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Daubeney Academy



Health and Safety Policy

Date approved:	July 2020
Approved by:	CMAT Board
Date of next review:	July 2021

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1. Statement of intent

At **name of academy**, we are committed to the health and safety of our staff, pupils and visitors. Ensuring the safety of our community is of paramount importance, and this policy reflects our dedication to creating a safe learning environment.

We are committed to:

- Providing a productive and safe learning environment.
- Preventing accidents and any work-related illnesses.
- Compliance with all statutory requirements.
- Minimising risks via assessment and policy.
- Providing safe working equipment and ensuring safe working methods.
- Including staff and representatives in health and safety decisions.
- Monitoring and reviewing our policies to ensure effectiveness.
- Setting high targets and objectives to develop the academy's culture of continuous improvement.
- Ensuring adequate welfare facilities are available throughout our academy.
- Ensuring adequate resources are available to address health and safety issues, so far as is reasonably practicable.

Signed by:

_____ Headteacher Date: _____
_____ Chair of governors Date: _____

2. Legal framework

2.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Workplace (Health, Safety and Welfare) Regulations 1992
- Management of Health and Safety at Work Regulations 1999
- Control of Substances Hazardous to Health Regulations 2002
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

2.2. The school follows [national guidance published by Public Health England](#) when responding to infection control issues.

2.3. [Sections of this policy are also based on the statutory framework for the Early Years Foundation Stage.](#)

2.4. This policy complies with our funding agreement and articles of association.

3. Duties of the local governing body

3.1. The local governing body, in consultation with the headteacher, will:

- Ensure familiarity with the requirements of the appropriate legislation and codes of practice.
- Create and monitor a management structure responsible for health and safety in the academy.
- Ensure there is a detailed and enforceable policy for health and safety, and that the policy is implemented by all.
- Periodically assess the effectiveness of the policy and ensure any necessary changes are made.
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments to prevent them occurring.

3.2. The local governing body endeavours to provide:

- A safe place for all users of the site including staff, pupils and visitors.
- Safe means of entry and exit for all site users.
- Equipment, grounds and systems of work which are safe.
- Safe arrangements for the handling, storage and transportation of any articles and substances.
- Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance.

- Supervision, training and instruction so that all staff can perform their duties in a healthy and safe manner.
- Where necessary, protective equipment and clothing, along with any necessary guidance and instruction.

3.3. The governor who oversees health and safety is [insert name]

4. Duties of the headteacher

- 4.1. The **headteacher** has the overall responsibility for the day-to-day development and implementation of safe working practices and conditions for all staff, pupils and visitors.
- 4.2. The **headteacher** will take all reasonably practicable steps to ensure the Health and Safety Policy is implemented by the heads of the appropriate departments and other members of staff.
- 4.3. The **headteacher** will designate a **health and safety officer** to be responsible for the day-to-day implementation of the Health and Safety Policy. This person will also be the designated contact with CMAT and the Health and Safety Executive (HSE) where necessary. The name of this health and safety officer is [insert name].

5.

6. Duties of supervisory staff/department heads

- 6.1. Supervisory staff will be familiar with the requirements of health and safety legislation.
- 6.2. In addition to general duties, supervisory staff will be responsible for the implementation and operation of the academy's Health and Safety Policy in their department, and for areas of responsibility delegated by the **headteacher**.
- 6.3. Supervisory staff are also responsible for adhering to any specific aspects of health and safety that are outlined in their job descriptions.
- 6.4. Supervisory staff will take a keen interest in the Health and Safety Policy and assist in ensuring all staff, pupils and visitors comply with its requirements.

7. Duties of all members of staff

- 7.1. All members of staff will:
- Take reasonable care of their own health and safety, and that of others who may be affected by what they do at work.
 - Cooperate with their employers on health and safety matters.
 - Carry out their work in accordance with training and instructions.
 - Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.
 - Familiarise themselves with the Health and Safety Policy and aspects of their work related to health and safety.
 - Avoid any conduct which puts themselves or others at risk.
 - Ensure that all staff, pupils and visitors are applying health and safety regulations and adhering to any rules, routines and procedures in place.
 - Ensure all machinery and equipment is in good working order and safe to use, including adequate guards. They will also not allow improper use of such equipment.
 - Use the correct equipment and tools for the job and any protective clothing supplied.

- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate.
- Report any defects in equipment or facilities to the designated **health and safety officer**.
- Take an interest in health and safety matters, and suggest any changes that they feel are appropriate.
- Make suggestions as to how the academy can reduce the risk of injuries, illnesses and accidents.
- Exercise good standards of housekeeping and cleanliness.
- Adhere to their common law duty to act as a prudent parent would when in charge of pupils.

8. Obligations of contractors

- 8.1. When the academy is used for purposes not under the direction of the **headteacher**, then, subject to the agreement of the academy, the principal person in charge of the activities will take responsibility for safe practice in the areas under their control.
- 8.2. Contractors working on the academy premises are required to identify and control risks arising from their activities.
- 8.3. Contractors will inform the **headteacher** of all potential risks to staff, pupils and visitors.

9. Pupils

9.1. Pupils will:

- Exercise personal responsibility for the health and safety of themselves and others.
- Dress in a manner that is consistent with safety and hygiene standards.
- Respond to the instruction of staff given in an emergency.
- Observe the health and safety rules of the academy.
- Not misuse, neglect or interfere with items supplied for their, and other pupils', health and safety.

10. Training

- 10.1. The academy will ensure that staff members are provided with the health and safety training they need for their job. This may not mean attendance at training courses; it may simply involve providing staff with basic instructions and information about health and safety in the academy.
- 10.2. The **headteacher** will ensure that there are an appropriate number of first-aid trained staff members working within each academy.
- 10.3. Staff members will be provided with regular training opportunities and have access to support where needed.
- 10.4. Staff members are expected to undertake appropriate CPD in order to further contribute to the running and success of **name of academy**.

11. First-aid

- 11.1. **Name of academy** will act in accordance with the **First Aid Policy** at all times.

11.2. The academy will ensure ample provision is made for both trained personnel and first-aid equipment on-site.

11.3. The following staff members are trained first-aiders:

Name	Department	Location	Extension no.	Expiry date

11.4. First-aid boxes are located as follows, and the named staff members are responsible for their secure storage and use:

Location	Responsible staff member

12.

13. Contacting the emergency services

13.1. Following an accident/injury, the first-aiders will contact the emergency services as necessary, or direct a staff member to do so while they tend to the victim.

13.2. If there is no first-aiders immediately available, a common sense judgement will be made by those attending the injured party regarding whether to contact the emergency services.

14. Fire safety

14.1. All staff members fully understand and effectively implement the **Fire Evacuation Plan**.

14.2. The **headteacher** is responsible for certifying that procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.

14.3. The procedure for fire drills and the use of fire extinguishers will be clear and understood by all staff.

14.4. The academy will test evacuation procedures on a **termly** basis.

- 14.5. The evacuation of visitors and contractors will be the responsibility of the person they are visiting or working for.
- 14.6. Firefighting equipment will be checked on an **annual** basis by an approved contractor.
- 14.7. Fire alarms will be tested **weekly** from different 'break glass' fire points around the academy, and records will be maintained and held in the **general office**.
- 14.8. Emergency lighting will be tested on a **six** monthly basis, and records will be maintained and held in the **general office**.

15. Accident reporting

- 15.1. All accidents and incidents, including near-misses or dangerous occurrences, will be reported as soon as possible to the nominated **health and safety officer** using the standard **Accident Report Form**.
- 15.2. The **health and safety officer** will be responsible for informing the **headteacher** if the accident is fatal or a "major injury" as outlined by the HSE. The headteacher must then inform the Trust Head of Operations.
- 15.3. More in-depth information concerning reporting accidents and near-misses can be found in the **Accident Reporting Procedure**.

16. Significant accidents

- 16.1. Significant accidents, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, will be reported to the HSE at the earliest opportunity.
- 16.2. The 'specified injuries' which must be reported include the following:
- Accidents to employees causing either death or major injury
 - Accidents resulting in employees being away from work or being unable to perform their normal work duties for more than seven consecutive days (this seven day period does not include the day of the accident)
 - Fractures, other than to fingers, thumbs and toes
 - Amputation of an arm, hand, finger, thumb, leg, foot or toe
 - Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes
 - Any crush injury to the head or torso, causing damage to the brain or internal organs
 - Any burn injury (including scalding) which covers more than 10 percent of the whole body's surface area or causes significant damage to the eyes, respiratory system or other vital organs
 - Any degree of scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or that requires resuscitation or admittance to hospital for more than 24 hours
- 16.3. Additional reportable occurrences include the following:
- The collapse, overturning or failure of any load-bearing part of any lifting equipment

