

# BOURNE COMMUNITY COLLEGE



*Kindness Respect Determination*

## HEALTH AND SAFETY POLICY

**September 2025**

Next Review July 2026



### **Our Aims of the School:**

- *To inspire and enable all to make a positive contribution to ourselves, our community and the wider society*
- *Pursue excellence in character and in learning*

### **Our Vision:**

*To be the best versions of ourselves*

### **Our Values:**

*All we do as a community is rooted in our three values*

*Kindness – a strength of the heart*

*Respect – a strength of the mind*

*Determination – a strength of the will*

## **Health and Safety Policy issued by the Governors of**

### ***Bourne Community College***

**Effective from: September 2025**

**Next review date: July 2026**

#### **Statement of Intent**

As the employer the governing body acknowledges West Sussex County Council's (WSCC) Corporate Health and Safety Policy and incorporates it into this policy document and covers all school buildings, activities, and undertakings for which it is responsible.

Under the Health and Safety at Work Act 1974, the governing body accepts that it has the responsibility to take all reasonably practicable steps to secure the health and safety of staff, pupils and others visiting and using the school premises.

The governing body believes that the prevention of accidents, injury or loss is essential to the efficient operation of the school and is part of the good education of its pupils. It will be the governors' policy to encourage, where practicable, the co-operation of all users of the establishment by monitoring, review, discussion and consultation to promote and develop measures which ensure health and safety at work.

Revd Canon David Nason  
Chair of Governors

## **Health & Safety Responsibilities**

<b>Head Teacher</b>	<b>Aparna Sharma</b>
<b>Head Teacher PA</b>	<b>Fiona Menzies</b>
<b>Health &amp; Safety Lead</b>	<b>Janet Murray-Brown</b>
<b>Premises Manager</b>	<b>Andy Gould</b>

**Heads of: (In relation to CLEAPS which is subject specific)**

<b>Science</b>	<b>Nathan Griggs</b>
<b>Food Technology</b>	<b>Ryan Acquah</b>
<b>Art</b>	<b>Charlie Cluff</b>
<b>Design Technology</b>	<b>Jo Newman</b>

### **Trained Health and Safety at Work First Aiders.**

Dene Ellis

Helena Jewer

Jo Newman

Janet Murray-Brown

Mel Dodd

### **Health & Safety in schools covers a wide area. Further Information can be found at:**

**Guidance on safe working practice in educational settings**

<https://www.virtual-college.co.uk/guidance-for-safer-working-practice-2022.pdf>

**Safeguarding** is covered within its own statutory stand-alone policy.

**E-safety** is covered within its own statutory stand-alone policy.

**Bourne Policy for supporting students with medical needs.**

**Bourne First Aid Policy.**

**Cleapss.org.uk**

## Health and Safety responsibilities

**The Governing Body** has a strategic responsibility for health and safety within all areas of the schools' undertakings and is answerable for its actions. The governing body is responsible for ensuring that advice from competent health and safety advisers is available on health and safety matters to comply with regulatory controls.

**The Head Teacher** is responsible for oversight of health and safety compliance in the college and is the main point of contact for emergency services in case of a serious incident, and with parents for health and safety matters in general

**The Health & Safety Lead and Premises Manager**, have responsibility for the day-to-day operation of health and safety and welfare policies and practices, as delegated by the governing body, within all areas of the school's undertakings, to comply with regulatory controls.

**Curriculum Leaders** are responsible for ensuring that safe working conditions are maintained for all pupils, employees, visitors, members of the public and, where applicable, contractors throughout their individual work areas, as delegated by the Head Teacher or governing body and detailed in the organisation section of the policy. Department heads are responsible for ensuring that advice from competent curriculum and health & safety advisers is sought on health and safety matters in order to comply with regulatory controls.

**Employees** are responsible for their own health and safety, that of their colleagues, students and members of the public who may be affected by their work activities.

## ARRANGEMENTS FOR HEALTH AND SAFETY

### Accident and Incident Reporting

Major accidents and incidents, to staff, visitors and contractors are reported to WSCC using the online accident reporting system. (This includes major injuries and any direct visits to hospital)

Minor incidents to pupils are recorded locally on Medical Tracker. **Headteacher's PA** is responsible for reporting accidents.

