



**SEDBERGH SCHOOL,  
CASTERTON, SEDBERGH PREPARATORY SCHOOL  
& MULBERRY BUSH NURSERY**

**HEALTH & SAFETY POLICY**

**Revised June 2025**

# SEDBERGH SCHOOL HEALTH & SAFETY POLICY

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## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### PART 1. STATEMENT OF INTENT

Sedbergh School, Casterton, Sedbergh Prep School, the Mulberry Bush Nursery, Sedbergh School Developments Ltd, Sedbergh School International Ltd, the Old Sedberghian Club and Sedbergh School Foundation which will be described collectively as the "School":

1. will take all reasonable steps to provide and maintain safe and healthy conditions for pupils, employees and others who may be affected by the School's activities;
2. will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the School;
3. will consult with employees on matters affecting their health and safety;
4. will regularly evaluate and review the Health & Safety Policy to ensure its objectives are met and, as necessary, to modify the policy in light of new legislation or other changing circumstances;
5. will ensure that the necessary information, instruction and training is given to employees and others, including temporary staff, to ensure their competence with respect to health and safety;
6. will take steps to ensure, as a minimum, compliance with all relevant health and safety legislation and seek to exceed these where there is a demonstrable benefit;
7. will provide the necessary resources in the form of finance, equipment, personnel and time to implement this policy. Expert advice and assistance will be obtained where the necessary skills are not available within the School;
8. will ensure that health and safety is fully integrated into the management and decision-making processes within the School, as it is recognised that health and safety rates equal to all other School functions;
9. expects all employees and pupils to co-operate in complying with all legal obligations and to take reasonable care of their own health and safety and have regard for the health and safety of others. The School will ensure that health and safety is an integral part of every role and will monitor health and safety performance along with other duties;
10. will ensure procedures are established for the safe use and handling of substances and ensure that safe equipment and plant are provided for employees and non-employees; and
11. will ensure a system is in place for investigating accidents and near miss events and take appropriate action to reduce the likelihood of their occurrence.

All Governors will take an active role in the interest in health and safety matters and the Chairman of Governors will appoint a member or members of the Governing Body to carry out an annual audit of the School's health and safety policies and procedures and report back to the Board with its findings.



Signed:

R J Gledhill  
Chairman of the Board of Governors



DJ Harrison  
Headmaster

Date: June 2025

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **PART 2. POLICY OBJECTIVES**

These are the School's objectives:

1. To work towards the prevention of occupational injury or ill health to all involved in or affected by the School's activities.
2. To ensure that those using premises are not subjected to unacceptable risk as a result of activities of those working for the School.
3. To actively manage health and safety, and to encourage constant awareness amongst all employees with regards to health and safety and safeguarding.
4. To ensure that contractors and agents of the School are aware of, and work towards, the standards set out in the School's policies.
5. To maintain an annual formal review by Governors.
6. To carry out regular audits and reports on any deficiencies found in the School's policies and procedures.
7. To co-operate fully in the appointment of Safety Representatives and to provide such facilities and assistance as they may reasonably require to fulfil their functions.
8. To develop and maintain a proactive health and safety culture and set standards for continuous improvement in matters of health and safety and safeguarding. The School will achieve this by: -
  - a. Maintaining effective systems of communication on health and safety matters with the support of the Health & Safety Coordinator;
  - b. Ensuring that there is sufficient competency within the organisation in terms of health and safety support and advice;
  - c. Establishing and maintaining control by setting clear health and safety objectives and providing strong leadership; and
  - d. Securing co-operation between individuals, safety representatives and working groups.

It should be noted that the Mulberry Bush Nursery at Casterton, Sedbergh Prep School should follow the overall direction of the School Health & Safety Policy and provide a separate annex with nursery specific health and safety items.

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### **PART 3. ORGANISATION**

#### **DUTIES OF THE GOVERNING BODY**

1. In the discharge of their duty the Governors, in consultation with the Headmaster, will:
  - a. Seek sufficient training to make themselves familiar with the requirements of the Health & Safety at Work, etc, Act 1974 and any other health and safety legislation and codes of practices which are relevant to the work of the School, in particular the management of Health & Safety at Work Regulations 1999.
  - b. Ensure that there is an effective and enforceable policy for the provision of health and safety throughout the School.
  - c. Annually assess the effectiveness of this policy and ensure that any necessary changes are made.
  - d. Ensure that the School is taking the necessary measures to identify and evaluate risks relating to:
    - i. accidents;
    - ii. Reduction of accidents through hazard identification and near miss reporting
    - iii. health and safety;
    - iv. School-sponsored activities (including work experience);
  - e. Ensure that the School has suitable measures to identify and evaluate risk control measures in order to select the most appropriate means of minimising risk to pupils, staff and others;
  - f. Provide oversight to support the School in creating and monitoring the management structure relating to health and safety.
2. In particular, the Governors undertake to ensure that the School provides:
  - a. A safe place for pupils and staff to work including safe means of entry and exit;
  - b. Plant, equipment and systems of work which are safe;
  - c. Safe arrangements for the handling, storage and transport of articles and substances;
  - d. Safe and healthy working conditions which take account of all appropriate:
    - i. statutory requirements;
    - ii. codes of practice whether statutory or advisory; and
    - iii. guidance whether statutory or advisory.
  - e. Supervision, training and instruction so that all pupils and staff can perform their School-related activities in a healthy and safe manner. All staff will be offered the opportunity to receive health and safety training which is appropriate to their duties and responsibilities and which will be given at induction or as soon as practically possible before an employee commences any relevant work requiring specialist training. Wherever training is required by statute or considered necessary for the safety of pupils, staff and others then the Governors will ensure that such training is provided. Pupils will receive such training as is considered appropriate to the School-related activities which they are carrying out. All training will be regularly updated;
  - f. Necessary safety and protective equipment and clothing together with any necessary guidance, instruction and supervision;
  - g. Adequate welfare facilities; and
  - h. Professional consultant advice if required to support existing resources

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3. So far as is reasonably practicable the Governors, through the Headmaster, will advise on the provision of adequate resources to implement this policy, making arrangements for all categories of staff, including temporary and voluntary staff and helpers, to receive comprehensive information on:
  - a. this policy;
  - b. all other relevant health and safety matters; and
  - c. 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.

### **Key Action Points for Governors**

***The Governing Body should make itself familiar with the Health & Safety at Work Act 1974 and have an overview of the various regulations/pieces of legislation which affect School activities and operations. In addition to this, the Chairman of Governors should ensure that through audit, the School's officers are implementing and complying with the Health & Safety Regulations and relevant pieces of legislation.***

### **RESPONSIBILITIES OF THE HEADMASTER & CHIEF OPERATING OFFICER**

1. The Headmaster and Chief Operating Officer have overall responsibility for organising health and safety and welfare. As well as the general duties which all members of staff have, the Headmaster and COO have responsibility for the day-to-day maintenance and development of safe working practices and conditions for teaching staff, non-teaching staff, ancillary staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by the School (other than independent contractors and those under their control) and will take all reasonably practicable steps to achieve this end through the Headmaster, Sedbergh School, Prep School Head, Bursar (Operations), Heads of the appropriate departments, senior members of staff, teachers and others as appropriate.
2. The Headmaster and COO are required to take all necessary and appropriate action to ensure that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times. The Headmaster Sedbergh School and Prep School Head are responsible for health and safety within their Schools, as are the heads of the School commercial entities supported by the Bursar (Operations).
3. In particular, the Headmaster and COO will, as far as is reasonably practicable:
  - a. be aware of the basic requirements of the Health & Safety at Work, etc, Act 1974 and any other health and safety legislation and codes of practices relevant to the work of the School;
  - b. ensure, at all times, the health, safety, safeguarding and welfare of pupils, staff and others using the School's premises or facilities or services or attending or taking part in School-sponsored activities;
  - c. ensure safe working conditions for the health, safety and welfare of pupils, staff and others using the School's premises and facilities;  
Ensure safe working practices and procedures throughout the School including those relating to the provision and use of machinery and other apparatus and any hazardous substances, so that each task is carried out to the required standards and so that risks are properly controlled;
  - d. Consult with members of staff, including safety representatives, on health and safety issues;
  - e. Ensure that annual site audits are carried out to update risk assessments, and any defects or omissions are rectified by the relevant department;
  - f. Ensure that periodic reviews and safety audits are conducted on the findings of the risk assessments;
  - g. Identify the training needs of pupils and staff and ensure, within the financial resources available, that all members of staff and pupils who have identified training needs receive adequate and appropriate training and instruction in health and safety matters;

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- h. Encourage pupils, staff and others to promote health and safety;
- i. Ensure that any defects in the premises, its plant, equipment or facilities which relate to or may affect the health and safety of pupils, staff and others are made safe without delay;
- j. Encourage all employees to suggest ways and means of reducing risks;
- k. Collate accident and incident information and, when necessary, carry out accident and incident investigations;
- l. Monitor the standard of health and safety throughout the School, including all School-based activities, encourage pupils, staff and others to achieve the highest possible standards, and discipline those who consistently fail to consider their own well-being or the health and safety of others;
- m. Monitor first aid and welfare provision;
- n. With the Governors, monitor the management structure relating to health and safety;
- o. The Bursar (Operations) will ensure a Health & Safety Committee meeting is called at least once per term and provide a brief on the minutes and recommendations to the Headmaster and COO.

### **Key Action Points for the Headmaster and COO**

***Ensure that there are sufficient human resources who are suitably trained to enable the School to fulfil its health and safety obligations. Ensure that regular Health & Safety Committee meetings are held and staff informed of the outputs and actions required.***

### **RESPONSIBILITIES OF THE HEALTH & SAFETY COMMITTEE**

1. The Health & Safety Committee is responsible for the practical implementation of this policy throughout all the entities of the School. The membership of the committee comprises the senior line managers in the School who are responsible for ensuring that all aspects of health and safety are being carried out in their areas of responsibility.
2. The Health & Safety Committee comprises:
  - Headmaster Sedbergh School
  - Prep School Head
  - Chief Operating Officer
  - Bursar (Operations) (Chairman)
  - Senior Deputy Head, Sedbergh School
  - Senior Deputy Head (Pastoral), Sedbergh School
  - Deputy Head (Academic), Sedbergh School
  - Assistant Head (Co-Curricular)
  - Director of Creative Arts
  - Director of Sport
  - Head of SSDL representing all commercial departments
  - Facilities Manager
  - School Nurse Manager
  - Special Projects Officer
3. The School health and safety structure is at **Appendix 31**.

### **RESPONSIBILITIES OF THE HEADMASTER & PREP SCHOOL HEAD**

On a “day to day” basis, the Headmaster and Prep School Head are directly responsible for the safe functioning of their School’s activities. They will:

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- a. Be supported by the Bursar (Operations) for all aspects of health and safety in his area of responsibility and in his role as School Health & Safety Coordinator;
- b. Ensure that the objectives outlined within the School Health & Safety Policy are fully understood and implemented by persons under their control;
- c. Be responsible for ensuring that suitable risk assessments are completed covering all processes and activities carried out with adequate records maintained and available for inspection. The risk assessment formats are held in the health and safety site on the School Hub (Internal Website);
- d. Ensure that all persons under their control are adequately trained to carry out any task required of them is conducted in a safe manner;
- e. Monitor the effectiveness of this Health & Safety Policy as regards academic, pastoral, sport and activities and report to the Health & Safety Committee with recommendations;
- f. Ensure the cooperation of all staff at all levels as regards working to this policy;
- g. Are responsible for ensuring that in their Schools, the Deputy Heads, Heads of Department, teachers, employees and volunteers fully understand their responsibilities and are given both the time and encouragement to pursue them;
- h. Take steps to ensure that changes in curriculum are considered for their health and safety implications; and
- i. Ensure that they implement the School requirements with respect to Fire Matters.

### **RESPONSIBILITIES OF THE BURSAR (OPERATIONS)**

The Bursar (Operations) is appointed the School Health & Safety Coordinator and Chairman of the Health & Safety Committee. The Bursar (Operations) is responsible for:

- a. Monitoring the overall the effectiveness of the School Health & Safety Policy and procedures and reporting to the Headmaster and COO;
- b. Ensuring that the School Health & Safety Policy and its annexes is brought to the attention of all employees in the School. Copies of the School's Health & Safety Policy statement of intent are to be displayed in prominent locations such as office notice boards, science preparation rooms, workshops, kitchens and sports buildings
- c. Informing the Headmaster, COO and Prep School Head of any problems or unsatisfactory practices immediately;
- d. Receiving accident and near miss reports for the whole School; informing the HSE of all reportable RIDDOR events and advising the Headmaster, COO and Prep School Head of the event, investigating the cause and putting in place any preventative post incident action;
- e. Monitoring and analysing accident and near miss reporting to look for trends;
- f. Acting as Chairman of the School Health & Safety Committee, ensuring that that the committee meets once each term;
- g. Collecting departmental returns through committee members and presenting statistical analysis to the meeting;
- h. Producing minutes of the Health & Safety Committee and briefing the Headmaster and COO of any serious trends and the recommendations from the meeting;
- i. Acting as the point of liaison with the School health and safety consultants;
- j. Ensuring that all those managers and employees in the operations departments are aware of their health and safety responsibilities in their areas of responsibility;

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- k. Keeping Health & Safety Policy and procedures are kept up to date;
- l. Coordinating health and safety monitoring activities across the School; and
- m. Developing the School's active monitoring inspection plan in agreed timescales.

### **Key action points for the Bursar (Operations)**

***Report RIDDOR events in a timely fashion; monitor accident and near miss reporting.***

### **RESPONSIBILITIES OF THE DEPUTY HEADS**

The Deputy Heads have responsibility for the conduct of all health and safety in the departments and organisations in their areas of line reporting; this includes:

- a. Ensuring that the departments and organisations in their departments are run to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual departments;
- b. Ensuring that all those employees in their departments are aware of their health and safety responsibilities and the various legal requirements that apply in their areas of responsibility;
- c. Overseeing the preparation and maintenance of risk assessments related to the departments in their areas;
- d. Collating the health and safety returns in their areas, identifying any risks or trends;
- e. Ensuring that the staff in their departments are aware of the degree of priority that health and safety carries and ensuring that they are given the time and encouragement to ensure that they are fully compliant;
- f. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- g. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out; and
- h. Ensuring that staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures

### **Key action points for the Deputy Heads**

***Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects.***

### **RESPONSIBILITY OF THE ASSISTANT HEAD (CO-CURRICULAR)**

The Assistant Head (Co-Curricular) is responsible for the conduct of all health and safety in co-curricular activities including in sports supported by the Director of Sport:

- a. Ensuring that the lead coaches and activity leaders operate to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual sports and co-curricular activities;
- b. Ensuring that all coaches and activity leaders are aware of their health and safety responsibilities and the various legal requirements that apply in their areas of responsibility;
- c. Overseeing the preparation and maintenance of risk assessments related to sports and co-curricular activities including sports halls and handling of sports equipment

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- d. Ensuring that staff planning sporting tours and activities with a requirement to travel, gain appropriate approval in advance, collate the relevant risk assessments and other details in Evolve and liaise with the School educational visits coordinator;
- e. Collating the health and safety returns for sports and co-curricular activities, identifying any risks or trends;
- f. Working with the School Nurse and Director of Sport on analysing records of sporting and co-curricular accidents, identifying any risks or trends and ensuring appropriate remedial action is taken;
- g. Ensuring that the coaches and activity leaders are aware of the degree of priority that health and safety carries and ensuring that they are given the time and encouragement to ensure that they are fully compliant;
- h. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- i. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out; and
- j. Ensuring that the staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures

### **Key action points for the Assistant Head (Co-Curricular)**

***Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects. Ensure safe operation of sports and co-curricular activities on and off site.***

### **RESPONSIBILITY OF THE DIRECTOR OF SPORT**

The Director of Sport is responsible for the conduct of all health and safety in sports including:

- a. Ensuring that the lead coaches operate to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual sports and activities;
- b. Ensuring that all coaches are aware of their health and safety responsibilities and the various legal requirements that apply in their areas of responsibility;
- c. Overseeing the preparation and maintenance of risk assessments related to sports including sports halls and handling of sports equipment;
- d. Ensuring that staff planning sporting tours with a requirement to travel, gain appropriate approval in advance, collate the relevant risk assessments and other details in Evolve and liaise with the School Educational Visits Coordinator;
- e. Collating the health and safety returns for sports, identifying any risks or trends;
- f. Working with the School Nurse on recording and collation of sporting accidents and with the Assistant Head (Co-Curricular) identifying any risks or trends;
- g. Ensuring that the sports coaches are aware of the degree of priority that health and safety carries and ensuring that they are given the time and encouragement to ensure that they are fully compliant;
- h. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- i. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out; and
- J. Ensuring that staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures.

