



Exeter School

Health and Safety policy

Part 2 - Organisation for health and safety at Exeter School

Status:	Approved
Approver:	Full governing body
Source (author):	MCMM
Last review date:	June 2024
Next review date:	November 2024



INTRODUCTION

This document sets out the designation of responsibility for health and safety within the school and overall management arrangements. It forms the health and safety policy along with part 1 - The general statement of intent with regard to health and safety, part 3 – detailed arrangements and part 4 – specific policies.

RESPONSIBILITY

Board of governors

The board of governors of Exeter School is the employer under the terms of the health and Safety at Work Act and has a statutory duty to ensure health and safety on the premises. The governors will:

- Accept full responsibility for health and safety within the school
- Provide adequate resources to ensure the objectives of the health and safety policy are met
- Ensure their decisions reflect the aims of the health and safety statement of intent
- Ensure that the health and safety policy is reviewed annually
- Provide leadership in delivery of effective health and safety management
- Ensure that they receive suitable and accurate reports on health and safety compliance and accidents.

Head

The Head is responsible, through the provision of adequate resources and delegation to competent personnel, for ensuring that the school operates in a healthy and safe environment, and has responsibility to monitor, establish and review the overall effectiveness of the school's health and safety policy.

Bursar

Day-to-day coordination of health and safety falls to the Bursar. The Bursar, supported by the Head of Operations, has responsibility for the day-to-day maintenance and development of safe working practices and a safe working environment for staff and pupils. He will:

- Ensure adherence in all respects to the health and safety policy of the school and in particular to ensure that the necessary resources for implementation are available and that the appropriate training is given to staff
- Plan, organise, control, monitor and review the arrangements for health and safety including the arrangements for any visitors (including contractors)
- Ensure that general risk assessments and specific risk assessments as required by health and safety legislation are carried out
- Chair the health and safety committee
- Report on health and safety to the termly meeting of the governing body
- Ensure that training and instruction have been given in all procedures including emergency procedures
- Investigate and keep a record of all cases of ill health, accidents and hazardous incidents.



Head of Operations

The Head of Operations supports the Bursar with the management of health and safety. He is responsible for the day-to-day maintenance of the site and for identifying and rectifying issues as they occur through the monitoring of the online fault-reporting system. He is also responsible for ensuring that any statutory testing or inspection is completed on a regular and timely basis.

Headmistress – Junior School

The Headmistress of the Junior School is responsible for ensuring compliance with the health and safety policy within the junior school.

Deputy Head – (Co-curricular, Compliance and ICT)

The deputy head (co-curricular, compliance and ICT) provides advice on the planning and organisation of trips. He is responsible for ensuring appropriate risk assessments are carried out in advance of all educational visits and activities and for assessing the effectiveness of these risk assessments.

Heads of department

Every head of department, and every employee with a supervisory role, is responsible for ensuring as far as is reasonable and practical the safety of staff, pupils and other persons in their area of responsibility. This involves

- Ensuring that the departments and areas under their control are managed and run in accordance with the school's health and safety policy and other relevant arrangements
- Completing risk assessments for all areas and activities within their control
- Notifying the Head or Bursar of any health and safety concerns within their departments
- Ensuring that staff in their department understand the operational requirements of the health and safety policy
- Ensuring adequate supervision of pupils under their care
- Enabling staff to attend or complete the necessary health and safety training
- Ensuring that agreed safe systems of work are followed by staff within their control
- Ensuring the means of escape in their areas are kept clear.

In addition, the Director of Science has overall responsibility for health and safety within the science department

Head of physics

In addition to the departmental responsibilities above, the head of physics fulfils the responsibility of radiation protection supervisor.

School nurse

The school nurse is responsible for advising the Bursar and health and safety Committee on first aid matters.

All Staff

Each individual must

- Make sure that work is carried out in accordance with the school's health and safety policy, and associated policies, procedures, risk assessments and other relevant arrangements



- Protect themselves and others by using any guards or safety devices provided and by wearing the personal protective equipment provided and never interfering with or disconnecting safety devices
- Adhere to training and instructions
- Inform their immediate line manager, head of department or supervisor of any new hazards identified
- Offer any advice and suggestions that they think may improve health and safety
- Report all accidents, ill health, fires, incidents or near misses
- Report all defects or maintenance issues as soon as possible. Be familiar with the location of fire procedures, fire alarm call points, fire escape routes, assembly points and fire-fighting equipment
- Be familiar with the location of first aid equipment and defibrillators
- Must cooperate with management, thereby enabling managers to carry out their obligations in respect of health and safety
- Inform the Bursar of any medical condition which may affect their ability to carry out their work safely.

If any individual is in doubt about any safety matter they must consult their line manager, the Head of Operations, the Bursar, or, if necessary, the Head.

Pupils

All pupils have a duty to act in a safe manner, not to endanger themselves or others through their acts and omissions. They must follow safety procedures at all times and notify relevant members of staff if they see any hazards.

Health and safety advisor

The school has appointed the support of a competent health and safety advisor, Assurity Consulting. Assurity Consulting will:

- Complete a full school review (Safe School Assessment) at least every three years
- Provide access to their online compliance and reporting system, Assurity Plus
- Provide support as detailed within their contract

Consultation and communication of health and safety

The school has a health and safety committee, which meets termly and is attended by heads of department and staff with a specific health and safety responsibility. Its task is to oversee and monitor the effective implementation of the health and safety policy within the school and to regularly review the contents of it.

The following methods are also utilised for communication of health and safety information within the school:

- Staff meetings (at least once per team)
- Inset days
- Email
- Noticeboards
- Department meetings



Training

The school will provide employees with the health and safety training as required. This will include

- Induction training to include general health and safety information, policies and risks associated with the role. Training will also include arrangements for accident reporting, first aid and fire
- Specific training as required for their role
- Additional health and safety training as they take on new responsibilities or are exposed to or manage additional risk
- Refresher training as required.

One of the three staff inset days per annum is directly focussed on health and safety training, prioritised over all other training needs.

A central training matrix is coordinated by the bursary administrator. It is the responsibility of heads of department to identify through the risk assessment process what training is necessary within their departments and ask the bursary administrator to update the training matrix as appropriate.

Compliance management and record keeping

The electronic compliance system Assurity Plus is used as a central point for health and safety compliance management. This includes regular compliance checks, audit report management and all work provided by our health and safety advisor.

Other records relating to health and safety will be saved to ensure they are easily retrievable for review and audit.

Review

A schedule of internal checks and audits will be completed to ensure that the policy is followed successfully throughout the school.

An external review of health and safety management across the school is completed at least every three years by our chosen provider.

SPECIFIC ARRANGEMENTS

Part 3 of the health and safety policy details the specific arrangements covering areas and activities where significant risks have been identified. In broad terms, these describe the arrangements for matters outside the specific risks of an individual department. For example, this specifies details on fire prevention, the use of the school minibuses, electrical safety etc. In addition - and these are just as important and relevant as the more general arrangements - the specific local arrangements and rules for individual departments are prepared by the head of the department and can be obtained from that department.