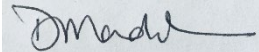



Health & Safety Policy

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Signed by Chair of Trustees:  _____

Signed by Headteacher:  _____

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Document Change History

Date:	Version:	Description of Changes:
10/22	1.0	Annual Review
02/23	1.1	Change in names within hierarchy – remove names
10/23	1.2	Annual Review

Mission Statement

“To nurture and develop all people in our Trust so that they reach their full potential academically, vocationally, and personally, including being positive role models for future generations in the community. We will achieve this by providing high quality values-based education that cultivates employability and life skills making our schools the first choice for young people, parents, carers, staff and employers.”

Values

The values of Respect, Excellence, Collaboration, Independence, Perseverance, Enjoyment, Leadership, Integrity and Care are central to everything we do at the Skills for Life Trust.

Statement of Equality

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Statement of Intent

At the Skills for Life Trust, we are committed to the health and safety of our staff, pupils and visitors. Ensuring the safety of our community is of paramount importance and this policy reflects our dedication to creating a safe learning environment.

We are committed to:

- Providing a productive and safe learning environment;
- Preventing accidents and any work-related illnesses;
- Compliance with all statutory requirements;
- Minimising risks via assessment and policy;
- Providing safe working equipment and ensuring safe working methods;
- Including all staff and representatives in health and safety decisions;
- Monitoring and reviewing our policies to ensure effectiveness;
- Setting high targets and objectives to develop the school’s culture of continuous improvement;

- Ensuring adequate welfare facilities are available throughout our schools’;
- Ensuring adequate resources are available to address health and safety issues, so far as is reasonably practicable.

Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974;
- The Workplace (Health, Safety and Welfare) Regulations 1992;
- The Management of Health and Safety at Work Regulations 1999;
- The Control of Substances Hazardous to Health Regulations 2002;
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013;
- The Construction (Design and Management) Regulations 2015;
- Personal Protective Equipment at Work Regulations 1992;
- The Education (School Premises) Regulations 1999;
- The Ionising Radiation Regulations 2017 (IRR17).

This policy has due regard to national guidance including, but not limited to, the following:

- DfE (2018) ‘Health and safety: responsibilities and duties for schools’;
- DfE (2015) ‘Health and safety for school children’;
- DfE (2018) ‘Keeping children safe in education’;
- DfE (2017) ‘Safe storage and disposal of hazardous materials and chemicals’;
- HSE (2014) ‘Sensible health and safety management in schools’.

This policy operates in conjunction with the following school policies:

- Uniform Policy;
- Asbestos Management Plan;
- First Aid Policy;
- Supporting Pupils with Medical Conditions Policy;
- Risk Assessment Policy;
- Educational Trips and Visits Policy;
- Smoke-Free Policy;
- Full Lockdown Procedure;
- Fire Risk Assessment;
- Personal Emergency Evacuation Plan;
- Fire Evacuation Plan;
- Minibus Policy;
- DSE Policy;
- Legionella Policy.

Roles and Responsibilities

The Trust Board has ultimate responsibility for health and safety matters in the Trust, but it delegates the day-to-day responsibility to the Chief Executive Officer.

The Trust Board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off any Trust premises.

The Trust Board, as the employer also has a duty to:

- Assess the risks of staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks;
- Inform employees about risks and the measures in place to manage them;
- Ensure that adequate health and safety training is provided.

The Skills for Life Trust in consultation with the Headteacher will:

- Ensure familiarity with the requirements of the appropriate legislation and codes of practice;
- Create and monitor a management structure responsible for health and safety in the school;
- Ensure there is a detailed and enforceable policy for health and safety, and that the policy is implemented by all;
- Assess the effectiveness of the policy and ensure any necessary changes are made;
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments to prevent them occurring.

The Skills for Life Trust will provide:

- A safe place for all users of the site including staff, pupils and visitors;
- Safe means of entry and exit for all site users;
- Equipment, grounds and systems of work which are safe;
- Safe arrangements for the handling, storage and transportation of any articles and substances;
- Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance;
- Supervision, training and instruction so that all staff can perform their duties in a healthy and safe manner;
- Where necessary, protective equipment and clothing, along with any necessary guidance and instruction;
- Six monthly internal health and safety audits.

