

Health & Safety Policy

Approved by: Governors
STA Contact: Headteacher

Approved on: February 2026
Revision due: **March 2027**

Governing body's statement of intent

1. Declaration

The governing body supports the aims and objectives of the West Sussex County Council Local Authority Health and Safety Policy for Educational Establishments. This document aims to set out the arrangements by which the governing body will assist in achieving a safe workplace.

The governing body, are the employer and, as such, hold the duties set out for the "employer" in the Health and Safety at Work etc. Act 1974.

It will be the governors' policy to encourage, where practicable, the co-operation of all users of the establishment by discussion and consultation to promote and develop measures which ensure health and safety at work.

The governing body recognises and accepts its responsibility for the maintenance of safe access and egress, the maintenance of the premises, and minimising risks to health arising from plant or substances used on the premises, insofar as they are competent under the scheme for Local Management of Schools.

2. Health and Safety duties

To achieve the objectives laid down above, the governing body accepts the following duties:

- 1.1. To participate in and/or arrange for inspection of the school premises in order to identify any risks to health and safety arising from the buildings and grounds, any fixtures or contents, the uses to which they are placed, and arrangements for safe access and egress. The inspection report shall be considered by the governing body, which shall determine any necessary follow-up actions.
- 1.2. To take reasonable steps to ensure, when employing a contractor at the premises, that work is undertaken in a safe manner, so that they do not expose School employees or persons using the premises to health and safety risks.
- 1.3. To ensure contractors work safely, the governing body shall follow the guidance, published on West Sussex Services for Schools.
- 1.4. To ensure that any defect in the premises, when reported, is rectified and/or action taken to prevent persons being affected by that defect.
- 1.5. To record and report any defect or concern together with the action taken to rectify the situation. This would include any minutes of any meeting, and of discussions with employees, the head teacher or members of the governing body.
- 1.6. To ensure that an agenda item entitled 'health and safety' is included at least termly for meetings of the governing body.
- 1.7. To consult with employees or employee representatives on matters affecting their health and safety.
- 1.8. To meet the legal obligations specified in the Health and Safety at Work Act, the Management of Health and Safety at Work Regulations and other statutory orders and in particular to:
 - a. Undertake risk assessments and record any significant findings that lead to actions/plans consequent to their assessments.
 - b. Provide training for health and safety.
 - c. Disseminate information to staff and others.
 - d. Provide adequate supervision.
 - e. Monitor health and safety standards and systems of management.

The governing body will abide by any instructions and take heed of any information issued by H&S Advisers from WSCC or other external H&S Advisers appointed by the school and will enhance this where necessary with local rules and procedures to take account of its own responsibilities.

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The organisation of the system for internal communications, delegation of specific functions and arrangements particular to occupational hazards, staff welfare and the safety of pupils are outlined in appendices to this document.

Signed



Mia Lowney
Headteacher

Date: 11/02/2026



Bryan Turner
Chair of Governors

Date: 11/02/2026

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HEALTH AND SAFETY RESPONSIBILITIES

The Governing Body has strategic responsibility for health and safety within all areas of the school's undertakings. The governing body is responsible for ensuring that there is access to competent health and safety advisers on all health and safety matters in order to comply with Health and Safety Legislation.

Head Teacher has responsibility for the day-to-day operation of health and safety and welfare policies and practices, as delegated by the governing body, within all areas of the school's undertakings. The Head Teacher is responsible for ensuring that advice from competent health and safety advisers is sought on health and safety matters in order to comply with Health and Safety Legislation.

Operations Manager will work with the Head Teacher to ensure the day-to-day operation of health and safety and welfare policies and practices are being carried out by the responsible parties.

Deputy Headteacher will take on the above responsibilities in the absence of the Headteacher.

Faculty/Department Heads are responsible for ensuring that safe working conditions are maintained for all pupils, employees, visitors, members of the public and, where applicable, contractors throughout their individual work areas, as delegated by the Head Teacher or governing body and detailed in the organisation section of the policy. Faculty/Department heads are responsible for ensuring that advice from competent curriculum and health & safety advisers is sought on health and safety matters in order to comply with Health and Safety Legislation.

