

Thomas Coram Centre and Nursery School

Health & Safety Policy



**Thomas Coram Centre
and Nursery School
49 Mecklenburgh Square
London WC1N 2NY**



Reviewed and Approved: Summer 2024	Next review: Summer 2025
Reviewed every year	

PART 1. STATEMENT OF INTENT

The aim of the governing body and the headteacher is to provide a safe and healthy working and learning environment for staff, pupils and visitors. This will be achieved by implementing the health and safety objectives detailed in this policy.

This establishment attaches great importance to the health, safety and welfare at work of all its employees and other users, particularly children, parents and visitors, so far as it is reasonably practicable. This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk.

Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of all members of staff and a copy will be kept in the school office and staffroom.

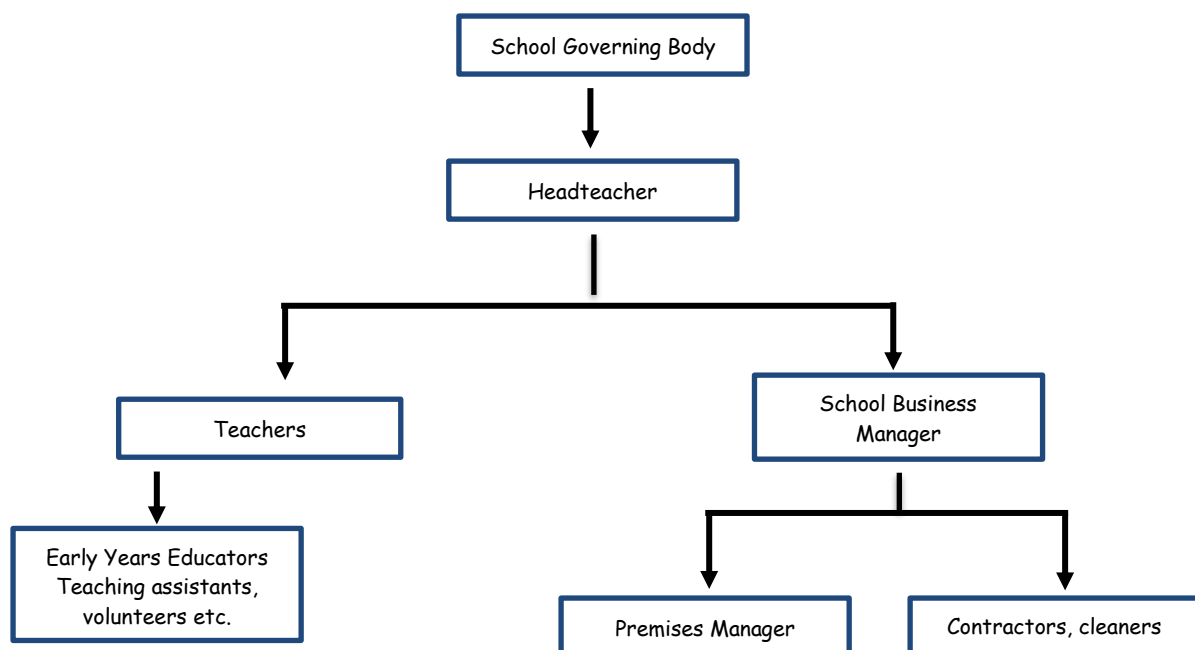
This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy should be read in conjunction with Camden Health and Safety Policies and all relevant school policies.

PART 2. ORGANISATION

As the employer, London Borough of Camden has overall responsibility for Health and Safety in Community and Voluntary Controlled Schools.

At a school level duties and responsibilities have been assigned to staff and governors as detailed below.



Responsibilities of the Governing Body

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. As a minimum these systems adhere to the LA's health and safety policy, procedures and standards as detailed in the myDrive folder [myUSO/LGFL/Login/myDrive](#).

A Health & Safety Governor (Nick Attwood) has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Headteacher or other nominated member of staff in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with. The Camden Health & Safety Team provide competent health and safety advice for Community schools.

Responsibilities of the Headteacher

Overall responsibility for the day to day management of health and safety in accordance with the governing body's health and safety policy and procedures rests with the Headteacher.

The Headteacher has responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the LA any significant risks which cannot be rectified within the

establishment's budget.

- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.