The Headteacher will:

- Have overall responsibility for the day-to-day development and implementation of safe working practices and conditions for all staff, pupils and visitors;
- Set the direction for effective health and safety management;
- Introduce management systems and practices that ensure risks are dealt with sensibly, responsibly and proportionately;
- Review this policy and its effectiveness;
- Take all reasonably practicable steps to ensure this policy is implemented by the heads of the appropriate departments and other members of staff;
- Designate a competent person who will be responsible for ensuring the school meets its health and safety duties – the competent person will be the Health and Safety Officer.

The competent Health and Safety Officer will:

- Assist with the creation and implementation of this policy;
- Be responsible for investigating accidents and incidents, to understand causes and amend risk assessments as required;
- Be the designated contact with the Local Authority and the HSE where necessary;
- Support staff with any queries or concerns regarding health and safety;
- Identify hazards by conducting risk assessments.

Supervisory staff/department heads will:

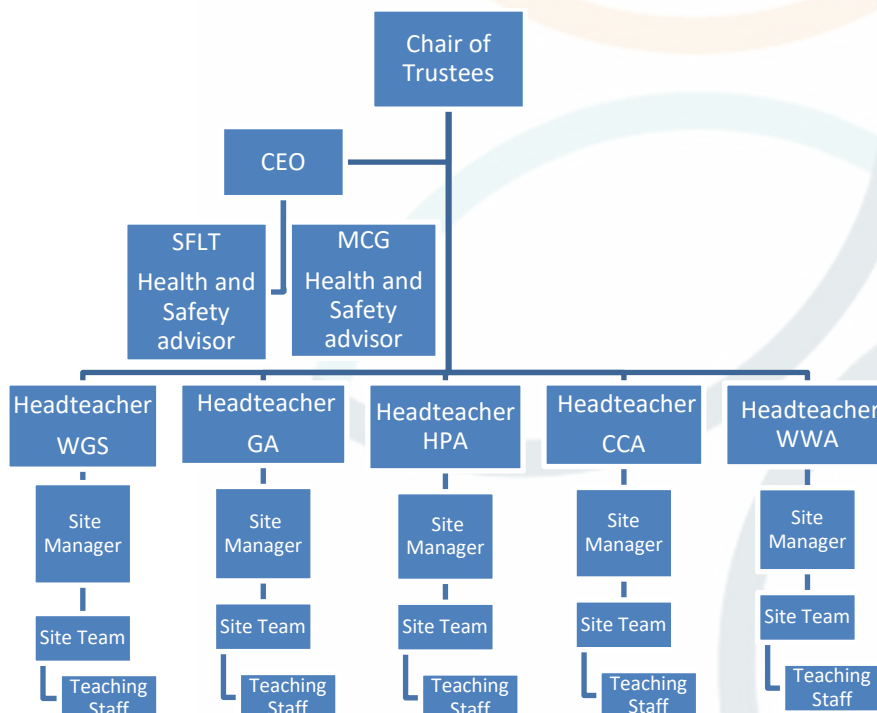
- Be familiar with the requirements of health and safety legislation;
- Be responsible for the implementation and operation of the school's Health and Safety Policy in their department, and for areas of responsibility delegated by the Headteacher;
- Be responsible for adhering to the aspects of health and safety that are outlined in their job descriptions;
- Take a keen interest in the Health and Safety Policy and assist in ensuring all staff, pupils and visitors comply with its requirements.