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### Key action points for the Director of Sport

***Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects. Ensure safe operation of key sports facilities including sports halls, swimming pools, squash and fives courts and pitches.***

### RESPONSIBILITY OF THE DIRECTOR OF CREATIVE ARTS

The Director of Creative Arts is responsible for the conduct of all health and safety in all music and drama activities including:

- a. Ensuring that the Heads of Music and Drama operate to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards;
- b. Ensuring that all music teachers, adult performers and those with responsibility in drama are aware of their health and safety responsibilities and the various legal requirements that apply in their areas of responsibility;
- c. Overseeing the preparation and maintenance of risk assessments related to music and drama including rehearsals and live performances. This should also include plans for safe evacuation and audience briefing;
- d. Ensuring that staff planning tours and activities with a requirement to travel, gain appropriate approval in advance, collate the relevant risk assessments and other details in Evolve and liaise with the School educational visits coordinator;
- e. Ensure that relevant staff and pupils are trained correctly in manual handling and working from height procedures
- f. Ensure that the theatre technician is trained and follows the correct procedures for fitting lights, stage equipment, props and scenery see notes at: <https://www.hse.gov.uk/entertainment/theatre-tv/theatre.htm>.
- g. Collating the health and safety returns for music and drama, identifying any risks or trends;
- h. Ensuring that the music and drama staff are aware of the degree of priority that health and safety carries and ensuring that they are given the time and encouragement to ensure that they are fully compliant;
- i. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- j. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out; and
- k. Ensuring that staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures

### Key action points for the Director of Creative Arts

***Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects. The safety of School venues involving audience participation including procedures on evacuation and the safe conduct of venue set up, rehearsals and performances.***

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **OPERATIONS DEPARTMENTS**

#### **RESPONSIBILITIES OF THE FACILITIES MANAGER**

The Facilities Manager has responsibility for a wide area of higher risk activities which require detailed understanding of health and safety legislation and guidance. The Facilities Manager is responsible for ensuring the safe conduct of all activities are conducted in a safe and compliant manner. Specific activities include:

- a. Satisfactory provision and periodic checking of fire appliances, alarm systems, emergency lighting, smoke and heat detectors, fire doors and exits and the provision of satisfactory means of escape;
- b. The control of all possible fire hazards;
- c. Liaison from time to time with Cumbria Fire Service;
- d. Conduct of routine fire risk assessments and follow up action. This includes supervision and engagement with the School Fire Safety Advisor;
- e. Safe conduct of all maintenance contract work on site with suitable supervision of contractor activities;
- f. Instruction of staff on safety precautions as and when necessary;
- g. Informing the Bursar (Operations) of any problems or unsatisfactory practices immediately;
- h. Ensuring all maintenance works are carried out safely;
- i. Annually reviewing the fire risk assessment;
- j. Monitoring the control of Legionella;
- k. Monitoring of Radon; and
- l. Monitoring the control of asbestos.

#### **RESPONSIBILITIES OF THE CATERING MANAGER**

The Catering Manager is responsible for overseeing all aspects of health and safety in the hospitality department in line with Environmental Health regulations, he is aided in this by the Hospitality Budget and Equipment Coordinator. Specific activities include:

- a. Ensuring that kitchen equipment is inspected and serviced at regular intervals;
- b. Frequently visiting kitchens and associated rooms in boarding houses and advising Housemasters/mistresses and the Bursar (Operations) Clerk of Works of any matters requiring attention in order to maintain proper standards of food preparation, hygiene, cleanliness and the observation of health and safety requirements;
- c. Ensuring that instruction is provided to kitchen staff in the operation and handling of the equipment and materials they are required to use;
- d. Ensuring that safe systems of work and the Food Safety Policy are followed at all times, including the identification and labelling of food containing allergens; and
- e. Ensuring that all gas appliances are serviced by qualified gas servicing engineers in accordance with the manufacturer's instructions.

#### **Key Action Points for the Catering Manager**

***Ensure all staff who handle food are trained to the relevant approved code of practice in accordance with the Food Hygiene Standards Agency***

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### RESPONSIBILITIES OF THE CLERK OF WORKS

The Clerk of Works is responsible for:

- a. Equipment in use being inspected, and where necessary serviced, at regular intervals;
- b. Staff in relevant departments receiving instruction, where applicable, on the equipment and materials they are required to use. Maximum use should be made of frequent toolbox talks to ensure that staff are reminded about safety in the workplace;
- c. Safe systems of work being followed at all times;
- d. Risk assessments being carried out for all hazardous activities;
- e. Ensuring that all works entered onto the School maintenance helpdesk are prioritised giving health and safety as the top priority; and
- f. Implementing a Planned Preventative Maintenance programme for Legionella, fire, gas boilers and electrical inspections.

#### **Key Action Points for the Clerk of Works**

***Implement and record all legislative requirements, Legionella control, fire alarm servicing and maintenance, gas boiler servicing, five yearly electrical inspections and safe systems of work***

### RESPONSIBILITIES OF THE GROUNDS AND GARDENS MANAGER

The Grounds and Gardens Manager is responsible for:

- a. Equipment in use being inspected, and where necessary serviced, at regular intervals;
- b. Staff in relevant departments receiving instruction and training, where applicable, on the equipment and materials they are required to use. Maximum use should be made of frequent toolbox talks to ensure that staff are reminded about safety in the workplace;
- c. Safe conduct of all grounds contract work on site with suitable supervision of contractor activities;
- d. Instruction of staff on safety precautions as and when necessary;
- e. Immediately informing the Bursar (Operations) of any problems or unsatisfactory practices;
- f. Ensuring all maintenance and works are carried out safely;
- g. Safe systems of work being in place and followed at all times; and
- h. Risk assessments being in place and carried out for all hazardous activities, including handling fertilizers, noise and vibration, working on slopes, lone working with machinery such as tractors, chainsaws and tree management.

#### **Key Action Points for the Grounds and Gardens Manager**

***Implement and record all legislative requirements, supervision of less experienced and casual staff and issuing reminders of procedures when working with hazardous equipment.***

### RESPONSIBILITIES OF THE CLEANING MANAGER

The Cleaning Manager is responsible for:

- a. Cleaning equipment in use being inspected, and where necessary serviced, at regular intervals;

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- b. Cleaning staff receiving instruction and training, where applicable, on the equipment and materials they are required to use. Maximum use should be made of the Barbour software and frequent toolbox talks to ensure that staff are reminded about safety in the workplace;
- c. Safe conduct of all cleaning work on site with suitable supervision of contractor activities;
- d. Instruction of staff on safety precautions as and when necessary;
- e. Informing the Bursar (Operations) of any problems or unsatisfactory practices immediately;
- f. Reporting defects, particularly those impacting safety
- g. Understanding the full requirements for the control substances hazardous to health (COSHH) and the instruction as to their use and storage
- h. Safe systems of work being in place and followed at all times; and
- i. Risk assessments being in place and carried out for all hazardous activities, including handling machinery, ladders and step ladders, noise and vibration, hazardous materials, and lone working.

### **Key Action Points for the Cleaning Manager**

***Implement and record all legislative requirements, supervision of less experienced staff and issuing reminders of procedures when working with hazardous equipment and COSHH.***

### **RESPONSIBILITIES OF THE TRANSPORT MANAGER**

The Transport Manager is responsible for:

- a. Vehicles being inspected and serviced regularly, and MOTs conducted annually;
- b. Drivers holding and in possession of in-date driving licences for the class of vehicles that they are driving;
- c. Drivers of passenger vehicles such as people carriers and minibuses have the appropriate driving qualifications including a MIDAS certificate;
- d. Ensuring that drivers receive instruction and training, where applicable, on the vehicles and any other equipment that they are required to drive or use;
- e. Instruction of staff on safety precautions as and when necessary;
- f. Informing the Bursar (Operations) of any problems or unsatisfactory practices immediately;
- g. Reporting and acting on vehicle defects, particularly those impacting safety
- h. Understanding the full requirements for the control substances hazardous to health (COSHH) and the instruction as to their use and storage
- i. Risk assessments being in place and carried out for all driving and vehicle related H&S matters.

### **Key Action Points for the Transport Manager**

***Ensure that all vehicles are kept serviced and roadworthy, record all driver qualifications and issue reminders for renewals and update training, supervision of drivers and ensuring that vehicles are driven safely and within the legal requirements of the UK law.***

### **STAFF MADE RESPONSIBLE FOR HAZARDOUS ACTIVITIES (BY THE HEADS)**

These members of staff are to ensure that risk assessments are drawn up and that safe systems of work are maintained and revised periodically:

In particular:

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- a. Outdoor activities, including sailing, climbing etc;
- b. Sports, athletics, swimming and other associated activities;
- c. Science laboratories; and
- d. Workshop practices in the Design Centre, including pottery and ceramics, stage lighting and production.

### **Key Action Points for Activities**

***Ensure that a risk assessment is in place for every new activity or event and that risk assessments for routine sports or activities remain up to date. Safeguarding should be included in all external activity risk assessments.***

### **HOUSEMASTERS & HOUSEMISTRESSES**

The Housemasters and Housemistresses are responsible for ensuring that any instructions or advice on matters of health and safety, and safeguarding, are properly followed in their House and that:

- a. They immediately make the situation safe, then inform the Bursar (Operations) of any unsatisfactory health and safety matters in their House;
- b. There is adequate supervision of pupils in their House;
- c. There is adequate supervision of pupils' electrical appliances in accordance with the School Electrical Rules which includes ensuring all electrical appliances are safe and PAT tested at the earliest opportunity after they have been brought into School;
- d. All pupils and House staff are made aware of the Fire Action Safety Plans;
- e. There is a proper method of taking roll call to establish that all persons resident in the House have been accounted for in the event of a fire;
- f. Any damage or use of fire appliances is reported to the Clerk of Works immediately; and
- g. Fire practices are carried out in their House as per Appendix 1.

### **Key Action Points for Housemasters & Mistresses**

***Communicate and implement all health, safety and safeguarding matters to their staff and pupils and ensure compliance with the above issues, in particular fire safety training and fire drills in accordance with paragraph (g) above.***

**THE OFFICER COMMANDING THE CCF** is responsible for:

- a. All aspects of CCF training;
- b. Ensuring that all such training is conducted in accordance with the instructions contained in the current MOD publications relating to Cadets; and
- c. The security and safe handling of all munitions, range procedures and weapons in line with current MOD safety requirements.

### **Key Action Points for the Officer Commanding the CCF**

***Ensure that MOD publications are updated regularly and all weapons and ammunitions are safeguarded at all times.***

### **EDUCATIONAL VISITS COORDINATOR**

The Educational Visits Coordinator is responsible for:

- a. Oversight of all educational visits on behalf of the Headmaster;

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- b. Ensuring that staff responsible for educational visits that are in the School calendar are briefed on their responsibilities;
- c. Advising staff on the planning and preparation of educational visits including sports and activity travel;
- d. Advising staff on the preparation of risk assessments for educational visits;
- e. Informing deputy heads and relevant heads of department of concerns over an educational visit;
- f. In extremis, informing staff when an educational visit may not take place due to lack of preparation;
- g. Management, training and oversight of the Evolve software tool for planning, preparation and execution of educational visits;
- h. Maintenance of records of educational visits currently using Evolve;

### **Key Action Points for the Educational Visits Coordinator**

***Ensure that staff organising educational visits are fully aware of their responsibilities and have suitable plans in place to deal with an emergency, having considered the risks.***

### **SPECIALIST CONSULTANTS**

The School employs consultants to provide specialist health and safety advice as follows:

- a. **Mike Vale Risk Management** is appointed as specialist health and safety advisors to the School. They will undertake policy and procedure reviews and audits on site, training, and provide advice at any time.
- b. **Health & Safety Carlisle Ltd** is appointed for specific tasks such as health and safety training to operations staff and work on risk assessments.
- c. **Mike Vale Risk Management** is appointed as fire safety specialist advisors to the School. They undertake fire risk assessments and annual reviews thereof, project advice, training and general advice at any time.

### **SSIL, SSDL, SSF & OS CLUB**

The School organisations which fall outside the main School are included in the overall School Health & Safety Policy and are not required to have their own policies; they should follow the direction in this policy including:

- a. Risk assessments in place or produced for each location, office, shop, etc, and all activities.
- b. Equipment in use being inspected, and where necessary serviced, at regular intervals;
- c. Staff in relevant departments receiving instruction, where applicable, on the equipment and materials they are required to use. Maximum use should be made of frequent toolbox talks to ensure that staff are reminded about safety in the workplace; and
- d. Safe systems of work always being followed.

### **RESPONSIBILITIES OF THE SSDL COMMERCIAL MANAGER (SHORT COURSES)**

The SSDL Commercial Manager has responsibility for the conduct of all health and safety throughout all courses and activities that they conduct; this includes:

- a. Ensuring that the courses and activities are run to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards;

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- b. Ensuring that the lead coaches and activity leaders operate to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual sports and activities paying particular attention to the temporary staff engaged for short periods;
- c. Ensuring that all coaches and activity leaders are aware of their health and safety responsibilities and the various legal requirements that apply in their areas of responsibility;
- d. Overseeing the preparation and maintenance of risk assessments related to courses, sports and activities including sports halls and handling of sports equipment on and off site;
- e. Collating the health and safety returns, identifying any risks or trends;
- f. Ensuring that the staff in their departments are aware of the degree of priority that health and safety carries and ensuring that they are given the training and encouragement to ensure that they are fully compliant;
- g. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- h. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out;
- i. Working with the School Nurse on recording and collation of sporting accidents, identifying any risks or trends and
- j. Ensuring that staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures

### **Key action points for the SSDL Commercial Manager (Sports Courses)**

***Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects. Ensure safe operation of boarding houses, movement on Campus, key sports facilities including sports halls, swimming pools, squash and fives courts and pitches.***

### **RESPONSIBILITIES OF THE SSDL INTERNATIONAL SUMMER SCHOOL COURSE DIRECTOR**

The SSDL Head of Sedbergh International School Summer School has responsibility for the conduct of all health and safety in the departments and organisations in their areas of line reporting; this includes:

- a. Ensuring that the International Summer Schools are run to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual departments;
- b. Ensuring that the teachers, administrative staff, pastoral staff and activity leaders operate to the standards laid out in the School Health & Safety Policy and procedures and other appropriate standards which may be set by individual departments, sports and activities paying particular attention to the temporary staff engaged for short periods;
- c. Overseeing the preparation and maintenance of risk assessments related to the teaching, courses, sports and activities including use of classrooms, sports halls, swimming pools, specialist equipment and activities on and off site;
- d. Collating the health and safety returns in their areas, identifying any risks or trends;
- e. Ensuring that the staff in their departments are aware of the degree of priority that health and safety carries and ensuring that they are given the time and encouragement to ensure that they are fully compliant;
- f. Notifying the School Health & Safety Coordinator of any accidents, incidents and near misses or damage for appropriate investigation;
- g. Ensuring that accidents, near misses and defects are reported in a timely manner and that follow up action in the form of changes of maintenance, equipment or procedures is carried out; and

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

- h. Ensuring that staff for whom they are responsible, cooperate fully with any fire practices and other emergencies as specified in the School fire procedures

### Key action points for the SSDL Head Of Sedbergh School International Summer School

*Ensure that all staff in their areas are aware of their responsibilities for health and safety, particularly in the production of risk assessments and timely reporting of incidents and defects. Ensure safe operation of boarding houses, movement on Campus, classrooms, key sports facilities including sports halls, swimming pools, pitches and off site trips and activities.*

