



Kneller Hall Junior School

HEALTH, SAFETY, RISK ASSESSMENT AND WELFARE POLICY

This policy applies to the whole school, including the Early Years Foundation Stage (where applicable), extra-curricular activities and all activities provided by or on behalf of the school.

Document Control:

Policy Owner	The Head, with oversight from the Board of Governors
Approved By	Board of Governors
Status	Statutory
Review Cycle	Annually, or sooner if legislation or guidance changes
Next Review Date	September 2027
Availability	School website, Parent Portal, and on request from the school office

Signed:

Sasha Davies
Head
September 2026

Health, Safety, Risk Assessment and Welfare Policy

Related Documents

- Anti-bullying Policy
- Behaviour Policy
- Critical Incident Management Plan
- Educational Visits and Offsite Activities Policy
- Equality and Diversity Policy
- Fire Safety Policy and Procedures
- First Aid Policy
- Health and Safety Poster
- Online Safety Policy
- Remote Teaching and Learning Policy
- Risk Assessment Policy
- Safeguarding Policy
- Safer Recruitment Policy

1. Introduction

1.1 Kneller Hall Junior School is required to set out the Health and Safety arrangements in a written Health and Safety policy. DfE Guidance November 2018 *Health and Safety: responsibilities and duties for schools* requires the employer to have:

- (a) a general statement of policy;
- (b) who is responsible for what (delegation of tasks);
- (c) arrangements for risk assessments and the practical control measures to reduce risk;
- (d) arrangements to establish, monitor and review measures needed to meet satisfactory Health and Safety standards.

1.2 In accordance with the Health and Safety at Work Act etc 1974 (HSWA):

- (i) the employer (Kneller Hall Junior School) is responsible for Health and Safety, although tasks may be delegated to staff;
- (ii) employees also have the duty to look after their own and others' Health and Safety. Employers, school staff and others also have a duty under common law to take care of pupils in the same way that a prudent parent would.

1.3 The overall and final responsibility for Health and Safety is that of the Board of Governors of Kneller Hall Junior School Limited.

1.4 The Board of Governors has delegated the day-to-day running of the school, including responsibility for the health and safety of pupils and staff, to the Head and the Senior Leadership Team. They have a key role in making sure risks are managed effectively on site.

1.5 The Deputy Head has been appointed as the 'competent person' vis a vis health and safety in the school who, by virtue of their skills, knowledge and experience gives sensible guidance about managing health and safety risks at the school, and oversees day-to-day compliance with relevant statutory guidance and legislation.

1.6 The Kneller Hall Junior School policy is achieved by the establishment of an effective Health and Safety management system within the school. This involves the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures. The reporting lines for Health and Safety may on occasions differ in some ways from those reporting lines that are applicable for any other issues and concerns, an example of which is the Safeguarding Policy and Procedures. On matters of Health and Safety, the Deputy Head reports to the Dukes Education Board of Governors, through the Chief Finance Officer.

1.7 The Deputy Head, when delegating responsibility for carrying out a particular Health and Safety function to employees, must ensure that the persons are aware of the duty, know how they are expected to perform it, and are provided with any necessary information, instruction, training and supervision, and resources (including time). In addition, suitable measures for monitoring performance standards must be in place.

2. General Statement of Health and Safety Policy

2.1 Kneller Hall Junior School notes the provisions of the HSWA 1974, which places responsibilities on all our staff, and in so doing conducts its employment in such a way as to ensure, so far as is reasonably practicable, that persons who are and also persons who are not in its employment, but who may be affected by it, are not exposed to unacceptable risks to their health and safety. The aim of Kneller Hall Junior School is to provide a safe and healthy working and learning environment for staff, pupils and visitors, believing that the prevention of accidents, injury or loss is essential to the effective operation of the school and is part of the education of its pupils.

2.2 The arrangements outlined in this policy statement and the various other safety provisions made by Kneller Hall Junior School cannot in themselves prevent accidents or ensure safe and healthy working conditions. This can only be achieved through the adoption of safe methods of work and good practice by every individual. Kneller Hall Junior School takes all reasonable steps to identify and reduce hazards to a minimum, but all staff and pupils must appreciate that their own safety and that of others also depends upon their individual conduct and vigilance while on the school premises, or while taking part in school sponsored activities. All areas are maintained under the control of the Deputy Head in a condition that is safe. This includes providing means of access to and egress from the place of work.

2.3 The Health and Safety Executive (HSE) enforces health and safety law relating to the activities of independent schools and would normally take action against the proprietor if circumstances necessitated. However, in some circumstances, for example where an employee failed to take notice of the Board's policy or Deputy Head's directions in respect of health and safety, the HSE may take action against the employee as well or instead.

2.4 Arrangements are made for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances. Procedures are formulated for use in case of fire and evacuation of the school premises. Procedures are identified and followed in case of accident. Safety is considered within the curriculum and is taught as part of pupils' duties as appropriate. Provision is ensured so that there is sufficient information, instruction and supervision to enable all employees and pupils to avoid hazards and contribute positively to their own health and safety, while ensuring that they have access to health and safety training as appropriate or as and when provided.

2.5 With regard to the welfare, health and safety of pupils in our school, we take into consideration:

- Safeguarding arrangements, including safe recruitment and recording procedures, effective arrangements for child protection and the training and development of staff so that children can be safe in school;
- Procedures to eliminate bullying and promote a safe environment and the prevention and tackling of all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, gender, sex, race, religion and belief, gender reassignment or disability (for full details, please refer to the school's Anti-Bullying Policy);
- The systematic and consistent management of behaviour, including the use and recording of rewards and sanctions, including written policies to promote good behaviour;
- The provision of a safe and secure school environment, including the elimination of potential risks to pupils' welfare, health and safety both on and off-site, including particular attention, where relevant, to the health and safety of pupils with priority needs;
- The systematic and consistent management of procedures to reduce the risk of fire and comply with fire safety regulations;

- How effectively the arrangements for pupils' care in the event of sickness, accident or injury are implemented;
- How our pupils are supervised during school hours;
- The effectiveness of the school's monitoring and recording systems for pupils' attendance and punctuality;
- How well the school reviews admission arrangements and makes adjustments to ensure the accessibility of the school's premises and curriculum for all pupils;
- The way we teach children how to understand and respond to risk, for example risks associated with extremism, new technology, substance misuse, knives and gangs, relationships (including sexual relationships), water, fire, roads and railways;
- The views expressed by pupils, and different groups of pupils, on welfare, health and safety, respect for, and courtesy towards others and their views on harassment, racism, homophobia and different types of bullying and
- The views of parents and carers, staff, Governors and others.

2.6 We have policies and audit procedures relevant to our responsibilities, duties and arrangements for Health and Safety along with a system for assessing risks on all the tasks and activities we do and the areas and locations we do them in. Where appropriate, controls and procedures are put into place to ensure these risks are as low as reasonably practicable. We have a risk assessment file documenting this.

