



St Mary's Catholic First School

Health and Safety Policy



Bishop Wilkinson
Catholic Education Trust
Through Christ, in Partnership

Part of the Bishop Wilkinson Catholic Education Trust
Company Registration Number 07890590

Chair of Governors	M Dotchin
Statutory Policy	Yes
Required on Website	Yes
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Reviewed by	K Seddon

This policy refers to Senior Leaders. This can mean Executive Head Teacher, Deputy Head Teacher or Assistant Headteachers.

Everyone in our school should be mindful of Health and Safety at all times, reporting issues as per policy and procedure. At a school level, the Executive Head Teacher (Mr. Paul. Naughton) is ultimately responsible for ensuring staff, students, governors and visitors follow Health and Safety guidance, rules and law.

1. Introduction

1.1 Statement of Intent

Health and safety is an important consideration for St. Mary's Catholic First School. We will take all reasonable steps to provide a safe and caring environment for children, staff and our visitors (please refer to Appendix 1 of this policy). All personal data/information maintained in this respect will be held in the strictest confidence in line with relevant legislation.

1.1.1 The Law

Health and safety in academies is governed by legislation and associated regulations, which are enforced by the Health and Safety Executive (HSE).

1.2 Responsibilities

It is recognised that individuals and groups of individuals have responsibilities for the health, safety and wellbeing in the school. The individuals and groups identified below are expected to have read and understood the school's policies and procedures for ensuring health, safety and wellbeing and to conduct their duties in accordance with them.

The Bishop Wilkinson Trust has overall responsibility for health and safety. The Trust and the Executive Head Teacher must comply with any direction given to them by the Trust concerning health and safety of persons on the school's premises or taking part in any school activities elsewhere.

1.2.1 The Trust will:

- Appoint a Director with responsibility for Health and Safety
- Appoint independent auditors to provide monitoring, annual checking, advice and report of compliance with this policy and any relevant legislation
- Provide strategic direction in the importance of Health and Safety across the organisation
- Review all reported events to make sure practice is reviewed and updated if necessary
- Ensure financial priority is given to health and safety issues

1.2.2 For its part, St. Joseph's Catholic Middle will:

- Appoint a Link Governor with responsibility for Health and Safety, and ensure they have an appropriate level of training to monitor health and safety.
- Seek assurance that health and safety has a high profile.
- Give information and make recommendations to the Trust Board to enable it to make the necessary resources available to the school so that it may provide, as far as reasonably practicable, a safe and healthy environment for all persons who work at, attend or visit the school. The school should assess the effectiveness of the provision and review the environment to ensure it remains safe and healthy on a regular basis.

- Seek assurance, as far as reasonably practicable, of the health and safety of pupils, staff and volunteers on off-site visits and activities.
- Seek improvement to working conditions according to priorities within existing resources.
- Ensure training opportunities are provided and receive a summary of any relevant training that has been given to staff, individually or as a group, to promote health and safety in the school.
- Conduct termly site inspections/monitoring visits to:
 - monitor and review any health and safety issues and the security of premises and equipment, having particular regard to any commercial activities of the school, as these can be missed with the focus upon pupils and school staff.
 - Review implementation of the Health and Safety Policy, receiving reports from Senior Leaders referencing all accidents, reportable incidents and near misses to identify trends
 - Receive information of any inspections that have taken place
 - Report to the Trust on Health and Safety risks or issues that arise.
- Endorse and support the safety policies and procedures of the Trust, and to assist the Trust to discharge those responsibilities, which it holds as an employer.
- Seek assurance that risk assessments are carried out within the school using Trust risk assessment policy and forms and to seek assurance that the assessments are viewed at least annually.
- Encourage informal meetings and seek assurance that time is made available in staff meetings where health and safety issues can be raised.
- Review the school's Risk Register's relevant sections relating to health and safety and keep this under review, seeking support from Senior Leaders where necessary to help ensure a safe environment for stakeholders.

1.2.3 The Executive Head Teacher will:

- Develop health and safety culture throughout the school.
- Ensure day to day management of all health and safety matters in the school in accordance with the health and safety policy.
- Ensure staff are aware of their responsibilities.
- Update staff members by reporting to Governors via their termly report and Health and Safety monitoring visits (walkabouts).
- Ensure action is taken on health, safety and wellbeing issues.
- Pass on information received on health and safety matters to appropriate people.
- Carrying out accident investigations.
- Draw up health and safety procedures, including accident monitoring, within the school in line with Trust policies and procedures.
- Ensure regular site inspections/monitoring visits are carried out termly with Health and Safety Governor and member of the site team.
- Submit inspection reports to the Trust.
- Identify and facilitating staff training needs.
- Monitor the effectiveness of procedures.

