupils, visitors, etc.) who may be affected by their acts or omissions at work.
- Co-operate fully, as a legal duty, with their employer on health and safety matters, including following safe systems of work and not interfering with or misusing anything provided for their health, safety or welfare.
- Ensure that all tools, plant, machinery and equipment are adequately guarded, are in good and safe working order and are not used by unauthorised persons or in an improper manner.
- Ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled in accordance with their written risk assessment.
- Use the correct equipment and tools for the job and any protective equipment, protective clothing or safety devices that may be supplied.
- Report any defects that they observe in the premises, plant, equipment and facilities and take action to ensure no one is put at risk.
- Report all accidents, incidents and near misses immediately, whether injury is sustained or not, using the appropriate procedure, and recording these events on an Accident Report form.
- Report any medical or physical condition which adversely affects their ability to conduct their work in a safe and healthy manner to their line manager.
- Where an imminent and significant risk to a person's health or safety exists, the activity being undertaken should be stopped and the line manager must be contacted immediately (as soon as safe to do so).

- Promote and achieve high standards of health and safety and suggest improvements and ways and means of reducing risks.

8. Additional Responsibilities/Duties of Specific Roles

In some schools it may be appropriate to more clearly define the health and safety responsibilities of specific roles to ensure that all duties are clearly allocated and accountable. Those roles may include:

- Educational Visits Coordinator (EVC)
- Universal Visit Leaders (UVL)
- Premises Officer
- Teachers of Design Technology & Teachers of Science

8A. Additional Responsibilities/Duties of the Educational Visits Coordinator (EVC & UVL)

- Ensure all educational visits are planned and undertaken in accordance within current national and local guidelines.
- Ensure suitable and sufficient risk assessments and other arrangements are in place for all educational visits.
- Ensure all educational visits are adequately supervised and staffed and that suitable arrangements are in place for accidents and emergencies.
- Ensure all staff involved in the planning of educational visits are suitably trained and competent.
- Provide suitable health and safety advice and guidance to staff involved in the planning of educational visits.

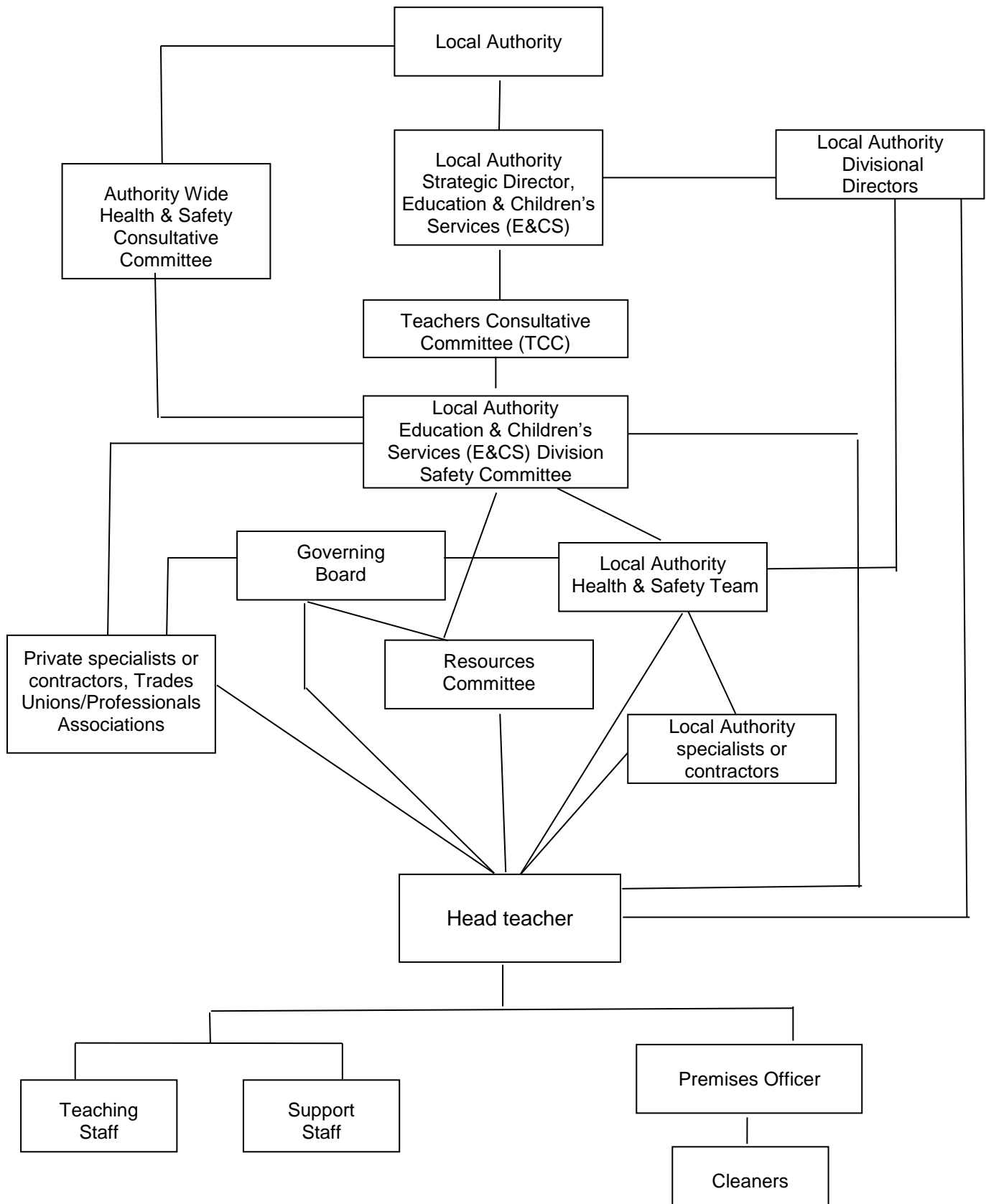
8B. Additional Responsibilities/Duties of Premises Officer

