

**Trinity Academy Newcastle Trust**  
**Management of Health, Safety & Welfare Policy**

Approved by the Committee – July 2022  
 On behalf of the Board

Next Review Date – July 2023

Aberrations:

HASWAW – Health & Safety at Work

CEO – Chief Executive Officer

AEH – Acting Executive Head

HoS – Head of School

Trust – Trinity Academy Newcastle

<b>Section / page</b>	<b>Amendment</b>	<b>Actioned by / date</b>
<b>Section 2.2 / Page 7</b>	<ul style="list-style-type: none"> <li>• Removed text - arrange for a whole Trust site health and safety committee to be established</li> </ul>	<b>KML / 14.06.22</b>
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## **Preface**

### Trinity Academy Newcastle Trust's (The Trust) Statement of Intent

We will meet all of the requirements set out in The Trust Health and Safety Policy. We will demonstrate our commitment to health, safety, welfare and wellbeing by recognising that effective health and safety management is equally as important as other Trust objectives.

Through this statement of intent and the implementation of our Health and Safety arrangements, we will ensure that we are meeting the Policy aims, objectives and requirements.

We will actively strive for continual health and safety improvement by complying with the Policy and by working in consultation with the Board of Directors, Chief Executive Officer, senior management, line management, Trust Lead for Health, Safety & Premises, employees, learners and other partners.

We will achieve this by:

- considering health and safety within our all-planning activities.
- encouraging ownership and responsibility at all levels.
- ensuring that Trust policies and standards are complied with by having whole site, or department specific procedures, risk assessment documents, safe systems of work and arrangements that ensures the implementation of health and safety locally.
- assessing and eliminating, reducing or managing risks that arise out of activities / processes/ and operations through the risk assessment process.
- monitoring our health and safety performance by reviewing arrangements and analysing accident trends to identify areas for improvement.
- ensuring that health and safety is considered as part of our performance management, employee appraisals and supervision process.
- ensuring that all employees within the Trust are made aware of this statement of intent and our arrangements.

# **Trust Policy for Health And Safety**

## **Part One – The Policy**

### **1.1 Introduction**

This policy outlines the framework developed by the Trust to manage health, safety and welfare. The policy is a declaration of the Trust's commitment to provide, so far as is reasonably practicable, safe and healthy conditions for employees, learners and persons other than employees who use, or, visit the Trusts' premises, or who may be affected by the activities carried out.

The Trust will establish and adopt procedures to ensure that health and safety objectives and priorities are monitored, and delivered, to a high standard and that a pro-active health and safety culture is promoted, developed and maintained throughout.

The policy has been produced as required by Section 2(3) of the Health and Safety at Work etc. Act 1974 to clearly identify the responsibilities of Trust Directors, the Chief Executive Officer, Acting Executive Head, the Head of Schools / Head of Sites, Trust Lead for Health, Safety & Premises, Line Managers, Employees, Classroom Teachers, all supporting & Supply staff, Visitors, Learners and Safety Representatives.

The purpose of the policy is to demonstrate that the Trust are totally committed to the health and safety of all employees, learners and persons other than employees affected by our activities.

All employees must play their part in achieving the highest possible standards of health & safety, and rigorously comply with all aspects of this policy as it highlights the organisations vision for health and safety and everyone's role in achieving this.

The Board of Directors will ensure that adequate resources are available to implement the principles of this health & safety policy, and conform to all relevant UK and EU health and safety statutory regulations, approved code of practices, EU/British standards, HSE and industry guides where necessary.

### **1.2 Definitions**

The key definitions of this policy are as follows:

**Health** – The wellbeing of employees. This encompasses conditions of body and mind, which could affect the health & safety of employees and others.

**Safety** – Preventing injury or damage to any person or property affected by a work activity through the development of suitable and sufficient working practices.

**Welfare** – The provision and maintenance of facilities to ensure good hygiene, a comfortable working environment and appropriate support for the wellbeing of the individual.

**Wellbeing** –The subjective state of being healthy, happy, contented, comfortable and satisfied with one's quality of life. It includes physical, material, social, and emotional ('happiness') dimensions.

### **1.3 Trust Policy Statement**

The Trust policy is to try to ensure that all reasonably practical steps are taken to secure the health, safety and welfare of everyone using our premises.

The procedures and arrangements set out in this document have been put in place to assist the Trust and those responsible to:

- establish and maintain a safe and healthy environment throughout the organisation
- establish and maintain safe working procedures among staff, learners and sub-contractors
- arrange to ensure safety and absence of risks to health when using, handling, storing and transporting articles and substances, and electricity at work
- ensure there is sufficient information, instruction and supervision to enable all people and learners to avoid hazards, to contribute positively to their own safety and health at work and to ensure that they have appropriate health and safety training
- maintain a safe and healthy place of work, with safe access to and from the site
- formulate procedures to be used if there is a fire or other emergencies and for evacuating premises
- lay down procedures to be used if there is an accident
- provide and maintain adequate welfare facilities
- provide a system so that dangerous occurrences, accidents, defects and potential hazards are reported, recorded and investigated
- teach safety where appropriate in the curriculum
- promote partnership and co-operation between management and outside agencies in matters of health and safety
- ensure the maintenance of sites, buildings, layouts and the work equipment to a reasonably safe level
- maintain safe systems of work and working environment
- notify in writing to all employees, their health and safety responsibilities
- provide, where necessary, appropriate information, instruction, training and supervision to ensure so far as is reasonably practicable, the health and safety of employees at work
- provide, maintain and ensure the use of appropriate protective clothing and equipment, in accordance with the Personal Protective Equipment Regulations 1992
- actively discourage violation of safety rules, regulations and unsafe practices by the application of appropriate disciplinary procedures
- comply with legal requirements, Codes of Practice and safe working

procedures

- promote a safety culture within the Trust that positively promotes and encourages safe working by all employees in all aspects of work
- encourage discussion and communication between Management, Health and Safety Representatives and Employees on Health and Safety matters
- provide relevant Health and Safety information literature etc. to accredited safety representatives
- encourage and promote accurate and prompt reporting of accidents, and subsequent investigation
- consider at the tendering, planning and contract stages, for any works affecting the Trust, means of eliminating/reducing risk of injury and damage
- ensure that no charge is levied on any employees in respect of anything done or provided in pursuance of any specific requirements or relevant statutory provision
- liaise with Contractors working on projects commissioned by the Trust to ensure so far as is reasonably practicable, they carry out their responsibilities for health and safety
- provide relevant written guidelines, support and advice.