1.2.4 Staff with special responsibilities

The following staff have special responsibility: Senior Federation Admin Manager, site staff (caretakers), subject coordinators (practical subjects).

These job holders will be responsible for:

- The local arrangements to ensure the effective control of risks within the specific areas under their control.
- The local arrangements for the purchase, inspection and maintenance of equipment and its specification.
- The coordination of the school's health and safety policy in their own department or area of work, directly responsible to the Executive Head Teacher for the application of the health and safety procedures and arrangements.
- Establishing and maintaining safe working practices including arrangements for ensuring, as far as is reasonably practicable, the absence of risks to health and safety in connection with the use, handling, storage and transport of articles and substances, e.g. chemical, hot water, sharp tools and machinery.
- Resolving health, safety and wellbeing problems referred to them by members of their staff, or those identified through monitoring activities, or referring to the Senior Leaders or line manager any problems they are unable to resolve within the resources available to them.
- Ensuring that risk assessments are carried out when necessary and reviewed, and on a regular basis within the overall programme for the school, on the activities and equipment for which they are responsible.
- Ensuring, as far as is reasonably practicable, that sufficient information, instruction, training and supervision is provided to enable employees and pupils to avoid hazards and to contribute positively to their own health and safety.
- Obtain relevant advice and guidance on health and safety matters.

1.2.5 All staff will:

- Support the implementation of health and safety arrangements.
- Take reasonable care for the health and safety of themselves and of other people who may be affected by their acts and/or omissions.
- Co-operate fully with their manager or responsible person on all matters relating to their health and safety at work.
- Report promptly, in the first instance to the responsible person, any accidents, injury, significant near misses, incidents of violence and aggression or cases of work-related ill health.
- Report to the relevant manager, any defects, hazard, damage or unsafe practices or other items that could give rise to an unsafe place of work or cause injury or ill-health to others. Any defective equipment should be labelled to ensure other employees cannot use the item.
- Wear appropriate footwear, any protective clothing or equipment and using any safety devices that have been provided for their health and safety while at work.
- Observe safety rules, complying with codes of practice and health and safety policy and procedures, and adhering to safe working procedures at all times.
- Acquaint themselves with, and comply with, the procedure to follow in case of a fire or other emergency.
- Attend health and safety training as directed and undertake their work activities in accordance with any health and safety training provided to them.
- Ensure as far as is reasonably practicable that their classroom or work area is safe.
- Report shortcomings, accidents and near misses, via the Premises Maintenance book, kept in the school office.

1.2.6 Volunteers

Volunteers (such as parent helpers etc) have a responsibility to act in accordance with the Trust's and school's policies and procedures for health and safety and to report any incident or defective equipment to a member of staff immediately.

Volunteers are also expected to act only under the supervision of a qualified member of staff.

1.2.7 Contractors

All contractors under school control will be appropriately selected and competent in terms of health and safety.

- Contractors must be made aware of and abide by the school's health and safety policy and not endanger pupils, staff or other visitors to the site.
- Contractors will be supplied with relevant risk assessments and the Asbestos register (which they will be required to sign).
- Contractors will be expected to provide relevant risk assessments for activities they plan to undertake whilst on school premises.
- The Caretaker will be responsible for the co-ordination of the contractors' activities on site.
- The Executive Head Teacher must ensure that any temporary rules, such as exclusion from parts of the premises, are known to all staff, pupils and visitors to the premises. This might be achieved by the posting of suitable notices by the Senior Leaders or by the contractor, in consultation with the Senior Leaders. All contractors must report to the responsible person named above before any work takes place and prior to each working session. The responsible person should then inform the contractor of any conditions which may affect his safety and that of others.

1.2.8 Visitors and other users of the premises

Where the facilities are shared, ensure that there are suitable and sufficient arrangements for communicating and co-ordinating health, safety and security policies and procedures with other occupiers, e.g. youth service, leisure centre, catering and cleaning contractors and outside staff based in the school.