All members of staff will:

- Take reasonable care of their own health and safety, and that of others who may be affected by what they do at work;
- Cooperate with their employers on health and safety matters;
- Carry out their work in accordance with training and instructions;
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken;

- Familiarise themselves with the Health and Safety Policy and aspects of their work related to health and safety;
- Avoid any conduct which puts themselves or others at risk;
- Ensure that all staff, pupils and visitors are applying health and safety regulations and adhering to any rules, routines and procedures in place;
- Ensure all machinery and equipment is in good working order and safe to use, including adequate guards. They will also not allow improper use of such equipment;
- Use the correct equipment and tools for the job and any protective clothing supplied;
- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate;
- Report any defects in equipment or facilities to the designated Health and Safety Officer;
- Take an interest in health and safety matters, and suggest any changes that they feel are appropriate;
- Make suggestions as to how the school can reduce the risk of injuries, illnesses and accidents;
- Exercise good standards of housekeeping and cleanliness;
- Adhere to their common law duty to act as a prudent parent would when in charge of pupils.

Health and Safety Hierarchy



Construction/Maintenance of the Premises

When undertaking construction or maintenance work, the school will do so in accordance with The Construction (Design and Management) (CDM) Regulations 2015. Construction work means:

- The carrying out of any building, civil engineering or engineering construction work and includes:
 - The construction, alteration, conversion, fitting out, commission, renovation, repair, upkeep, redecoration or other maintenance, decommissioning, demolition or dismantling of a structure;
 - The preparation for an intended structure, including site clearance, exploration, investigation (but not site survey) and excavation (but not pre-construction archaeological investigations), and the clearance or preparation of the site or structure for use or occupation at its conclusion;
 - The installation, commission, maintenance, repair or removal of mechanical, electrical, gas, compressed, air, hydraulic, telecommunications, computer or similar services which are normally fixed within or to a structure;
 - The assembly on site of prefabricated elements to form a structure or the disassembly on site of the prefabricated elements which, immediately before such disassembly, formed a structure;
 - The removal of a structure, or of any product or waste resulting from demolition or dismantling of a structure, or from disassembly of prefabricated elements which immediately before such disassembly formed such a structure.

The Trust Facilities Manager will ensure that all construction and maintenance projects have a formally appointed principal designer and principal contractor.

The Trust Facilities Manager will liaise with the principal contractor to identify if the scope of the project means that it should be notified to the HSE.

The Trust Facilities Manager will ensure that:

- The principal designer and principal contractor are provided with a 'client brief/CDM pre-construction information' at the earliest opportunity, to contain relevant information which should, as a minimum, include the following:
 - What the school wants built or maintained;
 - The site and existing structures;
 - Information about hazards, such as asbestos;
 - Timescales and budget for the build;
 - How the school expects the project to be managed;
 - CDM appointments of principal contractor/principal designer;
 - Welfare arrangements;
 - Details of the nearest A&E department.

- The principal contractor draws up a [Construction Phase Plan](#) that explains how health and safety risks will be managed – permission will not be given for construction or maintenance work to begin until this is in place;
- The principal designer prepares a health and safety file containing information that will help the school manage risks associated with any future maintenance, repair, construction or demolition work;
- The roles, functions and responsibilities of the project team are clearly defined in writing, e.g. in the project plan;
- Sufficient time and resources are allocated, and effective mechanisms are in place to ensure good communication, cooperation and coordination between all members of the project team;
- The principal contractor has made arrangements for adequate welfare facilities for their workers before the construction or maintenance work starts;
- Following completion of the project, the health and safety file is handed over to the Trust Facilities Manager, kept up-to-date by the Health and Safety Officer, and is made available to anyone who needs to alter or maintain the building.

The Trust Facilities Manager will hold progress meetings with the project team to ensure that all members are carrying out their roles as required.

Where the project is for a new workplace or alterations to an existing workplace, it must also meet the standards set out in The Workplace (Health, Safety and Welfare) Regulations 1992.

Pupils' Duties

Pupils will:

- Exercise personal responsibility for the health and safety of themselves and others;
- Dress in a manner that is consistent with safety and hygiene standards;
- Respond to instructions given by staff in an emergency;
- Observe the health and safety rules of the school;
- Not misuse, neglect or interfere with items supplied for their, and other pupils', health and safety.

Training

The school will ensure that staff members are provided with the health and safety training they need for their job. This may not mean attendance at training courses; it may simply involve providing staff with basic instructions and information about health and safety in the school.

The Headteacher will ensure that there are an appropriate number of first-aid trained staff

members working within in each school.