### RESPONSIBILITIES OF ALL EMPLOYEES

Under the Health & Safety at Work Act, etc, 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees of the School have responsibility to take reasonable care as regards themselves and other persons who may be affected by their acts or omissions and are reminded of their duties under the Health & Safety at Work Act 1974, Sections 7 & 8, and the Management of Health & Safety at Work Regulations 1999, Regulation 14 which are:

- a. **HSW Act, Section 7:** It shall be the duty of every employee while at work:
  - i. to take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and
  - ii. as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.
- b. **HSW Act, Section 8:**
  - i. No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions.
- c. **Management of Health & Safety at Work Regulations 1999, Regulation 14, Employees' Duties:**
  - i. Every employee shall use any machinery, equipment, dangerous substance, transport equipment, means of production or safety device provided to him by his employer in accordance both with any training in the use of the equipment concerned which has been received by him and the instructions respecting that use which have been provided to him by the said employer in compliance with the requirements and prohibitions imposed upon that employer by or under the relevant statutory provisions.
  - ii. Every employee shall inform his employer or any other employee of that employer with specific responsibility for the health and safety of his fellow employees—
    - of any work situation which a person with the first-mentioned employee's training and instruction would reasonably consider represented a serious and immediate danger to health and safety; and
    - of any matter which a person with the first-mentioned employee's training and instruction would reasonably consider represented a shortcoming in the employer's protection arrangements for health and safety,

in so far as that situation or matter either affects the health and safety of that first mentioned employee or arises out of or in connection with his own activities at work, and has not previously been reported to his employer or to any other employee of that employer in accordance with this paragraph.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

- d. To wear and use all personal protective equipment and safety devices that are provided by the School and the School's management for their protection and cooperate fully with their managers when the latter are pursuing their responsibilities under the above Act;
- e. To observe all the School's health and safety policy, rules, regulations and procedures at all times;
- f. To report all accidents and near miss incidents to their immediate supervisor and in line with the School reporting procedure;
- g. To co-operate with School management on all matters relating to health and safety;
- h. Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety and welfare;
- i. To immediately make safe, then report all defects in condition of procedures, premises or equipment and any health and safety concerns immediately to their line manager;
- j. To immediately make safe, then report immediately to the Facilities Manager any serious or immediate danger;
- k. To ensure that they only use equipment or machinery that they are competent to use or have been trained to use;
- l. To make use of all necessary control measures and personal protective equipment provided for safety or health reasons; and
- m. When required, to complete risk assessments for their areas of responsibility and provide health and safety returns on a termly basis.

### **Key Action Points for All Staff**

***Make themselves familiar with the Health & Safety at Work Act 1974, make themselves familiar with the Health & Safety Policy and appendices relevant to them, paying particular attention to areas of significant risk, ie Sciences, DT use of machinery, outdoor activities, maintenance, ground works, etc.***

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### PART 4 – APPENDICES

Appendix 1	-	<u>Fire Evacuation and other Emergency Arrangements</u>
Appendix 1A	-	<u>Fire Practice Certificate</u>
Appendix 1B	-	<u>Duties of a Fire Warden</u>
Appendix 2	-	<u>Inspection/Maintenance of Emergency Equipment</u>
Appendix 3	-	<u>First Aid and Medication</u>
Appendix 4	-	<u>Accident Reporting Procedures</u>
Appendix 5	-	<u>Lone Working</u>
Appendix 6	-	<u>Health and Safety Information and Training</u>
Appendix 7	-	<u>Work Equipment</u>
Appendix 8	-	<u>Flammable and Hazardous Substances</u>
Appendix 9	-	<u>Lifting and Handling</u>
Appendix 9A	-	<u>Guidance on Carrying Out a Manual Handling Risk Assessment</u>
Appendix 10	-	<u>Health and Safety Monitoring and Inspections</u>
Appendix 11	-	<u>Asbestos</u>
Appendix 12	-	<u>Risk Assessments</u>
Appendix 13	-	<u>Offsite Visits &amp; Travel</u>
Appendix 14	-	<u>Work at Height</u>
Appendix 15	-	<u>Display Screen Equipment</u>
Appendix 15 A	-	<u>Display Screen Equipment Self-Assessment</u>
Appendix 16	-	<u>Vehicles on Site</u>
Appendix 17	-	<u>Contractors/Visitors</u>
Appendix 18	-	<u>Stress</u>
Appendix 19	-	<u>Legionella</u>
Appendix 20	-	<u>Members of Staff Responsible for Health &amp; Safety</u>
Appendix 21	-	<u>Hirers, Contractors and Others</u>
Appendix 22	-	<u>Pool</u>
Appendix 23	-	<u>Emergency Plans</u>
Appendix 24	-	<u>Security Arrangements</u>
Appendix 25	-	<u>Reporting of Defects</u>
Appendix 26	-	<u>Electrical Rules</u>
Appendix 27	-	<u>Waste Disposal</u>
Appendix 28	-	<u>Supporting Evidence Form Following an Accident/Incident</u>
Appendix 29	-	<u>Significant Identified Risks – Prep School Site</u>
Appendix 30	-	<u>Significant Identified Risks – Senior School Site</u>
Appendix 31	-	<u>Access to High Risk Areas Policy</u>
Appendix 32	-	<u>School Health &amp; Safety Structure</u>
Appendix 33	-	<u>Guidance on Planning for the Impact of Extreme Weather on Sports, Activities and Trips</u>

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 1

#### FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Headmaster is responsible for ensuring the fire risk assessment is undertaken and implemented. The fire risk assessments are located on-line and reviewed on an annual basis.

This document including this Appendix is available to all staff and is included in the School's induction process.

An outline of evacuation procedures is to be briefed to all contractors / visitors.

Emergency exits, fire alarm call points, assembly points, etc, are clearly identified by safety signs and notices.

It is vitally important to maintain compartmentation of all areas by ensuring that fire doors are not wedged open. Fire doors contain the spread of smoke and fire, and buy essential time for rescuers to reach those who may be trapped. Staff should at all times educate pupils under their care as to why doors should not be left wedged open. Fire extinguishers should not be used to hold doors open.

#### EMERGENCY EVACUATION PROCEDURES

**In case of a fire:** Dial 999 on any telephone and ask for the Fire and Rescue Service to come to -----House/building etc.

##### Fire and Evacuation

Fire and emergency evacuation procedures are posted in each classroom and around boarding accommodation; these procedures will be reviewed at least annually. An example of a suitable notice is shown.

Emergency contact and key holder details are maintained by the Special Projects Officer supported by the Clerk of Works and the Facilities Manager, and included in the School Major Contingency Plan.

Each boarding house is provided with a grab bag including a house plan, instructions and a hi-viz jacket.

##### Fire Drills

Boarding House must carry out:

- **One day practice**, between 6am and midnight, with warning, within 48 hours of the start of each term, principally to familiarise new pupils with the drill, audibility tone of the alarm and escape routes
- **One night practice**, between midnight and 6am, without warning, each term.

All boarding house fire practices must be recorded on the School "Certificate of Fire Practice" form and submitted to the Clerk of Works ([pek@sedberghschool.org](mailto:pek@sedberghschool.org)), cc the Facilities Manager (tbc) and Senior Deputy Head ([gun@sedberghschool.org](mailto:gun@sedberghschool.org)) for inspection by the Fire Service or other Government inspectors.

Housemasters & Mistresses are strongly encouraged to involve the local Fire Service in at least one practice per year.



## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

Fire drills in School buildings will be undertaken termly as directed by the Deputy Head, Senior School / Prep School Head, and a record kept in the fire log book.

### Fire Fighting Route or Exit Blocked By Fire

- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable firefighting equipment.
- Ensure the alarm is raised BEFORE attempting to tackle a fire.

Staff should make themselves aware of the nearest location and type of portable firefighting equipment and receive basic instruction in its correct use.

If you should find that there is a fire between you and the exit to the building and there is no other obvious escape route, you may need to use a fire extinguisher to evacuate the building.

For a fire to start and continue it requires:

- fuel, combustible materials
- oxygen
- heat, a source of ignition.

Fire extinguishers are designed to remove one or more of these sources.

### Classification of fires

Fires are classed according to what is burning. It is important to understand the nature of fire and the different classes of fire so that you are able to understand fire risks and take appropriate action when necessary. Fire extinguishers are made with different material to deal with different types of fire.

Class of Fire	Type of fuel/source of fire	Example
Class A fires	combustible materials	flammable solids, such as wood, paper, and fabric
Class B fires	flammable liquids	petrol, turpentine or paint
Class C fires	flammable gases	hydrogen, butane or methane
Class D fires	combustible metals	magnesium, aluminium or potassium
Class E fires	electrical fires	once the electrical item is removed, the fire changes class
Class F fires	cooking oils	chip-pan fire

The table is relevant because it relates to the table below which shows which sort of fire extinguisher to use for each class of fire:

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

Type	Class A	Class B	Class C	Class D	Electrical	Class F	Comments
	Combustible materials	Flammable liquids	Flammable gases	Flammable metals	Electrical equipment	Deep fat fryers	
<b>Water</b>	✓	✗	✗	✗	✗	✗	Do not use on liquid or electric fires
<b>Foam</b>	✓	✓	✗	✗	✗	✗	Not suited to domestic use
<b>Dry Powder</b>	✓	✓	✓	✓	✓	✗	Can be used safely up to 1000 volts
<b>CO2</b>	✗	✓	✗	✗	✓	✗	Safe on both high and low voltage
<b>Wet Chemical</b>	✓	✗	✗	✗	✗	✓	Use on extremely high temperatures

The majority of School fire extinguishers are foam and CO<sub>2</sub> with some water extinguishers at exit points to buildings.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 1A**

#### **FIRE PRACTICE CERTIFICATE**

Hold CTRL and click **here** to follow the link to open the certificate for completion after each fire practice.

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 1B

#### DUTIES OF A FIRE WARDEN

The impact of fire on any part of the School is covered by other appendices in this policy. A key aspect of this policy is that in the event of a fire the relevant building or buildings are efficiently and effectively evacuated. This appendix covers the duties of a fire warden as opposed to a fire marshal.

#### Fire Warden or Fire Marshal

There are two specific roles in the prevention of fire and the evacuation of buildings in the event of fire which are often confused:

- **A fire marshal** is a proactive role where the individual is required to identify fire hazards in the workplace and report them to an appointed person. They will do this by carrying out a range of inspections and checks. At Sedbergh and Casterton this is part of the role of the maintenance teams.
- **A fire warden** is a reactive role where the appointed individuals will be required to ensure that the building is emptied upon fire alarm activation. Each fire warden will be given a designated area of the building to sweep to confirm that no-one is within that area. They will be required to support carrying out a roll call and report to the evacuation controller to confirm that everyone has vacated their area of responsibility.

#### Fire Warden Duties

As a fire warden you will be required to be actively involved in ensuring that everybody leaves the building safely in the event of an evacuation.

If the Headmaster or member of the SMT has requested that you undertake the role of a fire warden, you have a duty to co-operate, unless you have a valid reason to suggest that you are not the correct person to fulfil the role.

You will have the opportunity to practice the role during fire drills, which are intended to:

- confirm that the evacuation procedure works
- identify gaps and consider lessons learnt, to enable the procedure to be updated accordingly
- ensure that staff and pupils are familiar with the procedures

In both Schools, the majority of pupils will know and understand what to do in the event of the fire alarm sounding and having completed termly practices, they will know how to reach the muster area and be ready for a roll call. However, there will be some pupils, particularly younger ones or those from overseas or with specific needs/disabilities who will be less certain how to react and may be left behind, potentially seeking refuge in an area where they may feel safe but where they will be at risk.

As a fire warden you may be requested to sweep and check an allocated part of your building in order to confirm that everybody has evacuated in a safe and prompt way.

It is important that you:

- have clarity on your role
- fully understand your responsibilities
- know the evacuation procedures and routes
- know where the assembly point is
- report your findings to the person taking charge of the evacuation at the assembly point
- receive information following fire drill de-briefs, and fully understand any changes to your role.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### **Sweeping a Building**

In the event of the fire alarm sounding, you should ensure that those staff, visitors and pupils in your area have left the room. You should then follow the evacuation route checking in the rooms designated to you that there is no one remaining in that room or area. You should then evacuate the building, report your area clear and muster with everyone else. How this is carried out may vary depending on location; Senior School, Prep School, boarding or classroom. For instance, the Senior School instructions for classrooms are:

*Classes to leave the building in a quiet orderly manner (last person out shuts the door) and go straight to the cricket field, or other muster point as listed below.*

***Each member of staff in the classroom must check the room on either side of their own and adjoining working areas to ensure that any pupils working unsupervised are evacuated. Such pupils should report to that member of Staff at the assembly area.***

The part of the instruction in bold is effectively the fire warden duty in Senior School classrooms.

On no account should you re-enter the building.

# SEDBERGH SCHOOL HEALTH & SAFETY POLICY

## APPENDIX 2

### INSPECTION/MAINTENANCE OF EMERGENCY EQUIPMENT

#### TESTING OF THE FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation by the Estates Department and a record kept in the fire log book. Normally regular testing of fire alarms will be weekly at a time determined by the Housemasters and Mistresses, Senior Deputy Head (Pastoral) and Prep School Head. The Clerk of Works is responsible for the weekly checks of alarm by rotation of a different MCP each week in each House/Building.

Any defects on the system will be reported immediately to the Clerk of Works.

A fire alarm maintenance contract is in place with **FTS Kendal (015397 26733)** and the system tested annually by them.

Smoke and heat detectors are tested on a quarterly basis by **FTS Kendal (015397 26733)**.

#### INSPECTION OF FIRE FIGHTING EQUIPMENT

FTS undertakes an annual maintenance service of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to **the Clerk of Works**.

#### EMERGENCY LIGHTING SYSTEMS

These systems will be checked monthly by the Estates Department and bi-annually by **FTS Kendal (01539 726733)**.

Test records are located in the Estates Office.

#### MEANS OF ESCAPE

Daily, the Housemaster/Mistresses/AHSMs/Maintenance staff and Heads of Department are to check for any obstructions on exit routes, remove obstructions and ensure all final exit doors are operational. A near miss form is to be completed and where an obstruction cannot be resolved "in house" a helpdesk request should be submitted marked urgent.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 3

#### FIRST AID AND MEDICATION

The Sedbergh School first Aid post is the Sedbergh Medical Centre and first aid assistance can be sought here; if it is impractical for the injured person to reach the Medical Centre then the assistance of the Medical Officer and Nurse should be requested by dialling **01539 718164**. The precise nature of any injury, location and patient name should be given.

An assessment has been undertaken to ascertain the number of first aiders required and the School exceeds the recommended numbers as laid down in the Health & Safety (First Aid) Regulations 1981 (as amended) and the Department for Education *Guidance on First Aid in Schools*.

Immediate first aid equipment is located around the School. as given below

#### FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

Senior School –

- Powell Hall                      lower passageway
- Main School Office
- Classroom Block                Common Room
- Science Block                    Chemistry prep room and Physics prep room
- Biology Block                    prep room
- Admissions office                Under sink
- Danson                             Kitchen area
- Bursary                            kitchen cupboard
- Queen's Hall                      (x2) Kitchen and Bar including 1 x epipen
- Swimming Pool                  poolside
- CCF Office                        (x2)
- Rifle Ranges                      1 per range
- Armoury Stores                  (x5)
- Laundry
- Hirst Centre                      reception
- Art Department                  (x2) Office and Kitchenette
- Drama Department              (X2) Office and JA Theatre
- Design Centre                    workshop
- Guldrey Lodge                    (x2) Office and Kitchen
- Maintenance                    joiners' workshop
- Operations Bursary              Kitchen area
- Buskholme Pavilion            changing rooms
- Knowles Pavilion                changing rooms
- Akay Pavilion                    hallway
- Riverside hut
- Grounds
- Sports Hall
- Boarding Houses                house kitchens
- Each minibus

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### Prep School –

- Main Office
- Maths Office
- Beale House
- Cressbrook House
- Thornfield House
- Kitchen (2 kits)
- Art Block (3 kits)
- Swimming Pool
- Sports Hall - in adjacent Home Economics Room
- Science laboratories – 1 kit in *BIO1, BIO2 & CHEM1*
- Rifle Range
- Riding Stables
- Maintenance Shed
- Mulberry Nursery
- Music Block
- Sports Pavilion – *ground floor and first floor kitchen*
- Sports Field garage adjacent to Astro turf

### Vehicles –

- Each minibus (The Transport Manager is responsible for checking these)
- Works Vehicles (The Clerk of Works is responsible for checking these)

The **onsite Nurse** is responsible for regularly checking that the contents of first aid boxes are complete and replenished as necessary. If stock is used, staff are to report use to ensure replacement. A check should be made at least once a term.