- All visitors to the school must comply with the school health and safety policy and procedures.
- The Executive Head Teacher must ensure that a suitable system is implemented whereby visitors are required to record their visit to the school and the time they leave. This should include all visitors to the school including Governors, Property Surveyor, Contractors etc.
- Where applicable, visitors will be required to wear a "visitors" identification badge which will be supplied by the school.
- Where reasonably practicable, visitors will be accompanied at all times by a responsible employee.
- Should a fire/emergency occur or the fire alarm is activated whilst visitors are on the school's premises, the person who is accompanying the visitor will take him/her to the fire assembly point.
- Should an accident/emergency occur involving a visitor it must be reported using the Trust accident reporting policy and procedure and forms and sent to the Executive Head Teacher. They will forward it to the Operations Director who will make any necessary reports to the HSE and/or Health and Safety support and inform the CEO.
- If the incident is of a serious nature or fatal, the Executive Head Teacher should contact the CEO or the Northumberland County Council Health and Safety team.

- Persons hosting visitors including meeting arrangers, must ensure:
 1. Visitors are alerted to the establishment fire procedures.
 2. Visitors adhere to the “no smoking” policy.
 3. Visitors park their vehicles in such a way so as not to obstruct fire escape routes, roads, access or other vehicles.
 4. Visitors record time of arrival and departure in the visitor’s book.
 5. Where applicable visitors are provided with and will wear identification badges.
 6. Visitors are accompanied or authorised to enter the premises.
 7. Visitors remain within authorised areas and do not enter any restricted areas unless permission is granted and the person is accompanied.
 8. Visitors do not take anything with them from the premises, or bring anything onto the premises that may create a hazard or risk unless authorised.
 9. Visitors report all accidents, incidents and near misses to the host.
 10. Visitors wear protective clothing that is supplied when necessary.

1.2.9 Pupils

Pupils will be reminded that they are expected to:

- Exercise personal responsibility for the health and safety of themselves and others.
- Observe standards of dress consistent with safety and/or hygiene, as detailed within the appropriate curriculum safety guidelines.
- Observe all the health and safety rules of the school and, in particular, the instructions of staff given in an emergency.
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

All pupils and parents will be made aware of this section of the policy through a number of methods which may include assemblies, handbooks, newsletters or equivalent and website.

1.2.10 Lettings

Those responsible for the hiring of the school’s facilities will ensure that the hirer of the premises, for any event, is aware of their obligations under health and safety legislation and the school and Trust Health and Safety policies where appropriate. ***See Lettings Terms and Conditions.***

1.3 General Health and Safety Arrangements

1.3.1

The arrangements for health and safety have been drawn up following assessment of risk in accordance with the Management of Health and Safety Regulations 1999 and the Health and Safety at Work Etc Act 1974.

- Site staff are responsible for ensuring that risk assessments for all school activities, contractor visits and day to day working, are in place and updated as required. Generally, these risk assessments will be kept with the staff member they are related to however, copies of all risk assessments will be filed and kept in the school office.
- Smoking is not permitted anywhere on the school site.
- When contractors are on site, they are expected to follow school safety procedures. Site staff, office staff and Senior Leaders will liaise with contractors as appropriate.

- Contractors will be supplied with relevant risk assessments and the Asbestos register (which they will be required to sign).
- Contractors will be expected to provide relevant risk assessments for activities they plan to undertake whilst on school premises.
- A termly check will be carried out by a Governor, Caretaker and the Executive Head Teacher to monitor the upkeep of the buildings and grounds. This will be reported to Governing Body and the Trust Board.
- The Governing Body agree to appropriate training for staff in relation to health and safety.
- All new staff and visiting staff, as part of their induction programme, will be advised on safety procedures and associated contingency plans.

1.3.2 Monitoring and Review of Health and Safety Arrangements

- The termly check will be used to prioritise need and to inform planning.
- The Site Premises Book will be used to ensure immediate action is carried out when necessary.
- All staff will carry out monitoring on a day to day basis.
- Site staff will monitor school grounds and premises daily, making decisions to ensure the health and safety of all concerned. These will be reported to the Executive Head Teacher. In the case of adverse weather conditions, snow and/or ice, site staff will liaise with the Senior Leaders to make decisions about school closure (following the agreed procedure).
- Monitoring by the Governors, will be reported to the Trust via the Executive Head Teacher's report.
- The Academy Trust buys in to the Service Level Agreement for Health, Safety and Wellbeing (from Clennell Education Solutions and Profire). As part of that service, the DCC Health and Safety team conduct an audit or review of the school's health and safety systems. A copy of the latest audit is available from site staff.