3. Responsibilities of the Board of Governors:

The Board of Governors of Kneller Hall Junior School Limited, acting via the Health and Safety Manager, is ultimately responsible for ensuring the implementation of this policy within Kneller Hall Junior School. In particular, they will (via the Health and Safety Committee):

- Monitor the effectiveness of the Health and Safety Policy and the safe working practices described within it and revise and amend it on a regular basis as necessary;
- Prepare an emergency evacuation procedure and arrange for periodic practice evacuation drills to take place at least once a term and for the outcome to be recorded to facilitate improvement;
- Ensure that all staff and parents are made aware of any risks identified, and of the systems and procedures we put in place to deal with these risks;
- Make arrangements to draw the attention of all staff employed at Kneller Hall Junior School to school and departmental safety policies and procedures together with any other safety guidelines and information issued by the relevant authorities;
- Ensure that the registration book to record the arrival and departure of all visitors is completed;
- Make arrangements for the implementation of accident reporting procedures and draw these to the attention of all staff at the school as necessary;
- Ensure that regular safety inspections are undertaken;
- Arrange for the withdrawal, repair or replacement of any item of furniture, fitting or Equipment identified as being unsafe;
- Ensure that any defect in the fabric of the building is attended to immediately or as appropriate, referred to the Board in committee, while ensuring in the interim that arrangements are made to limit the risk identified;
- Monitor through the Deputy Head the activities of contractors, hirers and other organisations present on site as far as it reasonably practical;
- Identify any member of staff having direct responsibility for particular safety matters or specifically delegated to assist in the management of health and safety at Kneller Hall Junior School. Such delegated responsibility must be defined as appropriate;
- Identify and evaluate risk control measures in order to select the most appropriate means of minimising risks to staff, pupils and others, while providing a healthy and safe environment for pupils to enjoy learning;
- Make themselves familiar with the requirements of the Health and Safety at Work Act 1974 and any other health and safety legislation and codes of practice that are relevant to the work of the school, in particular the Management of Health and Safety and Work Regulations 1999;

- Ensure that all our staff have been carefully selected to meet our requirements for the health, safety and security of the pupils in our care, including compliance with the Richmond Borough Children Board locally agreed inter-agency procedures and Safer Recruitment in Education guidance and HM Government Guidance "Working Together to Safeguard Children" 2023;
- Provide employees with information, instruction, safe working practices, supervision and training to ensure they are competent to carry out their tasks;
- Minimise cases of injury and work-related ill health and to investigate accidents and incidents that might have resulted in harm to employees;
- Seek support from and consult with employees on matters concerning their health and safety;
- Provide safe equipment, safe play areas, safe access and egress and maintain them in good order;
- Have a clear understanding on actions to take in the event of any emergencies;
- Train all staff in the particular health and safety issues that affect pupils;
- Ensure that activities undertaken by the school both on and away from the school site are risk assessed and safely managed;
- Adopt and maintain an effective policy, organisation and arrangements for the provision of health and safety throughout the school;
- Comply with the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)*;
- Hold regular meetings that include health and safety as a fixed agenda item;
- Ensure duty rotas take into consideration both regulatory and best practice staffing ratios for the age range of the school community (Year 1-Year 6) and
- Ensure specific controls and procedures are in place for the safety of the pupils in our care from the point of arrival to the point at which they depart.

4. Duties of the Deputy Head as lead of the Health and Safety Committee

4.1 The Board of Governors has established a Health and Safety Committee, whose Chairperson is the school's Deputy Head. They have a particular responsibility for Health and Safety matters at Kneller Hall Junior School, including ensuring adequate representation of staff on the Health and Safety Committee.

5. Duties of the Deputy Head

5.1 The Board of Governors delegates day to day responsibility for Health and Safety matters to the Deputy Head. They acts as the focal point for day to day references on safety and gives advice, and/or indicates sources of advice, obtaining, where necessary, external advice. The following, which is not an exhaustive list, includes:

- Carrying out the role of the Chairman of the Health and Safety Committee in the implementation, monitoring and development of this policy within Kneller Hall Junior School;
- Monitoring general advice given by appropriate authorities on safety matters and advising on its implementation at Kneller Hall Junior School along with co-ordinating arrangements for the design and implementation of safe working practices within Kneller Hall Junior School;
- Investigating any specific health and safety problem identified within Kneller Hall Junior School and taking or recommending remedial action as appropriate, such as a method of working ceasing on health and safety grounds on a temporary basis subject to further consideration by the Board of Governors;
- Ensuring that regular safety inspections of Kneller Hall Junior School and its activities are carried out, with recommendations on methods of solving any problems identified;
- Ensuring that staff control of resources, both financial and other, giving due regard to safety coordination arrangements for the dissemination of information and instruction of employees, pupils and visitors on safety matters and to make recommendations on the extent to which staff are trained;
- Monitoring the Health and Safety Policy, ensuring that all employees and other persons involved with the school have knowledge of it and are carrying out their duties in accordance with it;
- Keeping up to date with current legislation and informing other staff and volunteers as appropriate;

- Making the arrangements and ensuring implementation of the annual regulatory and best practice health and safety inspections;
- Carrying out the role of the Chairman of the Health and Safety Committee in producing, implementing and monitoring health and safety procedures, including a risk assessment strategy, emergency plans and the collating of accident and incident information;
- Carrying out the role of the Chairman of the Health and Safety Committee in organising regular fire drills, recording them formally in the Fire Drill File, which is kept in Reception along with ensuring that the fire drill instructions are in all rooms;
- Ensuring that all Fire Safety policies and procedures are implemented including the external and internal fire safety audits and inspections;
- Involving, via the academic staff, pupils in the health and safety of the school;
- Ensuring that regular visitors observe the school's safety rules;
- Familiarising visitors with school's health and safety rules as part of their induction;
- Having a clear understanding on actions to take in the event of any emergencies and;
- Ensuring that the procedures and practices identified in the Appendix to this policy are in place.

5.2 Additionally, the business is also responsible for:

- Ensuring that the *Safety Law Poster* that summarises our responsibilities is kept up to date and posted in the Reception area, and elsewhere as is appropriate;
- Ensuring the *Health and Safety Organisational Chart* is kept up to date and is placed in appropriate locations around the premises, along with updating the health and safety notice board in the Staff Room;
- Liaising with external contractors on matters of Health and Safety.

5.3 Additionally, as part of ensuring, so far as reasonably practicable, the health and safety of all employees irrespective of age, the Deputy Head must consider certain matters regarding young or vulnerable people, for example apprentices working in the school.

Definitions of young people and children by age:

- A young person is anyone under 18, and
- A child is anyone who has not yet reached the official minimum school leaving age (MSLA). Pupils will reach the MSLA in the school year in which they turn 16.
- Young people employed by the school will not be exposed to risk due to:
 - Lack of experience
 - Being unaware of existing or potential risks and/or
 - Lack of maturity

The Deputy Head will consider:

- The layout of the workplace
- The physical, biological or chemical agents they will be exposed to
- How they will handle work equipment
- How the work and processes are organized
- The extent of health and safety training needed
- Risks from particular agents, processes and work

6. Staff Holding Posts/Positions of Special Responsibility

These staff, for example the teachers of Science, Art, Sport and Drama, the FIRST AIDER, the Chef:

- Have a general responsibility for the application of the Board's safety policy to their own area of work and are directly responsible to the Deputy Head for the application of existing safety measures and procedures within that area of work;
- Follow the advice or instructions given by the Deputy Head including complying to the relevant parts of this statement;
- Will, where necessary, establish and maintain safe working procedures including arrangements for ensuring, as far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances (e.g., chemicals, boiling water, duplicating fluid, guillotines);

- Will resolve any health and safety problem any member of staff may refer to them and refer to the Deputy Head any of these problems for which they cannot achieve a satisfactory solution within the resources available to them;
- Will carry out a regular safety inspection of the activities for which they are responsible and, where necessary, submit a report to the Deputy Head ;
- Will ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own safety and health at work;
- Will, where appropriate, seek the advice and guidance of the Deputy Head or any relevant adviser appointed by the Board;
- Will propose to the Deputy Head requirements for safety equipment and on additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so.