The Medical Centre will ensure that first aiders have a current certificate and that new persons are trained should first aiders leave.

The Transport Manager and Clerk of Works will check that any vehicles are properly equipped with first aid boxes before they are used.

Sports coaches are responsible for ensuring that their first aid bags are properly equipped before each match or practice.

Each games team and activity are provided with a first aid kit (or is given one on request).

### DEFIBRILLATORS ARE LOCATED AT THE FOLLOWING LOCATIONS

#### Senior School:

- The Hirst Centre
- The Old Sports Hall
- The Common Room (Main School Building)
- Sedbergh Medical Practice

#### Sedbergh town:

- Tourist Information
- The People's Hall
- The Fire Station

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### Prep School

- Main School Office

### Casterton Village:

- Old Telephone Box adjacent to Village Hall
- High Casterton in bespoke box north of the junction between Well Lane and Chapel House Lane to South of the School.

A defibrillator is a potentially life-saving device which delivers an electrical current that shocks the heart back into a normal rhythm following a sudden cardiac arrest. The defibrillators are checked regularly to ensure everything is present and in working order.

**IMPORTANT: In the event of an emergency call 999 and ask for an ambulance before you do anything else. The operator will confirm the location of the nearest public access defibrillator.**

If you're on your own do not leave the person in distress to find the defibrillator; if possible, send someone else to find one.

Anyone can use a defibrillator; training is not needed as the device will give clear step-by-step voice instructions.

**Transport to hospital:** If the first aider considers it necessary, the injured person will be sent directly to hospital and parents and/or guardians should be informed. No casualty should be allowed to travel to hospital unaccompanied. The decision to call for an ambulance can be taken if the first aider or person dealing with the incident deems this action necessary.

### Blood Spillages

The procedure for dealing with blood and body fluid spillages is:

Disposable gloves and apron should be used when cleaning up any spillage other than water. Body fluids such as vomit, blood, urine and faeces pose an infection control risk.

For small quantities use undiluted Liquid Hypochlorite 1% (eg Milton) applied onto the blood/body fluids, then wipe over the area with a paper towel/tissue and finally rinse the area with plain water. For larger amounts drop a paper towel over the blood to soak up the excess fluid, and then pour the Liquid Hypochlorite 1% (eg Milton) over the towels, leave for two minutes. Finally scoop up the debris into a clinical waste bag.

The Medical Centre and each house has a Body Fluid Response Kit that contains clear instructions as to its use.

If this is not available then use either paper towels or tissues to mop up the area. These must be placed in a clinical waste container along with the apron and gloves. The area should then be thoroughly cleaned and dried.

Should there be unpleasant fumes, then the area will need to be well ventilated.

### Administration of medicines

All medication will be administered to pupils in accordance with the School **Medical Policy**.

All medications will be administered and kept in in line with the School's Medical Policy.

Staff will undergo specific training related to health conditions of pupils and administration of medicines (eg diabetes, epilepsy, anaphylaxis, etc) as appropriate.

Staff taking pupils on trips must ensure that they are aware of and able to manage/respond to any health conditions of pupils. This information is located in iSAMS.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 4

#### ACCIDENT REPORTING PROCEDURES

All accidents and near misses must be recorded on the online School Accident Form which is held on the Evolve software.

- School accident reports will be monitored for trends and a report made to the Health & Safety Committee, as necessary, by the Bursar (Operations). The findings of investigations are useful to inform risk assessments and amend behaviours to prevent reoccurrence.
- The Line Manager (in case of staff) or the person in charge of the activity (in case of pupils or members of the public) will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work, plant, equipment, fittings, etc, must be immediately made safe, then reported on the Estates Help Desk.
- Accident investigation reports must be received by the Bursar (Operations) as soon as possible and no later than within seven calendar days of the accident.
- Should a pupil injury result in attendance at the Medical Centre, the School Doctor or Nurse will form a professional opinion as to whether the accident is serious enough to inform parents.

#### Reporting of Injuries, Diseases & Dangerous Occurrences (RIDDOR)

1. In the event of a RIDDOR reportable injury the incidents will be reported to the Health & Safety Executive (HSE) on-line at their web site <https://www.hse.gov.uk/riddor/>.
2. Employees are required to report any accident, dangerous occurrence or near miss to their Line Manager. Line Managers are responsible for making a report to one of the following, in order of preference, who will be known as the "Reporting Officer":
  - Bursar (Operations)
  - Headmaster and/or COO
3. In the event of an employee being absent from work for more than seven days because of an accident sustained at work, the employee's line manager is to make an immediate report to the "Reporting Officer" so that the accident may be reported to the H&S Executive.
4. Information must be given to the Reporting Officer at the earliest possible moment, in person or by telephone, and must be confirmed in writing using the on-line form. RIDDOR reportable events and injuries must be detailed to the Reporting Officer within 24 hours using **Appendix 28**.
5. The Reporting Officer is responsible for reporting to the Health & Safety Executive as necessary, and for retaining copies of any such report for at least one year, and for taking all practical steps to inform the Health & Safety Executive if a death should occur of a person involved in a major accident within one year of the accident.
6. The Reporting Officer shall inform the Headmaster and COO of all RIDDOR reportable events and injuries.
7. In the event of a serious RIDDOR which might result in an H&SE investigation, the School has access through the Public Liability Insurance to contact Public Liability insurers (included in telephone numbers) for the 24/7 Crisis and Incident Management Service for access to a solicitor specialising in Regulatory, Compliance and investigations as well as an expert PR consultant in addition to the School H&S advisor. The contact number for the Solicitors is DWF Solicitors – RSA PL 24 Hour Contact: 03301 024201.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### REPORTING OF INJURIES, DISEASES AND DANGEROUS OCCURRENCES REGULAR (RIDDOR) SUMMARY FROM THE HEALTH & SAFETY EXECUTIVE

1. There is a legal requirement that all employees inform their employer, and that the employer inform the Health & Safety Executive of certain major accidents and dangerous occurrences arising out of or in connection with work. Failure to report such accidents or dangerous occurrences is an offence. A full description of RIDDOR procedures can be found on the HSE website (hold CTRL and click **here** to follow the link):
  
2. Accidents involving major injuries must be reported where any person, employed by the School or not, suffers a major injury which arises out of or in connection with work. Types of Reportable Injury:
  - a. **Deaths**  
All deaths to workers and non-workers, with the exception of suicides must be reported if they arise from a work-related incident, including an act of physical violence to a worker.
  
  - b. **Specified injuries to workers**  
The list of specified injuries in RIDDOR 13 replaces the previous list of major injuries in RIDDOR 1995, new reportable injuries are:
    - A fracture, other than to fingers, thumbs and toes;
    - Amputation of an arm, hand, leg, foot or toe;
    - Permanent loss of sight or reduction of sight;
    - Crush injuries leading to internal organ damage;
    - Serious burns (covering more than 10% of the body, or damaging the eyes, respiratory system or other vital organs);
    - Scalpings (separation of skin from the head) which require hospital treatment;
    - Unconsciousness caused by head injury or asphyxia;
    - Any other injury arising from working in an enclosed space, which leads to hypothermia, heat induced illness or requires resuscitation or admittance to hospital for more than 24 hours.
  
  - c. **Over-seven day injuries to workers**  
This is where an employee, or self-employed person is away from work or unable to perform their normal work duties for more than seven consecutive days (not including the day of the accident). You must notify the enforcing authority within 15 days of the incident.
  
  - d. **Injuries to non-workers (this includes pupils as they are not classed as workers)**  
You must report injuries to members of the public or people who are not at work if they are injured through work related accident, and are taken from the scene of an accident to hospital for treatment to that injury. **Examinations and diagnostic tests do not constitute “treatment” in such circumstances. There is no need to report incidents where people are taken to hospital purely as a precaution when no injury is present**
  
  - e. **Reportable Occupational Diseases**  
Employers and self-employed people must report diagnoses of certain occupational diseases, where these are likely to have been caused or made worse by their work:
    - Carpal tunnel syndrome;
    - Severe cramp of the hand or forearm;
    - Occupational dermatitis;
    - Hand arm vibration syndrome;
    - Occupational asthma;
    - Tendonitis or tenosynovitis of the hand or forearm;
    - Any occupational cancer
    - Any disease attributed to an occupational exposure to a biological agent

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

3. Certain dangerous occurrences must also be reported, there are 27 dangerous occurrences; examples are:
- The collapse, overturning or failure of load-bearing parts of lifts and lifting equipment
  - Plant or equipment coming into contact with overhead power lines
  - The accidental release of any substance which could cause injury to any person
  - Collapse of scaffold

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 5

#### LONE WORKING

Staff are encouraged not to work alone in School. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the proposed lone working activity is necessary.

Work involving potentially significant risks (for example work at height) **should not** be undertaken whilst working alone.

Where lone working cannot be avoided staff should:

- Obtain the Head of Department's permission and notify him/her on each occasion when lone working will occur.
- In the event of the Head of Department's absence then all parties who work on site alone should inform the on-duty colleague or other person.
- Ensure they do not put themselves or others at risk.
- Ensure that they inform a colleague when they start lone working and when they plan to stop, followed by notification that they have completed their task. The colleague is to check with the lone worker if they have not been informed that the task is complete by the appointed time and then check that the lone worker is safe.
- Ensure they have means to summon help in an emergency eg access to a telephone or mobile telephone etc. A spare mobile phone can be obtained from the IT department to assist any member of staff. Where the lone working becomes regular the Staff member should consider use of the school's Stay Safe app.
- Key holders attending empty premises where there has been an incident or suspected crime should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.
- Report any incidents or situations where they may have felt "uncomfortable". Good communication between colleagues, in terms of personal safety is essential.
- Staff who have been identified as having a medical condition which makes them specifically vulnerable when lone working are to be issued with and trained on the Lone Working phone app which will initiate an alert when they have a medical emergency.

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 6

#### HEALTH AND SAFETY INFORMATION & TRAINING

##### CONSULTATION AND COMMUNICATION OF INFORMATION

###### **Consultation:**

The Health & Safety Committee meets termly to discuss health, safety and welfare issues affecting staff, pupils or visitors. Action points from meetings are brought forward for review by School management.

The committee members are listed at **Appendix 20**.

###### **Communication of Information:**

The Health & Safety Law poster is displayed in all communal staff rooms/areas.

A copy of the Health & Safety Committee minutes are available on request

##### **HEALTH & SAFETY TRAINING:**

Health and safety induction training will be provided and documented for all new employees by the member of staff conducting the lesson and a copy given to the HR Manager.

The Headmaster and Bursar (Operations) are responsible for ensuring that all staff are provided with adequate information, instruction and training and identifying the health and safety training needs of staff.

Employees will be provided with:

- Induction training in the requirements of this policy
- Access to Educare and Barbour software for training courses and face to face toolbox talks
- Update training in response to any significant change in H&S policy or government direction
- Training in specific skills needed for certain activities, (eg use of hazardous substances, work at height etc.)
- Refresher training where required

Training records are recorded on HR Pro and will be overseen by the Bursar (Operations) and monitored where by appropriate line managers. The Health & Safety Committee is responsible for agreeing health and safety training needs and for the training and development plan.

This includes a system for ensuring that refresher training (for example in first aid) is undertaken within the prescribed time limits.

The Headmaster and Bursar (Operations) will be responsible for assessing the effectiveness of training received.

Each member of staff is also responsible for drawing the Line Manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 7

#### WORK EQUIPMENT

All staff are required to report to **the Clerk of Works** any problems found with plant/equipment, damaged electrical apparatus or wiring - including portable equipment and permanent wiring.

Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair/disposal.

#### Electrical Safety

All staff should monitor the condition of plugs, cables and electrical equipment prior to use.

All portable items of electrical equipment will be subject to PAT (portable appliance testing) annually, conducted by **the Estates Department** on a rolling basis.

Major fixed wiring circuits will be checked at least once every five years.

The electrical rules can be found at **Appendix 26**.

#### Curriculum

Heads of department are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

**Heads of Departments** will identify all work equipment in an equipment register and ensure that risk assessments are carried out, identifying any relevant servicing / routine maintenance / inspection regimes, training or instruction needs, personal protective equipment requirements and authorised users.

#### Fume Cupboards

The Clerk of Works will be responsible for ensuring that all fume cupboards and extraction systems are serviced annually in accordance with the Control of Substances Hazardous to Health Regulations (2004) (COSHH) and all records kept for five years.

See below, table of equipment and commentary:

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

The following equipment has been identified as likely to involve a specific health and safety risk and details are given below on inspection, use and repair.

<b>EQUIPMENT</b>	<b>RESPONSIBLE PERSON (WHO CAN ASSESS RISK)</b>	<b>AUTHORISED USERS OF THE EQUIPMENT</b>	<b>AUTHORISED PERSON FOR INSPECTION AND REPAIR</b>	<b>INSPECTION PERIOD ( eg TERMLY, ANNUALLY)</b>
Access equipment eg ladders, tower scaffold.	Clerk of Works	Estates Team	Clerk of Works	Ladders six monthly Tower scaffold on erection and weekly thereafter if left in situ
Caretaking/cleaning equipment including hand tools	Clerk of Works Cleaning Manager	Cleaning, Porters Maintenance, Security, drivers and laundry	Clerk of Works Cleaning Manager	School to determine following manufacturers advice
Grounds maintenance equipment	Grounds Manager	Grounds team	Grounds team & nominated engineers	School to determine following manufacturers advice
Gas appliances (includes School catering equipment, boilers, food tech, etc.)	<ul style="list-style-type: none"> <li>• Catering Manager, Procurement Manager</li> <li>• Clerk of Works (boilers)</li> </ul>	<ul style="list-style-type: none"> <li>• Catering team</li> <li>• Food tech staff</li> <li>• Estates team (boilers)</li> </ul>	Competent qualified Engineers, Fairclough & Lakes Catering	Annually
PE and play equipment	Head of Sport	All Sports and PE Staff	Nominated approved contractor by sports staff	Annually
LEV, dust extraction/ fume cupboards	<ul style="list-style-type: none"> <li>• Head of Science</li> <li>• Clerk of Works (estates workshops)</li> </ul>	<ul style="list-style-type: none"> <li>• Science Staff</li> <li>• Estates team</li> </ul>	Approved contractor	14 monthly (max) Records of these examinations must be kept for a five-year period.
Technology Equipment	Head of Tech	Technology Staff	Approved contractor	Yearly
Art/Design Equipment	Head of Art	Art Staff	Approved contractor	Compressors annual Kilns School to determine based on use
Portable electrical equipment	Clerk of Works	All	Technicians and Maintenance Department	Yearly
Lifts/lifting equipment	Clerk of Works	All Staff	Approved contractor	Lifts/hoists/slides for people – six monthly

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 8

#### FLAMMABLE AND HAZARDOUS SUBSTANCES

Within curriculum areas (in particular Science, DT and Art) then **Heads of Department** are responsible for the control of substances hazardous to health and ensuring that model risk assessments contained in the relevant national publications (CLEAPSS, Association for Science Education's "Topics in Safety" etc.) are in place.

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the "**Control of Substances Hazardous to Health Regulations 2004**" (the "COSHH" Regulations).

In all other areas where COSHH substances are used, the relevant manager is responsible for their safe use in accordance with regulations.

They shall ensure:

- An inventory of all hazardous substances used on site is compiled and regularly reviewed.
- Material safety data sheets are obtained from the relevant supplier for all such materials.
- Risk assessments are conducted for the use of hazardous substances (generic risk assessments are available for products purchased from Hertfordshire Supplies, these are adapted to suit specific use of material on site)
- All chemicals are appropriately and securely stored out of the reach of children
- All chemicals are kept in their original packaging and labelled (no decanting into unmarked containers)
- Suitable personal protective equipment (PPE) has been identified and available for use

PPE is to be provided free of charge where the need is identified as part of the risk assessment.