Staff members will be provided with regular training opportunities and have access to support where needed.

Staff members are expected to undertake appropriate CPD in order to further contribute to the running and success of the school.

Staff will be trained on how to assess risks specific to their role.

The Health and Safety Officer will ensure staff know how to meet their duties outline in this policy.

Where relevant to their role, staff will receive specific training in:

- Using industrial machinery;
- Managing asbestos;
- Having responsibility for the storage and accountability for potentially hazardous materials.

Contacting the Emergency Services

The Headteacher will certify that procedures for ensuring safety precautions are properly managed are discussed, formulated and effectively disseminated to all staff.

Staff will contact the emergency services in an emergency.

Staff will alert their colleagues to the incident, if it is safe and appropriate to do so, using two-way radios.

Where an ambulance is called for a pupil, office staff will contact the pupil's parents. Where an ambulance is called for a member of staff their next of kin will be contacted.

Where necessary, all pupils will be evacuated from the building and taken to the designated emergency assembly point.

Staff will be aware of any pupils who have specific evacuation needs.

Staff will be responsible for the safety of pupils and responding to any questions from the emergency services, as best they can.

Fire Safety

All staff members fully understand and effectively implement the Fire Evacuation Plan.

The Headteacher and Health and Safety Officer is responsible for certifying that procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.

Staff will receive fire safety training to ensure they understand the procedure for fire drills and the use of fire extinguishers.

The evacuation of visitors and contractors will be the responsibility of the person they are visiting or working for.

Firefighting equipment will be checked on an annual basis by an approved contractor.

Fire alarms will be tested weekly from different 'break glass' fire points around the school, and records will be maintained and held by the Site Manager.

Emergency lighting will be tested on a six-monthly basis, and records will be maintained and held by the Site Manager.

Accident Reporting

All accidents and incidents, including near-misses or dangerous occurrences, will be reported as soon as possible to the nominated Health and Safety Officer using the standard Accident Report Form.

The Health and Safety Officer will be responsible for informing the Headteacher and the Trust Facilities Manager if the accident is fatal or a "major injury", as outlined by the HSE.

Significant Accidents

Significant accidents, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, will be reported to the HSE at the earliest opportunity.

The 'specified injuries' which must be reported include the following:

- Accidents to employees causing either death or major injury;
- Accidents resulting in employees being away from work or being unable to perform their normal work duties for more than seven consecutive days (this seven-day period does not include the day of the accident);
- Fractures, other than to fingers, thumbs and toes;
- Amputation of an arm, hand, finger, thumb, leg, foot or toe;
- Any injury likely to lead to permanent loss of sight or reduction in sight in one or both eyes;
- Any crush injury to the head or torso, causing damage to the brain or internal organs;
- Any burn injury (including scalding) which covers more than 10 percent of the whole body's surface area or causes significant damage to the eyes, respiratory system or other vital organs;
- Any degree of scalping requiring hospital treatment;

- Any loss of consciousness caused by head injury or asphyxia;
- Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or that requires resuscitation or admittance to hospital for more than 24 hours.

Additional reportable occurrences include the following:

- The collapse, overturning or failure of any load-bearing part of any lifting equipment;
- The explosion, collapse or bursting of any closed vessel or pipe work;
- Electrical short circuit or overload resulting in a fire or explosion;
- Unintentional explosion, misfire or failure of demolition to cause the intended collapse, projection of material beyond a site boundary, or injury caused by an explosion;
- Any accidental release of a biological agent likely to cause severe human illness;
- Any collapse or partial collapse of scaffolding over five metres in height;
- When a dangerous substance being conveyed by road is involved in a fire or is released;
- The unintended collapse of any building or structure under construction, alteration or demolition, including walls or floors;
- Any explosion or fire resulting in the suspension of normal work for over 24 hours;
- Any sudden, uncontrolled release in a building of: 200kg or more of flammable liquid, 10kg or more of flammable liquid above its boiling point, 10kg or more of flammable gas, or 500kg or more of these substances if the release is in the open air;
- Accidental release of any substances which may damage health;
- Serious gas incidents;
- Poisonings;
- Skin diseases including, but not limited to: occupational dermatitis, skin cancer, chrome ulcer, oil folliculitis/acne;
- Lung diseases including, but not limited to: occupational asthma, farmer's lung, asbestosis, mesothelioma;
- Infections including, but not limited to: leptospirosis, hepatitis, anthrax, legionellosis, tetanus;
- Other conditions such as occupational cancer, certain musculoskeletal disorders, decompression illness and hand-arm vibration syndrome.