7. Responsibilities of the Premises Manager

It is the responsibility of the Premises Manager to ensure that the following checks and audits are completed in a timely manner.

- Fire Extinguisher checks
- Lightning protection
- Electrical Pat testing
- Gas Safety
- Fire Alarm systems
- Intruder Alarm system
- Legionella testing

8. Responsibilities and Duties of all Staff towards Pupils and Others in their Care

8.1 The Health and Safety at Work Act 1974 states:

'It shall be the duty of every employee while at work to:

- a) to take reasonable care for the health and safety of himself and of any persons who may be affected by his acts or omissions at work, and
- b) 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.'

The Act also states:

'No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in pursuance of any of the relevant statutory provisions.'

In addition, teachers and other staff in schools have a common law duty to act as any prudent parent would do when in charge of pupils. All staff will make themselves familiar, and ensure compliance with, the requirements of the HSWA 1974, and any other health and safety legislation and codes of practice relevant to their work.

8.2 All members of staff are responsible for the health and safety arrangements in relation to staff, pupils, volunteer helpers and visitors under their supervision. In particular, they must monitor their own work activities and take all reasonable steps to:

- Exercise effective supervision over all those for whom they are responsible;
- Be aware of and implement safe working practices and personally to set a good example;
- Identify actual and potential hazards and introduce procedures to minimise the possibility of mishap;
- Ensure that any equipment or tools used are appropriate to that use and meet accepted safety standards;
- Provide written job instructions, warning notices and signs as appropriate;
- Provide appropriate protective clothing and safety equipment as necessary and ensure that it is used as required;
- Minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process;

- Evaluate promptly and, where appropriate, take action on criticism of health and safety arrangements;
- Provide the opportunity for discussion of health and safety arrangements;
- Investigate any accident or incident where personal injury could have arisen and take appropriate corrective action;
- Provide for adequate instruction, information and training in safe working methods and recommend suitable 'off the job' training;
- Where any member of staff considers that corrective action is necessary but that action lies outside the scope of their authority, they should refer the matter to the deputy head.

8.3 All employees will, so far as is reasonably practicable:

- Take reasonable care for the health and safety of themselves and of any person who might be affected by their acts or omissions at work;
- Co-operate with the board of governors, deputy head and other relevant authorities in meeting statutory requirements, not interfere with or misuse anything provided in the interests of health, safety and welfare;
- Make themselves aware of all safety rules, procedures and safe working practices applicable to their posts (when in doubt they must seek immediate clarification from the deputy head);
- Ensure that tools and equipment are in good condition and report any defects to the deputy head.
- Use the correct equipment and tools for the job and any protective equipment, protective clothing or safety devices that may be supplied.
- Ensure that offices, general accommodation and vehicles are kept tidy and clean.
- Ensure that any accidents, whether or not an injury occurs, and any potential hazards are reported immediately to the deputy head
- Be familiar with this health and safety policy and all safety arrangements including those for fire, first aid and other emergencies as laid down by the board.
- Ensure that health and safety regulations, rules, routines and procedures are being applied effectively.
- Carry out/be aware of hazard identification and risk assessments as appropriate for their area of work.
- Take part in health and safety training as required.
- Inform their line manager if there is any reason they are unable to perform any task without undue risk (e.g. Illness, incapacity, etc.).
- Only undertake any task for which they have been trained and are competent or confident of undertaking safely. If they are in any doubt they must seek further advice.
- Take reasonable care of their own health and safety and that of any other persons (staff, pupils, visitors, etc.) Who may be affected by their acts or omissions at work.
- To observe standards of dress consistent with safety and/or hygiene.
- To exercise good standards of housekeeping and cleanliness.
- To know and apply the emergency procedures in respect of fire and first aid.
- Co-operate fully, as a legal duty, with their employer on health and safety matters, including following safe systems of work and not interfering with or misusing anything provided for their health, safety or welfare.
- Ensure that all tools, plant, machinery and equipment are adequately guarded, are in good and safe working order and are not used by unauthorised persons or in an improper manner.
- Ensure that toxic, hazardous and highly flammable substances are correctly used, stored and labelled in accordance with their written risk assessment.
- Report any defects that they observe in the premises, plant, equipment and facilities and take action to ensure no one is put at risk.
- Report all accidents and near misses immediately, whether injury is sustained or not, using the appropriate procedure, and recording these events on an accident report form.
- Promote and achieve high standards of health and safety, and suggest improvements and ways and means of reducing risks.

- Use and not wilfully misuse, neglect or interfere with things provided for their own safety and/or the safety of others; co-operate with other employees in promoting improved safety measures in their school to co-operate with the appointed safety representative and the enforcement officer of the health and safety executive or the public health authority.
- Act as a prudent parent when in charge of pupils, as they have a duty to under common law
- Ensure pupils attending games and other off-site activities are clearly checked in and out.

8.4 Employees should follow any health and safety procedures put in place by their employer. However, if they feel that the procedure is inappropriate (e.g. it is too bureaucratic), they should discuss this with their employer and request that it is reviewed. The Deputy Head will work with the employer to ensure that the procedures at the school are proportionate, effective and appropriate. Whenever an employee is aware of any possible deficiencies in health and safety arrangements, he/she must draw these to the attention of the Deputy Head.

8.5 All members of staff will be asked to sign a form annually to indicate they have read and will comply with the health and safety procedures of Kneller Hall Junior School.

9. Standard Working Practices

9.1 Our standard working practices include:

- Ensuring that the registration LOG to record the arrival and departure all visitors is completed;
- Ensuring all staff are trained in the particular health and safety issues that affect pupils;
- Ensuring all employees and volunteers are in receipt of the Health and Safety Policy prior to commencing their employment or voluntary support for the school;
- Arranging and encourage audits, fire risk and safety inspections from external authorities in order to check that what we are doing and the way we are doing it is right;
- Ensuring registers (in and out) are kept of pupils attending, for example Late Registration;
- Overseeing our own system of regular checks and monitoring procedures to ensure that our health and safety arrangements are maintained in an effective manner;
- Ensuring the school has direct access to sources of competent people and up to date guidance in all matters of health and safety;
- Making arrangements, where appropriate, for the training of various persons to assist in carrying out the requirements of the school's Health and Safety Policy and Procedures, for example manual handling of goods;
- Ensuring specific controls and procedures are in place for any external visits or outings anywhere, including an emergency contact/medical form for each child;
- Ensuring specific controls and procedures are in place for ensuring that pupils do not have access to any medicines, foods or drinks to which they are allergic. Details of these and any formal registration forms are provided in a separate document and are given to all staff and;
- Ensuring all visitors wear badges when on school premises.

9.2 Different coloured lanyards are used to determine the level of access and supervision needed around the building by the wearer, and must be worn at all times:

- Blue – Kneller Hall Staff Lanyard - All full/part time staff/volunteers who have DBS clearance, and who have complete access to all parts of the school
- Blue (plain) – Anyone else who has been DBS checked and cleared so that they may be unsupervised in school including peripatetic teachers, invigilators, coaches and contractors. Regular contractors have to submit their DBS prior to visiting, and will then be able to move freely about the building. Non DBS contractors will provide ID at reception and will be closely supervised for the duration of their visit.
- Yellow – Visitors, who must be supervised at all times while in school.

- 9.3 As well as having general responsibilities/duties, all members of staff also have responsibility for:
- ensuring that the requirements of all relevant legislation, codes of practice and guidelines are met in full at all times; and
 - for upholding the day to day maintenance and development of safe working practices and conditions, for teaching staff, support staff, pupils, visitors and any other person using the premises or engaged in activities sponsored by the school.