#### 1.4 LOCATION OF THE POLICY

The Trusts' policy, with other health and safety information, shall be kept in the office of the Lead of Health & Safety, also located in the shared IT information drive which is available to all staff. The Trust will tell all members of staff about this information, its location and contents, except for personal and/or confidential matters which the Chief Executive Officer will hold.

## **Part 2 – Responsibilities/Organisation**

### **2.1 Who Is Responsible?**

The Board of Directors, the Chief Executive Officer, Acting Executive Head, Heads of Schools, Heads of Site, Trust Lead for Health, Safety & Premises, Deputy Heads, Assistant Heads, Teachers, Supply staff and all supporting staff have a responsibility for ensuring that staff, learners and visitors are able to work and learn in a safe environment.

Throughout this policy you will see reference to the Chief Executive Officer. While the Chief Executive Officer has and retains overall responsibility for this policy and its implementation. The Chief Executive Officer may, delegate some of this responsibility to other senior members of management or competent staff.

The Health and Safety at Work Act 1974, requires the Board of Directors, Chief Executive Office, Senior Managers, Trust Lead for Health, Safety & Premises, and individual employees, according to their particular roles, to take the initiative on certain matters.

The Trust will use its established lines of responsibility to authorise and give direction to all employees in accordance with the policy for health and safety. Specific responsibilities cannot be evaded by delegation to others.

### **2.2 Responsibilities of Trinity Academy's Board of Directors**

Health and safety matters will be considered within the Trusts decision making process (as set out within the Trusts policies and procedures, and any statutory provisions set out in legislation).

<b>Roles and Responsibilities</b>	
<b>Chair of Board of Directors</b>	<b>Peter Carter</b>
<b>Health &amp; Safety Link Director</b>	<b>Michael McHugh</b>
<b>Chief Executive Officer</b>	<b>Bill Curley</b>
<b>Acting Executive Head</b>	<b>Mark Flint</b>
<b>Head of School (TAN Upper &amp; Post-16)</b>	<b>Mark Flint</b>
<b>Head of School (Post-16)</b>	<b>Lynn McNally</b>
<b>Head of School (Business)</b>	<b>June Renwick</b>
<b>Head of School (TANB)</b>	<b>Patrick Tully</b>
<b>Health &amp; Safety Consultant Bodies</b>	<b>Health &amp; Safety Dept., Newcastle City Council /</b>

<b>Trust Lead for Health, Safety &amp;</b>	<b>Kieran McLaughlin</b>
<b>Facility Manager</b>	<b>Sid Renwick</b>
<b>Delegated responsibility</b>	<b>All staff</b>

The Trust will delegate the day-to-day health and safety monitoring, reviewing and auditing of health and safety to the Chief Executive Officer.

The Trust have assigned responsibility to the Chief Executive Officer, to respond to any legal notice received by the HSE or other enforcing body. The Trust are responsible for applying health and safety legislation; and making decisions that conform to legislation and other recognised health and safety standards and good practice.

The Trust have collective health and safety responsibilities. They will ensure that this health and safety policy is applied effectively within any areas that they have particular responsibility for. Therefore, they are responsible for preserving, developing, promoting and maintaining The Trust Health and safety policy.

The Trust will ensure that adequate resources are made available to implement successful health and safety management, and to conform to all relevant health and safety statutes. Therefore, health and safety matters will be considered and accounted for when making managerial decisions.

The Trust aims to provide a safe and healthy environment for teaching and non-teaching staff, learners and visitors.

The Trust recognises that policy alone cannot prevent accidents, or ensure safe and healthy working conditions, only good working practice will ensure safety. All staff will appreciate that their own safety, and that of all in the Trust, depends on their individual conduct as well as this policy (HASAW Section 7).

The Trust will:

- ensure that all resourcing decisions take into account health and safety matters
- delegate to the Chief Executive Officer a contingency budget, to cover health and safety matters as appropriate to The Trust scheme of internal delegation
- ensure that job descriptions of all staff include general and specific responsibilities relating to health and safety
- together with the Chief Executive Officer or named responsible person, ensure that learners, staff and all non-employees have

- suitable health and safety provision
- ensure that safety standards for purchased goods and equipment are met
  - ensure that procedures exist for checking that items offered for sale or services provided by the Trust are safe
  - together with the Chief Executive Officer ensure that approved Trust journeys are arranged and supervised in accordance with the competent guidance
  - ensure that the Trust has appropriate monitoring systems in place across all Trust sites

### **2.3 Responsibilities of all Employees**

The Health and Safety at Work Act 1974 states:

'It shall be the duty of every employee while at work: to take reasonable care for the health and safety of herself/himself and of any other persons who may be affected by her/his acts or omissions at work, and as regards any duty or requirement imposed on her/his employer or any other person by or under any of the relevant statutory provisions, to co-operate with her/him so far as it 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 or welfare in pursuance of any of the relevant statutory provisions.'

To observe the laws and carry out the responsibilities to ensure the safety of learners and other visitors to Trust premises, all employees are expected to:

- know the special safety measures and arrangements to be adopted in their own working areas and to ensure they are applied
- observe standards of dress consistent with safety and/or hygiene
- keep good standards of hygiene and cleanliness
- know and apply the emergency procedures in respect of fire, bomb scare and first aid
- not willfully misuse, neglect or interfere with things provided for his/her own safety and/or the safety of others or let others interfere with
- co-operate with other employees in promoting improved health and safety measures
- co-operate with the appointed safety representative and any enforcement officer of the LA, the Health and Safety Executive or the

#### Public Health Authority

- report any hazard or malfunction in accordance with Trust procedure
- follow all instructions, written or verbal, designed to ensure personal safety and the safety of others
- conduct themselves in an orderly manner and refrain from any form of inappropriate behaviour
- use the provided safety equipment and/or protective clothing as instructed by the manufacture
- avoid improvisation in any form which could create unnecessary / increased risks to health and safety
- maintain, or ensure safe maintenance, of tools and equipment, reporting any defect in accordance with Trust procedure
- attend training courses to further the needs of health and safety as required
- report all accidents, assaults and "near misses" in accordance with Trust procedures even where no injury was sustained

#### **2.4 Responsibilities of the Chief Executive Officer**

The Chief Executive Officer is the person initially and ultimately responsible to the Trust for achieving the objectives of the Health and Safety policy.