Employees including supply staff are responsible for their own health and safety, that of their colleagues and members of the public who may be affected by their work activities.

EVC Co-ordinator is involved in educational visit management in order to ensure that the WSCC Guidelines for Educational Visits are followed; After discussion with the headteacher and governing body, will either approve proposal or submit proposal to the EVOLVE website; Will confirm that adequate risk assessments have been carried out; Support the headteacher in the management of and evaluation of educational visits and confirm the leadership of the group is appropriate, this includes accompanying staff and volunteers.

ARRANGEMENTS FOR HEALTH & SAFETY

Access Control/Security

All staff onsite must wear school lanyard with photo ID; visitors to sign in at Reception and be issued with photo ID visitor's badge. Front door and gates to school site, have school access codes for authorised entry. Receptionist can view CCTV of Sackville Road & Marston Road entrances. All staff to be vigilant and query with Reception team if person on school site has not been issued with visitor's badge or is unaccompanied with a red visitor lanyard. Staff to escort visitors without a lanyard or red lanyard at all times until the visit is resolved.

Accident and Incident Reporting

All injuries or ill health resulting from accidents or work activity **including incidents of violence and aggression and near misses** are to be recorded using the WSCC online accident reporting system, no matter how minor, to any person on our premises (including students, staff, visitors and contractors). Major injuries and direct visits to hospital from the school are also reported to WSCC using the online system. The Inclusion Officer is responsible for ensuring accidents are reported.

Only the very minor injuries (such as scratches or bruises) experienced by students caused by play or inattention will continue to be recorded locally. The Operations Manager will respond to reports made to WSCC and along with the Head teacher will monitor accidents and incidents in order to identify trends and report termly to the governing body.

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Administering medicines

The school's Managing Medicines Policy details the procedures followed by the school and is based on WSCC policy and procedures. The lead for the administration of medicines is the Inclusion Officer. A copy of the policy is available from the student services office and –on the STA Staff Teams channel.

Asbestos

The school holds an asbestos register and follows the WSCC Code of Practice regarding monitoring and record keeping. All contractors working on the building are made aware of the location of asbestos and sign the register. Staff are made aware of the location of asbestos and the procedures to follow if discovering disturbed asbestos. The Premises Manager is responsible for asbestos management. Staff who are required to do so will complete the necessary asbestos training.

Control of Substances Hazardous to Health (COSHH)

All hazardous substances stored and used within the school are to be risk assessed and the precautions identified by the risk assessment shall be communicated to staff and implemented. These assessments will be held in the school's COSHH risk assessment file, along with the relevant data sheets and made available to all employees who are required to use these substances in their work.

CLEAPSS 'haz cards' and guidance are followed for hazardous substances that are used during learning and teaching.

The Premises Manager is the designated person for ensuring that the COSHH risk assessment file is kept up to date and communicated to relevant staff.

Contractors

Maintenance and servicing contractors receive an induction to the school site (including asbestos), its facilities and emergency arrangements. Contractors undertaking large scale building work receive all of above and an induction pack which includes relevant school policies, procedures and risk assessments. The school adheres to WSCC self-managed process and uses WSCC approved contractors where possible. Contractors will be required to provide risk assessments and method statements. Contractors are continuously monitored whilst on site. The Premises Manager is responsible for the management of contractors.

Curriculum Safety [including out of school learning activity/study support]

The governors recognise that some curriculum areas represent an increase in risk; these departments hold department specific health and safety arrangements, which are regularly reviewed and communicated to the relevant staff. Teaching staff undertake suitable (written) risk assessments prior to commencing hazardous activities, and the EVC coordinator receives EVC training from WSCC.