The Chairman of the Health and Safety Committee will take reasonable, practicable steps to achieve this and assign clear safety functions to other members of staff as appropriate.

10. Risk Assessment

10.1 Risk assessment and risk management are the terms used to describe the process of thinking about the risks of any activity and taking steps to counter them.

10.2 The Deputy Head ensures that regular written risk assessments are undertaken of premises, methods of work and all school sponsored activities whether on or off site. These must be reviewed following changes in circumstances or personnel or in accordance with agreed timetables.

10.3 A regular programme of planned assessments is to be completed. In high-risk areas, risk assessments should be reviewed termly. In other activity areas, risk assessments should be reviewed on an annual basis.

10.4 Written risk assessments will identify all defects and deficiencies together with the necessary remedial action or risk control measures.

10.5 The results of all risk assessments will be reported by the Deputy Head to the Board of Governors who will prioritise issues and assign resources to undertake remedial/control measures where required.

10.6 Appropriate training is given to ensure that risk assessment and risk management are effective: see Section 15 following.

10.7 There is a specific fire risk (prevention) policy maintained by the Deputy Head.

11. Pupils

11.1 All pupils are expected, within their expertise and ability, to:

- Exercise personal responsibility for the safety of themselves and their fellow pupils
- Observe standards of dress consistent with safety and/or hygiene, which would preclude unsuitable footwear, clothing and articles considered dangerous
- Observe all the safety rules of Kneller Hall Junior School and, in particular, the instructions of teaching staff in the event of an emergency
- Use and not wilfully misuse, neglect or interfere with things provided for safety purposes.

11.2 The curriculum: we teach the pupils about health and safety in order to equip them with the skills, knowledge and understanding to enable them to live positive, successful and healthy lives. Teachers take every opportunity to educate pupils in this regard in the normal school curriculum. We teach pupils respect for their bodies and how to look after themselves. We discuss these issues with the pupils in Personal, Social, Health and Economic Education (PSHEE) along with Citizenship lessons, reinforcing these points in Science, where pupils also learn about healthy eating and hygiene. We also show them how to move and play safely in PE lessons. Health and safety issues also arise when we teach care for the environment and awareness of the dangers of litter. Our school promotes Spiritual, Moral, Social and Citizenship education. Each class has the opportunity to discuss problems or issues of concern with their teacher. Teachers use circle time (or equivalent) to help pupils discuss and overcome any fears and worries that they may have. Teachers handle these concerns with sensitivity.

11.3 Safeguarding and Child Protection: the school has a full and detailed separate Safeguarding Policy. If any teacher suspects that a child in their class may be the victim of abuse, they should immediately inform the Head and/or the school's Designated Safeguarding Lead (DSL) about their concerns. It is the Board's policy for the school to comply with the London Borough of Richmond on Thames Child Protection Procedures. We require all adults and volunteers working in the school to comply with the Safer Recruitment Procedures.

11.4 Supervision of pupils: in addition to this being built in to the day-to-day working practices at Kneller Hall Junior School we also have a separate policy that clearly states the school's approach. We make a professional judgement taking into consideration the age of the pupils and activities in which they are engaged. No pupil is to be allowed unattended into areas of the school which could be deemed hazardous and classrooms where hazardous substances or equipment is stored for teaching purposes will be used solely for the purpose of teaching lessons and remain locked at all other times.

12. Behaviour of Any Person on the School Premises

12.1 Our school has a written policy setting out the behaviour expected of all people on the premises and the procedures that will happen when the school wishes to restrict a person's access to school premises because such a person is causing a nuisance or disturbance.

12.2 A person who has been banned from entering school premises is trespassing if he or she does so without permission.

13. Theft or Other Criminal Acts

13.1 The Head and the Deputy Head will investigate any incidents of theft involving pupils. If there are serious incidents of theft from the school site, the Head or the Deputy Head will inform the police and record the incident in the incident book. Should any incident involving physical violence against a teacher occur, this must be reported to the Head immediately.

14. Arrangements for the Comfort and Well-Being of Pupils and Staff

14.1 The following arrangements are specifically put in place to try to ensure that pupils are as happy and comfortable as possible whilst on our premises. We also like to make sure that our staff have the right environment in which to teach and supervise.

- Our premises are kept warm during cold weather through the use of easily adjustable, safe heating systems.
- Our windows are designed to be safe and to allow sufficient light through to provide a bright and cheerful environment.
- Our doors have safe vision panels fitted.
- Our floors are designed to minimise the likelihood of slips and trips and are regularly checked to make sure they are free from obstacles along walkways and are not damaged.
- Our hot water supply is maintained at a temperature to prevent accidental scalding.
- We have a separate lockable room for the storage of any items we consider to be potentially harmful if accessed by pupils and lockable cabinets for smaller items.
- We have safe and sufficient ventilation to maintain a fresh atmosphere in the building. • All pupils are encouraged to drink water, and fresh water is available at all times. Drinking water taps are identified.
- We have a disabled toilet designed for disabled people.

15. The Effective Management of the Welfare, Health and Safety of All People at our School

15.1 Staff training in Health and Safety, including Risk Assessment: staff training is a set agenda item for the Health and Safety Committee. Staff training is provided when appropriate in both generic and specific areas with reference to risk assessment, first aid (including paediatric first aid), fire safety, educational visits, curriculum specific activities and COSHH. Newly appointed employees could be vulnerable to any risk and therefore their line manager will ensure that all relevant health and safety matters are drawn to their attention at an early stage.

15.2 While it is a management responsibility to instruct all employees in safe working procedures in relation to their posts and work places, employees may from time to time find themselves in unfamiliar environments. In such cases, the employee concerned should be particularly alert for hazards and, wherever possible, ensure they are accompanied by a person familiar with the environment or that they are advised of specific hazards. All volunteer helpers will be expected, as far as reasonably possible, to meet the same standards required of all employees.

15.3 Consultation arrangements with employees: there is a Health and Safety Committee with terms of reference. Membership includes staff representatives. Consultation arrangements with employees are also in place to ensure the maintenance of Health and Safety standards. Staff are informed of updates with regard to health and safety through our weekly staff meetings and in the case of immediate changes, staff are consulted individually by the Health and Safety Manager.

16. Recording and Reporting accidents to staff, pupils and visitors

16.1 The Deputy Head ensures that Kneller Hall Junior School complies with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) under which Kneller Hall Junior School is required to report to the Health and Safety Executive (telephone: 0845 300 99 23):

- Deaths;
- Major injuries;
- Over-seven-day injuries;
- An accident causing significant or multiple injury to pupils, members of the public or other people not at work; and
- A specified 'dangerous occurrence', where something happened which did not result in an injury, but could have done - a 'near miss'.

17. Off-site Visits, Including Residential Visits and School-Led Adventure Activities

17.1 The School has an Educational Visits Co-ordinator (EVC) currently the Deputy head but we are looking to review this, along with policies and procedures for Educational Visits and Off-Site Activities, a Critical Incident Checklist, and procedures regarding and action to be taken by the Group Leader in the event of a serious accident. The school also has access to professional advice in this area of the curriculum.