The Chief Executive Officer shall:

- ensure that the Trust meets as far as is reasonably practicable, the requirements of all health and safety legislation
- ensure that all staff know, accept, and are trained to discharge their responsibilities regarding health and safety
- ensure staff, learners and visitors comply with agreed procedures
- advise the Board of Directors on the resources and action required to meet statutory requirements
- liaise regularly with the Board of Directors on health and safety matters in the Trust
- encourage and promote a positive health and safety culture throughout the Trust
- be the focal point for day to day references on safety and give advice or, indicate sources of advice, or refer to responsible person
- co-ordinate the implementation of the approved safety procedures throughout the Trust
- establish and maintained a suitable health and safety programme to eliminate accident potential so far as practicable
- receive health and safety guidance and establish procedures to disseminate safety Information concerning the Trust to all employees including temporary /supply staff

- review these procedures from time to time
- ensure that, before introducing any change which may affect the health and safety of employees at work, there is adequate consultation with the Board of Directors, appropriate specialist support staff and employees' Safety Representatives
- ensure that Safety Representatives, where appointed under statutory regulations, can effectively carry out the duties required by those regulations
- ensure that all accidents and hazards are:
  - recorded
  - reported as appropriate to Newcastle City Council / Health and Safety Executive
  - reported to the Whole Trust Lead for Health, Safety & Premises
- ensure that the advice of the Whole Trust Lead for Health, Safety & Premises colleague is sought to assist or clarify any health and safety matter
- to ensure that all senior staff adhere to the advice, information and guidance issued by the Trust Lead of Health, Safety & Premises
- regularly make, or arrange for, an inspection of premises, places of work and working practices
- ensure that recommendations or reports presented to the establishment by specialist support staff and other external organisations, e.g. The Health and Safety Executive, are communicated to The Trust management structure and to the relevant Safety Representatives; such reports are followed up so that the required action or policy decisions are taken
- ensure that proper concern is shown for the health and safety of everyone within the Trust who is not an employee, including learners, visitors, etc.
- ensure that workers employed by the Trust and any hirers of the facilities undertake to conduct themselves according to the statutory requirements and safety procedures so that no one is put at risk
- ensure that all firefighting and fire prevention equipment and facilities are maintained to the required standard, keep appropriate records and make employees familiar with the operation of such equipment
- ensure that regular evacuation drills (at least once per term), testing of fire alarms (weekly) are conducted and recorded as required by legal legislation.
- M
- make all employees and persons using the premises aware of the emergency procedure
- ensure that all fire escape doors, alarm call points, and escape routes are kept clear of obstruction at all times
- ensure that all fire escape doors can be readily opened from the

inside

- ensure adequate first aid cover is provided
- ensure that all approved items of first aid equipment are available, and are under the control of a responsible person or trained first aider (First Aid site co-ordinator), and that all employees know where they are
- review from time to time and make recommendations for improving the procedures on:
  - providing first aid throughout the Trust
  - all emergency procedures
  - all safety procedures
- take appropriate action when any hazard is reported, and stop any practices or the use of any plant, tools, equipment, machinery, etc. considered to be unsafe, until an inspection has been carried out by a competent person
- maintain contact with, and seek advice from, appropriate agencies
- ensure all statutory registers are maintained
- ensure the maintenance of safe access to and from the site
- ensure that so far as is reasonably practicable, no plant, equipment or process under The Trust control pollutes the atmosphere
- ensure that relevant risk assessments are performed, the results recorded and any necessary action taken

## **2.5 Responsibilities of Whole Trust Lead for Health, Safety & Premises (WTLHSP)**

Under the direction of the Chief Executive Officer, and the Head of School (Business – line , manager) the Whole Trust Lead for Health, Safety & Premises, is responsible for the detailed adoption of the Trust policy and shall:

- be directly responsible to the Chief Executive Officer / Head of School (Business) for the implementation of existing policies, safety measures, regulations and procedures throughout the Trust. The WTLHSP should follow the advice or instructions given by the Chief Executive Officer / Head of School (Business), including the relevant parts of this statement
- be responsible for communicating with the Health & Safety Link Director on matters relating to Health & Safety and bringing items of concern to their attention
- inform the Health & Safety Link Director on issues to enable them to create a report to be presented to the full board as required

- ensure all persons reporting to the WTLHSP know, accept and discharge their responsibilities under The Trust Health and Safety policy
- maintain high standards of service, carry out a regular safety inspection throughout Trust premises and, where necessary submit a report to the Chief Executive Officer / Head of School (Business)
- draws to the attention of the Chief Executive Officer / Head of School (Business) any breach of statutory regulations or departmental procedures
- investigates and reports (where appropriate) on all accidents, assaults and near misses throughout the Trust, in accordance with the Trust procedures
- makes available in a safe condition all necessary plant, tools and equipment as requested
- maintains safe access to and egress from all places of work
- comply with all legislation , ACOP's procedures to ensure all necessary protective clothing or equipment is issued and used in accordance with regulations so far as is reasonably practicable, ensures that no plant, equipment or process under their control pollutes the atmosphere
- where necessary will seek appropriate Health and Safety advice
- will establish and maintain safe working procedures, including arranging to ensure, as far as is reasonably practicable, the safety and absence of risks when using, handling, storing and transporting articles and substances, (e.g. chemicals, boiling water, duplicating fluid, guillotines)
- seek to resolve, promptly, any health and safety problem referred to them by a member of staff or learner and refer any of these problems, for which they cannot achieve a satisfactory solution within their resources, to the Chief Executive Officer / Head of School (Business)
- ensure, as far as is reasonably practicable, they provide sufficient information, instruction, training and supervision to enable other employees and learners to avoid hazards and contribute positively to their own safety and health
- recommend to the Chief Executive Officer / Head of School (Business), safety procedures, practices and equipment and additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so
- ensure that all donated equipment is safe for use, if necessary seeking specialist advice
- ensure that relevant risk assessments are created (by appropriate colleagues), the results recorded and any necessary action taken