- Head of Faculty for Art and DT & STEM – responsible for Art and Design & Technology
- Head of Faculty for Performing Arts – responsible for Drama and Music
- Head of Faculty for PE – responsible for Physical Education and Food Technology
- Head of Faculty for Science – responsible for Science
- Senior Assistant Headteacher – responsible for STEM

Display Screen Equipment (DSE)

Every DSE user (who uses DSE for an hour or more continuously at a time) will complete a HSE risk assessment to make sure their work station is set up correctly. It is the responsibility of the Operations Manager to ensure assessments are completed by relevant staff.

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DSE user risk assessments will be reviewed periodically by The Operations Manager, at least annually, or if there have been any significant changes to the workstation. A review of the original assessment must be undertaken as soon as practicable by the line manager when an employee complains of musculoskeletal or other health issues that could be attributed to, or aggravated by, working with DSE.

Users should plan their daily routine to ensure that their time is periodically broken up by non screen-based activities. Short frequent breaks are more effective than less frequent longer ones.

Electricity

All portable electrical equipment within the school is to be tested at a minimum of every two years and records of these tests will be held at the school by the Premises Manager.

Private portable electrical equipment must not be brought into the establishment and used without the appropriate checks.

A 5-yearly check of the fixed electrical installation is completed and records kept.

Staff should report any concerns regarding electrical safety to the Premises Manager i.e. any frayed wires.

Electrical safety is managed by the Premises Manager.

Emergency Provision/Lockdown Procedures

The Lockdown Policy details procedures and arrangements to be used in the event of an emergency. This includes liaison with WSCC and the emergency services, provision for the continuation of school business and arrangements to contact interested parties i.e. parents and the press. Lockdown procedures are a sensible and proportionate response to any external or internal incident that has the potential to pose a threat to staff or pupils in the school. The Lockdown Policy details what to do in the event of such potential incidents. The Head Teacher is the nominated lockdown manager and regular lockdown drills are carried out throughout the academic year. All staff are trained in the procedures contained within the emergency plan to be able to take the appropriate action if required. The Lockdown Policy will be regularly monitored and reviewed by the Headteacher and is available on the STA Staff Teams channel.

Fire Safety

The Premises Manager is the designated person for fire safety within the establishment. The designated person will ensure that:

- a fire risk assessment is completed by a competent assessor following a recognised national standard at least every 3-5 years.
- all staff will complete fire safety e-learning, contractors, visitors and pupils will be given information about fire safety and evacuation that is appropriate to their role.
- The school's fire risk assessment is kept up-to-date by annual review or in response to significant changes to premises or work arrangements.
- They complete the school Fire Safety Logbook keeping it up to date.
- There is weekly sounding of the fire alarm through activation of a different manual call point each week, with this recorded.
- There is reasonable fire-fighting equipment in the school, it is maintained and maintenance records are kept.
- The fire safety equipment, e.g. fire alarm, emergency lighting, etc. is regularly checked, maintained and records are kept.
- There are no general fire hazards around the building, particularly near escape routes; escape routes are unobstructed and that there is access for fire fighters including weekly inspections of the premises to check for fire safety issues.

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- Check that final exits and escape routes are kept clear, unlocked, and usable.
- Check that there are no obvious issues with any preventative or protective fire safety measures
- Staff and pupils are practised in evacuating the premises by performing termly drills, monitoring their effectiveness and keeping records.
- Develop personal emergency evacuation plans (PEEP) for those staff and/or pupils who require additional assistance to evacuate the premises.
- Develop a GEEP that explains how assistance is given to ad hoc visitors, for example if someone attending an event needs assistance to evacuate the building.
- Take responsibility for, or delegating, emergency evacuations and drills.
- Ensure at least one planned fire drill / term is carried out.

They will also ensure that the establishment has in place an up to date **Emergency Fire Policy**, which details the procedures to be followed in the event of a fire. The plan must be prepared to ensure that people within the establishment know the action to take if there is a fire, and to ensure the establishment can be safely evacuated. A copy of the policy is available on the STA Staff Teams channel

Where necessary, the Emergency Fire Policy will include the following features:

- Action on discovering a fire and calling the fire service (these notices will also be displayed throughout the establishment)
- The location of the assembly point for roll call
- Liaison with emergency services
- Identification of key escape routes
- The type and location of fire-fighting equipment provided
- Specific responsibilities in the event of fire (adequate number of fire wardens to assist with the evacuation)
- Training (in house fire safety awareness training should be carried out annually for all staff).
- Any need to co-operate or co-ordinate with other responsible persons that will be operating within the premises.