17.2 With reference to our off-site activities:

- We always ensure adequate staffing ratios at all times.
- Adults accompanying residential trips have a DBS enhanced certificate.
- We ensure parents are always informed of all forthcoming plans for events on our premises.
- We always insist that parents sign consent forms whenever we plan to take the pupils away from the premises for an outing somewhere, no matter where.
- We ensure that our staff have access to all the equipment needed when we go on outings and that they use a checklist each time to ensure nothing is forgotten.
- All staff undertaking school trips make the appropriate risk assessment prior to the visit.
- We always ensure we have means of communication with us during outings and a list of appropriate telephone numbers for contacting the right people whenever required.
- Whenever we require vehicles to transport pupils anywhere, we only use approved and licensed contractors who operate vehicles that conform to all the safety standards.
- We ensure that any drivers of coaches, etc, who are required to transport the pupils on any outings are competent and trustworthy drivers and that the vehicles are properly equipped with safety seatbelts. We instruct the pupils to use seat belts at all times when the bus is moving.

For further information, please see the school's Educational Visits and Offsite Activities Policy.

18. Dealing with Health and Safety Emergencies: Procedures and Contacts

18.1 The procedures for Fire and Emergency evacuation are displayed in every classroom and in prominent positions around Kneller Hall Junior School. These procedures are updated on a regular basis and dated to indicate the latest update. The logbook for recording and evaluation of practice and evacuation drills will be held securely at Reception. The Deputy Head has overall responsibility for implementing the evacuation procedure if an emergency were to occur. Arrangements are in place in the absence of the Deputy Head which are specified in the daily routines. The school Fire Safety Policy and Procedures gives full details of the procedures.

18.2 Kneller Hall Junior School has in place a Critical Incident Plan in the event of a Health and Safety Emergency. This plan details the procedures and contacts for dealing with a health and safety emergency. For specific details, please see the school's 'Critical Incident Management Plan' which forms part of our Health and Safety Manual.

19. First Aid, Medication and supporting Medical Needs

19.1 Please refer to the school's separate First Aid Policy. Kneller Hall Junior School has in place:

- practical arrangements at the point of need;
- the names of those qualified in first aid and the requirement for updated training every three years;
- having at least one qualified person on site when pupils are present;
- showing how accidents are to be recorded and parents informed;
- access to first aid kits;
- arrangements for pupils with particular medical conditions (for example asthma, epilepsy, diabetes);
- hygiene procedures for dealing with spillage of body fluids and
- guidance on when to call an ambulance.
- practical guidance regarding Covid-19, its transmission and procedures for dealing with suspected cases in school.

19.2 At Kneller Hall Junior School:

- A First Aid box is held in the Welfare room. Portable boxes are available for off site visits and where needed;
- The names of all qualified First Aiders are circulated to all staff and a copy held at Reception.
- The accident log and report forms for injuries and the procedures to be followed are clearly outlined in the First Aid policy;
- A written record is kept of all first-aid administered either on the school premises or as a part of a school related activity; and
- The arrangement for First Aid for sports, outdoor pursuits and field trips are the responsibility of the Party Leader and supervising staff.

19.3 The arrangements for First Aid provision are adequate to cope with all foreseeable incidents. The number of designated First Aiders is not, at any time, less than the number required by law. This is determined by risk assessment (Local Authority guidance). Designated staff are given such training in First Aid techniques as is required to give them an appropriate level of competence. The School First aider is responsible for maintaining First Aid supplies. A prominent notice in reception lists the First Aiders and their location. All First Aid signs and containers must be identified by a white cross on a green background. A written record is kept of all First Aid administered either on the school premises or as a part of a school related activity.

19.4 If a pupil requires medication whilst in the care of the school, the parent should notify the school and ask permission for the medication to be brought in. The safekeeping and administration of medication is in accordance with the school policy for this.

20. Occupational Health Services and Managing Work-Related Stress

20.1 As a good employer, we take our duties and responsibilities with regard to the welfare of both staff and pupils very seriously. The school has access to occupational health services including specialist medical and counselling facilities, if so required, and has the appropriate policies and procedures and working practices in place.

21. Workplace Safety for Teachers, Pupils and Visitors

21.1 The duties and responsibilities of the key people are identified in this policy; detailed documentation is in place in support of this statement. Regular visitors and other users of Kneller Hall Junior School, e.g. contractors and delivery people, are expected, as far as is reasonably possible, to observe the safety procedures of the school.

22. General Health and Safety Matters

22.1 While it is difficult to make the school site totally secure, we will do all we can to ensure the school is a safe environment for all who work or learn here. We require all adult visitors to the school who arrive in normal school hours to sign the visitors' log in the Reception area, and to wear an identification badge at all times whilst on the school premises.

We provide all adult visitors to the school with a Health and Safety Leaflet. Staff must immediately report to the school office, any visitor who is not identified with a school badge.

22.2 The following arrangements are specifically put in place to look after all the pupils in our care at all times.

- All teachers and support staff including volunteers ensure that all curriculum activities are safe
- A child is never taken off-site without the prior permission of the parent and in such cases all departures and arrivals are recorded.
- Only those who hold a current 'enhanced disclosure' from the Disclosure and Barring Service are allowed unsupervised access to the pupils in our care. If there is a discrepancy between appointment of staff and the enhanced disclosure coming through, a risk assessment is put in place, a previous DBS/CRB and Barred List Check is sought, with supervision arrangements and a mentor put in place.
- A minimum of two staff are always present whenever any pupils are on our premises.
- All arrivals and departures of visitors are recorded.
- All pupils in our care are regularly reminded of safe practice when on our premises. They are encouraged to report anything they notice that might be unsafe.
- We have installed smoke detectors in all fire risk areas for early warning of any problems that may arise. These are checked on a weekly basis to make sure they work effectively.
- We have installed a fire alarm system to enable any member of staff to raise an alarm that everyone else can hear.
- An overall Fire Marshall has been appointed: see the Fire Safety Policy. The Fire Marshall will ensure that effective arrangements are in place to deal with precautions against fires and evacuations related to fires.
- We practice, on a regular basis, what to do in the event of a fire and make sure all the pupils in our care know what to do if they hear our fire alarm.
- In accordance with requirements, a number of staff have been trained in first aid. We record accidents, incidents and near misses.
- We only use safety-approved substances for use by pupils, such as non-toxic glues and paints. We only use water-based products and not solvent-based ones that can give off fumes and vapours.
- We log all incidents involving injury in the school and we inform parents in all cases.
- Head injuries will always be reported to parents and carefully monitored.
- Should any incident involving injury to a child take place, a first aider will be called to assist. If necessary, the Receptionist will telephone for emergency assistance.

22.3 We only use coaches and minibuses where seat belts are provided. We instruct the pupils to use seat belts at all times when the bus is moving.

22.4 We log all incidents involving injury in the school and we inform parents in all cases. Head injuries will always be reported to parents and carefully monitored. Should any incident involving injury to a child take place, one of the above-mentioned members of staff will be called to assist. If necessary, the school secretary will telephone for emergency assistance.

22.5 At all times we aim to ensure the school is a safe environment for all who work or learn here. We require all adult visitors (except parents who have registered to have electronic fob entrance) to the school who arrive in normal school hours to sign the visitors' book in the Reception area, and to wear an identification badge at all times while on the school premises. Staff must immediately report to the school Reception any visitor who is not identified with a school badge. If any adult working in the school has suspicions that a person may be trespassing on the school site, they must inform the Head and Deputy Head immediately. The Head or Deputy Head will direct any intruder that they must leave the school site straight away. If this does not occur, the Head or Deputy Head will contact the police immediately.