## 2.6 Responsibilities of Heads of School / Heads of Site

Under the direction of the Chief Executive Officer, Heads of School / Heads of Site are responsible for the detailed adoption of the Trust policy and they shall:

- be directly responsible to the Chief Executive Officer / Head of School (Business) for the implementation of existing policies, safety measures, regulations and procedures within that department/area of work. They should follow the advice or instructions given by the Chief Executive Officer, including the relevant parts of this statement
- ensure that all persons reporting to them know, accept and discharge their responsibilities under The Trust Health and Safety policy
- ensure that areas for which they are responsible are maintained to high standards, carry out / or have carried out a regular safety inspection of the areas and activities for which they are responsible and, where necessary submit a report to the Chief Executive Officer / Head of School (Business) or other named person
- ensure that they draw to the attention of the Chief Executive Officer, Head of School (Business), Whole Trust Lead for Health, Safety & Premises any breach of statutory regulations or Trust procedures
- ensure that they investigate and report on all accidents, assaults and near misses occurring within their areas of work, in accordance with The Trust procedure
- in cases where injury to a person has occurred the Head of School will be responsible to decide if additional support is required to investigate any accident / injury / near miss
- ensure that they make available in a safe condition, all necessary plant, tools and equipment
- ensure they maintain safe access to and egress from site
- ensure they and all associated staff have / wear all necessary protective clothing
- ensure they and all learners have / wear all necessary protective clothing
- ensure they and all associated staff have / use equipment in a safe manner
- ensure they and all learners have / use equipment in a safe manner
- ensure that items provided to ensure safety are not interfered with / misused; and where this misuse takes place, appropriate and swift action is taken
- ensure that so far as is reasonably practicable, no plant, equipment or process under their control pollutes the atmosphere
- where necessary they seek appropriate advice and guidance from the

Chief Executive Officer, Head of School (Business), Whole Trust Lead for Health, Safety and Premises on safety matters

- establish and maintain safe working procedures including arranging to ensure, as far as is reasonably practicable, the safety and absence of risks when using, handling, storing and transporting articles and substances, (e.g. Chemicals, boiling water, duplicating fluid, guillotines)
- resolve, promptly, any health and safety problems referred to them by a member of public, staff or pupil and refer any of these problems, for which they cannot achieve a satisfactory solution, to the Chief Executive Officer / Head of School (Business) or other named person
- ensure, as far as is reasonably practicable, they provide sufficient information, instruction, training and supervision to enable other employees and learners to avoid hazards and contribute positively to their own safety and health
- recommend to the Chief Executive Officer / Head of School (Business), or other named person, safety procedures, practices and equipment and additions or improvements to plant, tools, equipment or machinery which are dangerous or potentially so
- ensure that all donated equipment has been inspected and tested by a competent person, is safe for use, and comes with appropriate written instructions from the manufacture, if necessary seeking specialist advice
- ensure that relevant risk assessments for high risk areas / activities which come under their control are created, recorded and observed by all staff

NB The Curriculum Leader and/or professional tutor will make learners and supply teachers aware of their responsibilities as these rules apply also to them

## **2.7 Responsibilities of the Facilities Manager**

The Facilities Manager is responsible and accountable to the Chief Executive Officer, Head of School (Business) and Whole Trust Lead for Health, Safety and Premises for all matters relating to health and safety within the sphere of their duties.

The responsibilities of the Facilities Manager are to:

- report to the Head of School / Trust Lead for Health, Safety and Premises, any defects and hazards which cannot easily be remedied within the resources available or level of expertise available to them
- inform the Head of School / Trust Lead for Health, Safety and Premises, whenever contractors are due to enter Trust premises to

undertake maintenance, service or works contracts. Any works that affect the fabric of the building will be subject to a permit to work. The Facilities Manager will ensure relevant information is communicated and shared with staff, learners and visitors

- be responsible for coordinating all contractual work and maintenance carried out on Trust premises, including health and safety matters concerned with contractors
- in conjunction with the Head of School / Whole Trust Lead for Health, Safety and Premises, ensure that strict procedures are laid down for building work such as roofing, excavation and drainage, alterations to building structures, refurbishments and renovations or re-modelling schemes
- ensure that all facility and cleaning staff are equally aware of the Trust Health and Safety Policy, and that they are equally aware of any arrangements of the policy that affects their work activities e.g. storage arrangements, materials, equipment and hazardous substances
- implement a systematic and methodical system of servicing, inspecting, maintaining, checking and auditing compliance agreements across the Trust premises.

## **2.8 Responsibilities of Class Teachers**

The class teacher is responsible for the safety of learners, staff colleagues and visitors in classrooms, laboratories and workshops; teachers have traditionally carried this responsibility.

If for any reason, e.g. the condition or locations of equipment, the physical state of the room or the splitting of a class for practical work, a teacher considers they cannot accept this responsibility, they should discuss the matter with their Head of School / line manager before allowing work to take place.

Class teachers are expected to:

- set a good example by adopting good health and safety practices, and procedures
- supervise the learners and ensure that they know the emergency procedures in respect of fire, bomb scare, first aid and any special safety measures for the teaching area/activity
- give clear instructions and warning as often as necessary (notices, handouts etc. are not enough)
- ensure that learners bags, coats etc. are safely stored, and good

- housekeeping is maintained
- include all relevant aspects of safety in the curriculum, if necessary in special lessons
- request / obtain protective clothing, guards, special safe working procedures, etc. where necessary and ensure the use of all safety equipment
- make parents/volunteers aware of safety procedures in the classroom/work area
- recommend to the Chief Executive Officer /Head of School / Head of Site, improvements on safety equipment and additions or improvements to plant, tools equipment or machinery which are dangerous or have the potential to be dangerous
- ensure that they are up to date with all the relevant health & safety legislation, that covers their individual specialist area of work and that all legal, good practice and guidance is implemented and followed
- ensure that they inform the Trust Lead for Health, Safety & Premises of any changes to legislation that impacts on their individual specialist area of work
- ensure that relevant risk assessments are created, results recorded and all control measures are followed and necessary action taken.