2. Equipment

All work equipment will be purchased from a reputable supplier.

Before purchase the following considerations must be given:

- The installation requirements
- The suitability for purpose
- The positioning and or storage of the equipment
- Maintenance requirements (contracts and repairs)
- Training and use of the equipment.

Staff must not use new items of work equipment unless appropriate training has been given. A risk assessment must be completed for the work equipment and staff using the equipment must have access to and comply with the risk assessment.

All plant and equipment that require statutory inspection, testing and maintenance for example, steam boilers, pressure cookers, lifting equipment, local exhaust ventilation will be completed by a competent contractor.

Any personal protective equipment (PPE) required for the use of the work equipment will be supplied free of charge by the school. All employees will be expected to wear the PPE when operating equipment.

3. Access equipment (kick stools, ladders, tower scaffolds and mewps etc)

All access equipment must be purchased from a reputable supplier.

Before purchase the following considerations must be given:

- The installation requirements
- The suitability for purpose

- The positioning and/or storage of the equipment
- Training and use of the equipment

Staff must not use access equipment unless appropriate training has been given. A risk assessment must be completed for the access equipment or task and staff using the equipment must have access to and comply with the risk assessment.

The access equipment should be visually checked before each use. An inventory is required for all access equipment with a formal written 6 monthly check (tower scaffolds and mewps will require specialist and more frequent checks).

4. Storage of Chemicals

All chemicals will be stored in line with COSHH procedures and regulations. The risk assessments for these will be held centrally on the school site.

5. Curriculum – Use of Resources

Appropriate professional guidance from a nationally recognised body (e.g. CLEAPPS) must be followed with due regard to Science, ICT, technology, art and PE. A copy of relevant guidance and risk management must be kept locally at the school and also with the subject leader who is responsible for disseminating the information to the staff and pupils.

The following subjects are considered to have higher risk aspects:

- Science
- Art
- Design and Technology

Specific care should be taken to seek advice if any member is unsure as to the safe nature of activities in these subjects. Where no formal advice or guidance can be found, a risk assessment needs to be undertaken prior to the lesson. Kiln and DATA training must be arranged where appropriate, when required.

5.1 PE

5.1.1 Clothing

All children will change into suitable clothing for the activity in which they will participate – details of clothing are listed in the school Uniform Policy.

Teachers should, where possible, wear appropriate clothing for outdoor games. This sets a good example to children and allows a greater degree of manoeuvrability for demonstrating skills, or accessibility to a child should an accident occur.

5.1.2 Jewellery

The wearing of jewellery and nail varnish is not permitted. If ears are pierced, studs only may be worn but must be removed for P.E. A watch may be worn if it is named and not of any great value.

It is advisable to collect all such items prior to the lesson and store safely.

6. Manual Handling

The Trust complies with the Trust Manual Handling policy and procedure and completes risk assessments on any significant manual handling tasks. Employees who complete manual handling tasks will have suitable and sufficient training.

7. School Building Access

In order to improve safety for everyone in the school, measures have been taken to restrict access into the school building. All visitors must report to the school office on arrival and sign in (using the iPad) where they will be issued with a visitors' badge. All visitors must sign out when leaving the school site/building.

Any adults on site who do not work in the school and who are not wearing a visitors' badge must be reported to the school office.

The main entrance is locked, allowing access on request from the school office, via the intercom.

8. Vehicles, Staff Driving

Staff cars should be parked in the marked bays. Other areas should remain clear. Wherever possible, deliveries should be made once the children are safely inside the building.

Other trade vehicles should park safely and not block doorways, disabled parking or delivery areas.

Driving At Work - Roles and Responsibilities

The Health and Safety at Work Act 1974, the Management of Health and Safety Regulations 1999 (as amended) and Provision and Use of Work Equipment Regulations (PUWER) 1998 impose a duty on all to ensure that anyone required to use any equipment for work are fully trained and competent in its use. It is easy to overlook the fact that a motor vehicle (even one that is personally owned but used on work business) falls into this category and as such, employers must ensure that any equipment used is safe and fit for purpose, and that all staff required to drive as part of their duties are trained and competent to do so. The holding of a current driving licence does not necessarily demonstrate the competence of a driver to drive a particular vehicle.