Responsibilities of other staff holding posts of special responsibility

The Deputy Head, Premises Manager and middle leaders will:

- Apply the school's health and safety policy to their own department or area of work.
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the head or individual with delegated responsibility of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.

Responsibilities of employees

Under the Health and Safety at Work etc. Act 1974 all employees have general health and safety responsibilities. All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work.
- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

PART 3. ARRANGEMENTS

Detailed information on LBC's expectations can be found in the **myDrive** folder [myUSO/LGFL/myDrive/Health&Safety](#).

The following list of arrangements covers the key elements of a Health and Safety policy. Please add any others that you feel should be part of this document and/or delete those that do not apply to you. Also refer to Health and Safety Document Library in the School's myDrive folder which cover many other risk areas, codes of practice and guidance notes.

Appendix 1	-	Risk Assessments
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Appendix 4	-	Inspection / Maintenance of Emergency Equipment
Appendix 5	-	First Aid and Medication
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Appendix 16	-	Display Screen Equipment (DSE)
Appendix 17	-	Stress / Wellbeing
Appendix 18	-	Legionella Management
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APPENDIX 1: RISK ASSESSMENTS

General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the activity leader following guidance and are approved by the Headteacher.

Risk assessments are available for all staff to review and are held centrally in the school office, shared folder etc. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific assessments relating to staff member(s) or pupil(s) are held on that individual's file and will be undertaken by relevant line manager. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Infectious diseases (including Covid-19)

The school will follow national government guidance for person(s) with symptoms of/diagnosed with an infectious disease (including Covid-19) within educational settings as provided by UK Health Security Agency (UKHSA). Guidance followed will include health protection in children and young people settings, including education & managing specific infectious diseases: A to Z.

Where required, the school will notify/contact UK Health Security Agency (North London) Health Protection Team (UKHSA HPT) on tel: 0300 303 0450 regarding person(s) with symptoms of/diagnosed with an infectious disease. The (North London) HPT will conduct a risk assessment of the situation based on the information provided by the school and advise the school of any action that they should take.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by lead Key Person using the relevant codes of practice and model risk assessments detailed below. Whenever a new course is adopted or developed all activities must be checked against these and significant findings incorporated into texts in daily use such as scheme of work, lesson plans etc.

Camden schools have a subscription to CLEAPSS and their publications are used as sources of model risk assessment within science and DT where required. In addition, the following resources may be used within the school as sources of health and safety information & model risk assessments:

APPENDIX 2: HEALTH AND SAFETY MONITORING AND INSPECTION

A general inspection of the site will be conducted on an annual basis and be undertaken /co-ordinated by governor/SLT/SBM. The person(s) undertaking inspection will complete a report in writing and submit this to the Headteacher. Responsibility for following up items detailed in the safety inspection report will rest with the Head Teacher.

A named governor(Nick Attwood) will be involved/ undertake a review of the school's health and safety management system on an annual basis and report back to both the relevant sub-committee and full governing body meetings.

Inspections will be conducted jointly with the Headteacher and the establishment's health and safety representative(s) if possible.

APPENDIX 3:

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The Headteacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained on the schools website. The fire risk assessment is located in the school's fire log book and shared drive and will be reviewed on an annual basis.

Emergency Procedures

- Fire and emergency evacuation procedures are detailed and a summary posted in each classroom/relevant areas. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process.
- Evacuation procedures are also made available to all contractors / visitors.
- Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.
- Emergency contact and key holder details are maintained by Camden Council.

Fire Drills

- Fire drills will be undertaken twice a year as a minimum and results recorded in the fire log book.

Fire Fighting

- Staff must ensure the alarm is raised **BEFORE** attempting to tackle a 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.

Details of utility isolation points (i.e. gas, water, electricity)

Isolation Point	Location/utility provider contact details
Gas	Details held in Coram (Landlord) with location suitably marked on a site plan accessible to relevant persons. E.g. Emergency services, relevant staff. Emergency contact number for a gas leak (natural

	gas) is 0800 111 999.
Water	Details held in Coram (Landlord) with location suitably marked on a site plan accessible to relevant persons. E.g. Emergency services, relevant staff.
Electricity	Details held in Coram (Landlord) with location suitably marked on a site plan accessible to relevant persons. E.g. Emergency services, relevant staff.

Chemicals, flammable substances, hazardous substances on site.