First Aid

The lead First Aider is the Inclusion Officer: **Christina Green**

For a secondary school with 300 – 999 students on roll the minimum requirements for first aiders are

- 2 First Aid Plus (FAAW) trained staff
- 3 Appointed First Aiders

Details of the school's first aid trained staff is displayed in the first aid room/area. The Operations Manager monitors first aid training to ensure certification remains in date.

A first aid risk assessment has been completed and provision is in place, following the findings of the risk assessment. Suitable and appropriate first aid cover is provided during the working day and after hours (between 8.00 am and 4.30 pm) to cover breakfast and after school clubs and all staff members are aware of the arrangements in place.

The Inclusion Officer is the designated person for ensuring the first aid kits are kept fully stocked and items are within date. Checks of first aid kits are recorded.

Food Safety

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The Head of Catering is the food safety lead at St Andrew's. The Food Safety lead will ensure that there are arrangements for safely and hygienically receiving food from suppliers and preparing it for serving to pupils. The kitchen, servery and dining area are to be cleaned daily and after each use.

Meal time supervisors are to ensure that any spillages are cordoned off, cleared up immediately and the floor surface left clean and dry before being opened up to pupils again. All incidents are to be reported to the food safety lead immediately.

Glazing

The school holds a Glazing Survey and regularly monitors glazing as part of the Premises inspection. The Premises Manager is responsible for glazing management.

Gas Safety

The school ensures that the gas boilers and other gas appliances are serviced and maintained regularly. The Premises Manager is responsible for gas safety.

Hazardous Substances

Schools are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

Heads of relevant departments ensure that bunsen burners and petroleum gas soldering irons used during teaching are inspected and maintained in accordance with guidance from the manufacturer and CLEAPSS.

Control of substances hazardous to health (COSHH) risk assessments are completed by the Premises Manager and circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Induction

All new employees receive an induction with Line Managers and are informed of the school's health and safety arrangements and procedures. Staff will also complete the Safesmart Health and Safety at Work module and records will be kept. The Operations Manager in collaboration with line managers are responsible for the induction of staff.

Visitors, volunteers, contractors and those doing work experience will also be given a health and safety induction tailored to their specific needs and records are kept. For visitors and volunteers this is recorded in the visitor sign in computer at the reception. The Premises Manager is responsible for induction of contractors.

Infection Control

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The school seeks to manage the spread of infection to prevent ill health from disease i.e. coronavirus, norovirus, hepatitis etc. The school follows the exclusion periods for all infectious diseases set by Public Health England and these are communicated to parents. Risk assessments are completed for infection control and specific diseases and communicated to staff. These risk assessments are supported by infection control procedures i.e. hand washing, increased hygiene and cleaning protocols and where identified by risk assessment personal protective equipment (PPE) is worn by staff. Where the school is aware of a risk of transmission of an infectious disease specific arrangements are in place for the administration of first aid to a potentially infectious pupil, visitor or member of staff. As required under the Reporting of Incidences Diseases Dangerous Occurrences Regulations (RIDDOR) infectious diseases that meet the RIDDOR criteria are reported via the online accident reporting system and onto the Health and Safety Executive (HSE) by the WSCC.

Lettings/shared use of premises

A copy of the Lettings Policy is available on the STA Staff Teams channel. Those who hire any aspect of the school site or any facilities will be made aware of the content of the school's health and safety policy in writing at the start of each letting period, and will have responsibility for complying with it.

If the school is let, the Headteacher must be satisfied that the hiring organisation will use the premises in a safe manner. A signed, written letting agreement will be completed and copies kept.

Lone Working

Lone working is discouraged, however where employees are required to work alone, the risks should be assessed and adequate controls put in place.