- The explosion, collapse or bursting of any closed vessel or pipe work
- Electrical short circuit or overload resulting in a fire or explosion
- Unintentional explosion, misfire or failure of demolition to cause the intended collapse, projection of material beyond a site boundary, injury caused by an explosion
- Any accidental release of a biological agent likely to cause severe human illness
- Any collapse or partial collapse of scaffolding over five metres in height
- When a dangerous substance being conveyed by road is involved in a fire or released
- The unintended collapse of any building or structure under construction, alteration or demolition, including walls or floors
- Any explosion or fire resulting in the suspension of normal work for over 24 hours
- Any sudden, uncontrolled release in a building of: 200kg or more of flammable liquid, 10kg or more of flammable liquid above its boiling point, 10kg or more of flammable gas, or 500kg or more of these substances if the release is in the open air
- Accidental release of any substances which may damage health
- Serious gas incidents
- Poisonings
- Skin diseases including but not limited to: occupational dermatitis, skin cancer, chrome ulcer, oil folliculitis/acne
- Lung diseases including, but not limited to: occupational asthma, farmer's lung, asbestosis, mesothelioma
- Infections including, but not limited to: leptospirosis, hepatitis, anthrax, legionellosis, tetanus
- Other conditions such as occupational cancer, certain musculoskeletal disorders, decompression illness and hand-arm vibration syndrome

17. Reporting procedure

- 17.1. Should an incident require reporting to the Incident Control Centre (ICC) (part of the HSE), the **health and safety officer**, or a person appointed on their behalf, will file a report as soon as is reasonably possible.
- 17.2. The person will complete the relevant report on the HSE website: <http://www.hse.gov.uk/riddor/report.htm>
- 17.3. The HSE no longer accept written accident reports, except for in exceptional circumstances. The academy will report all accidents and injuries online where possible (using the above link/web address).
- 17.4. Fatal and specified injuries, as outlined in 13.2, only may be reported using the telephone service on 0845 300 9923 (open Monday to Friday 8.30am to 5pm).

18. Reporting hazards

- 18.1. Staff, pupils, contractors and visitors are encouraged to report any condition or practice they deem to be a hazard.
- 18.2. In the main, reporting should be conducted verbally to the **site manager** as soon as possible, who will then inform the **headteacher** as appropriate.
- 18.3. Serious hazards will be reported using the appropriate form available in the **general office**.

19. Accident investigation

- 19.1. All accidents, however small, will be investigated by an appointed party, and the outcomes recorded.
- 19.2. The length of time dedicated to each investigation will vary on the seriousness of the accident.
- 19.3. After an investigation takes place, a risk assessment will be carried out, or the existing assessment amended, to avoid reoccurrence of the accident.
- 19.4. The **health and safety officer** will undertake regular evaluations of all reported incidents. They will then identify patterns and trends in order to take corrective action and minimise the reoccurrence of any incident/illness.

20. Our active monitoring system

- 20.1. It is good practice to actively monitor systems prior to accidents, ill health or incidents taking place; this involves regularly checking compliance procedures and the achievement of objectives. Our procedure for actively monitoring our system includes:
- Regularly examining documents to ensure compliance with standards.
 - Regularly inspecting premises, plants and equipment.
 - Annual audits, including fire risk assessments and health and safety audits.
 - Regular reports and updates to the **headteacher**.
 - External measures, such as surveys by contractors and service providers, along with visits from Environmental Health and Ofsted.

21. Bomb threat procedure and evacuation

- 21.1. All staff members fully understand and effectively implement the academy's **Bomb Threat Policy**.
- 21.2. In the event of an emergency, the procedures outlined in the **Bomb Threat Policy** and **Lockdown Procedure** will be followed.

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22. Evacuation

- 22.1. **Name of academy** will follow the procedure outlined in the **Fire Evacuation Plan** in the event of a crisis.
- 22.2. In the event of a fire, the **Fire Evacuation Plan** will be implemented.
- 22.3. If an evacuation is deemed necessary **related to a bomb threat**, the following procedure will take place:
- All senior staff will be informed of the situation either in person or via the internal computer system, not by the use of radios or mobile phones. The evacuation will then take place as per fire drill procedures, except staff will be instructed to:
 - Leave all doors and windows open (excluding the area in which the bomb or suspicious package is positioned; this room should be sealed with all windows and doors closed).
 - Take all personal items with them, to avoid unnecessary searching.
 - Staff and pupils will be asked to make their way to the normal fire assembly area (the area should be moved if close to the area of the bomb or suspicious package).