#### RADIOACTIVE SOURCES

The School follows CLEAPSS guidance in Managing Ionising radiations and radioactive sources.

The member of staff in charge of radioactive sources (RPS) is the **Head of Science** who responsible for ensuring all records pertaining to radioactive sources are maintained. The Head of Science will be responsible for appointing a competent person to inspect all radioactive substances in accordance with CLEAPSS and the Managing of Ionising Radiation and Radioactive Materials Regulations (1999).

The Head of Science has a separate Departmental Health & Safety Policy to ensure safe working practices and procedures in the Science departments (Physics, Chemistry and Biology).

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 9

#### LIFTING AND HANDLING

This document sets out the commitment of Sedbergh School to meeting the requirements of the Manual Handling Operations Regulations 1992 (as amended). It requires that the potential for harm to staff and pupils as a result of undertaking manual handling operations is either prevented, or where that is not reasonably practicable, is adequately controlled.

To achieve compliance with the requirements of this Policy and Procedure, the School recognises the importance of its role in placing day-to-day responsibility with each head of department.

The requirements of this Policy are based on the principle that staff and/or pupils shall not undertake manual handling tasks having the potential to cause harm, unless they have, in the first instance, been risk assessed. Where the risk assessment identifies it to be necessary, prior to an activity being undertaken, appropriate training shall be provided, together with any essential manual handling and personal protective equipment being available.

It is not the purpose of this document to provide a comprehensive guide to the Manual Handling Operations Regulations. It does, however, provide an outline of their requirements and the action to be taken. Supplemented with the training that will be available to those designated to undertake the manual handling risk assessment process, it will enable comprehensive management action to be taken to control potential hazards and risks at the departmental level.

#### **1 – What Is Manual Handling?**

Manual Handling is the term used to describe the movement of loads by human effort being applied either directly to a load or indirectly by means such as hauling on a rope or pulling a lever. It includes transporting a load that may be moved or supported by the hands or any other part of the body such as the shoulder. It also includes the intentional dropping or throwing of a load. Mechanical assistance, such as the use of a sack truck, may reduce but not eliminate manual handling since effort will still be required to move, steady or position a load.

Manual handling does, therefore, cover all aspects of the physical effort involved in the lifting, pushing and pulling of loads.

#### **2 – What is required under the regulations and what do managers need to do?**

Where staff and/or pupils are required to undertake manual handling activities, ensure that the following hierarchy of risk control measures is in place as required under the Regulations:

- (i) **Eliminate or avoid the need for hazardous manual handling**  
Undertake a review of manual handling tasks to establish, in the first instance, whether these need to be undertaken or whether less hazardous options are available. For the tasks remaining, identify who might be harmed in undertaking them, how, and the harm that may be caused.
- (ii) **For those manual handling activities that remain, assess the risk of injury**  
Departmental assessments shall be conducted by those trained to do so (such training normally being provided by a Consultant trainer or from materials provided by the H&SE). Further guidance on the risk assessment process can be found in **Appendix 9A** to this document. Risk assessment templates can be found on the Hub in the H&S folders.

Most assessments will require just a few minutes observation to identify ways to make an activity easier and less risky, ie less physically demanding. In doing so they will also identify any existing controls and whether these are adequate.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

Ensure that staff undertaking manual handling activities are involved in this risk assessment process.

**(iii) From the information gathered from the assessment, reduce the risk of injury**

Take such action as is identified to be necessary from the risk assessment. This will include:

- The provision of information, instruction and training to those required to undertake manual handling tasks;

It may include:

- The provision of such equipment (eg sack truck) as may be identified to be necessary to reduce the risk of injury, so far as that is reasonably practicable.
- Ensuring that 'safe systems of work' are in place;

**(iv) Review the assessment and revise it if necessary**

Having implemented the controls, ensure that they are periodically reviewed and revised.

Where the risk assessment establishes that funding is required to implement improvements they shall be met from the departmental budget. In the event that financial resources do not permit such action, the matter must be referred without delay, to the next level of management.

### **3 - Staff/Pupil Responsibilities**

Staff and students have a responsibility not to undertake any manual handling activities that may cause themselves or others harm and adhere to the information, instruction and training provided. They must immediately bring instances having the potential to cause harm to the attention of their immediate line manager.

### **4 – Manual Handling Risk Assessments and Training**

Managers & Heads of Departments shall ensure that no member of their staff undertakes risk assessments until trained to do so and that personnel undertaking manual handling duties are provided with sufficient information, instruction and training and, where appropriate, equipment to undertake tasks safely.

The Facilities Manager, Clerk of Works and School Staff Instructor (SSI) are available to assist with the identification of the need for, and the undertaking of, risk assessments and wherever possible, provide the training identified to be necessary. They shall also provide advice and assistance to managers and those undertaking risk assessments, on the action they need to take to ensure the safe execution of manual handling activities undertaken by them, or on their behalf.

### **5 – Monitoring Compliance with the Requirements of this Policy**

The duties prescribed under this Policy are designed to ensure the safety of personnel. All staff have an absolute duty to comply with any Health & Safety Policy

#### **'Safe System of Work'**

This will include the requirement for information, instruction and training and may also include elements such as are identified below which may only be possible to determine in the light of the actual situation, on the spot, at the relevant time:

- A physical environment that is 'safe' in which to undertake specific tasks.
- The sequence in which tasks may need to be undertaken.
- The provision of an adequate level of supervision.
- The provision of written instructions.
- The provision of the correct equipment.
- Such other measures as may be appropriate based on the level of risk involved.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### Appendix 9A

#### GUIDANCE ON CONDUCTING A MANUAL HANDLING RISK ASSESSMENT

##### Introduction

This Appendix to the School Manual Handling Policy and Procedure explains how to conduct a manual handling risk assessment. The text is largely taken from the Health & Safety Executive's publication *Manual Handling (Manual Handling Operations Regulations 1992) – Guidance on the Regulations*.

Although this information will enable straightforward manual handling risk assessments to be undertaken, reference should be made to the HSE publication in the event of a detailed or complicated assessment needing to be completed.

Copies of the HSE publications are available on the HSE website and can be accessed by **holding CTRL and clicking these links:**

<https://www.hse.gov.uk/msd/manual-handling/index.htm>

<https://www.hse.gov.uk/msd/manual-handling/good-handling-technique.htm>

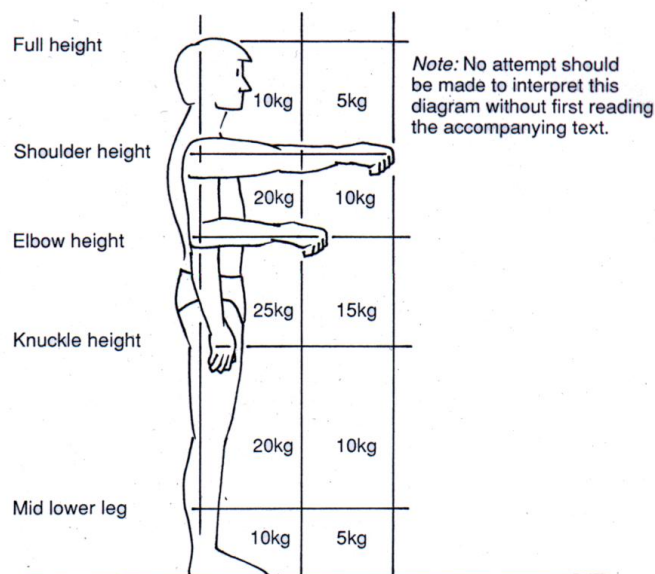
<https://www.hse.gov.uk/pubns/indg143.pdf>

##### Undertaking Risk Assessments – the Stages

You must firstly identify the manual handling operations that cannot be avoided and which present the potential to place staff and/or students at risk. This does not mean that every task needs to be assessed and the Health & Safety Executive have developed a filter to screen out straightforward cases. The filter (Figure 1) is based on a set of numerical guidelines that provide an approximate boundary within which a load is unlikely to create a risk of injury sufficient to warrant a detailed assessment. It is believed that the use of the guidelines will provide a reasonable level of protection to around 95% of men and women. However, even those operations lying within the boundaries identified should be avoided or made less demanding wherever it is reasonably practicable to do so.

**Figure 1**

##### Guidelines for lifting and lowering (refer to Figure 1)



## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

The guidelines assume that the load is easy to grasp with both hands and that the operation takes place in reasonable working conditions with the handler in a stable body position. They take into consideration the vertical and horizontal position of the hands as they move the load during the handling operation, as well as the height and reach of the individual handler. For example, if a load is held at arm's length or the hands pass above shoulder height, the capability to lift or lower is reduced significantly.

The basic guideline figures for identifying when manual lifting and lowering operations may not need a detailed assessment are set out in Figure 1. If the handler's hands enter more than one of the box zones during the operation, the smallest weight figures apply. It is important to remember, however, that the transition from one box to another is not abrupt; an intermediate figure may be chosen where the handler's hands are close to a boundary. Where lifting or lowering with the hands beyond the box zones is unavoidable, a more detailed assessment should always be made.

The basic guideline figures for lifting and lowering are relatively infrequent operations – up to approximately 30 operations per hour. The guideline figures will have to be reduced if the operation is repeated more often. As a rough guide, the figure should be reduced by 30% where the operation is repeated once or twice per minute, by 50% where the operation is repeated around five to eight times per minute and by 80% where the operation is repeated more than 12 times per minute.

Even if the above conditions are satisfied, a more detailed risk assessment should be made where:

- (a) the worker does not control the pace of work;
- (b) pauses for rest are inadequate or there is no change of activity which provides an opportunity to use different muscles;
- (c) the handler must support the load for any length of time.

### **Guidelines for carrying**

Similar guideline figures apply to carrying operations where the load is held against the body and is carried no further than about 10m without resting. If the load is carried over a longer distance without resting or the hands are below knuckle height then a more detailed risk assessment should be made.

Where the load can be carried securely on the shoulder without first having to be lifted (as for example when unloading sacks from a lorry) the guideline figures can be applied to carrying distances in excess of 10m.

### **Guidelines for pushing and pulling and for handling while seated.**

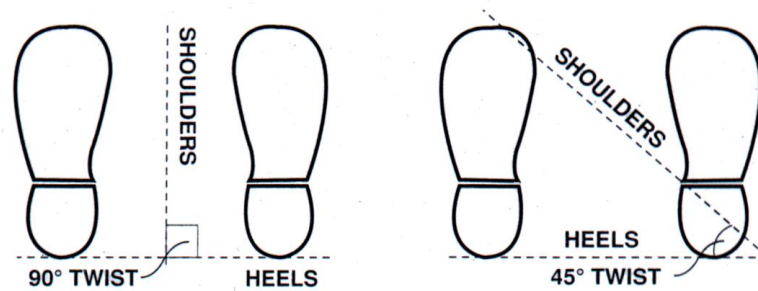
In the event of operations involving the pushing, pulling or handling of loads while seated needing to be risk assessed, then information on the guidelines applicable to these operations is available from the Facilities Manager.

### **Other considerations: Twisting**

In many cases, manual handling operations will involve some twisting (see Figure 2) and this will increase the risk of injury. Where the handling task involves twisting and turning, therefore, a detailed risk assessment should normally be made. However, if the operation is relatively infrequent, and there are no other posture problems then the filter can be used. In such cases, the basic guideline figures shown above should be reduced if the handler twists to the side during the operation. As a rough guide, the figures should be reduced by about 10% where the handler twists through 45°.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

Figure 2



**Remember:** The use of the guidelines does not affect the employer's duty to avoid or reduce risk of injury where this is reasonably practicable. The guideline figures should not, therefore, be regarded as safe weight limits for lifting. They are an aid to highlight where detailed risk assessments are most needed. Where doubt remains, a more detailed risk assessment should always be made. Even for the majority of fit, well-trained individuals working under favourable conditions, operations which exceed the guideline figures by more than a factor of about two may represent a serious risk of injury. Such operations should come under very close scrutiny.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 10**

#### **HEALTH & SAFETY MONITORING, AUDITS, AND INSPECTION**

A general workplace inspection of the site will be conducted annually and be undertaken/co-ordinated by the **Clerk of Works** or **Facilities Manager** or **Grounds & Gardens Manager** and reported to the **Bursar (Operations)**.

An annual H&S audit will be conducted by the School H&S advisor with the Bursar (Operations) on areas selected by the Headmasters but to include selected boarding houses and specific high risk areas in the Schools.

Monitoring inspections of individual departments will be carried out by Heads of Department and in the termly departmental return which is reported to the Health & Safety Committee.

Responsibility for following up items detailed in the return will rest with the relevant Head of Department, reporting to the Health & Safety Committee.

ISI inspectors are our inspecting body; these inspections occur at least every six years.

A named Governor will be involved to undertake audits and inspections on an annual basis and report back to the Governing Body.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 11

#### ASBESTOS

The Control of Asbestos Policy is held in the Operations Bursary in accordance with The Control of Asbestos Regulations 2012 (CAR2012).

The asbestos register is also held in the **Operations Bursary and the Maintenance Department** and will be made available to all staff and visiting contractors. All contractors must, prior to **any** work commencing on the fabric of the building or fixed equipment read and acknowledge by signature that they know the location of any identified asbestos and the procedures should they locate new or suspected asbestos.

The School's Asbestos Authorising Officer is the **Facilities Manager**.

The **Facilities Manager** shall ensure:

- The asbestos log is maintained and that any changes are notified and the Register amended.
- **All** work on the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- An annual visual inspection of asbestos containing materials on site is conducted and recorded in the asbestos log.

Please note that even drilling a hole or pushing a drawing pin into asbestos containing materials may result in the release of fibres into the air.

**Under no circumstances must staff drill or affix anything to walls without first obtaining approval from the Asbestos Authorising Officer or Clerk of Works**

Any damage to materials known or suspected to contain asbestos should be reported to the **Facilities Manager**.

Any contractor who is suspected to be carrying out unauthorised work on the fabric of the building should be reported to the **Facilities Manager**.

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 12

#### RISK ASSESSMENT POLICY

##### General Risk Assessments

The School risk assessments will be co-ordinated by the Heads of Departments. Risk assessments covering Academic, Pastoral and Operations activities can be found on the Hub by holding CTRL and clicking [here](#) to follow the link.

A standard School risk assessment template which is to be used following the format prescribed by the Health & Safety Executive is available by holding CTRL and clicking [here](#).

All workplace activities, teaching and non-teaching, premises and one-off activities must be assessed as appropriate by:

- The Senior School Headmaster delegated to:
  - Deputy Head (Academic) for senior classrooms and in-house academic activities after Heads of Departments
  - Senior Deputy Head for pupil activities and trips working with:
    - Assistant Head (Sports and Activities)
    - Director of Creative Arts
    - Education Visits Coordinator
  - Senior Deputy Head (Pastoral) for social and house-based activities including Boarding House risk assessments.
  - The Prep School Head for all prep school activities
  - Bursar (Operations) for all operations activities, working with:
    - Facilities Manager for maintenance teams, porters, and security
    - Cleaning Manager for cleaning and laundry
    - Grounds Manager for all grounds and gardens
    - Transport Manager for drivers and vehicles
    - Catering Manager for all catering risk
    - School Events Coordinator for all events
    - SSDL Commercial Manager for short courses
    - ISS Course Director for the International Summer School activities

All risk assessments should be communicated to the persons who are described as being at risk in the risk assessment, eg warn pupils of dangerous water as described in the river swimming risk assessment.

All members of staff who are involved in an activity must read the risk assessment, and initial and date it to acknowledge that they have done so. A record of this should be kept by the person in charge of the activity in case of a claim. This should be repeated if the dynamic assessment by an activity leader requires a change to the planned activity or to the previously identified control measures. It is important to have proof that staff have carried out all that was reasonably practicable to mitigate risk.

Department heads are responsible for keeping their own risk assessments and updating them annually or when the work activity changes, whichever is the soonest and staff must be made aware of any changes to risk assessments relating to their work. The latest version of each RA should be added to the Hub.