Prior to periods of school closure, staff should inform the Premises Manager of their intention to come into school. Staff should ensure that they sign in and inform another member of staff that they are on site.

The Premises Manager is responsible for risk assessing and producing lone working procedures.

Play equipment

External and internal play and physical education (P.E.) equipment is monitored by the Premises Manager and serviced annually. P.E. equipment is visually checked prior to every use by the teaching staff and any defects are reported immediately to the Premises Manager. Faulty equipment is immediately decommissioned.

Premises Maintenance

The school is to be kept clean, tidy and free from hazardous obstacles. The internal and external premises are inspected at regular intervals by the Premises Manager, the inspections are recorded and resulting issues reported to the Head Teacher. Staff must report any defective equipment, furniture or premises issues to the Premises Manager using the premises email address premises@sta-worthing.com

More detailed inspections of the premises are carried out at least termly by the Operations Manager. These inspections are recorded, and any issues found will be reported to the Headteacher and where relevant the Governing Body. A member of the Governing Body will attend at least one premises inspection / year.

Statutory inspection of equipment and compliance matters is overseen by the Premises Manager for example inspection of the lift and lifting equipment, local exhaust ventilation, gas system and equipment.

Monitoring, audit and review

The Governing Body shall receive termly reports on Health and Safety and will regularly inspect and monitor the premises. Regular review of procedure shall be undertaken in the light of operational practice, new laws and new

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policy/directives of the Local Authority. The operational practice and procedure shall be constantly monitored by the Head Teacher. The Governing body shall prepare an annual action plan to address deficiencies in health and safety arising from the Head teachers' annual report.

Moving and Handling of Customers and the Manual Handling of Inanimate Loads

Manual handling is defined as the transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or bodily force. Consequently, the Manual Handling Operations Regulations apply to a wide range of operations; in this context it applies to both the moving of inanimate loads (manual handling) and the moving and handling of children where they are unable to do this unaided (moving and handling).

Where manual handling or moving and handling tasks are undertaken, the Governing Body will designate suitably competent staff to undertake risk assessments of the activities, and ensure staff working in these areas receive the necessary training and instruction. Staff who require heavy items to be moved should contact Premises staff in the first instance.

Staff that carry out manual handling as a regular part of their role will complete the face to face training from WSCC, and risk assessments of the tasks will be written.

Staff that carry out moving and handling of people as a regular part of their role will undertake training from a competent person.

The Premises Manager is responsible for developing and reviewing moving and manual handling risk assessment.

New and Expectant Mothers

Any staff member who becomes pregnant is to inform the Head Teacher of this and an appropriate risk assessment will be undertaken with the Operations Manager following the guidance contained on West Sussex Services for Education. The school recognises the changing nature of pregnancy and will regularly review risk assessments to ensure that working at the school will not pose any risk to their health and safety and that of their unborn child.

Off-site activities

All off site activities are risk assessed using the WSCC system. The school's systems are audited by WSCC Outdoor Education Advisor. The Assistant Headteacher is the schools Educational Visit Co-ordinator (EVC)

Risk Assessments

Risk assessments are a legal requirement under health and safety law and Faculty/Department Heads will assess all risks arising out of their curriculum area and associated work which the school undertakes. The Premises Manager will complete school site risk assessments. In accordance with corporate guidance risk assessments will be recorded in writing and reviewed annually or following a significant accident and/or incident.

Curriculum risk assessments are completed following the advice and guidance from CLEAPSS and the afPE. All risk assessments will be recorded in writing and reviewed annually or following a significant incident.

The Premises Manager is responsible for the school's risk assessment register.

INSET days, staff meetings and staff briefing emails are used to remind staff of essential safety measures arising from risk assessments.

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Smoking/Vaping

No smoking or vaping is allowed anywhere on the school premises. This includes all buildings and all grounds.