22.6 Violence towards staff: if there are any concerns about the behaviours of visitors they are required to leave the premises. With reference to pupils, there is a well-established Behaviour Policy and procedures including the use of reasonable force and physical restraint. All adults, including staff, parents and visitors, are expected to behave in a manner which is in line with and supportive of our school ethos.

22.7 Slips and trips: all injuries, accidents, and dangerous occurrences will be recorded. The First Aider or supporting teacher will fill in an incident and accident report form for every serious or significant accident that occurs on or off the school site if in connection with the school. This will be kept by the School Office. Records should be stored for at least three years or if the person injured is a minor.

22.8 On-site vehicle movements: whilst there are no onsite vehicle movements at Kneller Hall Junior School, because the entrance faces a road, the school takes both the travel plan agreed by local authority and traffic awareness training into consideration.

22.9 Management of asbestos: an asbestos survey has been undertaken with recommendations implemented; the school has in place both a policy and a specialist checklist for the management of asbestos. The school complies with the regulatory requirements for the management of asbestos.

22.10 Control of hazardous substances: The Science teacher (ST) specific responsibility for ensuring that the operation of the science department and delivery of the practical Science curriculum is delivered in accordance with all COSHH requirements. A detailed inventory of hazardous substances is maintained by the ST. The Deputy Head has overall responsibility for ensuring compliance with COSHH regulations across the school.

22.11 Working at height: any situations where work may need to be carried out at height are in consultation with our Deputy Head. We have produced a separate document which relates to staff working at height in our school. For more information, please refer to 'Working at Height' in our Health and Safety Manual.

23. Selecting and Managing Contractors and Out of Normal Hours Use of School

23.1 When the premises are used for purposes not under the direction of the Head, then, subject to the explicit agreement of the Board, the person in charge of the activities for which the premises are in use will have responsibility for safe practices as indicated in the Responsibilities/Duties of the Business Manager. The Board note their residual responsibility for the control of premises, and will take all reasonable steps to ensure that such persons detailed above comply with the terms of this policy. The Board or their designated representative will seek to ensure that contractors conduct themselves and carry out their operation in such a manner that all statutory and advisory safety requirements are met at all times.

23.2 All contractors who work on the premises are required to ensure safe working practices by their own employees under the provisions of the HSWA 1974 and must pay due regard to the safety of all persons using the premises in accordance with this Act. In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Board or their representative will take such actions as are necessary to prevent persons in their care from experiencing a risk or injury. The Board will draw the attention of all users of the premises (including hirers and contractors) to Section 8 of the HSWA Act 1974, which states that no person shall intentionally or recklessly interfere with, or misuse, anything which is provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

23.3 When the premises or facilities are being used out of normal school hours for an activity then, for the purposes of this policy, the organiser of that activity, even if an employee, will be treated as a hirer and comply with the requirements of this section. When the premises are hired to persons outside the 'employ' of the Board, it will be a condition for all hirers and others using the premises or facilities, that they are familiar with this policy, that they comply with all safety directives of the Board and that they do not, without the prior consent of the Board:

- Introduce equipment for use on the school premises
- Alter fixed installations
- Remove fire and safety notices or equipment
- Take any action that may create hazards for any persons using the premises.

23.4 The procedures for the selection, appointment and monitoring of contractors working within the school premises are defined in the Building Procedures. These have taken into account: the Construction (Design and Management) Regulations 1994 – Assessment of Competence and Provision for Health and Safety along with building Contracts undertaken on Educational Premises (from the Education Service Advisory Committee)

23.5 For health and safety purposes, the school must be notified by the person arranging the works, at least two weeks in advance, of the following:

- The delineated area of the works – including the associated adjacent area which, for Health and Safety reasons, forms the operating area of the contractor – hereafter and for the purposes of the contract termed 'the site';
- The scope of the works;
- The name of the contractor undertaking the works;
- The dates and times of operations at the school.

23.6 For the duration of the works, the cleanliness of the site and the Health and Safety of all persons affected by the operations on the site, are the responsibility of the contractor undertaking the works who must ensure that the school is indemnified against the works. Access to and from the site is the responsibility of the contractor undertaking the works.

24. Maintenance and Testing of Equipment and Facilities

24.1 The following arrangements are specifically put in place to look after all the equipment we have on our premises and any equipment that we may wish to hire or purchase.

- Maintenance (and, where necessary, examination and testing) of plant and equipment such as electrical equipment, local exhaust ventilation, pressure systems, gas appliances, lifting equipment and glazing safety).
- All our electrical equipment and installations are checked by competent persons or organisations to ensure their intrinsic safety.
- Our gas heating boiler and gas supply lines are regularly checked by competent persons or organisations to ensure their intrinsic safety. Access to these is strictly controlled to prevent any accidental access by pupils.

- Regular visible checks are made on the integrity of all sports/games equipment used externally to ensure connections and fixings are not loosened and the externally exposed parts are not damaged. Suspect equipment is taken out of service until repaired by a competent person or organisation.

25. Fire Safety

25.1 In Accordance with the 'Fire Safety Order' (2005), Kneller Hall Junior School undertakes a fire risk assessment (formally recorded and regularly reviewed so as to keep it up to date) and the Proprietor complies with the additional duties to:

- Produce a fire risk (prevention) policy which includes the elimination or reduction of risks from dangerous substances;
- Develop fire procedures and provide staff training (repeated periodically where appropriate);
- Ensure the safety of staff or anyone else legally on the premises;
- Carry out fire drills and contact emergency services when necessary;
- Appoint one or more competent persons (with sufficient training, experience and knowledge) to assist in taking preventative and protective measures (including fire-fighting and evacuation);
- Have a suitable system for the maintenance of: clear emergency routes and exits (with doors opening in the direction of escape), signs, notices, emergency lighting where required, fire detectors, alarms and extinguishers (with the maintenance being a 'competent person', such as iso 9001 certified or bafe approved); and
- Provide staff and any others working on the school site with fire safety information also requiring staff to take reasonable care.

25.2 The Deputy Head keeps records of the following: (i) the fire risk assessment and its review; (ii) the fire risk (prevention) policy; (iii) fire procedures and arrangements; (iv) training records; (v) fire practice drills; (vi) certificates for the installation and maintenance of fire-fighting systems and equipment.

25A) Martyn's Law – Protect Duty (Terrorism Security)

25A.1 Background and Legislative Context

The Terrorism (Protection of Premises) Act 2025, commonly known as Martyn's Law, received Royal Assent in April 2025. The legislation introduces a statutory duty on those responsible for certain public premises to take steps to protect the public in the event of a terrorist attack. The Act establishes two tiers of requirement based on the capacity of a venue: a Standard Tier (premises with a capacity of 200–799) and an Enhanced Tier (premises with a capacity of 800 or more).

25A.2 Position of Kneller Hall Junior School

As a smaller setting with a pupil roll below 200 students, Kneller Hall Junior School does not currently meet the legal threshold for the Standard Tier of Martyn's Law. The school is therefore not legally required to register with the Security Industry Authority (SIA) or to comply with the formal statutory obligations of the Act at this time.

However, Kneller Hall Junior School recognises the spirit and intent of the legislation and is committed to adopting Martyn's Law principles voluntarily as best practice. The safety and security of our pupils, staff, and visitors is of the highest priority and the school will take all reasonable and proportionate steps to prepare for and respond to a terrorist threat, in line with guidance issued by the Counter Terrorism Policing (CTP) and the National Counter Terrorism Security Office (NaCTSO).