Reporting Procedures

Should an incident require reporting to the Incident Control Centre (ICC) (part of the HSE), the Health and Safety Officer, or a person appointed on their behalf, will file a report as soon as is reasonably possible.

The person will complete the relevant report on the HSE website:

<http://www.hse.gov.uk/riddor/report.htm>

The HSE no longer accepts written accident reports, except for in exceptional circumstances. The school will report all accidents and injuries online where possible (using the above link/web address).

Fatal and specified injuries, as outlined in Significant Accidents, may only be reported using the telephone service on 0845 300 9923 (open Monday to Friday 8.30am to 5pm).

Reporting Hazards

Staff, pupils, contractors and visitors have a legal duty to report any condition or practice they deem to be a hazard.

In the main, reporting should be conducted verbally to the site manager as soon as possible, who will then inform the Headteacher and Trust Facilities Manager as appropriate.

Accident Investigation

All accidents, however small, will be investigated by the Health and Safety Officer and the outcomes recorded.

The length of time dedicated to each investigation will vary on the seriousness of the accident.

After an investigation takes place, a risk assessment will be carried out, or the existing assessment amended, to avoid reoccurrence of the accident.

The Health and Safety Officer will undertake monthly evaluations of all reported incidents. They will then identify patterns and trends in order to take corrective action and minimise the reoccurrence of any incident/illness.

Our Active Monitoring System

It is good practice to actively monitor systems prior to accidents, ill health or incidents taking place; this involves regularly checking compliance procedures and the achievement of objectives. Our procedure for actively monitoring our system includes:

- Annual audits, including fire risk assessments and health and safety audits;
- External measures, such as surveys by contractors and service providers, along with visits from Environmental Health and Ofsted.

Evacuation

The school will follow the procedure outlined in the Personal Emergency Evacuation Plan in the event of a crisis.

In the event of a fire, the Fire Evacuation Plan will be implemented.

Visitors to the School

All visitors and contractors will sign in to reception and will be issued with an appropriate lanyard.

Once signed in, visitors and contractors will be collected from reception by the member of staff they are visiting, or escorted to the area of the school concerned.

No contractor will carry out work on the school site without the express permission of the Headteacher, other than in an emergency or to make the site safe following theft or vandalism.

Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, pupils or visitors to the school.

Anyone hiring the premises will be made aware of their health and safety obligations when making the booking.

Visitors and contractors will wear a visitor's badge at all times while on school grounds.

Cleaning contractors will wear an easily identifiable uniform or badge at all times.

Temporary teaching staff and assistants will inform reception of their presence by reporting to reception on arrival.

Staff members who encounter an unidentifiable visitor will challenge them as to their reason to be on site, and accompany them to reception or off site.

Staff members who encounter uncooperative visitors threatening violence, refusing to leave the site, or carrying out physical or verbal abuse will seek immediate help via SLT or a 999 phone call. Lockdown should be a last resort and only if the wider school community is at threat.

Personal Protective Equipment (PPE)

PPE means all equipment worn, or held, by staff or pupils which is designed to protect them from specified hazards.

In line with the Personal Protective Equipment at Work Regulations 1992, the school will provide employees and pupils who are exposed to a hazard at the school, which cannot be controlled by

other means, with PPE.

All staff and pupils will be provided with protective eyewear in all workshops and laboratories. Visitors will also be supplied with PPE when appropriate.

Staff and pupils will use the PPE provided, and care for it according to the instructions and training given.

Pupils will report any loss or defects to their class teacher, who will report it to the Site Manager for repair.