**Pregnancy Risk Assessment.** Assessments on new and expectant mothers will be undertaken by their Line Manager. It is the responsibility of staff to inform their line manager as soon as they know they are (or are no longer) pregnant.

The risk assessment will be reviewed on a regular basis as the pregnancy progresses.

**New Starter Risk Assessment.** To be completed by the recruiting manager in conjunction with the HR Manager, only to be used to start a new member of staff awaiting a cleared DBS when all other recruitment checks have been completed.

**Curriculum and Co-Curricular Activities including Sports and Adventure Activities.** Risk Assessments for activities will be carried out by relevant Heads of Department and subject teachers using relevant Health & Safety Codes of Practice for Design & Technology, Science, Art, Sport, PE and Adventure Activities, etc.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

The RAs relevant to a specific academic term must be reviewed at the Departmental meeting during inset at the start of that term.

RAs relevant to the whole year should be reviewed at the start of the year inset and then only reviewed again if there is a change to the staffing, venue or activity.

Each staff member responsible for running an event covered by the RA must sign to say they have reviewed and understood the latest version.

Guidance on completing RAs is available from Bursar (Operations) if required.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 13

#### OFFSITE VISITS

Refer to the **Educational Visits Policy** in the staff Hub. Offsite travel involving pupils is to be recorded on Evolve and coordinated with the Educational Visits Coordinator at least 2 weeks before the trip is planning to depart.

#### Transport

The nominated member of staff from the site team (**appendix 20**) is responsible for the undertaking of checks and the operation of all School vehicles following guidance contained in the **School Transport Policy**, a copy of which is held in each vehicle and on the Hub. The person with overall responsibility for transport is the **Facilities Manager**.

For further information on the use of School minibuses and other vehicles, please refer to the **School Transport Policy**.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 14

#### WORK AT HEIGHT

Work at height activities from where a person could fall a distance liable to cause personal injury present a significant risk, all such activities should be avoided where it is reasonably practicable to do so.

Where this is not possible a risk assessment must be conducted and the risk reduced as far as is reasonably practicable. A copy of this assessment will be provided to employees authorised to work at height.

Copies of the HSE publications are available on the HSE website and can be accessed by **holding CTRL and clicking these links:**

Working at height: A brief guide (hse.gov.uk)

<https://www.hse.gov.uk/pubns/indg401.pdf>

LA455 - The Ladder Association

The School's nominated persons responsible for work at height are the **Facilities Manager and Clerk of Works**

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained and that ladders are checked every six months;
- all access equipment is inspected and maintained;
- the risks from fragile surfaces are properly controlled;
- a Safe System of Work is submitted for all tree, scaffold and cherry picker work; and
- pupils are not to work at height (in activities, drama, theatre lighting, DT, small holding or in boarding houses) unless properly trained and supervised, and with a separate risk assessment.

Work at height is classed as any work where you require something to stand on to carry out a task. Only authorised step ladders/ladders/tower scaffolds or cherry pickers should be used. **Under no circumstances should chairs or other items be used to work at height.**

**NO MEMBER OF STAFF OR PUPIL SHOULD ATTEMPT TO WORK AT HEIGHT WITHOUT FIRST BEING FORMALLY TRAINED**

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 15**

#### **DISPLAY SCREEN EQUIPMENT (DSE)**

It is the policy of Sedbergh School to provide a safe and healthy working environment for employees, including particular measures to protect their health and safety when they are working with Display Screen Equipment (DSE).

The School will fulfil its obligations by:

- a) the assessments of workstations, using a self-assessment approach using the form below supported by the Bursar (Operations);
- b) the provision of suitable work equipment;
- c) the provision of information and training for users;
- d) making arrangements for regular breaks for employees working with DSE.

The main legislation which is relevant to this subject is the Health & Safety (Display Screen Equipment) Regulations (amended 2002).

#### **Workstation Assessment/Self-Assessment**

Workstation self-assessment should be carried out by all staff that spend a considerable time using Display Screen Equipment, occasional users are not covered under the Regulations. The self-assessment form is self-explanatory and assistance can be provided by the **Bursar (Operations)** in completing this form.

The assessment shall be reviewed if major changes are made to equipment or furniture; if workstations are relocated; if the nature of the work changes; or if the health of the user changes. Good practice would be to review the assessment every one to three years.

#### **Minimum Requirements of Workstations**

Workstations and equipment must comply with specific minimum requirements as laid down in the DSE Regulations. These include, for example, a chair with seat height adjustment, seat back adjustment and a stable base (usually 5 wheels/ castors); a desk which provides adequate space; a monitor which tilts and swivels and has a clearly readable screen.

There are minimum standards which apply to all elements of the workstation, including the keyboard, the mouse, the environment and the software. These are summarised below:

- a) The display screen should have well defined characters of adequate size, stable image, easily adjustable brightness and contrast. The screen should be easily tilting and swivelling with no reflective glare.
- b) The keyboard should be tiltable and separate from the screen; sufficient space in front of the keyboards; matt surface; easy to use; adequate and contrasting symbols on keys. The mouse should be suitable for the task.
- c) The work surface must be sufficiently large and low reflecting, and allow a flexible arrangement of equipment and adequate space.
- d) The work chair should be stable allowing the user easy movement and a comfortable position. It should have adjustable height (seat); adjustable height and tilt (seat back). Footrests should be available on request.
- e) There should be space necessary for the operator to change positions.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

- f) The lighting should be satisfactory with appropriate contrast between screen and background; prevention of glare through positioning of artificial light.
- g) Positioning must prevent sources of light such as windows causing distracting reflections on the screen.
- h) Noise must not cause distraction of attention or disturbance of speech.
- i) Heat must not be excessive such as to cause discomfort and an adequate level of humidity should be established and maintained.
- j) The software systems must be suitable for the task, easy to use, and adaptable to the level of the user's knowledge.

### **Responsibility of Users**

It will be the responsibility of all DSE users to:

- a) carry out self-assessment;
- b) seek advice from the **Bursar (Operations)**; and
- c) repeat self-assessment as and when changes occur as given above.
- d) Maintain a copy of their Self-Assessment and report to the Bursar (Operations) when completed.

### **Eyesight Testing**

The School will pay for eye testing for all employees identified as DSE users.

### **Laptop Computers**

Laptops must comply with the regulations where they are in prolonged use (eg for periods of 1 hour or more and on most days. Because the regulations state that the keyboard and screen must be separate, specific modifications will be required to lap tops in prolonged use, there are several options

- a) Place a laptop on a specially made platform and use a separate mouse and keyboard
- b) Use the laptop with a separate monitor
- c) Use the laptop with a docking station
- d) Connect the laptop to a desktop using a keyboard video mouse (KVM)

### **Responsibilities of the Employer**

- a) Ensure that all employees receive adequate information and training for DSE workstations
- b) Provide eye tests to nominated DSE users
- c) Carry out risk assessments for DSE users

Further information and guidance can be obtained from [www.hse.gov.uk/pubns/indg36.pdf](http://www.hse.gov.uk/pubns/indg36.pdf).

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 15A

#### Display Screen Equipment Self-Assessment

All users of display screen equipment (usually computer monitors) are to complete a self-assessment of their workstation using the HSE form at:

- Display screen equipment (DSE) workstation checklist ([hse.gov.uk](http://hse.gov.uk)) on the internet or
- <https://sedberghschool.sharepoint.com/sites/TheHub/SitePages/Health-and-Safety.aspx> on the Hub
- Hold CTRL and click **here** to follow the link to access the DSE Workstation Assessment on the Hub

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 16

#### VEHICLES ON SITE

##### Parking

Sedbergh School is spread over 150 acres and has the following designated car parking areas:

<b>Location</b>	<b>Purpose</b>
• School Buildings	Teaching staff and visitors including to Powell Hall events
• Bursary & Queen's Hall	Bursary staff, QH staff and visitors, hirers of sports hall and pool
• Design Centre	DC staff, Arden Theatre performances & overspill for sports events
	Minibus parking area
• Hirst Centre and Astro Pitches	Visitors to sports events
• Boarding House service areas	House staff

On special occasions Hart, School and Sedgwick House yards may be used for the overspill of cars from visiting parents and visitors for large events such as, open and speech days.

Casterton, Sedbergh Prep School has a 25 acre site with the following designated car parking areas:

<b>Location</b>	<b>Purpose</b>
• Beside main front door	Visitors
• Hollybush area	Parents and visitors
• Car park beside kitchen door	Staff
• South of gymnasium	Staff and minibus parking

Contractors will be advised as to where they are permitted to park depending on where they are working. The **Clerk of Works** will take control of all contractor parking.

##### Speed Limit

The on-site speed limit across the Sedbergh School and Prep School campuses is **5mph**.

##### Vehicle Movement Around Staff & Pupils

All staff are to be aware of the dangers posed by moving vehicles around pupils and staff: Key risk areas are:

- School drive and car park adjacent School buildings
- Queen's Hall, delivery vehicles and Bursary/QH staff reversing
- the Bursary entrance

All reversing large goods vehicles (LGVs) must have a **"Banksman"** and any major contracted works where LGVs are on the premises must have a safe system of work with a strict control policy. The person responsible for supervising works where LGVs are involved must ensure that deliveries are avoided at peak times, ie when pupils are leaving and returning to Boarding Houses.

##### One Way Circuit

The roadway from the Bursary and Hart House gate are a high-risk area because vehicles may be moving on the road at the same time as pupils. This road has been redesignated as a one-way street starting at the Bursary and ending at Hart House gate. Movement against the designated flow of traffic is not permitted at any time.

##### Prep School Campus

Pupils on the Prep School campus are classed as young and vulnerable, therefore, great care needs to be exercised when driving on campus at Casterton.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

Key risk areas are:

1. There is a pedestrian zone from the Beale House barrier to the Sports Hall car park. Driving around the one way circuit of Beale House and the Science block, gym building, Art and stables block is to be discouraged and is controlled by a barrier which requires a key code to operate
2. LGVs being on site, bin lorries and delivery vehicles etc, must have a banksman and be controlled and only allowed into the pedestrian zone if absolutely essential.

All other safety principles apply as per the Sedbergh site.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 17

#### CONTRACTORS/VISITORS

All contractors must report to **the Estates Department at Guldrey Lodge**, where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on safeguarding children, fire procedures, local management arrangements and vehicle movement restrictions. Visitors' ID badges must be returned to the Bursary when contractors leave the site at the end of the working day. All regular Contractors must hold a current DBS details of which are held on the SCR

The **Clerk of Works** is responsible for monitoring areas where contractors work that may directly affect staff and pupils.

All contractors must be accompanied by the Clerk of Works , Estates Project Manager, Facilities Manager or a designated member of the maintenance team to the area where they are to carry out works and introduced to the AHSM, Housemaster/mistress, Tutor or Head of Department. If contractors are working in pupil sleeping accommodation then they should be accompanied, either by a member of the House staff, or the maintenance team. Contractors can work in boarding house common areas unaccompanied if they hold a DBS. If a contractor does not have a DBS then a risk assessment must be carried out and they must be accompanied at **all** times. These rules are adjusted during the holidays when pupils are not in the School to allow a larger numbers of contractors to operate on site without requiring permanent supervision. Areas housing SSDL children on courses should be treated as for term time.

All contractors/workers must see the Asbestos Register held by the Clerk of Works and sign to say that they acknowledge the rules relating to working near asbestos and the exact location of any asbestos containing materials.

Prior to works commencing where there is deemed to be a significant hazard, a full risk assessment and method statement will be required, either written or electronic.

Works will not be permitted in term time where there is a significant risk to staff and pupils

The person responsible for hosting the visitors must ensure that they receive the necessary induction to comply with the Health & Safety at Work Act, etc, 1974. The key issues are:

- Fire evacuation procedures and means of escape
- Child protection and safeguarding
- Hot works permits
- Notified of any specific hazards which may cause them harm

The Estates Project Manager, the Facilities Manager and Clerk of Works hold a full set of rules for contractors.

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 18

#### STRESS

##### Introduction

Sedbergh School is committed to protecting the health, safety and welfare of all employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors.

This policy will apply to everyone in the School. Heads of Departments are responsible for implementation and the School is responsible for providing the necessary resources.

##### Definition of stress

The Health & Safety Executive defines stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

##### Key Points Concerning Stress

- Work related stress is widespread and not confined to particular sectors, jobs or industries although some sectors do have more than the average incidence rates for stress.
- Stress can affect anyone at any level of an organisation.
- Work related stress is not the same as pressure but can result from prolonged and/or excessive work pressure.
- Work related stress is not RIDDOR reportable even where it leads to more than seven days absence.
- Stress is not always work-related, it can be a reaction to issues like financial problems, bereavement, illness, caring responsibilities for family members etc.
- Stress can result in sickness absence, reduced productivity, high turnover of staff and subsequent costs in recruitment, replacement and training of staff

##### Policy

- The School will identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed by line managers
- The School will consult with all staff on all proposed action relating to the prevention of workplace stress.
- The School will provide training for all managers and supervisory staff in good management practices.
- The School will provide confidential counselling for staff affected by stress caused by either work or external factors.
- The School will provide adequate resources to enable managers to implement the School’s agreed stress management strategy.

##### Responsibilities

###### Managers & Heads of Departments

- Conduct and implement recommendations of risks assessments within their jurisdiction.
- Ensure good communication between management and staff, particularly where there are organisational and procedural changes.
- Ensure staff are fully trained to discharge their duties.
- Ensure staff are provided with meaningful developmental opportunities.
- Monitor workloads to ensure that people are not overloaded.
- Monitor working hours and overtime to ensure that staff are not overworking. Monitor holidays to ensure that staff are taking their full entitlement.
- Attend training as requested in good management practice and health and safety.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

- Ensure that bullying and harassment is not tolerated within their jurisdiction.
- Be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.g. bereavement or separation.

### **Human Resources**

- Give guidance to managers on the stress policy, including supporting managers in implementing stress risk assessments.
- Help monitor the effectiveness of measures to address stress by collating sickness absence statistics.
- Advise managers and individuals on training requirements.
- Encourage referral to occupational workplace counsellors where appropriate.
- Support individuals who have been off sick with stress and advise them and their management on a planned return to work.
- Refer to workplace counsellors, mental health first aiders, or specialist agencies as required.
- Monitor and review the effectiveness of measures to reduce stress.
- Inform the employer and the Health & Safety Committee of any changes and developments in the field of stress at work.

### **Employees**

- Raise issues of concern with your Safety Representative, line manager or occupational health.
- Accept opportunities for counselling when recommended.

### **Managing Risk of Stress**

The risk of stress should be addressed in the following areas:

- Demands on the Individual controlled by line managers
  - Setting realistic deadlines
  - Adjusting work patterns
  - Looking at training and development plans
  - Expectation for communication out of working hours
  - Control of working hours when working remotely
  - Understanding of levels of digital communication
- Control by the individual, empowering the employee
  - Choices over work patterns where feasible
  - Given an input into decision making
- Support to the individual:
  - Supportive feedback from line managers
  - 1 to 1 discussions with line managers
  - Quality peer interaction to compare experience
  - Encouragement of healthy behaviour
- Relationships in the workplace:
  - Being clear on what is acceptable
  - Policy for addressing behaviours
  - Avoid remote relationships
  - Clear policy in managing conflict
- Change management:
  - Ensure that individual member of staff are consulted
  - Run an ongoing communication plan
- Role:
  - Clear job description
  - Appropriate induction and startup training
  - Ensuring that the employee has clarity of their role in the team

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- Work/Home Interface:
  - Be clear about distinction between work and home
  - Manage work/home balance

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 19

#### LEGIONELLA

The School complies with advice on the potential risks from Legionella as identified in the **Health & Safety Guidelines L8 document**.

**The maintenance team** under direction of the **Clerk of Works** will be responsible for identifying and flushing rarely used outlets on a monthly basis and after School holiday periods. Water temperature checks will be undertaken on a monthly basis in accordance with L8.

The nominated member of the site team (**appendix 20**) will ensure, in conjunction with SPES Water Compliance that any showers or other areas where water droplets are formed are disinfected and de-scaled on a quarterly basis.