## **2.9 Responsibilities of Visitors/ Volunteers/ Hirers**

Trinity Academy does not hire out any of their premises to external agencies / clubs etc.,

- Regular visitors and other users of the premises will be required to observe the safety rules of the Trust. The Trust Lead for Health, Safety & Premises Officer will ensure that visitors are informed of health and safety matters which may affect them during their visit
- Staff are responsible for the Health, Safety and Wellbeing of any visitor they have invited on to site
- Staff are responsible for ensuring that all visitors on site have followed the Trust vetting process prior to arrival
- Visitors to the site will be responsible for the reporting of an accident or near miss, while they are on site, or elsewhere when organised by Trust staff
- Parents taking part in any activity on Trust sites / or elsewhere, but organised by Trust staff, will be made aware of the health and safety arrangements applicable to them by the teacher to whom they are assigned

## **2.10 Responsibilities of Learners**

Teachers, support workers, parents and guardians have a responsibility to encourage learners to:

- conduct themselves in a manner which is considerate to their own safety and the safety of others
- observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear and other items considered dangerous)
- observe all the safety rules of the Trust, and in particular the instructions from staff members give in an emergency
- not willfully misuse, neglect or interfere with equipment provided for their safety, in particular firefighting equipment

## **2.11 Health & Safety representatives**

Trinity Academy Safety representatives consists of the Chief Executive Officer, Heads of School's, Whole Trust Health, Safety & Premises Officer

The functions of safety representatives are to:

- investigate potential hazards and dangerous occurrences at the workplace (whether or not they are drawn to their attention by the employees they represent) and examine the cause of accidents at the workplace
- investigate complaints by any employee they represent relating to that employee's health, safety or welfare at work
- make representations to the Trust Board of Directors on matters arising out of (i) and (ii) above
- make representations to the Trust Board of Directors on general matters affecting the health, safety or welfare at work of the employees at the workplace
- carry out inspections in accordance with a planned schedule of audits, (i.e.) If appropriate, had the relevant training and experience)
- represent the employees they are appointed to represent in consultations at the workplace with the Trust Board of Directors and with inspectors of the HSE and any other enforcing authority
- receive information from inspectors in accordance with section 28 (8) of the Health and Safety at Work act 1974

Legal Responsibilities:

- Safety Representatives have no additional duties other than those of all employees, as laid out in section 7 and 8 of the Health and Safety at Work Act 1974. They do not carry legal liability for either their activities or omissions as a safety representative
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### **Part 3 - Arrangements**

The arrangements and procedures laid down in this section of this Safety Policy have been devised in order to assist those responsible to meet their duties as laid down in the preceding section (Section 2 Responsibilities / Organisation).

#### **3.1 Health & Safety Defects Reporting Procedure**

The Trust will ensure that regular reports of accidents and dangerous occurrences are provided to the Chief Executive Officer and that any necessary alterations to working practices and procedures are implemented.

The arrangements for reporting defects on a day to day basis are set out in this section.

Any member of the Trust staff who discovers any defect shall enter all appropriate details using the appropriate recording system (EVERY).

The Facility Manager will take the necessary steps to:

- have the defect rectified, within a reasonable period of time (depending on risk), and record the details of completion within the appropriate recording system (EVERY)
- remove the hazard or reduce the risk of injury to an acceptable level, pending corrective action; including, if necessary informing staff and learners of the hazard and/or taking the equipment/area concerned out of use
- if the defect is likely to affect the 'normal' running of the premises the Chief Executive Officer / Head of School (Business) / Whole Trust Lead for Health, Safety & Premises shall be informed
- once the defect has been repaired / item taken back into use, the date that this occurs shall be entered within the appropriate recording system (EVERY)
- in order to monitor the action that has been taken and/or any delays in work being carried out, the f o r m s shall be checked weekly by the Facility Manager and a report produced at termly intervals to be presented to the Chief Executive Officer / Board of Directors, at which recent defects should be identified and outstanding works discussed

#### **3.2 Monitoring Arrangements**

The Trust recognises the importance of monitoring health and safety matters. They will ensure that regular reports of accidents and dangerous occurrences are provided to the Chief Executive Officer, and that any

necessary alterations to working practices and procedures are implemented.

Monitoring will be carried out in a number of ways: The Board of Directors can call for termly / annual reports on:

- accidents/incidents
- results of internal or external health and safety inspections
- maintenance reports
- complaints, hazards and defects reports
- reviews of any procedures carried out by the Facility manager

To help this process, the Board of Directors and Chief Executive Officer will ensure that all reasonable inspection facilities and information are provided on request to Inspectors of the Health and Safety Executive (HSE) and any other bona fide health and safety officials.

### **3.3 Health and Safety Information Dissemination Procedure**

Whilst the Trust has many documents and procedures in place to help safeguard the health, safety and wellbeing of all those affected by our undertaking, these are worthless unless the information contained within them is passed to those who are affected by them.

The Trust recognises the benefits to be gained from facilitating an open flow of communication and is therefore committed to ensuring that there is an adequate flow of health and safety information into, within and out of the School. This will enable employees and others to comply with legal and good practice requirements.

Information and instructions on health and safety matters is available and provided to the Board of Directors, Chief Executive, Acting Executive Head, Heads of School / Heads of Site, Deputy Heads, Assistant Heads, Teachers, Non- teaching staff, supply staff. learners, and visitors as follows.

#### **Employees**

- Staff members have access to all policy / procedures information through the Trust Information drive
- Staff are directed to information stored on the 'information' drive during their initial induction and throughout their employment as various stages
- New documentation arriving will be copied. The original will be held on file and the copy circulated to appropriate staff. Staff will be

required to sign a form to indicate that they have read the document concerned.