The PPE will fit the wearer properly. Where more than one item of PPE must be worn, they should be compatible and remain effective.

PPE will not be worn if the hazard is caused by wearing it that is greater than the hazard it is intended to protect the wearer from.

PPE includes laboratory and workshop equipment, such as tool box tools, protective clothing, safety footwear and face masks, PE equipment, ICT equipment, photocopiers and other office equipment, lifting equipment and respiratory protective equipment.

Clothing that is not specifically designed to preserve the health and safety of the wearer does not constitute as PPE, e.g. school uniform.

Thorough risk assessments are carried out by the health and safety officer to determine the suitable PPE to be used for each hazard and these are reviewed.

Staff and pupils can expect that any equipment they use is suitable for its intended use and is properly maintained.

Staff will receive health and safety training in order to ensure they know how to properly use, maintain and store PPE, and how to detect and report faults.

Equipment manuals are readily available and warning signs are clearly displayed in areas, and on equipment, where PPE is mandatory.

The school understands its duty to cover the costs of purchase, cleaning and repair for all clothing that is:

- Protective clothing that staff require to fulfil their roles;
- A uniform that employees only wear to work.

Finance Department will keep a record of all expenses related to PPE and uniform for HR and finance purposes.

In accordance with HM Revenue and Customs (HMRC), the school will pay any tax and national insurance on uniforms and PPE that are not [exempt](#).

Using a [P11D](#) form, the school will report the cost of the following to HMRC, unless they are

exempt:

- Buying the clothes for employees;
- Lending clothes to employees;
- Cleaning or repairing clothing.

The school will not report the above to HMRC if it is provided as part of a salary sacrifice arrangement.

If the school follows either of the below procedures, we will not report uniform costs to HMRC:

- Paying a flat rate to employees as part of their earnings – either a benchmark rate or a special (bespoke) rate approved by HMRC;
- Paying back the employee's actual costs.

Any Other Clothing

If the school purchases clothing for employees, or lends it to them, we will:

- Report the costs on P11D form;
- Pay Class 1A National Insurance on the value of the benefit.

If employees purchase clothing that is necessary to complete their role and the school reimburses them, the school will:

- Add the value of the benefit to employees' earnings;
- Deduct and pay PAYE tax and Class 1 National Insurance through payroll.

If employees purchase non-durable clothing, e.g. rubber gloves and the school reimburse them, the school will:

- Add the value of the benefit to the employees' other earnings;
- Deduct and pay PAYE tax (not Class 1 National Insurance) through payroll.

If employees pay to have clothing cleaned or repaired, the school will:

- Add the value of the benefit to employees' earnings;
- Deduct and pay PAYE tax and Class 1 National Insurance through payroll.

The value of clothing for tax and reporting will depend on whether the school has given or lent clothing to employees.

If clothing is given to employees, the school will use the higher of the following to work out the value of clothing for tax and reporting purposes:

- The second-hand value of the clothing when it is given to employees;
- The initial cost of the clothing.

If clothing is lent to employees, the school will use the higher of the following to work out the value of clothing for tax and reporting purposes:

- 20 percent of the clothing's market value when first provided to employees;
- Any annual rental or hire charges the school pays for it.

Maintaining Equipment

When not in use, PPE will be properly stored, kept clean, and in good repair. Inspectors, or a trained health and safety technician, will inspect the following equipment for health and safety issues:

- All electrical appliances;
- All fixed gymnasium equipment;
- Any workshop equipment, e.g. lathes and kilns;
- All fume cupboards.

It is the responsibility of the Site Manager to ensure new equipment meets the appropriate standards and conforms to all health and safety requirements.

Asbestos Management

All schools that contain Asbestos will have a new Asbestos register identifying locations of ACM material in accordance with HSE guidance.

High and Medium risks will be programmed for removal.

Asbestos visual condition checks are to be completed by site team and comments and photos recorded.

All Staff that may come into contact with Asbestos will complete Asbestos Awareness training.

Asbestos R&D surveys will be carried out before any major building works are carried out.

Asbestos samples to be taken if unsure of material containing substance.