25A.3 Awareness and Training

Kneller Hall Junior School is committed to ensuring that all staff are appropriately aware of the threat posed by terrorism and are equipped to act effectively in an emergency. The following arrangements are in place:

- All staff will undertake the free 'ACT Awareness e-Learning' module provided by Counter Terrorism Policing (available at www.gov.uk/ACT), covering the 'Run, Hide, Tell' guidance. This will be completed during induction for new staff and refreshed annually for all staff.

- Designated members of the Senior Leadership Team (SLT) will complete the NaCTSO 'ACT for Leaders' awareness training and the 'Protective Security and Preparedness' online package to ensure leadership-level understanding of the legal landscape and operational responsibilities.
- Awareness training will be embedded into whole-school INSET sessions at least once per academic year. Topics will include recognition of suspicious behaviour, items or activity; how to report concerns using the 'See Something, Say Something' approach; and actions to take in the event of a firearms or weapons attack.
- Training records will be maintained by the Deputy Head and stored alongside other Health and Safety training records. Completion of counter-terrorism awareness training will be recorded in staff personnel files.

25A.4 Security Planning and Risk Assessments

The Deputy Head, in conjunction with the Head and the Board of Governors, will ensure that proportionate security planning is embedded within the school's risk assessment framework. This includes:

- A specific Counter-Terrorism and Security Risk Assessment will be produced and maintained for the school site. This will identify likely threat scenarios (including vehicle attack, hostile reconnaissance, knife attack, and suspicious packages), assess the vulnerability of the school's physical environment, and document proportionate control measures.
- The school's existing access control measures (including visitor sign-in procedures, electronic fob entry, and perimeter security) will be reviewed annually with reference to the UK threat level published by the Joint Terrorism Analysis Centre (JTAC) and any specific local intelligence shared by the Metropolitan Police or NaCTSO.
- A Security and Emergency Procedures Plan (SEPP) will be developed, reviewed annually, and held by the Deputy Head. The SEPP will set out communication protocols, roles and responsibilities during a security incident, and the interface between school procedures and the emergency services.
- The school will engage with local Counter Terrorism Police and/or the local authority's Prevent co-ordinator to obtain site-specific advice where appropriate. The school is encouraged to request a free 'Vulnerability Self-Assessment' through the NaCTSO ProtectUK platform.
- The security risk assessment will be reviewed following any significant security incident (nationally or locally), upon a change to the UK threat level, following any relevant change to the school's physical environment, or at least annually.

25A.5 Testing and Drills

Kneller Hall Junior School will ensure that its security and emergency procedures are tested regularly through planned exercises. This will support staff confidence and identify gaps in planning. The following arrangements apply:

- A tabletop exercise involving the Head, Deputy Head, and relevant SLT members will be conducted at least once per academic year. These exercises will consider likely threat scenarios and test the decision-making and communication procedures contained within the SEPP.
- Results and lessons learned from each exercise will be recorded by the Deputy Head and any necessary amendments to the SEPP or training programme will be actioned promptly.

25A.6 Lockdown and Evacuation Procedures

The school operates distinct procedures for lockdown and invacuation (shelter-in-place), in addition to the standard fire evacuation procedure. Both types of drill will be practised regularly to ensure all staff and pupils are familiar with what is expected of them.

Lockdown Procedure

A lockdown is initiated when there is an external threat to the school that makes it unsafe for pupils or staff to move around or leave the building. This may include an armed incident in the vicinity, a dangerous individual on or near the site, or a direction from the police to shelter in place. Lockdown procedures include:

- The lockdown signal will be a distinctive signal communicated by the Head or Deputy Head (or a designated member of SLT in their absence) via the school intercom or staff communication system. All staff must be familiar with this signal and their designated response.
- Upon hearing the lockdown signal, all staff will immediately bring any pupils in their care into the nearest safe room, secure the room (lock or barricade the door where possible), move away from windows and doors, silence mobile phones, and await further instruction. No-one should open a door or move around the building until the 'all clear' is given by a senior member of staff or the police.
- A register will be taken by the class teacher as soon as it is safe to do so. Any missing pupils or staff must be reported to the Deputy Head immediately. The emergency services will be contacted by the Head or Deputy Head (or Reception if directed to do so).
- Parents will be contacted by the school office as soon as it is safe and practical to do so. Under no circumstances should parents come to the school site during an active lockdown.
- A lockdown drill will be practised at least once per academic year. The drill will be recorded, debriefed, and reviewed by the Deputy Head. Lessons learned will inform any revisions to the procedure.

Invacuation (Shelter-in-Place) Procedure

An invacuation is used when a threat or hazard is present outside the building (for example, a chemical incident, dangerous animal, or civil disturbance) and it is safer for everyone to remain inside. Invacuation procedures include:

- All pupils and staff outside the building will be called inside immediately. Exterior doors and windows will be secured. Outdoor activities will cease immediately upon the invacuation signal.
- Class registers will be taken and reported to the Deputy Head. Staff will follow the direction of the Head or Deputy Head and comply with any instruction from the emergency services.
- An invacuation drill will be conducted at least once per academic year, separately from the lockdown drill, and will be recorded and reviewed by the Deputy Head.

25A.7 Relationship with Existing Policies and Procedures

This section should be read alongside the school's Critical Incident Management Plan, Fire Safety Policy and Procedures, Safeguarding Policy, and the Site Security arrangements described elsewhere in this policy. The Deputy Head is responsible for ensuring that these documents remain consistent with one another and are updated in a co-ordinated manner. The Board of Governors will receive an annual report on the school's security preparedness, including details of drills conducted, training completed, and any significant changes to the security risk assessment.

26. Non-Smoking

26.1 Our school, in compliance with the law, is a non-smoking establishment. We do not allow smoking, e-cigarettes or vaping on the school premises. Any member of staff wishing to smoke must leave the school site, out of view from the pupils, in their own time and not in the employer's time. Should we find any member of staff smoking at school, we would consider this a serious breach of the terms of employment.

26.2 We aim to help pupils know and understand the dangers of smoking and the harmful effects that smoking can have on their bodies. We provide pupils with the knowledge and information necessary for them to make responsible choices in relation to smoking. We equip pupils with the social skills that help them to resist the pressure to smoke, either from their peer group, or from society in general.

27. Arrangements for Hygiene

27.1 The following arrangements are specifically put in place to minimise the likelihood of any staff or pupils picking up undesirable diseases, ailments or other health problems:

- We teach our pupils about the importance of hygiene and keeping their hands clean. • For full and specific details regarding hygiene in school during the covid-19 period, please refer to the Whole-School Covid-19 Risk Assessment, and the First Aid Policy.
- We have a daily cleaning schedule to cover all areas accessible by pupils. Only safety-approved cleaning materials are used.
- Our toilet facilities have a particularly high standard of hygiene arrangements in the way they are cleaned on a daily basis and in the facilities provided for washing and drying
- Sanitary disposal units are placed in girls and staff toilets.
- We provide all protective clothing and equipment as necessary when dealing with any issues of hygiene or cross-contamination, including suitable disposal facilities where appropriate.
- All food and drink kept on the premises are stored safely and appropriately. Our refrigerators are kept clean and at a temperature recommended for safe storage. This is checked on a daily basis.
- Pets and animals (except for guide dogs) are strictly forbidden inside the premises during term time. Dogs, for example, must remain with their owner outside the school gates at all times and under full control by means of a suitable lead or restraint.

28. Further Information

28.1 Further advice and guidance on many of the matters raised in this policy are available in the Health and Safety Manual.

Appendix A

Risk Assessment at Kneller Hall Junior School

Introduction

Kneller Hall Junior School is required under the Management of Health & Safety at Work Regulations, and other legislation (COSHH, Manual Handling, Visual Display Screen Equipment) to manage the level of risk in all of its activities.