Staff Welfare/Stress

The governing body considers staff welfare of paramount importance, and seeks to promote a good work/life balance amongst their staff. The Head teacher is constantly monitoring staff workload and every effort is made to make effective changes if staff are experiencing stress either at home or work. The school also utilises the services of Health Assured and Occupational Health teams. The Wellbeing Lead is the Deputy Headteacher.

The school stress risk assessment is written to proactively identify potential stressors and how they can be managed. Individual stress risk assessments are written in response to concerns raised by a staff member or their manager.

Training

The school ensures that all staff are provided with adequate information, instruction and training to perform their roles. Training requirements are discussed during induction, professional development reviews and one to one supervision. Training records are stored in personnel files.

Transport

The school's minibuses are checked monthly by the Premises Manager and maintained and serviced in accordance with the law. Records are kept of checks undertaken. Only staff that have completed the appropriate Minibus Driver training/assessment are permitted to drive the minibuses, and are made aware of WSCC driving policy as well as the school's guidance on minibus driving. Procedures are in place in the event of an emergency involving the minibus which are regularly reviewed, updated and communicated to staff.

Vehicles on Site

There is restricted access for vehicles on site, visitors are encouraged to park either in the visitors parking bays or on the road. Fencing and gates are used to keep pupils away from the car park. A traffic management risk assessment is in place.

Violence to Staff / School Security

All staff must report to their Line Manager/Headteacher any incident of aggression or violence (or near misses) directed to themselves from any source. Violence and aggression may be from adults or children and in the case of dysregulated children it does not necessarily imply an aggressive intent. Staff who work with children displaying aggressive or challenging behaviour will be given training (such as positive behaviour or de-escalation training). All incidents of violence will be reported to the Local Education Office and to the police.

Incidents that result in staff being physically hurt or verbally abused can all be reported on the online incident management system. Any staff member can submit a report. This is separate to the reports made on the school's pupil safeguarding database (such as CPOMS). Violence and aggression incidents will be included in the Headteacher health and safety reports made to the governing body, normally as part of health and safety incident data.

The Headteacher ensures that there is a risk assessment of violence at work in school following guidance from WSCC.

The DSL ensures that behaviour management plans are developed for children who have a history of displaying aggressive or challenging behaviour.

The school has keycode access during opening hours and the receptionist monitors visitors that come on and leave the site. The school is protected by fencing and all entry is controlled by the receptionist. All staff must wear a staff badge and all visitors must wear a visitor's badge. There is internal and external CCTV around the building. After

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opening hours, the school gates remain open with the exception of the Marston Road gate which closes at 15.30. Any unauthorised entry to the school should be reported immediately to SLT and the police.

Water quality

The Premises Manager is responsible for monitoring and recording water temperatures at the school to ensure water quality is maintained. A bi-annual water quality risk assessment is produced and reviewed by the Premises Manager. Martyn Abbott is the competent contractor that the school has engaged to carry out and review the water quality risk assessment. When necessary, legionella will be considered as a hazard in risk assessments, for example if the work involves exposure to inhalable droplets of water e.g., jet-washing.

Working at height

The school will follow the arrangements explained in WSCC 'Health and Safety Arrangements, Working at height'. This includes that working at height will be avoided if possible by changing the way the work is carried out (for example having displays at a height that can be reached from the floor, or by using gutter suctioning to clear leaves). If the work at height cannot be avoided steps will be taken to prevent a fall from occurring and to mitigate the severity of the outcome.

School staff are instructed never to climb on chairs, tables, or any other equipment not specifically designed for working at height. They are reminded of this during INSET days / staff meetings.

All of the school's access equipment is listed on a register, stored securely, and is subject to regular inspection and maintenance. This register is managed by the Premises Manager.

The school's specialist access equipment is inspected by a competent contractor insert details of any specialist access equipment (e.g. tower scaffold, harness) in the school and how often it is inspected, usually 6 monthly for harnesses, 12 monthly for man safe lines, guardrails).

Risk assessments for work at height will include emergency arrangements such as how those working at height can get help if needed, how they will be aware of emergencies on site, and a 'rescue plan' when needed (for example if specialist access equipment is in use).