The School has a planned preventative maintenance programme in place to monitor Legionella and the Facilities Manager and Clerk of Works are responsible for the implementation of the management plan to control Legionella.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 20

#### KEY ADVISORS IN SPECIALIST AREAS FOR HEALTH & SAFETY

Steve Ewence	Bursar (Operations) accident and near miss reporting
Toby Lehmann	Special Projects Officer, Health & Safety Policy
Justine Mahon	Nurse Manager, caring for sick pupils and medication, sporting injury records
Nigel Poulson	Facilities Manager, estate H&S, work at heights, legionella, asbestos, and fire
Nick Beaumont	Catering Manager – food hygiene, kitchen H&S, allergen management
Rachael Armer	Cleaning Manager – cleaning safety and hygiene, COSHH for cleaning products
Andrew Cleasby	Transport Manager – all aspects of vehicle and driver safety and COSHH for vehicle products
Stuart Oliver	Assistant Head (Co-Curricular)
Jen Malings	Director of Sport
John Seymour	Director of Creative Arts
Alasdair McMeechan	Head of Science – Science
Simon Arnold	Head of Design – DT
Martin South	Head of Grounds and Gardens: Grounds and estate H&S
Peter Kliszat	Clerk of Works – Building and Maintenance H&S, building repair, general maintenance, fire & pool, work at heights, legionella, asbestos, fire transport
Mike Wilson	School Electrician – School electrical rules, fire & security alarms
Graham Staveley	Maintenance Team Leader
Graham Moreland	Maintenance Team Leader
Ian Christy	SSI – weapons and ammunition – and EVC
Gwynnie Parry	Director of Adventure Activities – outdoor activities
Rev Paul Sweeting	Chaplain – pastoral care

#### Trained First Aid staff:

The School's First Aid Policy can be found on the Hub and the School website.

#### KEY MEMBERS RESPONSIBLE FOR HEALTH & SAFETY

#### Members of the Health & Safety Committee:

Steve Ewence, Bursar (Operations) (Chairman)  
 Dan Harrison, Senior School Headmaster  
 Baz Bennett, Chief Operating Officer  
 Kate Martin, Prep School Head  
 Colin Gunning, Senior Deputy Head, Sedbergh School  
 Jenny Burns, Senior Deputy Head (Pastoral), Sedbergh School  
 Abby Stubbs, Deputy Head (Academic), Sedbergh School  
 Nigel Poulson, Facilities Manager  
 Justine Mahon, School Nurse Manager  
 Stuart Oliver, Assistant Head (Co-Curricular)  
 John Seymour, Director of Creative Arts  
 Toby Lehmann, Special Projects Officer

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 21

#### HIRERS, CONTRACTORS AND OTHERS

When the premises are used for purposes not under the direction of the Headmaster or Bursar (Operations) (as appropriate) then the principal person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in paragraph three of this document.

The Headmaster, or Bursar (Operations) (as appropriate) will seek to ensure that, so far as is reasonably practicable, hirers, contractors and others who use the School's premises conduct themselves and carry out their operations in such a manner that all statutory and advisory safety requirements are met at all times.

When the School's premises or facilities are being used out of normal School hours for a School-sponsored activity then, for the purposes of this policy, the organiser of that activity, even if an employee, will be treated as a hirer and will comply with the following requirements of this section.

When the premises are hired to persons outside the employ of the Governors, it will be a condition for all hirers, contractors and others using the School's premises or facilities that they are familiar with this policy, that they comply with all safety directives of the Governors and that they will not without the prior consent of the Governors.

- a) introduce equipment for use on the School premises
- b) alter fixed installations
- c) remove fire and safety notices or equipment
- d) take any action that may create hazards for persons using the premises or the staff or pupils of the School.

All contractors who work on the School premises are required to be competent in their work and to ensure safe working practices by their own employees under the provisions of the Health & Safety at Work, etc, Act 1974 and must pay due regard to the safety of all persons using the premises in accordance with the Health & Safety at Work, etc, Act 1974.

In instances where the contractor creates hazardous conditions and these are known to the Headmaster or Bursar (Operations) (as appropriate) and refuses to eliminate them or to take action to make them safe the Headmaster or Bursar (Operations) (as appropriate) will take such actions as are necessary to prevent persons in his or her care from risk of injury.

The Governors draw the attention of all users of the School premises (including hirers and contractors) to S.8 of the Health & 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 interests of health, safety or welfare in pursuance of any of the relevant statutory provisions.

For the avoidance of doubt, a copy of this School policy is made available to each contractor who, in turn, will furnish the School with a copy of their own Health & Safety Policy.

All hirers must receive induction and essential information on fire & evacuation procedures and contact telephone numbers in case of emergency, ie maintenance issues etc. It will be the Commercial Manager's responsibility to prepare a written brief of these details in accordance with **appendix 25**.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### CONSTRUCTION (DESIGN & MANAGEMENT) REGULATIONS 2015 (CDM)

The School has a duty under the Construction (Design & Management) Regulations 2015 (CDM) to make suitable and sufficient arrangements for managing construction projects and ensuring that sufficient time and resources are allocated. Regulation 4 & 5 of the regulations are applicable to the School as client and can be found at: <http://www.hse.gov.uk/pubns/priced/l153.pdf>.

Regulation 6 of the CDM 2015 states the trigger for CDM is:

1. Works lasting longer than 30 days and have more than 20 workers
2. Works exceeding 500 person days

Where works fall into this category then the HSE have to be notified by completing and submitting an F10 form. The culmination of **all works** (including industrial cleaning and catering installations are to be accounted for within the above trigger for CDM).

The School management must ensure that when they appoint key personnel on CDM projects (Designer, lead Contractor) that they are competent to carry out the role and have the necessary:

- skills
- knowledge
- experience
- training

If School staff are engaged in any works under CDM, ie cleaners, in house maintenance, etc, then they require the relevant induction, with the necessary skills, knowledge, experience and training.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 22

#### POOL

The pool is run and operated within the guidelines of the HSE document “Managing Health & Safety in Swimming Pools” and each School has its own **Pool Operating Procedures** which can be found on The Hub in the School Policies / Non-Statutory Policies folder.

Guidance within the Pool Operating Procedures includes:

Lifeguard requirement

Supervision

Pool security

Lone swimming – **THIS IS NOT ALLOWED UNDER ANY CIRCUMSTANCES**

First Aid

Emergency Action Plan

Contact Numbers

Rules for outside users (hirers)

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 23

#### Major Incident Plan

The Major Incident Plan is included in the School policies on the Hub (in the Statutory Policies folder) and provides direction on the management of a major incident which would either put occupants or users of the School at risk or an incident involving a serious injury or a death. The plan outlines the actions to be taken in the event of a major incident so that everything possible is done to:

- a) save life
- b) prevent injury
- c) minimise loss

The plan addresses foreseeable incidents such as:

- chemical explosion or tanker spillage
- fire
- asbestos
- transport accident
- plane crash into a building
- major intrusion such as an attack by a terrorist or 'shooter' leading to lockdown
- civil disturbance
- hostage taking
- flood
- severe weather
- building or other structural collapse
- electrical failure
- Legionella
- water pollution
- emerging diseases
- major pandemic
- major problem with a member or members of staff
- unforeseen problem with pupils

The plan is regularly rehearsed with senior management teams and in the case of fire and lockdown by all staff and pupils. The result of all such rehearsals are recorded and lessons learned used to inform changes to this policy, the major contingency plan and risk assessments.

Hard copies of the Major Incident Plan are issued to all members of the SLT and SMTs, Housemasters and Housemistresses and held in key locations:

#### Senior School

- Bursary front office
- Bursar (Operations) office
- HM's PA Office
- All members of the SLT and SMT should have a copy of this document at home
- HSM Studies
- School Medical Centre

#### Prep School

- HM's PA Office
- School reception
- Mulberry Bush office
- All members of the SMT should have a copy of this document at home

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

The Plan includes advice to HSMs on action in the event of a night-time/out of hours emergency evacuation of a boarding house which can be found at Annex M, and is provided here for information.

### **MAJOR INCIDENT ADVICE TO HSMs**

#### **Introduction**

This document is aimed at providing a quick aide memoire for HSMs to use in the event of a total evacuation of their boarding house. The obvious reason for evacuation is a fire but other issues which might cause long term evacuation could include:

- toxic chemical spill from a tanker in the vicinity
- gas leak
- bomb threat
- rogue event in house – eg kidnapping
- for town houses a fire in a neighbouring property

The key point behind this document is that once you have conducted the evacuation drills and accounted for everyone you could be stood in the house yard in the middle of a potentially wet and cold night with:

- up to 70 pupils in a varying state of emotion
- your partner and family also potentially shocked
- Assistant HSM
- as many other resident house staff as should be present

#### **Actions**

- Double check that you have everyone. The emergency services will want to know if you don't and where anyone is likely to be in the house if there are some people who have not been evacuated.
- Inform key members of the SLT – list attached and probably best delegated to a house tutor or even your head of house.
- There may not be enough staff available to support you at the incident initially, but you should not underestimate the capability of your prefects and sixth form pupils who may prove to be highly resilient in this sort of situation. You should liaise directly with the SLT/SMT once they are operational.
- Ascertain where you should evacuate to:
  1. Queen's Hall (will need a plan for opening and serving hot drinks).
  2. Powell Hall in the event of the Queen's Hall and Sports Hall area being in the danger zone.
  3. Prep School sports hall, sports pavilion or Tom Penny Theatre.
- Leave a responsible member of staff to liaise with the emergency services until no longer needed or relieved by the SLT.
- Move all those who have been evacuated from the House to the evacuation building.
- At this stage the SLT should have started to plan and be in operation however other considerations are:
  1. Are CCF or adventure training stores available to provide sleeping accommodation? (aim for 70 sleeping bags and kip mats).
  2. Do the police require any evidence?
  3. What have pupils said to parents on mobile phones?
  4. What have pupils or staff posted on social media?

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

- Once the initial evacuation is complete the move to alternative shelter is:
  1. To remove pupils and staff from further danger.
  2. To provide initial shelter.
  3. To consolidate pupils and staff.
  4. For control of social media.
  5. To provide unobstructed access for emergency services.
  6. For treatment of minor injuries.
  7. For initial investigation of events.

**This aide memoire should be added to the reverse of the register clipboard issued to the house.**

# SEDBERGH SCHOOL

## HEALTH & SAFETY POLICY

### APPENDIX 24

#### SECURITY ARRANGEMENTS

##### SENIOR SCHOOL

###### Boarding Houses

Housemasters/Mistresses, House Tutors and AHSMs are collectively responsible for the security of their boarding houses and in conjunction with the Deputy Head (Pastoral) they must implement rules for pupil movement to and from the boarding houses for child protection measures.

Building security is controlled by coded key pad entry on all external doors, all ground floor windows should be secured at night time and have window opening restrictors to prevent intruders and pupils absconding.

All boarding houses have intruder alarm systems on all entrances.

###### Securing of School Buildings

All regular use School buildings are controlled by coded keypad entry on all external doors. The School Security team member (managed by the **Facilities Manager**) is responsible for securing of buildings after each day's events; however, all staff should take responsibility for their own department at the end of a working day, ie shutting windows, turning lights out and locking up.

###### Security Patrols

The School Security team member (on a rota) will carry out a final lock up patrol between 21.00hrs and 23.00hrs, during the lock up the Security Team member will complete a security check sheet and note any security breaches; these breaches of security will be reported to the **Facilities Manager** the next working morning.

In the event of an intruder at night, call **999** and ask for the Police. Out of hours security issues which are of a health and safety/life threatening nature should be reported to the School's duty member of staff on the emergency telephone number **07795 331557**: staff should note that this number is for extreme emergencies only.

##### PREPARATORY SCHOOL

###### Boarding Houses

Housemasters/Mistresses and Matrons are collectively responsible for the security of their boarding houses and must implement rules for pupil movement to and from the boarding houses for child protection measures.

Building security is controlled by coded key pad entry on all external doors, all ground floor windows should be secured at night time and have window opening restrictors to prevent intruders and pupils absconding.

All boarding houses have installed intruder alarm systems on all ground floor bedrooms and have CCTV coverage on main entrances and other key areas.

###### Securing of School Buildings

The securing of School buildings is undertaken by specific School personnel on a rota basis. These personnel report directly to the **Prep School Head**. They are responsible for securing of buildings after each day's events; however, all staff should take responsibility for their own department at the end of a working day, ie shutting windows, turning lights out and locking up.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **Locking Up Procedure (School Buildings Only)**

The School lock-up personnel (on a rota) will carry out a final lock-up patrol between 22.00hrs and 23.00hrs. The member of staff will secure all windows, doors and turn off any lights before finally setting the School buildings alarm. Any breaches of security will be reported to the **Prep School Head** the next working morning.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 25

#### REPORTING OF DEFECTS

In order to maintain a safe and healthy environment the School has installed an electronic reporting system for all building related defects which operates over the School intranet.

This “Help Desk” can be accessed on the intranet by clicking “**Help Desk**”. Entering a new defect is simple, just log in (using network log-in details), click on “new ticket”, then “works”, and fill in all the details on the form. Items asterisked are mandatory.

There are three priority categories, category one is the one to choose if the defect is a health and safety immediate priority, category three is routine.

Out of hours defects which are of a health and safety/life or death nature should be reported to the School’s duty member of staff on the emergency telephone number **07795 331557**: staff should note that this number is for extreme emergencies only.

Should any of the above systems fail, especially out of hours callouts, then staff may contact our nominated Contractors, **but only in extreme circumstances**.

#### List of approved Contractors

##### Electrical Problems

CBS Electrical	07834 284838
Howsons Electrical	07813 877548

##### Plumbing & Heating

David Fairclough	01524 770932
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##### Fire Alarms

FTS	015397 267733
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##### Building Issues & Blocked Drains

George Baines	07977 514229
Paul Hoggarth	07968 977429

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 26**

#### **ELECTRICAL RULES FOR PUPILS**

**Electrical faults and equipment are the biggest cause of fires in occupied buildings.**

The following rules have therefore been prepared solely for the safety of everyone living and working in our boarding houses:

1. Portable heaters are not allowed in boarding accommodation unless they have been supplied and authorised by the Clerk of Works.
2. Electrical devices that produce heat such as kettles, toasters, fridges, rice cookers, etc are not allowed in bedrooms or studies.
3. Only one 4-gang electrical extension lead of no more than 2m in length and fitted with a UK 13amp plug is allowed per pupil.
4. All electrical appliances must be fitted with a fuse of no more than 5 amps.
5. Desk lamps must have a maximum of 9 watt low energy bulb and not exceeding the wattage marked on the desk lamp itself.
6. Multi-way adaptors, multi-sockets and mains fairy lights are not allowed.
7. Defective or damaged sockets, switches, cables and electrical appliances must not be used and immediately reported to AHSM or Housemaster/Housemistress.
8. Do not use drawing pins, nails, staples, etc in walls as there are buried electric cables beneath.
9. Do not tamper with the covers of electrical distribution boxes, switches, sockets, electrical appliances or any other part of the School's electrical system.

#### **SEDBERGH SCHOOL ELECTRICAL GOOD PRACTICE**

1. Chargers and heated hair styling appliances should be switched off at the socket when not in use.
2. Do not cover any part of electrical appliances, cables, sockets or switches as they may overheat.
3. Switch off electrical appliances when they are not in use.
4. Keep combustible material (eg paper and curtains) away from electrical appliances.
5. Do not move furniture from its designated position as it may be hard wired into the mains.
6. Keep electrical appliances and cables away from sources of heat such as radiators and heating pipework.

All legitimate electrical items will be registered annually, and PAT tested on a biennial basis as a minimum. Items that are confirmed as being new are to be labelled "NEW" on arrival. Items which are introduced to the School will be PAT tested by the and labelled within five weeks of arrival. Any items which fail the PAT test will be handed to the AHSM for retention until they can be sent home.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

Electrical items which belong to members of staff who live in boarding houses are to be tested by appointment with the School electrician within five weeks of moving into the boarding house.

The Clerk of Works or School Electrician accompanied by the AHSM and or Housemaster/Housemistress will carry out a termly inspection of pupil boarding accommodation to enforce the Electrical Rules for Pupils. Any equipment which breaches the above rules will be removed and given to Housemasters/mistresses.