- To create a safer environment at the school and to comply with HSE regulations, we are required to carry out Risk Assessments of any activity that involves a hazard. A hazard is defined as an activity that has the potential to cause harm to either pupils, staff, visitors or members of the public.
- Staff and managers manage/reduce risk to reasonable levels by identifying what the basic level of risk is, and if necessary put in place controls to reduce risk.
- The results of risk assessment and subsequent control measures will be made known to the staff, students and visitors concerned.
- All staff will be alert to changing circumstances and will take appropriate actions to reduce or stop an activity if the level of risk seems inappropriate.
- There is a Whole-School Covid-19 Risk Assessment, which all staff have read and understood. It is updated regularly, depending on situations as they arise. Should a stakeholder wish to understand it further, the details of the Risk Assessment can be discussed with them; however, it is not published in its entirety, due to its complexity and ever-changing nature. If parents wish to discuss this further, they should contact the Business Manager. Whenever it is updated, all staff are made aware of any updates resulting in changes to procedures and practices in school.
- For full information about the school's risk assessments, please see the Risk Assessment Policy.

Statement of Intent

The school assesses all activities and establishes written risk assessments, for those areas which indicate the presence of risk.

The Deputy Head ensures that regular written risk assessments are undertaken of premises, methods of work and all school-sponsored activities whether on or off site. These are reviewed following changes in circumstances or personnel or in accordance with agreed timetables. A regular programme of planned assessments is completed. In high-risk areas, risk assessments should be reviewed termly. In other activity areas, risk assessments are reviewed on an annual basis.

Written risk assessments identify all defects and deficiencies, together with the necessary remedial action or risk control measures. The results of all risk assessments are reported by the Deputy Head to the Head/Board of Governors, who will prioritise issues and assign resources to undertake remedial/control measures where required.

Appropriate training is given to ensure that risk assessment and risk management are effective (see below).

There is a specific Fire Risk (Prevention) Policy maintained by the Deputy Head

Assessments

- Assessments are carried out using the school's risk assessment templates, by those persons having control and immediate responsibility for the activity.
- The assessor keeps a record of the assessment and ensures that all staff and pupils involved are aware of the requirements of the assessment.
- A copy of each assessment is kept in a central file on All Staff Teams for reference. They are sent out to relevant members of staff for reading.

Process

The school's risk assessment process covers both adults and children and includes:

- Checking for hazards and risks both indoors and outside and in all activities and procedures;
- Deciding which areas need attention;
- Developing an action plan which specifies the action required, the timescales for action and any funding required

Certain activities are assessed on an on-going basis and risk assessments are updated as required. In some areas the assessments are carried out on an annual basis by external contractor, e.g. Fire Risk Assessment.

Risk Assessment Training

The Deputy Head, Head of science and STEAM can provide guidance to other staff who may be required to be involved in writing and maintaining risk assessments. Risk assessment will also form part of the overall Health and Safety training given to all staff on an annual basis.

What is a Risk Assessment?

A risk assessment is a careful examination by someone of what could cause harm to them or others. The risk can be weighed up as to whether the Head has taken enough precautions or should do more to prevent harm. The Head is legally required to assess the risks in the workplace and, in the process, the Head will require the Deputy Head to:

- look for the hazards;
- decide who might be harmed and how;
- decide whether the existing precautions are adequate or whether more should be done;
- record the findings;
- review the assessment and if necessary, revise it.

Regular and systematic inspections and risk assessments of all potential hazardous substances and work activities will be made by, or under the authority of the Deputy Head and will take into account all the relevant regulations and codes of practice. Specialist advice will be obtained if necessary and the risk assessment will be reviewed periodically. The significant findings will be recorded and appropriate preventative and/or protective measures taken as necessary.

1. Looking for hazards

Hazards will be identified by:

- consultation, and conducting inspections of the workplace;
- analysing jobs and activities undertaken by staff and pupils;
- listing all Acts and Regulations as they apply to the workplace;
- using manufacturers' instructions, accident records, ill health records, which can all help to identify hazards.

Advice to all staff - staff will look for hazards which could reasonably be expected to result in significant harm under the conditions in the school and grounds workplace. The following examples are used as a guide:

- slipping / tripping hazards (e.g. poorly maintained floors or stairs);
- fire (e.g. from flammable materials);
- chemicals (e.g. floor cleaner);
- working at height, (e.g. from ladders);
- pressure systems, (e.g. gas systems and bottles);
- electricity (e.g. poor wiring);
- dust fumes (e.g. welding);
- manual handling;
- noise;
- poor lighting;
- low temperature.

2. Who might be at risk, and how?

Individuals are not listed by name, just groups of staff conducting similar work, or why they may be affected, e.g. teaching and office staff, maintenance staff, contractors, parents and pupils. Particular attention is given to staff, pupils or parents with disabilities, inexperienced staff and lone workers.

3. Is risk adequately controlled?

Staff will consider whether precautions have already been taken against the risks from the hazards identified, and whether they are sufficient. For example:

- Has the school already provided adequate information, instruction or training; adequate systems or procedures?
 - Do the precautions meet the standards set by a legal requirement?
 - Do the precautions comply with a recognised industry standard?
 - Do the precautions represent good practice?
 - Do the precautions reduce risk as far as reasonably practicable?

If so, then the risks are adequately controlled, but the precautions already in place should be identified and listed as part of the process. The following will be referred to: procedures, manuals and school rules regarding how to impart this information to relevant stakeholders.

If the risk is not adequately controlled, an 'action list' will be written.

3.1. What further action is necessary to control the risk?

The 'action list' details what more the school can reasonably do to reduce the risks identified, which were not adequately controlled at that point. Priority is given to those risks which affect large numbers of people and / or could result in serious harm.

Further action will be taken in the following order, wherever possible:

1. Remove the risk completely
2. Try a less risky option
3. Prevent access to the hazard, e.g. by guarding or fencing
4. Re-organise work to reduce exposure to the hazard – e.g. increased staff supervision
5. Issue personnel protective equipment or provide welfare facilities (e.g. washing facilities for removal of contamination and first aid), depending on the nature of the risk.

4. Recording the findings

Risk assessments will be recorded in one or more of the following ways:

- 1) School Risk Assessment Form – generic templates are available from the Deputy Head
- 2) Specific Health & Safety risk assessment records e.g. COSHH, Manual Handling, Visual Display Screen Equipment, Personal Protective Equipment.
- 3) Part of an instruction manual or procedure document, e.g. staff manual
- 4) Any other appropriate and approved record.

The risk assessment will be signed and dated by the person completing the form. The findings of the risk assessment will be made known to all staff and students affected by the activity assessed. For compliance purposes, the relevant staff member must sign to say they have read the required policies.

A copy of all completed risk assessments will be kept within the relevant area.

5. Review and Revision

If there is a significant change in working practices, e.g. purchase of new machinery or substances, employment of new staff, etc., this could present new hazards.

In line with best practice, risk assessments will be reviewed from time to time to ensure precautions are still working effectively.

All risk assessments will be:

- 1) Reviewed annually where there is a generic risk assessment; and on each occasion when there is a specific activity or site assessment required.

2) Reviewed at regular periods dependent of the level of risk of the activity. For example, immediately following an accident (or a near miss) or when new activities are introduced.

The review should be signed and dated by the person completing the form. A copy of the completed reviewed/updated risk assessment should be forwarded to the Head and Deputy Head.