#### Learners

- It will be the responsibility of Teachers to ensure that learners are made aware of all existing and health and safety information

#### Visitors/Contractors

- The Trust Lead for Health, Safety & Premises shall ensure that visitors and contractors are informed of any health and safety arrangements which may affect them during their visit (including any Asbestos on site).

#### Board of Directors

- The Trust Lead for Health & Safety shall ensure that Board Directors are informed of any existing and/or new health and safety information through their communications with the Chief Executive Officer / Heads of School (Business) and or the various organisations committees.
- The Health & Safety Link Director will meet with The Trust Health, Safety & Premises lead to discuss all matters of Health & Safety

### **3.4 Accident Reporting and Monitoring Procedures**

Relevant legislation - Reporting of Injuries, Diseases and Dangerous Occurrences

Regulations 2013 (RIDDOR)

HSE guidance - <http://www.hse.gov.uk/riddor/>  
<http://www.hse.gov.uk/pubns/edis1.pdf>

- All minor accidents, incidents and near misses are recorded using the Accident documentation (available from the organisation information drive)
- When major and more serious accidents occur, page 1 of the accident form needs to be completed and presented to the WTLHSP officer within the same day. When the WTLHSP is not available the Heads of School (Business) must be informed of any incident. Immediate action should be taken to ensure the location of the accident is sealed off prior to an investigation.
- The WTLHSP is responsible for reporting accidents/incidents to the Health & Safety department of Newcastle City Council, who in turn reports all appropriate incidents to the Health and Safety Executive (HSE) on an online notification form F2508 as required under RIDDOR regulations

- Heads of School are responsible for ensuring that they investigate / or have investigated all accidents and near misses that take place on their site. Investigations will only be conducted by competent staff
- The WTLHSP is responsible for completing investigations or supporting other competent staff following major and serious accidents. If members of the public are involved, names and addresses should be taken, including any witnesses / photographs.
- Where necessary parents / guardians or other persons will be notified of accidents involving learners, by telephone. Accident reports and investigation records should be kept for a minimum of five years, if the accident involves a member of staff, visitor or contractor, or if the accident involves a learner until they reach the age of 21.
- Near misses are events or situations that have the potential to result in an actual injury, illness or damage to equipment, but did not either by chance or timely intervention, e.g. someone slipping on a wet or contaminated floor, but not actually sustaining an injury. Recording these incidents may help to prevent a future injury, if action is taken to remedy the situation that caused the near miss.

### **3.5 First Aid**

First Aid may will normally be administered by qualified first aider holding a current First Aid at Work certificate (FAW) or an Emergency First Aider (EFAW) if a FAW staff member is unavailable

Relevant legislation – Health and Safety (First Aid) Regulations 1981 HSE guidance – First Aid Needs Assessment

<http://www.hse.gov.uk/firstaid/assessmenttool.htm>

The Trust will carry out a risk assessment in relation to First Aid and review this assessment as and when necessary.

- A list of current First Aiders is held by the WTLHSP
- First Aider details are displayed on lists throughout all buildings on all sites.
- The WTLHSP is responsible for identifying and organising refresher training
- The First Aid kits are kept throughout Trust premises and within Trust vehicles, with a named site coordinator responsible for replenishing them on each Academy site

### **Automated external defibrillator**

A defibrillator (AED) is available on all sites. This device is held at reception and it is the responsibility of the Head of School / Head of Site /

site First Aid Coordinator to ensure that it is available, tested and ready for use at all times

### **3.6 Medication**

The Trust will keep learners medication in a safe place during the school day for the learners to self-administer if necessary. The competent staff member / members with responsibility for administering medication will ensure that all learners' records are up to date on a daily basis.

See separate Trust Medication Policy. Refer to guidance – [www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/484418/supporting-learners-at-Trust-with-medical-conditions](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/484418/supporting-learners-at-Trust-with-medical-conditions)

### **3.7 Smoking**

The Trust operates a strict no smoking policy on all Academy sites, this includes all areas on site, while travelling in any Trust vehicle or private car when carrying a learner, staff colleague or visitor. This also includes all forms of e-cigarettes / vapor cigarettes.

### **3.8 Welfare**

The Trust has in place a separate child protection policy. Risk assessment takes place on all potential welfare issues i.e expectant mothers.

### **3.9 Stress and Wellbeing**

Work-related stress can be a real challenge in education given the pace of change in the sector and seemingly ever-growing employee workloads.

Stress can worsen productivity and therefore impact upon teaching standards. Significantly, it can also be infectious and contribute towards lower employee morale and engagement; given the ongoing recruitment and retention challenges being felt across the sector, a stressed and unhappy workforce is exactly what the Trust wished to reduce.

Stress might not be directly work related, and we will never be able to eradicate all stress from the workplace.

Employees are required to report stress at work to their appropriate line manager, and staff should strive to develop a balanced and responsible approach to work and their personal lives, informing management if personal stress is affecting their work.

Line Managers will undergo stress related training, looking at reducing stress and its effects:

Clear guidance should be given to managers with regards to how to create a working environment which avoids / reduces potential stressors.

All line managers should consider the following:

- ensure work deadlines are reasonable and properly scheduled
- create a culture in which bullying and harassment is not tolerated
- recognise that employees need to balance their work and home lives and responsibilities
- take seriously employee concerns about inappropriate behaviour (staff / learners) and ensure procedures to support individuals are in place
- welfare facilities are provided at the Trust including staff rooms, toilets/rest room, and medical rooms.

The Health and Safety Executive (HSE) define stress as the adverse reaction people have to excessive pressures or other types of demand placed on them. The HSE have identified Management Standards for work related stress

HSE guidance - How to tackle work related stress. <http://www.hse.gov.uk/pubns/indg430.pdf>

The Management Standards define the characteristics, or culture, of an organisation where the risks from work related stress are being effectively managed and controlled. The Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health and well-being, lower productivity and increased sickness absence. In other words, the six Management Standards cover the primary sources of stress at work. These are:

- demands – this includes issues such as workload, work patterns and the work environment
- control – flexibility of work patterns and procedures
- support – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- relationships – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour
- role – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
- change – how organisational change (large or small) is managed and communicated in the organisation

### **3.10 Fire precautions**

The Trust fire precautions procedures are held separately, and monitored through a Service Level Agreement with the Health & Safety Department of Newcastle City Council, based at the Civic Centre, Newcastle upon Tyne. Please refer to these documents.