If in doubt, please ask your Housemaster/Housemistress, who can obtain advice from the School Electrician.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 27

#### WASTE DISPOSAL

In the interest of the health and safety of the School community, parents and visitors, as well as the School's moral and legal obligations to preserve the environment, all waste generated on the School site must be disposed of in accordance with The Environmental Protection Act 1990, "The Controlled Waste (England & Wales) Regulations 2012, The Hazardous Waste Regulations 2005, The Waste Electrical Equipment Directive 2006, The Ionising Radiation Regulations 1999 and other such regulations.

Every time a consignment of waste is removed from site it must only be removed and disposed of by a "Licenced Registered Waste Carrier, and that waste carrier must have a licence which is issued by the Environment Agency (EA). Licenced registered waste carriers are issued with a certificate by the EA which has an expiry date and duly signed for and behalf of the Secretary of State. Great care must be taken to check the waste carriers details are bona-fide and to ensure that identities and addresses are checked. A copy of all waste carriers certificates should be handed to the Facilities Manager.

The School currently disposes of the following waste:

1. Commercial / domestic (general refuse)
2. Recycling – cardboard, paper, tin, plastic, glass, wood
3. Builders' waste
4. Asbestos (via a licenced Asbestos Contractor)
5. Chemicals (cleaning materials)
6. Furniture
7. Electrical, IT equipment, fridges, light fittings etc
8. Scrap metals
9. Clinical
10. Curriculum chemicals
11. Sludge
12. Food waste
13. Cooking oils
14. Vehicle and machine oils
15. Herbicides
16. Radioactive materials
17. Feminine hygiene
18. Vehicle and small batteries

**The under mentioned personnel are responsible for the legal disposal of waste**

Type of Waste	Person Responsible
Commercial/domestic	Facilities Manager, Catering Manager, Clerk of Works, Cleaning Manager
Recycling	Catering Manager, Clerk of Works, Cleaning Manager, Facilities Manager
Sludge (septic tanks)	Clerk of Works
Vehicle and machine oils	Department manager
Wood	Clerk of Works
Builders waste	Clerk of Works

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

<b>Type of Waste</b>	<b>Person Responsible</b>
Electronic waste	Clerk of Works
Furniture	Clerk of Works
Scrap metals	Clerk of Works
Vehicle batteries	Department manager
Curriculum chemicals	Head of Chemistry
Food waste	Catering Manager
Cooking oils	Catering Manager
Small batteries (torches etc)	Book Room
Herbicides/grounds care chemicals	Grounds Manager
Cleaning chemicals	Cleaning Manager
Feminine hygiene	Cleaning Manager
Clinical waste	Nurse
Radioactive materials	Head of Physics

Occasionally scrap metal dealers call at the School wanting to buy scrap for cash, employees are forbidden to deal with any waste carrier for cash deals. All waste must be disposed of through a licenced waste carrier and all payments must be processed through the accounts department.

The **Facilities Manager** is the coordinator of the appointment of all waste carriers/contractors and they will keep all records of waste carriers. After each waste disposal consignment a waste consignment note should be produced by the person taking the waste from site, this note has to be kept for five years by the person responsible and produced on request from the EA.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 28**

#### **ONLINE FORM FOR COMPLETION FOLLOWING A RIDDOR, ACCIDENT, INCIDENT OR NEAR MISS**

The accident/incident and near miss/hazard identification reporting forms can be accessed using the forms available in Evolve. Evolve may be accessed from the H&S folder on the Hub at the Accident and Near Miss link in the Important Documents section on the opening page, [here](#).

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 29**

#### **SIGNIFICANT IDENTIFIED RISKS – PREP SCHOOL SITE**

Hold CTRL and click on this **link**.

## **SEDBERGH SCHOOL HEALTH & SAFETY POLICY**

### **APPENDIX 30**

#### **SIGNIFICANT IDENTIFIED RISKS – SENIOR SCHOOL SITE**

Hold CTRL and click on this **link**

# SEDBERGH SCHOOL HEALTH & SAFETY POLICY

## APPENDIX 31

### ACCESS TO HIGH RISK AREAS POLICY

This policy is intended to ensure access to areas identified as high risk is properly controlled to minimise any risk of harm coming to pupils and staff when on Campus.

This policy covers buildings, rooms and facilities where unsupervised access by unauthorised pupils, staff, visitors, contractors or members of the public could lead to serious injury by equipment, chemicals, fixed installations or other items held within the facility, or by the nature of the facility.

Individual risk assessments will cover the handling and use of the equipment or materials within.

### HIGH RISK AREAS

The following areas of the School and wider School estate have been identified as high risk:

- All science laboratory prep rooms and hazardous material storage areas (SS and CSPS)
- Cleaning cupboards containing substances falling under Care of Substances Hazardous to Health (COSHH) regulations (SS and CSPS)
- Art, Design and Technology buildings (SS and CSPS)
- Arden Theatre
- Guldrey maintenance workshops
- CSPS maintenance and grounds workshops and yard
- Grounds pavilion and store (SS and CSPS)
- Swimming Pools and plant room (SS and CSPS)
- Sid's Barn (Grounds equipment storage)
- Akay Barn (Grounds equipment storage)
- School commercial kitchens (SS and CSPS)
- Powell Hall lighting galleries and roof space
- Weights room
- Hirst Centre fitness suite
- CCF armoury, stores and ranges
- Boiler houses (SS and CSPS)
- Temporary scaffolding (SS and CSPS)
- Roofs or any other area not accessible through specifically designed access intended for all to use (SS and CSPS) and Hirst Centre and Brackensghyll roofs (require harness)
- Areas fenced off or marked to deny general access (SS and CSPS)

### ORGANISATION

The key personnel responsible for the safe control of high-risk areas are:

- Department Heads of relevant departments
- Duty personnel who normally work in those areas:
  - Laboratory technicians,
  - Maintenance and grounds staff
  - Theatre technician
  - DT technician
  - Swimming pool maintenance and lifeguards
  - CCF SSI
  - Sports and PT staff
  - Chefs and Kitchen Assistants

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

- Relevant members of the teaching staff
- Security team

### **ARRANGEMENTS**

The following rules apply for areas that are listed as high risk and any which members of staff assess that are high risk:

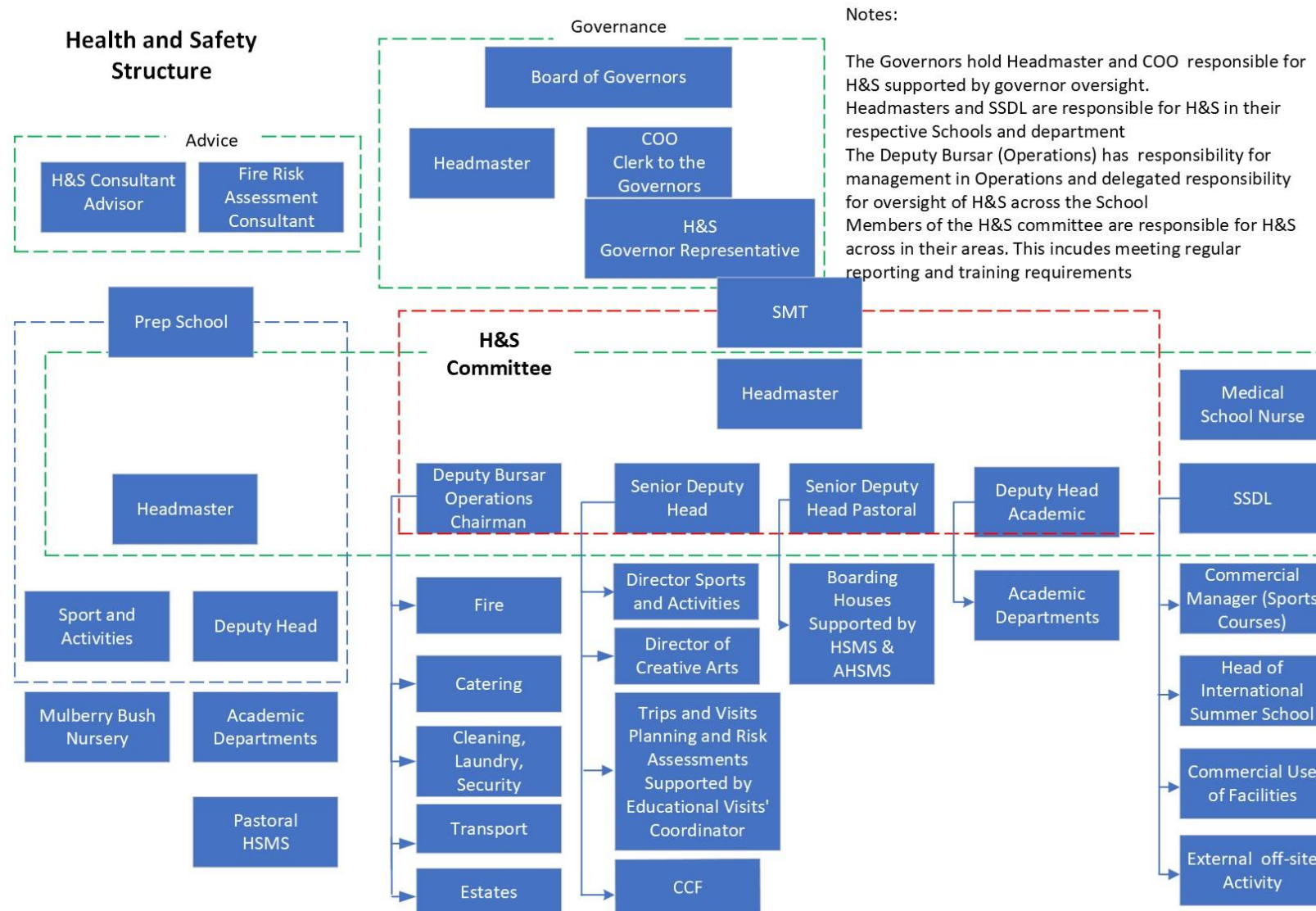
- High risk areas are only to be accessed by staff qualified to work in those areas
- High risk areas are to remain locked unless in use
- High risk areas are out of bounds to pupils, members of staff, visitors and members of the public unless they are accompanied and supervised by a qualified adult and they have a legitimate reason for being in the area.

A list of examples that is not exhaustive includes:

- Swimming
- Supervised kitchen activity
- Theatre crew
- As members of the audience of a production
- Pupils attending lessons in Drama, Art and DT
- Pupils, staff and visitors in the fitness suite or weights room
- Pupils, staff and visitors who are under the direct supervision of a qualified adult for a specific approved purpose
- The following areas are only to be accessed by qualified members of the Maintenance and Grounds staff:
  - Boiler rooms
  - Guldrey workshop
  - Grounds pavilion
  - Sid's Barn
  - Akay Barn
  - Roofs
  - Temporary scaffolding
  - Areas of construction and repair
- High risk areas are to be checked by the relevant staff at the end of the working day to ensure that they have been correctly secured.
- Key high-risk buildings will be checked by the School Security Team during the silent hours security check.

# SEDBERGH SCHOOL HEALTH & SAFETY POLICY

## APPENDIX 32



**Notes:**

The Governors hold Headmaster and COO responsible for H&S supported by governor oversight. Headmasters and SSDL are responsible for H&S in their respective Schools and department. The Deputy Bursar (Operations) has responsibility for management in Operations and delegated responsibility for oversight of H&S across the School. Members of the H&S committee are responsible for H&S across in their areas. This includes meeting regular reporting and training requirements.

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

### APPENDIX 33

#### GUIDANCE ON PLANNING FOR THE IMPACT OF EXTREME WEATHER ON SPORTS, ACTIVITIES AND TRIPS

##### Introduction

This appendix addresses the protocol for ensuring that pupils and staff are not put at risk while taking part in sport, activities, and trips when there is a change of weather to extreme conditions. It explains the requirement for planning, risk assessment as well as the decision process which ultimately will decide if the event will go ahead or will move to an alternative plan. There is a need to consider the balance between a challenging event in unpleasant weather conditions and where there is a serious risk of injury or to health because of the weather conditions.

##### Extreme Weather Conditions

Sedbergh is noted for its rural position on the western end of the Yorkshire Dales. The fells, rivers, and lakes here and in the Lake District provide an opportunity to challenge the pupils at all ages and give them the opportunity to prove that they can overcome the unexpected. However, the area can attract a range of adverse weather conditions which include:

- High winds
- Heavy and prolonged rainfall
- Extreme cold
- Extreme heat

It is not unusual for the first two conditions to occur together and with the third can also produce heavy snowfall.

Extreme weather is usually signalled well in advance by organisations such as the Meteorological Office or the BBC. It is not unusual for them to be unduly cautious but at the same time localised extreme weather conditions can lead to an unexpected impact on specific areas and communities.

##### Impact of Extreme Weather

Extreme weather can impact the following:

Item	Location	Impact
Sports events and activities	On and off campus	Adjustment to existing plan, move to plan B or total cancellation
Property – fixed infrastructure	On campus	Falling slates, damaged buildings leading to a requirement to confine pupils to boarding houses or very strictly controlled movement to classrooms
Property – Temporary	Includes: stretch tents, gazebos, and tents on and off campus	Danger from items being blown down and hitting people. Loss of shelter

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

Item	Location	Impact
Trees and Woodland	On and off campus	Falling trees and branches, leading to blocked roads and paths or danger from flying debris (see above for buildings)
Rivers and Ghylls	On and off campus	Heavy spate i.e. rapid increase and sustained heavy water flow. Can be caused by heavy rainfall higher in the dales or fells
Roads	Off campus	Blocked or impassable, thus causing delay or need to cancel
Supplies and staff travel	On campus	Related to weather and road conditions which may require re-arrangement of all School activity for up to several days including alternative plans for feeding pupils and the provision of heating and hot water
Power grid	On campus	Loss of power for short periods impacting immediate teaching, house activities or catering or long periods requiring a more extensive planning process

### Decision Making

The key to this process is that the decision for a sport, activities, or trips to go ahead, be re-arranged or be cancelled are not to be the sole preserve of the organiser. There needs to be a sensible approach between putting pupils and staff at risk and pupils being challenged by being put in conditions which are out of their immediate comfort zone. For instance, weather conditions might be unsuitable for a run or expedition in the Howgill Fells which are reasonably inaccessible to support vehicles while it might be quite acceptable for a similar activity to take place in the same conditions at lower levels on a safer route in Dentdale.

The decision-making process will be as follows:

- **Planning and Risk**

All sport, activities and trips are to include the possibility of extreme weather in their plan and risk assessment. This should include a workable "Plan B" in the event of needing to make a change to ensure that some or all the original objectives are met.

- **Initial Discussion**

When a member of staff responsible for sport, activities or trip identifies that there is an increased risk to their plan from a change in weather conditions, they should discuss the level of risk with the relevant head of department and make a suitable re commendation about how to proceed. It is the responsibility of the member of staff and the head of

## SEDBERGH SCHOOL HEALTH & SAFETY POLICY

department to ensure that they are up to date with weather and road conditions in advance of the event starting.

- **Confirmatory Discussion**

The recommendation(s) on going ahead, changing to Plan B or cancelling the sport, activity or trip should then be discussed with the relevant Deputy or Assistant Head and Bursar (Operations) for confirmation.

- **Major School Events**

All decisions regarding major School events such as the Wilson Run, Athletics Finals, Sedbergh Tens, etc, must start in the same way with recommendations and rationale for decisions from staff but be deferred by Deputy/Assistant Heads to the Head(master) and Deputy Head and Bursar (Operations) for a final decision.

**Senior School** – Staff should take the following steps –

1. Staff responsible for games or activity should raise concerns with Assistant Head (Co-curricular).
2. If concerns remain, the Assistant Head (Co-curricular) will raise concerns with the Senior Deputy Head.
3. If concerns remain, the Senior Deputy Head will raise concerns with the Headmaster.

Any decision at 1, 2 or 3 is recorded in an email.

**Prep School** – Staff should take the following steps –

1. Staff responsible for games or activity should raise concerns with the appropriate Head of Department.
2. If concerns remain, the HoD will raise concerns with a Deputy Head.
3. If concerns remain, the Deputy Head will raise concerns with the Head.