- Ensure that all the school's machinery, plant and other fixed services and systems are maintained (and also formally inspected as relevant), and that maintenance and inspection records are kept on site.
- Ensure that emergency procedures are in place, including arrangements for 'out of hours' emergencies, that these are communicated to all staff and tested regularly, e.g. regular fire drills, and that relevant information is readily available to the emergency services, e.g. by using a red fire information box.
- Ensure visitors to site (including contractors) are informed of relevant health and safety procedures, e.g. fire evacuation procedures, and any hazards they may encounter e.g. asbestos, fragile roofs, etc. whilst on site.
- Undertake relevant inspections and monitoring including asbestos and water hygiene monitoring, fire safety checks, ladder inspections, etc.
- Ensure premises records are kept up to date, including records of asbestos and water hygiene monitoring, fire drills, fire safety checks, contractor maintenance, portable appliance testing, etc.
- Ensure contractors are informed of relevant health and safety procedures, e.g. fire evacuation procedures, and any hazards they may encounter on site, e.g. asbestos, fragile roofs, etc. before commencing any work.

8C. Additional Responsibilities/ Teachers of Design Technology & Teachers of Science

- Ensure staff who teach D&T or Science are suitably trained on how to use equipment and resources, e.g. glue guns, hack saws
- Ensure all equipment related to DT and Science is maintained and inspected at suitable intervals and prior to teaching ensuring it is safe to use

9. Health & Safety Reporting/Communication Arrangements Where the Local Authority is the Employer



10. Staff Consultative Arrangements

- 10.1 Employers must consult employees on matters that may affect their health and safety. This can be achieved through communication via email and reports when relevant
- 10.2 Employees have a statutory right to be consulted about health & safety matters and can make significant contributions towards achieving safe conditions at work. The Safety Representatives and Safety Committee Regulations, 1977 state that a recognised trade union may appoint safety representatives at a workplace where it has one or more members. Under the Health and Safety at Work etc. Act, an employer has a legal obligation to set up a safety committee if requested to do so by two or more safety representatives.

11. Hirers, Contractors and Others

- 11.1 When the premises are used for purposes not under the direction of the Head teacher then, *subject to the explicit agreement of the Governing Board*, the principal person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in the Responsibilities/Duties of the Head teacher (See point 4).

The Governing Board notes its residual responsibility for the control of premises and will take all reasonable steps to ensure that such persons detailed above comply with the terms of this policy.

- 11.2 The Head teacher/Governing Board or their designated representative will seek to ensure that hirers, contractors and others who use the school premises conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.
- 11.3 Where Governing Board award contracts independent of the Local Authority - 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 successful contractors comply with all relevant safety legislation. Governors, who act responsibly, taking note of relevant guidance and seeking advice when in doubt, should have no Difficulty in meeting these obligations.
- 11.4 When the premises or facilities are being used out of normal school hours for an activity then, for the purposes of this policy, the organiser of that activity, even if an employee, will be treated as a hirer and comply with the requirements of this section. Currently Imperial Avenue Infant do not do lettings out of school hours.
- 11.5 When the premises are hired to persons outside the 'employ' of the Governing Board, it will be a condition for all hirers and others using the premises or facilities, that they are familiar with this policy, that they comply with all safety directives Of the Governing Board and that they **do not**, without the prior consent of the Governing Board:
- Introduce equipment for use on the school premises
 - Alter fixed installations
 - Remove fire and safety notices or equipment
 - Take any action that may create hazards for any persons using the premises

Hirers must:

- Comply with all school policies as described in the letting agreement (e.g. in relation to smoking, substance abuse, alcohol, etc.)
- **Not exceed** the capacity figures detailed in any letting's documentation.