### **3.11 Electricity At Work**

Relevant legislation Electricity at Work Regulations 1989

<http://www.hse.gov.uk/electricity/faq-portable-appliance-testing.htm>

HSE guidance - Maintaining portable electric equipment in low risk environments <http://www.hse.gov.uk/pubns/indg236.pdf>

- The Trust will carry out a risk assessment in relation to electricity and review this assessment as and when necessary
- The Trust's fixed wiring is checked on a five yearly basis
- All equipment is inspected prior to usage
- A procedure is in place for the reporting of faulty electrical sockets, plugs, light switches, lights (EVERY)
- A procedure is in place for the reporting of faulty equipment (EVERY)
- All inspections / testing is carried out by a suitable competent / qualified person

#### **Portable Appliance Testing**

- The Trust's portable electrical equipment is checked on a basis of risk. The frequency of testing is determined on the usage of the piece of equipment, location, frequency of use, amp rating
- The registers of PATS testing is held by the Whole Trust Lead for Health, Safety & Premises officer

### **3.12 C.O.S.H.H (Control of substances hazardous to health)**

Relevant legislation Control of Substances Hazardous to Health

Regulations 2002 - <http://www.hse.gov.uk/nanotechnology/coshh.htm>

HSE guidance - <http://www.hse.gov.uk/coshh/essentials>

- The Trust will continually strive to use substances which potentially cause the least harm
- The Trust will carry out a risk assessment on all substances hazardous to health and review this assessment as and when necessary
- All staff and learners will receive training, information and support in the use of any substance hazardous to health
- All teaching staff will be competent in the safe handling, storage, use

- and disposal of any substances hazardous to health and safety
- All cleaning staff will be competent in the safe handling, storage, use and disposal of any substances hazardous to health and safety
  - The Trust will provide free of charge all Personal Protective Equipment / clothing required by staff to undertake their work. Instruction on the use of such equipment will be given as necessary
  - No staff member will enter a storage area where substances are controlled under COSHH regulations without authorisation
  - COSHH materials will always be stored safely and securely
  - Staff are advised to use and store the COSHH products in accordance with instructions on the label
  - All COSHH products are kept in their original containers, with clear labelling with product information
  - Any COSHH products are disposed of in accordance with specific disposal procedures on the Manufacturer Safety Data Sheet for the product
  - Emergency procedures for cleaning spillages are in accordance with the Material Safety
  - Manufacturer Safety Data Sheet for the all hazardous products are readily available within the storage area on each site

### **3.13 ACCESS EQUIPMENT**

Relevant legislation Work at Height Regulations 2005

HSE guidance – Safe use of step ladders and ladders

<http://www.hse.gov.uk/pubns/indg455.htm>

Working at Height – <http://www.hse.gov.uk/pubns/indg401.pdf>

- The Trust will carry out a risk assessment in relation to any activity which involves an aspect of working at height and will review this assessment as and when necessary.
- Steps and ladders are securely stored and only authorised competent staff are permitted to use the equipment.
- Steps and access equipment are checked on a regular basis and on each occasion before use. All faulty equipment is removed, labeled and either sent for repair or disposed of as appropriate
- Authorised staff are expected to carry out pre-use visual checks on equipment and report any defects.
- The assembly, movement and use of Mobile access towers is strictly controlled and must be authorised by a competent PASMA qualified member.
- The assembly, movement and use of scaffolding platforms is strictly controlled and must be authorised by a competent qualified person

- All sub-contractors wishing to work at height via a mobile tower must demonstrate competency by providing a PASMA qualification and a safe working methods statement prior to commencing any activity
- All sub-contractors wishing to work at height via a scaffold platform must demonstrate competency by providing a scaffolding qualification and a safe working methods statement prior to commencing any activity.
- The Trust will carry out a risk assessment to reduce the opportunity of learners getting on to high level parts of the building unsupervised via the maintenance ladders.

### 3.14 Risk Assessments

Relevant legislation Management of Health and Safety at Work Regulations 1999

Associated documentation	Date
- <a href="http://www.hse.gov.uk/risk/risk-assessment.htm">http://www.hse.gov.uk/risk/risk-assessment.htm</a>	
<a href="#">Risk assessment procedure</a>	June 22
<a href="#">Risk assessment template 2022 - 2023</a>	June 22
<a href="#">COSHH risk assessment template</a>	June 22

A risk assessment looks at the work carried out by an organisation, and identifies what activities present significant risk and could cause harm, and considers what safety precautions are in place and what more could be done to prevent harm. A risk assessment should be suitable and sufficient, be undertaken by a trained person, and be reviewed regularly or when a change occurs.

- The Trust will carry out a risk assessment on all areas which may have significant high risk of injury / damage and will review this assessment as and when necessary.

### 3.15 Manual Handling

Relevant legislation Manual Handling Operations Regulations 1992 (MHOR)

HSE guidance – <https://www.hse.gov.uk/pubns/indg290.pdf>

- The Trust will carry out a risk assessment on any activity involving manual handling and will review this assessment as and when necessary.
- Manual handling constitutes any activity that involves an operation of lifting, pushing, pulling, carrying, moving, or restraining.
- No staff member, other than Facility staff are authorised to move any equipment, furniture, (this will include, but not restricted to tables,

chairs, desks, ICT resources, white boards, sports equipment, etc) around the site

The following precautions should be followed:

- Heavy items are stored and are accessible at the appropriate height.
- Lifting aids and trolleys are provided.
- Deliveries are made to the point of use or storage.
- Manual handling activities will be kept to a minimum.