The **Head teacher** will monitor accidents and incidents to identify trends and report to the governing body.

### Administering medicines

The school's Managing Medicines Policy works in conjunction with parents and details procedures followed by the school and is based on WSCC policy and procedures.

The lead for the administration of medicines is the **health and safety lead**.

A copy of the policy is available from the college office.

### **Asbestos**

The school holds an asbestos register and follows the WSCC Code of Practice regarding monitoring and record keeping. All contractors working on the building are made aware of the location of asbestos and sign the register. Staff are made aware of the location of asbestos and the procedures to follow if discovering disturbed asbestos. **The Premises Manager** is responsible for asbestos management.

### **Control of Substances Hazardous to Health (COSHH) excluding specific subject areas.**

All hazardous substances stored and used within the school are to be risk assessed and the precautions identified by the risk assessment shall be communicated to staff and implemented. These assessments will be held in the school's COSHH risk assessment file, along with the relevant data sheets and made available to all employees who are required to use these substances in their work.

**The Premises Manager** is the designated person for ensuring that the COSHH risk assessment file is kept up to date and communicated to relevant staff.

This does not apply to some subject specific areas where the Subject lead is responsible.

### **Curriculum Safety**

The governors recognise that some curriculum areas represent an increase in risk; these departments hold department specific health and safety arrangements (CLEAPPS), or in the case of PE various sports governing bodies, which are regularly reviewed and communicated to the relevant staff. The subject lead is responsible in their subject area.

Design and Technology

Science

Food Technology

Art

### **Contractors**

Maintenance and servicing contractors receive an induction to the school site (including asbestos), its facilities and emergency arrangements. Contractors undertaking large scale building work receive all of above and an induction pack which includes relevant school policies, procedures and risk assessments. The school adheres to WSCC self-managed process and uses only WSCC approved contractors. Contractors are continuously monitored whilst on site.

**The Premises Manager** is responsible for the management of contractors.

### **Display Screen Equipment (DSE)**

Every DSE user will ensure a risk assessment is completed to make sure they know how to adjust and set up the workstation correctly. It is the responsibility of **Health & Safety Lead** to ensure assessments are completed by relevant staff. The risk assessment can be carried out by the workstation user through the e-Learning programme and assessment checklist. This is available on Health and Safety A-Z pages of the WSSfS.

DSE user risk assessments will be reviewed periodically, or if there have been any significant changes to the workstation. A review of the original assessment must be undertaken as soon as practicable by the line manager when an employee complains of musculoskeletal or other health issues that could be attributed to, or aggravated by, working with DSE

### **Electricity**

All portable electrical equipment within the school is to be tested annually and records of these tests will be held at the school.

Private portable electrical equipment must not be brought into the establishment and used without the appropriate checks.

A 5 yearly check of the fixed electrical installation is completed and records kept.

Electrical safety is managed by **The Premises Manager**

### **Emergency Provision/Business Continuity**

The Emergency Plan details procedures and arrangements to be used in the event of an emergency. This includes liaison with WSCC and the emergency services, provision for the continuation of school business and arrangements to contact interested parties i.e. parents and the press. All staff are trained in the procedures contained within the emergency plan and are able to take the appropriate action if required. The emergency plan is regularly monitored and reviewed by is the **Health & Safety lead**.

### **Fire Safety**

**Health & Safety lead and site manager** are the designated people for fire safety within the establishment. The designated people will ensure that:

- The school's fire risk assessment is kept up-to-date by annual review or in response to significant changes to premises or work arrangements.
- There is reasonable fire-fighting equipment in the school, it is maintained and maintenance records are kept.
- The fire safety equipment, e.g. fire alarm, emergency lighting, etc. is regularly checked, maintained and records are kept.
- There are no general fire hazards around the building, particularly near escape routes, escape routes are unobstructed and that there is access for fire fighters.
- Staff and pupils are practised in evacuating the premises by performing termly drills, monitoring their effectiveness and keeping records.
- Develop personal emergency evacuation plans (PEEP) for those staff and/or pupils who require additional assistance to evacuate the premises.