- Staff will be positioned at all gates leading into the academy and nobody will be allowed in or out except for emergency personnel.
- Once the police have arrived, staff will await further instruction from the emergency services.

23. Visitors to the academy

- 23.1. All visitors will sign in to reception.
- 23.2. Once signed in, visitors will be collected from reception by the member of staff they are visiting, or escorted to the area of the academy concerned.
- 23.3. No contractor will carry out work on the academy site without the express permission of the **headteacher**, other than in an emergency.
- 23.4. Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, pupils or visitors to the academy.
- 23.5. Anyone hiring the premises will be made aware of their health and safety obligations when making the booking.
- 23.6. Visitors and contractors will wear a visitor's badge at all times while on academy grounds.
- 23.7. Cleaning contractors will wear an easily identifiable uniform or badge at all times.
- 23.8. Temporary teaching staff and assistants will inform reception of their presence by reporting to reception on arrival and signing the visitors' log.
- 23.9. Staff members who encounter an unidentifiable visitor will enquire if they require assistance and direct them to reception or off site.
- 23.10. Staff members who encounter uncooperative visitors threatening violence, refusing to leave the site, or carrying out physical or verbal abuse will seek immediate help via a 999 phone call.

24.

25. Personal protective equipment (PPE)

- 25.1. **Name of academy** provides employees and pupils who are exposed to a hazard at the academy, which cannot be controlled by other means, with PPE.
- 25.2. PPE means all equipment worn, or held by, staff or pupils which is designed to protect them from specified hazards.
- 25.3. All staff and pupils will be provided with protective eyewear in all workshops and laboratories. Visitors will also be supplied with PPE when appropriate.
- 25.4. Staff and pupils will use the PPE provided, and care for it according to the instructions and training given. They will also report any loss or defects to their superior/class teacher.

- 25.5. The PPE will fit the wearer properly. Where more than one item of PPE must be worn, they should be compatible and remain effective.
- 25.6. PPE will not be worn if the hazard is caused by wearing it that is greater than the hazard it is intended to protect the wearer from.
- 25.7. PPE includes laboratory and workshop equipment such as tool box tools, protective clothing, safety footwear and face masks, PE equipment, ICT equipment, photocopiers and other office equipment, lifting equipment and respiratory protective equipment (RPE).
- 25.8. Clothing which is not specifically designed to preserve the health and safety of the wearer does not constitute as PPE, e.g. academy uniform.
- 25.9. Thorough risk assessments are carried out by the **class teacher** to determine the suitable PPE to be used for each hazard, and these are reviewed on a **termly** basis.
- 25.10. Staff and pupils can expect that any equipment they use is suitable for its intended use and is properly maintained.
- 25.11. Staff will receive health and safety training in order to ensure they know how to properly use, maintain and store PPE, and how to detect and report faults.
- 25.12. Equipment manuals are readily available and warning signs are clearly displayed in areas, and on equipment, where PPE is mandatory.

26. Maintaining equipment

- 26.1. When not in use, PPE will be properly stored, kept clean, and in good repair. Inspectors will inspect the following equipment for health and safety issues **annually**:
- All electrical appliances
 - All fixed gymnasium equipment
 - Any workshop equipment, e.g. lathes and kilns
 - All fume cupboards
- 26.2. It is the responsibility of the **department leader** to ensure new equipment meets the appropriate standards and conforms to all health and safety requirements.

27. Hazardous materials

- 27.1. All equipment, materials and chemicals will be held in appropriate containers and areas conforming to health and safety regulations.
- 27.2. Hazardous substances will be labelled with the correct hazard sign and contents label.
- 27.3. Storage life will be considered by **department leaders**. All control of substances hazardous to health (COSHH) and ionising radiations regulations will be adhered to.
- 27.4. **Name of academy** will act in accordance to COSHH guidance at all times.
- 27.5. The **site manager** is responsible for ensuring all products that may be hazardous to health are risk assessed before being used.
- 27.6. No hazardous substances will be used without the permission of the **headteacher**.