The Trust recognises that the occupational risks associated with driving are related to a wide range of factors including:

- Driver competence
- Vehicle maintenance
- Vehicle for purpose
- The nature of the goods being transported
- Passenger behaviour
- Eligibility to drive (in terms of authority and legal ability to drive) □ Medical fitness to drive

All persons who drive on behalf of the Trust are personally responsible for ensuring that they are qualified to drive the relevant type of vehicle within the UK. They have a duty under the Health and Safety at Work Act 1974, to take reasonable care of their own safety and that of others that may be affected by their acts of omissions. Drivers are legally responsible for ensuring that any vehicle they intend to drive is in a safe and road worthy condition. They must ensure that any concerns about the vehicle (any damage or faults, or lack of road fund licence or MOT etc.) are reported to the Senior Leaders.

- Drivers must be 21 years old or over
- Drivers must have held a category B driving licence for at least 2 years
- The minibus is being used by a non-commercial body for social purposes, but not for hire or reward
- Drivers are not being paid to drive the minibus other than out-of-pocket expenses
- The minibus does not exceed 3.5 tonnes
- No trailer is towed

Applying the above exemptions therefore limits the staff of the CAT who are able to drive the minibus to those with Category D on their licences, (Licences issued prior to January 1997).

9. Lone Working

All staff working alone in school must ensure that a member of their family or some other responsible person is aware of their presence on the site and their estimated time of departure and arrival home. Staff must ensure that their family member or responsible person has the number of a line manager to contact in case they do not arrive home as expected. Where possible staff should keep their mobile telephone switched on and with them at all times.

- If working alone, staff must ensure that all doors are kept locked, especially that the front security lock is on.
- After late meetings, staff locking up should do so in pairs (at least) especially locking the gates after dark.
- Staff must be particularly vigilant if carrying out any potential hazardous activities e.g. any that involve lifting or cutting. Furniture must not be moved without help and staff should never climb on furniture to put up displays or store equipment. All safety guidelines should be strictly followed.
- Any member of staff feeling unwell should immediately phone a family member or a key holding member of staff.
- No member of staff should hold an interview with a parent or member of the public if alone in the building.
- Should intruders enter the site, causing staff to feel vulnerable, they should call the police immediately and remain in their place of work, ensuring all doors are locked. They should contact Senior Leaders or the Site Premises Team.

PART TWO – SCHOOL SPECIFIC INFORMATION FOR ST. JOSEPH’S CATHOLIC MIDDLE SCHOOL

10. Key Holder Safety during Call Outs - Intruder / Fire Alarm & any other incident

The Fire Alarm is connected to the intruder alarm and these are both monitored by the Alarm Receiving Centre (ARC). Therefore, all out of hours alarms are dealt with by our main key holder, Mr. Farrel McKie, who respond to all activations. When arriving on site if they discover a break in, fire or other situation needing additional site assistance they will call a key holder from the official list.

Any member of school staff attending site should always inform a colleague, either the Executive Head Teacher or Caretaker.

If a serious incident occurs, the Executive Head Teacher should be contacted who will contact others as necessary.

If an out of hours fire signal is received by the ARC they will call the Fire service and also notify the main key holder.

If any member of staff is on site and is concerned about people on or about the site, they should telephone the police on 999, if concerned about their own or the school’s well-being.

11. Fire Safety

The school will ensure that a fire evacuation drill is completed at least once per term and record the date in the fire log.

The fire log will be kept up to date with entries for weekly fire alarm checks and fire door checks, monthly emergency lighting checks and fire extinguisher checks and any contractor visits or false alarms.

Arrangements are in place for evacuating disabled people (a personal emergency evacuation plan – PEEP).

The Executive Head Teacher / Caretaker will ensure a fire risk assessment is completed and updated at least annually or more frequently if there is a significant change to the building.

All staff are responsible for ensuring evacuation routes and doors are kept clear at all times.

The Responsible Persons are the Executive Head Teacher and the Caretaker. The school has a fire risk assessment that is reviewed annually by the Senior Leadership Team and steps taken to reduce or remove identified risks. Monitoring of the premises and site, in terms of the contents of the fire risk assessment, is undertaken by Site staff and other members of the premises team on a daily, weekly and monthly basis

11.1 Evacuation procedures are detailed in every room, are practised termly and reviewed annually or more regularly if appropriate. Evacuation routes and meeting points are detailed on the school site plan, displayed in every room.