- 11.6 All contractors who work on the premises are required to ensure safe working practices by their own employees under the provisions of the Health and Safety at Work, etc. Act 1974 and must pay due regard to the safety of all persons using the premises in the accordance with this Act.
- 11.7 In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Head teacher or their representative will take such actions as are necessary to prevent persons in his or her care from a risk or injury.
- 11.8 The Governing Board will draw the attention of all users of the premises (including hirers and contractors) to Section 8 of the Health and Safety at Work etc. Act 1974, which states that no person shall intentionally or recklessly interfere with, or misuse, anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

12. Risk Assessment

- 12.1 As Key Manager, the Head teacher will ensure that regular written risk assessments are undertaken of premises, methods of work and all school sponsored activities. These must be reviewed following changes in circumstances or personnel or in accordance with agreed timetables. The Local Authority requires a regular programme of planned assessments to be completed. In high-risk areas such as laboratories, workshops, gymnasiums, etc., risk assessments should be reviewed termly. In other activity areas, establishments should review risk assessments on an annual basis.

Written risk assessments will identify all defects and deficiencies together with the necessary remedial action or risk control measures.

- 12.2 The results of all risk assessments will be reported to the Governing Board who will prioritise issues and assign resources to undertake remedial/control measures where required.

13. Emergency Plans

- 13.1 As Key Manager, the Head teacher will ensure that an emergency plan(s) is prepared to cover all foreseeable major incidents that could put the occupants or users of a school at risk.

In undertaking this work Key Managers will have regard to the **Snow Line** procedures, etc. published by the Local Authority.

- 13.2 The school plan(s) will indicate the actions to be taken in the event of a major incident so that everything possible is done to:
- Save lives.
 - Prevent injury.
 - Minimise loss.

This sequence will determine the priority of local emergency plan responses

- 13.3 The school emergency plan(s) will include arrangements for:
- Contacting emergency services.
 - Informing parents/guardians and the Local Authority
 - Dealing with the media.

- 13.4 The plans will be agreed by the Governing Board and any necessary actions will be rehearsed regularly by staff and pupils. The result of all such rehearsals will form part of the regular risk assessment review and the outcome will be reported to the Governing Board.

14 First Aid

14.1 *Imperial Avenue Infant School* adopts the Leicester City Council's First Aid Safety Management Standard Issue 7 (February 2022)

14.2 The arrangements for first aid provision will be adequate to cope with all foreseeable incidents.

14.3 The number of designated first aiders will not, at any time, be less than the number required by law. This is determined by risk assessment (See Local Authority SMS).

14.4 Designated staff will be given such training in first aid techniques as is required to give them an appropriate level of competence.

14.5 The Head teacher is responsible for ensuring that a sufficient back-up stock is held on site.

14.6 Notices will be displayed in prominent locations throughout the establishment identifying who the first aiders are. Through induction new staff/volunteers/workplace students are informed where staff are located. All first aid signs and containers must be identified by a white cross on a green background.

14.7 First-aid kits must also be held at various locations throughout the school. A first aider should be located within the immediate vicinity. The location will be prominently marked. Notices will also be displayed prominently in these areas.

14.8 A written record will be kept of all first aid administered either on the school premises or as part of a school related activity.

14.9 Adequate and appropriate first aid provision will form part of the arrangements for out of hours activities at the school for which it is responsible, and also all out of school activities.

14.10 First Aid Box Contents:

See the Leicester City Council's First Aid Safety Management Standard Issue 7 (February 2022).

15. Accident/Incident Reporting

15.1 *Imperial Avenue Infant School* adopts Leicester City Council's Accident & Incident Reporting in Schools, etc. Schools Health & Safety Management Standard Issue 3 (January 2022)

16. Administration of Medicine

16.1 *Imperial Avenue Infant School* adopts Leicester City Council's Administration of Medicines & Healthcare Needs Health & Safety Management Standard Issue 6 (August 2023)

17. Asbestos

17.1 *Imperial Avenue Infant School* adopts Leicester City Council's Asbestos in LCC Workplaces Safety Management Standard Issue 7 (January 2019) on managing asbestos and Asbestos Additional Requirements for Schools Health & Safety Management Standard Issue 3 (October 2022)

18. Child Protection

18.1 *Can be accessed on the school website Safeguarding policy page*

19. Contractors

19.1 *Imperial Avenue Infant School* adopts Leicester City Council's Control of Contractors Safety Management Standard Issue 4 (October 2019)