This survey will be undertaken following any changes of use to a location or prior to any significant building work.

As a result of the asbestos management survey, risks were identified and dealt with on a priority basis.

Further details concerning the management of asbestos can be found in the Asbestos Management Plan.

Slips and Trips

In line with HSE guidance, control measures are in place to effectively control slip and trip risks. The school utilises the following procedure:

- Identify the hazards – risk factors considered include:
 - Environmental (floor, steps, slopes, etc.);
 - Contamination (water, food, litter, etc.);
 - Organisational (task, safety, culture, etc.);
 - Footwear (footwear worn for evening events may not be in line with the school's Uniform Policy);
 - Individual factors (rain, supervision, pedestrian behaviour, etc.).
- Decide who might be harmed and how;
- Consider the risks and decide if existing precautions are sufficient, or if further measures need to be introduced;
- Record the findings;
- Review the assessment regularly and revise if necessary.

Security and Theft

CCTV systems will be used to monitor events and identify incidents taking place.

CCTV systems may be used as evidence when investigating reports of incidents.

Money will be held in a safe and banked on a basis to ensure large amounts are not held on-site.

Money will be counted in an appropriate location, and staff should not be placed at risk of robbery.

Staff and pupils are responsible for their personal belongings and the school accepts no responsibility for loss or damage.

Thefts may be reported to the police and staff members are expected to assist police with their investigation.

All members of staff are expected to take reasonable measures to ensure the security of school equipment being used.

Missing or believed stolen equipment will be reported immediately to a senior staff member.

The school will install access control and security measures to ensure the safety of the school, e.g. security glazing on windows.

The school will ban individuals from the premises if they pose a risk to any member of the school community.

The school will consider any risks that are posed by their local context, e.g. recent arson attacks.

Severe Weather

The Headteacher, in liaison with the CEO, makes a decision on school closure on the grounds of health and safety. Parents/guardians will be informed as early as possible.

Each school has its own individual risk assessment.

If a closure takes place, the Local Governing Body (LGB) will be promptly informed. The Trust Board will be kept informed via standard updates from the Trust Estates Manager.

School Trips and Visits

Health and Safety Policy and procedures concerning school trips and visits, including trips abroad are adhered to. All school trips are to be logged on Evolve by the schools EVC coordinator.

Manual Handling

Manual handling can prove hazardous when it has the potential to cause a musculoskeletal disorder. This can be due to repetition of the action, the force and/or posture involved in the completion of a handling task, and/or a person's ability to hold/grasp the particular item in a safe and balanced manner.

Workplace Health and Safety: Display Equipment

Display screen assessments will be carried out by the Health and Safety Officer for teaching staff and administrative staff who regularly use laptops or desktops computers.

HSE checklists are sent to all staff for completion.

Legionella

- All Schools have a legionella risk assessment which will be reviewed every three years;
- Remedial actions to be added to the school's condition survey and programmed for ratification;
- Monthly water temperature checks are carried by competent contractor;
- Annual water tank inspections are carried by competent contractor;
- Weekly low flushing of low used outlets is carried out by Site Team.

Monitoring and review

The effectiveness of this policy will be monitored continually by the Trust Facilities Manager, Headteacher and Trust Board. Any necessary amendments may be made immediately. The policy will be reviewed annually and at every review, it will be approved by the Trust Board.

The school will establish a monitoring system that is backed up by performance measures and this will be reviewed following an incident.

Equality Impact Assessment

Who is the policy or process intended for?	Pupils	Employees	Govs/ Trustees	Volunteers	Visitors
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Status of the policy or process:	New policy or process			Existing policy or process	
	<input type="checkbox"/>			<input checked="" type="checkbox"/>	
Analysis					
Protected Characteristic	Impact analysis			Explanation of impact analysis	
	Positive	Neutral	Negative		
Age:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Disability:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Sex:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Gender reassignment:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Race:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Religion or belief:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Sexual orientation:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Marriage or civil partnership:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy and maternity:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pupil groups (PP/SEN/CLA):	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Evaluation and decision making					
Summary of action taken:					
Final decision:					