



# **HEALTH & SAFETY POLICY**

## **MIDDLEWICH HIGH SCHOOL**

Last Reviewed March 2023

Amended: March 2023  
Approved: FGB 05/06/2023  
Next review date: March 2024

Document Control Information	
Document ID	MHSFACILITIES001
Document title	MHS HEALTH & SAFETY POLICY
Version	1.4
Status	APPROVED
Author	Debbie Carter
Publication date	04/03/2020
Next review date	March 2024

Version History			
Version	Date	Detail	Author
1.0	27/03/2018	Initial	Debbie Carter (DCA)
1.1	05/06/2020	Updated	Laura Platt (LPL)
1.2	02/03/2021	Updated	Debbie Carter (DCA)
1.3	17/03/2022	Updated	Jenna Williams (JWI)
1.4	30/03/2023	Updated	Debbie Carter (DCA)

Approvals	
Approver	Date
Governing Body	March 2018
Health & Safety Committee	June 2020
Chair of Governors (Chairs Action)	March 2021
LGB	21/03/2022
FGB	05/06/2023

- **HEALTH AND SAFETY POLICY STATEMENT**

1.1.1 Middlewich High School recognises its duty of care for the health, safety and well-being of its students, employees and others who may be affected by our acts or omissions. It will take effective steps to ensure that this is achieved, so far as is reasonably practicable. In discharging this responsibility, it will consider its parallel obligations for the Health and Safety of students, visitors, contractors and members of the public who may be affected by its operations.

1.1.2 The provisions in this Policy are intended to ensure that Health and Safety is an integral part of the general process of risk management which the school operates. Thus, Health and Safety will be included in the school's review and planning process as an issue essential to the development and maintenance of the school's management systems.

1.1.3 The school recognises its duties under the Health and Safety at Work etc Act 1974 and all associated Regulations, Approved Codes of Practice, Best Practice and Guidance Notes.

1.2 The purpose of the Policy is:

- To provide the necessary authority and support for staff as they make their respective contributions to health and safety.
- To set out duties and responsibilities.
- To recognise the partnership necessary with the Local Authority to ensure that all statutory duties are met.
- To emphasise the importance of keeping hazards under control by assessing operating risks.

1.2.1 The Governing Body is committed to ensuring the health, safety and well-being of employees, students and others affected by the school's activities, including visitors, contractors and members of the public. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also a legal duty.

1.2.2 All employees should recognise their duties under the Health and Safety at Work Act and are reminded of their duty to take all reasonable care for themselves and for others who might be affected by their acts or omissions. Staff should use work equipment and working methods approved by their supervisor/senior colleague. Special care should be taken with the health and safety issues of any new venture.

1.2.3 Staff should not leave students unattended in lessons or during form period.

## 2. ORGANISATION AND ARRANGEMENTS FOR IMPLEMENTING THE POLICY

2.1 The Headteacher has overall responsibility for the implementation of this Policy. To facilitate this, the Headteacher has designated a member of the Leadership Group to be the Health and Safety Co-ordinator and a named Governor to be the Health and Safety Governor. Each Line Manager will recognise and accept a personal role in ensuring that arrangements for Health and Safety are effective within their respective area. Collectively, the Governing Body requires Health and Safety to be considered in the proposals which come before it and will seek to encourage a positive climate in which Health and Safety can flourish.

- **Risk Assessment**

2.2 The underlying process, which secures this Policy, is risk assessment. Assessments of significant risks will be made in conjunction with those affected and recorded in writing. It will be the responsibility of the Headteacher, Heads of Departments and Line Managers to ensure that relevant risk assessments are carried out, maintained and regularly reviewed. Where no guidance exists on a specific topic, staff will follow the Local Authority risk assessment process.

- **Consultation**

2.3 Employees with concerns should feel free to raise them with the Headteacher or Health and Safety Co-ordinator. However, the Governors welcome the support of trade unions in health and safety matters and staff should feel free to contact the appropriate trade union appointed safety representative. Requests for external help should be raised initially with the Headteacher or Health and Safety Co-ordinator, who will seek advice from the Departmental Health and Safety Adviser, on any concerns of employees, which cannot be resolved locally.

- **Contractors and School Partnerships**

2.4 Contractors carrying out work for the school will be vetted for their Health and Safety performance. They will be required to act in accordance with this Policy and the school's specified local arrangements. Contractors will be required to assess the risks to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the Headteacher to ensure that the school's Governing Body and users are sufficiently and suitably informed and consulted on issues relevant to risk control.

2.5 School linked partners and hirers, will exchange health and safety policies and procedures with the school and ensure that the health and safety of all school staff and users will be protected to a level which is reasonably practicable and equivalent in standard to the school. In particular, partners will be required to provide school staff and others who might be directly affected with sufficient guidance and advice on any risks or procedures which will be new or unusual in comparison with school's activities.

- **Inspection and Monitoring**

2.6 The Headteacher/Health and Safety Co-ordinator will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Body. The member of staff responsible for Health and Safety will present a report to Governors.

- **Accident / Incident Reporting**

2.7 Every accident, injury or near miss should be reported via PRIME. Staff should complete a paper copy of the PRIME recording form. This is then processed via PRIME by the Team Secretary. Records are kept in Reception. An injury that needs medical attention or involves time off work must be investigated initially by the person in charge of the area or activity and outcomes reported to the Health and Safety Co-ordinator.

- **Training and Information**

2.8 Training and development needs will be evaluated and appropriate briefing and training provided. Health and Safety training will be available to employees and records maintained by the member of the Leadership Group responsible for CPD. Relevant Health and Safety documents and guidance will be made available to employees with relevant notes held on the school network for employees to refer to them. Further information is also accessible via the CE Intranet

### 3. **POLICY REVIEW**

3.1 This Policy will be reviewed at least every 3 years. The Governing Body will receive a summary report covering key issues, based on the Annual Risk and Safety Review, at least annually.

#### 4. **LINKED POLICIES**

- 4.1 Educational Trips and Visits Policy
- 4.2 Child Protection and Safeguarding Policy
- 4.3 Supporting Students with medical conditions Policy
- 4.4 Behaviour Policy
- 4.5 Inclusion Policy and Practice
- 4.6 First Aid Policy
- 4.7 Premises Management Policy

Full school policies can be found on the school website:

<https://www.mhs.school/page/?title=School+Policies&pid=11>