An inventory of these will be kept by the Site Manager and cleaning contractors as appropriate, for consultation, locations marked on a plan and readily accessible to emergency services.

APPENDIX 4: INSPECTION /MAINTENANCE OF EMERGENCY EQUIPMENT

Coram caretakers and the schools Business Manager is responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the main office.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation. This test will occur on Wednesday mornings.

Any defects on the system will be reported immediately to Coram who will contact the alarm contractor / electrical engineer.

A fire alarm maintenance contract is in place with Coram (Landlord) and the system is tested weekly by them.

FIRE FIGHTING EQUIPMENT

Weekly checks are carried out in-house to ensure that all firefighting equipment remains available for use and is operational.

Flameguard 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 School Business Manager.

EMERGENCY LIGHTING SYSTEMS

These systems will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by Camden FM.

MEANS OF ESCAPE

Daily checks are carried out for any obstructions on exit routes and to ensure that all final exit doors are operational and available for use.

APPENDIX 5: FIRST AID AND MEDICATION

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities)

Trained To First Aid At Work Level (18 hr):

Marcia Fraser (expires July 2027)

Trained To Paediatric First Aid Level (6 hr):

All key people are trained - Expires August 2026.

First aid qualifications remain valid for 3 years. The School Business Manager will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING LOCATIONS:

All indoor and outdoor classrooms, the main office.

DEFIBRILLATOR IS LOCATED AT THE FOLLOWING LOCATIONS:

The main office

Marcia Fraser is responsible for regularly checking (termly) that the contents of first aid boxes, including travel kits are complete and replenished as necessary. Defibrillators will be included in checks with battery, pads replaced as per manufacturer guidance.

Transport to hospital: Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to pupils.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS 111) and, in the case of a pupil with the parents/carers.

Administration of medicines

All medication will be administered to pupils in accordance with the DfE document Supporting pupils at school with medical conditions. Detailed arrangements are provided in a separate policy and led by the Deputy Head Teachers.

No member of staff will administer any medication unless a request form has been completed by the parent / carer.

The Deputy Head Teachers are responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept and filed.

All non-emergency medication kept in school are securely stored away from the children with access strictly controlled. All pupils know how to access their medication.

Where children need to have immediate access to emergency medication i.e. asthma inhalers, epi-pen etc., it will be kept in the classrooms, in red bags, and clearly labelled.

Health Care Plans

Parents / carers are responsible for providing the school with up-to-date information regarding their child's health care needs and providing appropriate medication.

Individual health care plans are in place for those pupils with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc. These plans will be completed when the child enrolls / on diagnosis being communicated to the school and will be reviewed annually by the SENCO's.

All staff are made aware of any relevant health care needs and copies of health care plans are available in class and in their individual file.

Staff will receive appropriate training related to health conditions of pupils and the administration of medicines by a health professional as appropriate.

APPENDIX 6:

OFFSITE/ EDUCATIONAL VISITS

The member of staff planning the visit will submit all relevant paperwork and risk assessments relating to the trip to the middle leaders who will check the documentation and planning of the trip and if acceptable initially approve the visit before referring to school's Educational Visits Co-ordinator(s) - The Deputy Head Teachers who have delegated authority for approval.

Visits are categorised into two main groups (lower risk & higher risk). At Thomas Coram Centre, we only participate in lower risk visits.

Lower risk visits

These are visits where risks are no greater than those encountered in everyday school /centre/club activities. These include for example visits to: parks, museums, libraries etc.

Notification procedures are determined by the governing body but in all cases authorisation by the Headteacher/person with delegated approval authority is required. The Deputy Headteachers are responsible for ensuring the satisfactory completion of risk assessments.

APPENDIX 7:

ACCIDENTS & INCIDENT REPORTING

Accidents to employees

All employee accidents will be reported to London Borough of Camden via **Risksured** on **0117 450 1227** or online at <https://camden.risksured.com/>. Near misses and occupational ill health will also be reported.

Accidents to pupils and other non-employees (members of public / visitors)

A local accident/bumps/reporting file is used to record all minor incidents to non-employees, more significant incidents as detailed below must also be reported to LB Camden using the telephone or online reporting system.

- Major injuries.
- Accidents where significant first aid treatment has been provided.

- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

All major incidents will be reported to the Headteacher and the Governing Body. Parents / carers will be notified immediately of all major injuries. Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or their nominee, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible.