- 27.7. Low toxic products, such as corrective fluid and aerosol paints, will be stored securely and only used under supervision in a well-ventilated area.
- 27.8. Dust and fumes will be safely controlled by local exhaust ventilation regulations.
- 27.9. No staff member or pupil should ever be put at risk through exposure to any hazardous substance used in our practical curriculum.
- 27.10. Where a substance has a workplace exposure limit, control measures will ensure that exposure is below the limit.
- 27.11. Control measures will be checked and reviewed on a **termly** basis to ensure continued effectiveness, even when they are known to be reliable.

28. Asbestos management

- 28.1. In accordance with HSE guidance, an asbestos management survey was undertaken on **date by name of surveying organisation**, which is a United Kingdom Accreditation Service accredited surveying organisation.
- 28.2. As a result of the asbestos management survey, risks were identified and dealt with on a priority basis.

29. Medicine and drugs

- 29.1. The academy's **Supporting Pupils with Medical Needs Policy** will be read, understood and adhered to by all staff.

30. Smoking

- 30.1. The academy is a non-smoking premises and no smoking will be permitted on the grounds.

31. Housekeeping and cleanliness

- 31.1. Contract cleaners will be monitored by the **site manager**. The standard required will be clear in the service level agreement held with the contracted cleaners.
- 31.2. Special consideration will be given to hygiene areas.
- 31.3. Waste collection services will be monitored by the **site manager**.
- 31.4. Special consideration will be given to the disposal of laboratory materials and clinical waste.
- 31.5. The **headteacher** is responsible for ensuring that the academy is at a safe temperature for staff and pupils to work in. Rooms will be kept at a minimum of **16°** with a constant supply of fresh air.

32. Infection control (including COVID-19)

- 32.1. **Name of academy** actively prevents the spread of infection through the following measures:
- Encouraging routine immunisation in line with Public Health guidance
 - Maintaining high standards of personal hygiene and practice

- Maintaining a clean environment

32.2. **Name of academy** employs good hygiene practice in the following ways:

- Displaying posters throughout the academy, encouraging all pupils, staff members and visitors to wash their hands after using the toilet, before eating or handling food, after touching animals, and following any other actions that increase the risk of the spread of infection, such as coughing or sneezing
- Ensuring there is sufficient liquid soap, warm water and paper towels available for everyone to wash their hands throughout the academy
- Employing cleaners to carry out thorough and frequent cleaning that follows national guidance
- Providing PPE where necessary
- Immediately cleaning any spillages of bodily fluids with a combination of detergent and disinfectant, and always wearing PPE. Mops should not be used to clean up body fluid spillages; instead paper towels should be used and discarded properly, following the procedures for clinical waste
- Washing all laundry in a separate dedicated facility and washing any soiled linens separately
- Hygienically bagging any pupil's soiled clothing to go home, and never rinsing it by hand
- Storing all clinical waste in clinical waste bags and in a secure, dedicated area, before it is removed by a registered waste contractor
- Providing a secure sharps bin, out of reach of pupils, for the disposal of sharps
- Discouraging pupils, staff members and visitors from touching any stray animals that may come onto the academy premises

32.3. Staff and pupils displaying signs of infection, such as rashes, vomiting, diarrhoea, etc., will be sent home and recommended to see a doctor.

32.4. All staff are subject to a full occupational health check before starting employment at **name of academy**.

32.5. **Name of academy** keeps up-to-date with national and local immunisation scheduling and advice. All pupils' immunisation status is checked at academy entry and at the time of any vaccination.

32.6. **Name of academy** encourages parents/carers to have their children immunised.

32.7. All cuts and abrasions should be covered with waterproof dressings.

32.8. Wall-mounted hand sanitisers are available at various points around the academy.

32.9. The Academy will comply with DfE guidance regarding reducing the risk of coronavirus transmission. A full risk assessment and action plan can be found on our website. **[reference any other public documents]**

33. Risk assessment

33.1. The **headteacher** has overall responsibility for ensuring potential hazards are identified and risk assessments are completed for all areas of risk in the academy.

33.2. Regular assessments of high risks areas, such as laboratories, will be undertaken.

33.3. **Annual** risk assessments will be conducted for all other areas of the academy.

- 33.4. Risk assessments will identify all defects and potential risks along with the necessary solutions or control measures.
- 33.5. The **local governing body** will be informed of risk assessments allowing issues to be prioritised and actions to be authorised, along with funds and resources.
- 33.6. **A designated staff member** will ensure risk assessments are completed by staff leading day trips or residential stays.
- 33.7. Further details can be found in the **CMAT Risk Management Policy**.