20. Control of Substances Hazardous to Health (COSHH)

20.1 *Imperial Avenue Infant School* adopts Leicester City Council's COSHH – Hazardous Substances Safety Management Standard Issue 6 (June 2023)

21. Cyclical Maintenance

21.1 *Imperial Avenue Infant School* adopts Leicester City Council's Cyclical Maintenance Safety Management Standard Issue 1 (April 2023)

22. Display Screen Equipment

22.1 *Imperial Avenue Infant School* adopts Leicester City Council's Display Screen Equipment Safety Management Standard Issue 7 (July 2021)

23. Emergencies

23.1 *Imperial Avenue Infant School* adopts Leicester City Council's Schools Business Continuity & Major Incident Management Plan, published by the Emergency Management Team

24. Fire Safety

24.1 *Imperial Avenue Infant School* adopts Leicester City Council's Fire Safety in LCC Workplaces Safety Management Standard Issue 11 (August 2023) and the setting's evacuation procedures

25. Lone Working

25.1 *Imperial Avenue Infant School* adopts Leicester City Council's Lone Working Safety Management Standard Issue 6 (April 2023)

26. Manual Handling

26.1 *Imperial Avenue Infant School* adopts Leicester City Council's Manual Handling Safety Management Standard Issue 6 (April 2023)

27. New and Expectant Mothers

27.1 *Imperial Avenue Infant School* adopts Leicester City Council's New and Expectant Mothers at Work Safety Management Standard Issue 4 (April 2023)

28. Personal Emergency Evacuation Plans (PEEPs)

28.1 *Imperial Avenue Infant School* adopts Leicester City Council's Evacuation Arrangements for People with Disabilities – Personal Emergency Evacuation Plan Safety Management Standard issue 3 (November 2019)

29. Personal Protective Equipment (PPE)

29.1 *Imperial Avenue Infant School* adopts Leicester City Council's Personal Protective Equipment (PPE) Safety Management Standard Issue 4 (August 2018)

30. Portable Electrical Equipment

30.1 *Imperial Avenue Infant School* adopts Leicester City Council's Portable Electrical Equipment – Testing and Inspection Safety Management Standard Issue 5 (October 2022)

31. Radiation

31.1 *Imperial Avenue Infant School* adopts Leicester City Council's Managing Ionising Radiation in LCC Workplaces Safety Management Standard Issue 3 (February 2022)

32. Radon

32.2 *Imperial Avenue Infant School* adopts Leicester City Council's Health & Safety Management Standard Issue 2 (January 2024)

33. Risk Assessment

33.1 *Imperial Avenue Infant School* adopts Leicester City Council's Health and Safety Risk Assessment Safety Management Standard Issue 7 (February 2023)

34. Smoking

34.1 *Imperial Avenue Infant School* adopts Leicester City Council's Smoking Policy

35. Statutory Inspections

35.1 *Imperial Avenue Infant School* adopts Leicester City Council's Statutory Inspections Safety Management Standard Issue 4 (October 2023)

36. Stress

36.1 *Imperial Avenue Infant School* adopts Leicester City Council's Stress Management Safety Management Standard Issue 5 (November 2023)

37. Swimming

37.1 *Imperial Avenue Infant School* does not participate in swimming sessions

38. Trips and Visits

38.1 *Imperial Avenue Infant School* adopts Leicester City Council's Policy for Offsite Visits and Adventure Activities in Schools and all other settings Health & Safety Management Standard Issue 6 (October 2022)

39. Violence and Aggression

39.1 *Imperial Avenue Infant School* adopts Leicester City Council's Violence and Aggression Safety Management Standard Issue 3 (April 2023) on preventing violence to staff by members of the public

40. Visitor Security

40.1 *Imperial Avenue Infant School* adopts Leicester City Council's Visitor Security Safety Management Standard Issue 3 (May 2022)

41. Water Hygiene

41.1 *Imperial Avenue Infant School* adopts Leicester City Council's Water Hygiene Management in LCC Workplaces Safety Management Issue 5 (March 2023)

Any of the above documents are available on request.

VERSION CONTROL SUMMARY

Document:	Model Health and Safety Policy for Schools, Colleges and Similar Establishments		
Issue Number:	3	Date of Issue:	August 2021

Summary details of amendments made at this review.

Page	Section / Paragraph	Amendment
Throughout	Throughout	Removal of references to outdated bulletins, specifically, section 13 (Emergency Plans), 23 (Emergencies), section 39 (Visitor

		Security), removal of Mobile Phone Policy and Health and Safety Bulletins
12	Responsibilities/Duties of All Staff	Addition of the word “incidents” to the duty to report
22	First Aid Box Contents	Appropriate reference provided