12. Supervision of Children

12.1 School Hours are 8:40am to 3:20pm.

Children should not arrive on site before 8.30am.

12.2 Office Hours

The school office is open from 8:00am to 4:30pm Monday to Thursday and 8.00 – 4.00pm on a Friday. An answer phone messaging system is in operation outside of these hours.

12.3 Duties

An adult supervises each outdoor play area during morning and lunch break – minimum of 4 adults. Adults wear high visibility vests when on duty in the outdoor play areas.

12.4 Lunch-time Supervision

Midday assistants supervise each year group area while they eat their lunch. Before eating and after eating, pupils go outside to designated play areas after eating (15 minutes allocated eating time), with the midday assistants outside in each designated play area. One member of the Senior Leadership Team will be on duty during lunchtime to resolve any issues that may arise. During occasions of wet play, pupils will remain in their form/class room and Midday Assistants / Senior Leadership Team will supervise each year group.

Midday Assistants and Senior Leadership Team members are also on duty to ensure that supervision is adequate and that issues are resolved should they arise.

12.5 First Aid

Pupils, staff or visitors requiring first aid or feeling unwell should present themselves to the nearest first aider, there is always at least one first aider on the playground with a first aid kit. If the first aid cannot be administered on the playground or the classroom the pupil, staff or visitor should go to the school office who will accompany them to the first aid room and provide the appropriate first aid. In the case of emergencies, a First Aider is requested from the school office to attend the location in need by using the walkie talkie system or sending someone.

The school assesses the need for first aid provision and ensures that the guidelines given within the “Supporting Pupils with Medical Needs” policy are followed.

An up to date list of all First Aiders is displayed in the following locations:

- School office
- First aid room
- Staff room – medical alerts board
- Atrium kitchen

First Aid kits are located at these point around the school:

- Staff Room
- Main Kitchen
- Office
- Food Technology Room
- Woodwork Room (P1)
- Science Lab (P2)

Portable kits are available for lunchtimes, PE lessons and school trips and visits.

The contents of the kits will be checked on a monthly basis and the kit will be labelled with the date of checking and signature of the person who has checked the kit.

13. Health and Accidents to Children, Staff or visitors to site

School staff are expected to take reasonable action as responsible adults to deal with injuries, etc., that children sustain until the child can, if necessary, receive professional medical treatment.

The school has trained First Aiders. An up to date list of all First Aiders is displayed in the school office.

First Aid and medical treatment is available from the first aid room and from first aiders on the playground or in the Year group area.

Disposable gloves should always be used when dealing with blood and then be placed in the medical bin.

First aid boxes for school journeys are stored in the School Office as well as other items required to be on hand during a journey.

LSAs have the responsibility of dealing with minor accidents at lunchtime. If a child receives a bump to the head that causes concern, parents will be contacted and given the option of coming to the school to check their child personally or leaving the child to recover and return to class. Parents will always be informed about less serious bumps to the head via a “Bumped Head Note”.

Notes are kept in an Accident Book of all actions taken with regard to First Aid, which is kept in the First Aid Room. Completed accident books are stored in the school office. Serious accidents will also require an accident form to be completed and may require statements from all staff involved.

School governors should be aware of their responsibilities under section 1.2.2 of the Policy.

STATEMENT OF INTENT

St. Mary's Catholic First School

The Trust Board and Governing Body believe that ensuring the health and safety of staff, pupils and visitors is essential to the success of the school.

We are committed to:

- a) Providing a safe and healthy working and learning environment
- b) Preventing accidents and work-related ill health
- c) Assessing and controlling risks from curriculum and non-curriculum work activities
- d) Complying with statutory requirements as a minimum
- e) Ensuring safe working methods and providing safe equipment
- f) Providing effective information, instruction and training
- g) Monitoring and reviewing systems to make sure they are effective
- h) Developing and maintaining a positive health and safety culture through communication and consultation with employees and their representatives on health and safety matters
- i) Setting targets and objectives to develop a culture of continuous improvement
- j) Ensuring adequate welfare facilities exist at the school
- k) Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable

A Health and Safety Management System has been created to ensure the above commitments can be met. All Trustees, Governors, staff and pupils will play their part in its implementation.

Name _____ Signature _____ Date: _____

(Chair of Governors)