34. Slips and trips

- 34.1. In line with HSE guidance, control measures are in place to effectively control slip and trip risks. The academy utilises the following procedure:
- Identify the hazards – risk factors considered include:
 - Environmental (floor, steps, slopes, etc.)
 - Contamination (water, food, litter, etc.)
 - Organisational (task, safety, culture, etc.)
 - Footwear
 - Individual factors (rain, supervision, pedestrian behaviour, etc.)
 - Decide who might be harmed and how
 - Consider the risks and decide if existing precautions are sufficient, or if further measures need to be introduced
 - Record the findings
 - Review the assessment regularly and revise if necessary

35. Security and theft

- 35.1. Closed circuit television (CCTV) systems will be used to monitor events and identify incidents taking place.
- 35.2. CCTV systems may be used as evidence when investigating reports of incidents.
- 35.3. Money will be held in a safe and banked on a regular basis to ensure large amounts are not held on-site.
- 35.4. Money will be counted in an appropriate location, such as the **general office**, and staff should not be placed at risk of robbery.
- 35.5. Staff and pupils are responsible for their personal belongings and the academy accepts no responsibility for loss or damage.
- 35.6. Thefts may be reported to the police and staff members are expected to assist police with their investigation.
- 35.7. All members of staff are expected to take reasonable measures to ensure the security of academy equipment being used.

35.8. Missing or believed stolen equipment will be reported immediately to a senior staff member.

36. Severe weather

36.1. The headteacher, in liaison with CMAT Executive body, makes a decision on academy closure on the grounds of health and safety.

36.2. If a closure takes place, the CMAT CEO will be promptly informed.

36.3. **Name of academy** will act in accordance with the **Adverse Weather Policy** at all times.

37. Safe use of minibuses

37.1. Health and safety policy and procedures concerning the safe use of minibuses are contained in the academy's **Minibus Policy**.

38. Academy trips and visits

38.1. Health and safety policy and procedures concerning academy trips and visits, including trips abroad, are contained in the academy's **Educational Trips and Visits Policy**.

39. Manual handling

39.1. Manual handling can prove hazardous when it has the potential to cause a musculoskeletal disorder. This can be due to repetition of the action, the force and/or posture involved in the completion of a handling task, and/or a person's ability to hold/grasp the particular item in a safe and balanced manner.

39.2. In order to manage these risks, we will comply with [HSE guidance on manual handling](#) at all times.

39.3. It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.

39.4. The school will ensure that proper mechanical aids and lifting equipment are available in school, and that staff are trained in how to use them safely.

39.5. Staff and pupils are expected to use the following basic manual handling procedure:

39.6. Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help

39.7. Take the more direct route that is clear from obstruction and is as flat as possible

39.8. Ensure the area where you plan to offload the load is clear

39.9. When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

40. Working at heights

- 40.1. The Academy will comply with [HSE guidance on working at heights](#).
- 40.2. We will ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.
- 40.3. In addition:
- 40.4. The site manager retains ladders for working at height
- 40.5. Pupils are prohibited from using ladders
- 40.6. Staff will wear appropriate footwear and clothing when using ladders
- 40.7. Contractors are expected to provide their own ladders for working at height
- 40.8. Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- 40.9. Access to high levels, such as roofs, is only permitted by trained persons
- 40.10.

41. Lone working

- 41.1. Lone working may include:
 - Lone working
 - Home or site visits
 - Weekend working
 - Site manager duties
 - Site cleaning duties
 - Working in a single occupancy office
- 41.2. Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed then the task will be postponed until other staff members are available.
- 41.3. If lone working is to be undertaken, a colleague, friend or family member will be informed about where the member of staff is and when they are likely to return.
- 41.4. The lone worker will ensure that they are medically fit to work alone

42. Workplace health and safety: stress management

- 42.1. Staff will be aware of the symptoms of stress, including sleeping problems, dietary problems, mood swings, feeling lethargic, fatigue, emotional problems, chest pains and elevated heart rate, lack of focus, inability to concentrate and increased sweating. Staff members who suffer from any of these symptoms are advised to consult their GP as soon as possible.

43. Workplace health and safety: display equipment

43.1. Display screen assessments will be carried out by the health and safety officer for teaching staff and administrative staff who regularly use laptops or desktops computers.

44.