Violence to Staff

The school takes a serious view of any incidence of violence against its employees and takes responsibility for protecting all its employees from acts of violence and aggression.

Violent incidents towards staff will be reported via Risksured. A system of monitoring incidents of violence and aggression towards employees has been adopted so that appropriate action can be taken to reduce the risk in the workplace.

Violence Between Pupils

Violent incidents between pupils will be dealt with in accordance with the school's policy for behaviour management and will not be reported to Risksured unless serious in nature (severity of injury, police involvement etc.).

Reporting to the Health and Safety Executive (HSE)

Incidents involving death where they arise from a work related accident will be reported immediately to the Health and Safety Executive (HSE) on 0845 300 9923 and the **Schools' Health and Safety Team** on 0207 974 6655 (internal 6655) select option 2 then option 3.

Incidents resulting in the following outcomes will be reported to the HSE within 15 days of the incident occurring.

- Employee absence or inability to carry out their normal duties as the result of a work related accident, for periods of 7 days or more (including weekends and holidays).

Incidents resulting in the following outcomes will be reported to the HSE within 10 days of the incident occurring.

- A pupil or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision /organisation etc.
- Incidents involving specified injuries to workers, dangerous occurrences as specified in the RIDDOR regulations.

A full list of reportable incidents can be found at <https://www.hse.gov.uk/riddor/reportable-incidents.htm>.

Any accident/incident reported to Risksured will be monitored against RIDDOR reporting criteria and reported to the HSE via Risksured in liaison with the school.

Schools have the option to report RIDDOR reportable incidents directly to the HSE via their online reporting system at <http://www.hse.gov.uk/riddor/report.htm>.

APPENDIX 8: HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

The school is required to establish effective means of communication and consultation and to ensure that health and safety is included in all relevant meetings. At Thomas Coram Centre this is usually carried out at INSET days and staff meetings.

The full governing body meets half 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 Health and Safety Law poster is displayed in the staffroom.

The Camden Health and Safety Team provides competent health and safety advice for Community and Community Special schools.

Health and Safety Training

All employees will be provided with:

- induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height, manual handling etc.)
- refresher training where required.

Training records will be kept in the Health & Safety file, the School Business Manager is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits. The Headteacher will be responsible for assessing the effectiveness of training received.

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

APPENDIX 9: PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher. The school will work in partnership with the LA and Police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the pupils and staff feel safe.

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 activity is necessary.

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

Staff working outside of normal school hours must obtain permission of the Headteacher and register with site staff and sign in and out of the school premises. Staff working outside of normal school hours are required to confirm arrival and departure with the head teacher.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc.

School staff responding to call outs

Nominated key holders attending empty premises where there has been alarm activation should do so with a colleague if possible. They should not enter the premises unless they are sure it is safe to do so.

APPENDIX 10: PREMISES AND WORK EQUIPMENT

All staff are required to report to the Headteacher and School Business Manager any problems found with equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Curriculum Areas

The middle leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the main office.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in). HSE guidance document [maintaining portable electrical equipment](#) will be used to help determine frequency of inspection and testing required.

PAT inspection and testing will be conducted by Office Test and frequency of inspection and testing is Annual. School Business Manager is responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

Personal items of equipment (electrical or mechanical) should not be brought into the school without prior authorisation and must be subjected to the same tests as school equipment.

A fixed electrical installation test (fixed wire test) will be conducted by Coram (Landlord) [on a 5 year cycle] or [an annual inspection or 20% physical test of wiring will be undertaken annually in order to provide a full set of results over a 5 year period].

Camden FM also undertake annual thermal imaging for distribution boards to ensure mains wiring is in good condition.

Outdoor Play Equipment

Outdoor play equipment will only be used when appropriately supervised.

All Key People will conduct a formal and recorded daily inspection of the equipment.

PE and Play equipment is subject to an annual inspection by GymFix.

APPENDIX 11: FLAMMABLE AND HAZARDOUS SUBSTANCES

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 2002"*** (COSHH Regulations).

Within curriculum areas (in particular science and DT) [Heads of Department] / subject leads / co-ordinators] are responsible for COSHH and ensuring that an up to date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishments nominated person(s) responsible for substances hazardous to health is/are [insert name(s)]

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.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- 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.