They will also ensure that the establishment has in place an up to date **Emergency Fire Plan**, which details the procedures to be followed in the event of a fire. The plan must be prepared to ensure that people within the establishment know the action to take if there is a fire, and to ensure the establishment can be safely evacuated.

Where necessary, the Emergency Fire Plan will include the following features:

- Action on discovering a fire and calling the fire service (these notices will also be displayed throughout the establishment)
- The location of the assembly point for roll call
- Liaison with emergency services
- Identification of key escape routes
- The type and location of fire-fighting equipment provided
- Specific responsibilities in the event of fire (adequate number of fire wardens to assist with the evacuation)
- Training (in house fire safety awareness training is carried out annually for all staff).
- Any need to co-operate or co-ordinate with other responsible persons that will be operating within the premises.

## **First Aid**

The lead First Aider is the Health & Safety Lead. A list of staff who are trained Health and Safety at Work First Aiders can be found on page 3.

These details together with the names of all additional first aid trained staff are held on Reception. **Health and safety lead** monitors first aid training requirements to ensure certification remains in date.

A first aid risk assessment has been completed and provision is in place, following the findings of the risk assessment. Suitable and appropriate first aid cover is provided at all times during the working day and after hours to cover breakfast and after school clubs and all staff members are aware of the arrangements in place.

**The Lead First Aider and receptionist** are the designated people for ensuring the first aid kits are kept fully stocked and items are within date. Checks of first aid kits are checked every half Term and are recorded as completed.

## **Food Safety**

### **Canteen**

The lead for Food Safety in the canteen is the **Caterlink Kitchen Manager**. The Food Safety lead will ensure that there are arrangements for safely and hygienically receiving food from suppliers and preparing it for serving to pupils. The kitchen, servery and dining area are to be cleaned daily and after each use.

A risk assessment is in place for lunchtime meals (hot and cold). Midday Meals Supervisors must cordoned off a spillage, cleared up immediately and the floor surface left clean and dry before being opened up to pupils again.

All incidents are to be reported to the Food Safety Lead.

## **Food Technology**

Termly deep cleans are to be carried out in the School Holidays and Electrical checks on equipment carried out yearly.

All teachers of this subject area must as a minimum have completed Level 1&2 of the Food Hygiene and Safety course reviewed and updated every 2 years.

## **Glazing**

The school holds an up to date Glazing Survey and regularly monitors glazing as part of the premises inspection. **The Premises Manager** is responsible for glazing management.

## **Gas Safety**

The school ensures that the gas boilers and other gas appliances are serviced and maintained regularly. This includes the gas taps in the science laboratories ***The Premises Manager***

## **Induction**

All new employees must be made aware of the school's health and safety arrangements and procedures using the induction checklist available within the Health and Safety A-Z on the WSSfS. Staff will also complete the eLearning 'Schools Health and Safety Induction' and records will be kept. ***Health & Safety lead*** is responsible for the induction of staff.

## **Infection Control**

The school seeks to manage the spread of infection to prevent ill health from disease i.e. coronavirus, norovirus, hepatitis etc. The school follows the exclusion periods for all infectious diseases set by Public Health England and these are communicated to parents. Risk assessments are completed for infection control and specific diseases and communicated to staff. These risk assessments are supported by infection control procedures i.e. hand washing, increased hygiene and cleaning protocols and where identified by risk assessment personal protective equipment (PPE) is worn by staff. Where the school is aware of the risk of transmission of an infectious disease specific arrangements are in place for the administration of first aid to a potentially infectious pupil, visitor or member of staff. As required under the Reporting of Incidences Diseases Dangerous Occurrences Regulations (RIDDOR) infectious diseases that meet the RIDDOR criteria are reported via the online accident reporting system and onto the Health and Safety Executive (HSE) by the WSCC.

## **Lone Working**

Lone working is discouraged, however where employees are required to work alone, the risks should be assessed, and adequate controls put in place. The Health & Safety Lead is responsible for risk assessing and producing lone working procedures.