Where persons may be affected by their use on site, [insert name] is responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc.*).

APPENDIX 12: ASBESTOS MANAGEMENT

The building was built from 1999 and does not contain asbestos.

APPENDIX 13: LIFTING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff are provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

All manual handling activities which present a significant risk to the health and safety of staff, will be reported to the Headteacher and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

Staff do not lift children except in an extreme emergency or due to medical need. All staff who move and handle pupils have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc. they are required to use).

APPENDIX 14: CONTRACTOR MANAGEMENT

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice. All contractors must report to the school office where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

The School Business Manager is responsible for monitoring areas where the contractor's work may directly affect staff and pupils and checking whether expected controls are in place and working effectively.

School managed projects

Where the school undertakes construction and building works projects directly, the governing body are considered the 'client' and therefore have additional health and safety responsibilities to consider before starting works.

Such projects are managed by Camden Council who will ensure that landlord's consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought. For maintained schools, the landlord is the Local Authority. Schools are required to notify the Authority when they are proposing works that will affect the layout or operation of the building. A form for requesting landlord's consent, entitled '**Building Changes Notification Form**', and accompanying explanatory notes has been distributed to schools via Camden Learning. Further information can be obtained by contacting Property & Contracts on 020 7974 4547.

Under the Construction (Design & Management) Regulations 2015 (CDM) certain construction work must be notified to the Health & Safety Executive (HSE). The

school will seek further advice and guidance from competent person(s) for fulfilling their duties under CDM 2015 as applicable.

The school, contractor(s) and any subcontractor(s) involved will exchange relevant information regarding the work activities and agree the risk assessment and safe systems of work to be used prior to works commencing on site. **Contractors will be asked to provide risk assessments and method statements specific to the site and works to be undertaken.**

APPENDIX 15: WORKING AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc. Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders/stepladders.

Formal training on working at height, use of ladders, mobile tower scaffolds, mobile elevated working platforms etc; will be provided as applicable & where a significant risk is identified as part of an individual's role e.g.; site services officer, ICT technician, other staff role.

The school will ensure the following measures are in place.

- 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 all equipment is regularly inspected and maintained;
- any risks from fragile surfaces is properly controlled.
- persons erecting/using a mobile scaffold tower or using a mobile access platform will be suitably PASMA/IPAF trained respectively.

APPENDIX 16: DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin / office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use). Schools will be expected to make provision to pay for eyesight tests in their individual budgets.

Display screen equipment (DSE) workstation checklist completed on 17/06/2024.

APPENDIX 17: STRESS / WELLBEING

The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors through risk assessment. The school will undertake an employee stress assessment (organisational level on an annual basis as part of the staff questionnaire); and individual employee stress risk assessments (upon request). Ofsted Approved - May 2024.

The school and governing body recognise that some employees may require temporary or long-term adjustments for needs which may not be visible (including, but not exclusively: Long Covid, Menopause, Mental Health Conditions).

APPENDIX 18: LEGIONELLA MANAGEMENT

The school complies with advice on the potential risks from legionella as identified in Camden's Water Hygiene Policy for Schools available at

A water hygiene (legionella) risk assessment of the school has been completed by Camden Council and Camden Council is responsible for ensuring that the identified operational controls are being conducted and recorded in the school's water logbook.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are recorded. (A written scheme is in place identifying all technical procedures for managing the water system on site.)

- Water is heated and stored to 60°C at calorifiers (any vessel that generates heat within a mass of stored water)
- Weekly flushing of seldom used outlets and all showers (with all outlets flushed after school holiday periods)
- Monthly temperature checks on sentinel outlets or other for hot water outlets and nearest and furthest to the CWST or mains for cold water taps, plus 20% of all other outlets over a 12 month period.
- Quarterly disinfection / descaling of showers
- Stored cold water tanks are inspected for compliance and temperature monitored on an annual basis by Coram (Landlords).

APPENDIX 19:

Workplace Environment

The school will provide a suitable workplace environment including ensuring that there is adequate ventilation, lighting, temperature, cleanliness, workplace facilities etc. Maintenance of work equipment including mechanical ventilation/air conditioning systems will be undertaken as required.

Further information and guidance material including HSE Workplace Health, Safety & Welfare Approved Code of Practice & Guidance will be referred to as applicable.