## **Play equipment**

External and internal play and physical education (P.E.) equipment is serviced by Universal and MGS Contractors

P.E. equipment is checked prior to every use by the teaching staff any defects are reported immediately to the Head teacher. ***The Premises Manager*** regularly monitors any external equipment and defects are reported immediately to the Head teacher. Faulty equipment is immediately decommissioned.

## **Premises Maintenance**

The internal and external premises will be inspected at regular intervals by **The Premises Manager**, and **Health & Safety Lead** and the inspections are recorded and resulting issues reported to the Head teacher. The school is to be kept clean, tidy and free from hazardous obstacles. Staff must report any defective equipment, furniture or premises issues to the above using the defects log in order they can be tracked and signed off once completed.

### **Monitoring, audit and review**

The Governing Body through its premises committee, shall receive termly reports on Health and Safety and will regularly inspect and monitor the premises. Regular review of procedure shall be undertaken in the light of operational practice, new laws and new policy/directives of the Local Authority. The operational practice and procedure shall be constantly monitored by the head/local safety officer.

### **Moving and Handling of Customers and the Manual Handling of Inanimate Loads**

Manual handling is defined as the transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or bodily force. Consequently, the Manual Handling Operations Regulations apply to a wide range of operations; in this context it applies to both the moving of inanimate loads (manual handling) and the moving and handling of children where they are unable to do this unaided (moving and handling).

Where manual handling or moving and handling tasks are undertaken, The Governing body will designate suitably competent staff to undertake risk assessments of the activities, and ensure staff working in these areas receive the necessary training and instruction **The Premises Manager**, is responsible for developing and reviewing moving and manual handling risk assessment.

### **New and Expectant Mothers**

Any staff member who becomes pregnant is to inform the **Head Teacher** of this and an appropriate risk assessment is to be undertaken following the guidance contained within the Health and Safety A-Z on the WSSfS. The school recognises the changing nature of pregnancy and will regularly review risk assessments to ensure that working at the school will not pose any risk to their health and safety and that of their unborn child.

### **Offsite activities**

All off site activities are risk assessed using the WSCC system. The schools' systems are audited by WSCC Outdoor Education Advisor. The **Health & Safety Lead** is the schools Educational Visit Co-ordinator (EVC)

### **Risk Assessments**

Risk assessments are a legal requirement under health and safety law and the Head Teacher will assess all risks arising out of the curriculum and associated work which the school undertakes. In accordance with corporate guidance risk assessments will be recorded in writing and reviewed annually or following a significant accident and or incident.

### **Staff Welfare/Stress**

The governing body considers staff welfare of paramount importance, and seeks to promote a work/life balance amongst their staff. The Head teacher is constantly monitoring staff workload and every effort is made to make effective changes if staff are experiencing stress either at home or work. The school also utilizes the services of Health Assured and Occupational Health.

### **Staff Safety**

It is mandatory that all staff sign in and out of the building **every** time they enter or leave the premises including those occasions when popping out, e.g. collecting students in the minibus, running department errands etc

### **Training**

The school ensures that all staff are provided with adequate information, instruction and training to perform their roles. Training requirements are discussed during induction, professional development reviews and one to one supervision. Training records are kept and reviewed by **Assistant Head for CPD**.

### **Transport**

The school's minibus is checked weekly by **the Premises team** and records are kept. It is maintained and serviced in accordance with the law and records kept. Only staff that have completed MIDAS training are permitted to drive the mini bus and are made aware of WSCC driving policy. Procedures are in place in the event of an emergency involving the minibus which are regularly reviewed, updated and communicated to staff.

### **Water quality**

**The Premises Manager** is responsible for monitoring and recording water temperatures at the school to ensure water quality is maintained. A bi-annual water quality risk assessment is produced and reviewed.

### **Working at height**

Teaching staff should avoid working at height to put up displays. **Only trained members of the Premises Team are permitted to work at height with prior approval of the Premises Manager**. Ladders, step stools and other access equipment are kept on a ladder register and regularly inspected and maintained.