### **3.16 Education Visits / Off Site Activities**

HSE guidance - <https://www.gov.uk/government/publications/health-and-safety-advice-for-trust>

- Overall responsibility for the approval of educational visits remains with the Chief Executive Officer.
- The Trust Lead for Health & Safety / EVC is responsible for the checking of educational visit applications, and preparing of documentation ready for approval from the Chief Executive Officer.
- The Trust follows the LA guidelines on educational visits and off site activities.
- The Trust use the online EVOLVE programme for educational visits.

### **3.17 Lifting Equipment (including lifts and hoists)**

Relevant legislation Lifting Operations and Lifting Equipment Regulations 1998 (LOLER)

HSE guidance – [www.hse.gov.uk/work-equipment-machinery/loler.htm](http://www.hse.gov.uk/work-equipment-machinery/loler.htm)

- The Trust will carry out a risk assessment on any activity involving Lifts or lifting equipment and will review this assessment as and when necessary.
- The person lift located within the main buildings is serviced and maintained by a competent engineering company in accordance with the LOLER regulations.
- The lifting equipment used within the Trust is serviced and maintained by a competent engineering company in accordance with the LOLER regulations
- All service and maintain records are filed and remain within the Trust Lead for Health & Safety office.

### 3.18 Minibuses and Driving At Work

Relevant legislation

[https://www.gov.uk/.../Driving Trust minibuses and advice for Trusts and loca](https://www.gov.uk/.../Driving_Trust_minibuses_and_advice_for_Trusts_and_loca).

HSE guidance - <http://www.hse.gov.uk/pubns/indg382.pdf>

RoSPA guidance - [www.rospa.com/rospaweb/docs/advice-services/road.../minibus-code-of-practice.pdf](http://www.rospa.com/rospaweb/docs/advice-services/road.../minibus-code-of-practice.pdf)

RoSPA guidance - Managing Road Risk

[http://www.rospa.com/roadsafety/info/morr\\_sme.pdf](http://www.rospa.com/roadsafety/info/morr_sme.pdf)

RoSPA guidance - Own Vehicles

<http://www.rospa.com/roadsafety/info/ownvehicle.pdf>

RoSPA guidance – Mobile Phones

<http://www.rospa.com/roadsafety/info/workmobiles.pdf>

- The Trust operate a policy in partnership with MiDAS to ensure that any member of staff driving a Trinity Trust vehicle / or driving their own vehicle on Trust business, do so in a safe and efficient way.
- All staff driving Trust vehicles or driving their own vehicle on Trust business must present their driving details as held by the DVLA. Driving documents are checked at the start of the academy year, if approval is grant mid-year or if an individual's circumstances change
- Staff should ensure that if using their own vehicle for work purposes, that the vehicle is maintained in a road-worthy condition, that appropriate car insurance for business use is in place, that the vehicle has a current MOT (if appropriate), and that they have a valid driving license.
- All staff driving either a Trust vehicle or their own vehicle on Trust business will take part in a programme of training.

### 3.19 Work Experience Learners

Relevant guidance - <https://www.gov.uk/government/publications/post-16-work-experience-as-a-part-of-16-to-19-study-programmes>

- The Trust requires all staff responsible for the setting up and delivery of work experience placements to hold the appropriate qualification (Level 2 in Health & Safety within the Workplace) and have been observed by an appropriate colleagues carrying out their first placement vetting.
- All placements should be reviewed to ensure that the environment the learners are going to enter is a safe, healthy, supportive and

encouraging learning environment.

- All documents relating to the vetting of potential work experience placements are presented to the Head of School / appropriate person prior to the learners taking part in this learning opportunity.
- The Trust will ensure that all staff involved within this activity are competent to assess and monitor learners on work experience placements.

### **3.20 PE Equipment**

The Trust recognise that the delivery of PE is a high risk activity, leading to possible injury and / or harm. In order to reduce the risk factors within these activities the Trust have produced a separate Physical Education Policy and risk assessments. Level of risk may also be evident through the following:

- The Trust PE equipment is inspected and maintained annually by externally contracted contractors.
- All PE equipment is subject to a visual inspection by competent PE staff at the start of each half term
- All faulty or damaged equipment is removed from use and reported to the relevant line manager
- Pre-use visual checks carried out by competent and qualified staff on PE equipment
- All relevant staff made aware of PE risk assessments.
- Arrangements are in place for maintenance and checking of sports fields, pitches.
- PE staff have a copy and refer to the current AfPE Safe Practice in Physical Education and Sport document prior to carrying out any activity

### **3.21 Swimming Lessons**

Relevant guidance

[www.swimming.org/assets/uploads/.../A4 Primary Trust Learn To Swim Guide.p...](http://www.swimming.org/assets/uploads/.../A4_Primary_Trust_Learn_To_Swim_Guide.p...)

- The Trust will obtain from parents / carers consent permission in the form of a signed declaration, prior to any activity taking place where learners enter any water and take part in any type of water based activity.
- The Trust uses the local swimming pool for swimming lessons and follows safety procedures laid down by t h e m.

### **3.22 Sports Pitches / Playing Fields**

- The Trust playing fields are maintained by the Trust facility team.
- PE teaching staff inspect the playing surfaces prior to each use for trip hazards, animal fouling, sharps, glass etc. before allowed any activity to take place.

### **3.23 Contractors & Visitors**

Relevant legislation Construction (Design and Management) Regulations 2007 (CDM) HSE guidance – using contractors

HSE guidance - <http://www.hse.gov.uk/pubns/indg368.pdf>

- The Trust Lead for Health & Safety is responsible for managing contractors on site, induction of contractors, exchange of health and safety information, agreeing safe working arrangements before work starts etc.
- Staff should report any concerns about safe working practices of contractors to the Trust Lead for Health & Safety.
- All contractors on arrival must report to reception.
- At reception contractors will be given an identity badge which must be worn at all times while on site.
- Contractors will not be allowed to carry out any work on site until authorisation is given by either the Facility Manager / Trust Lead for Health & Safety or Senior member of staff
- Progress on the work will be monitored at regular intervals by the Facility Manager / Trust Lead for Health & Safety. Upon Completion the contractor will report to reception, complete a report and return the identity badge.
- A member of the facility staff and/or the Trust Lead for Health & Safety will inspect the completed work and confirm to the best of their ability that the work has been completed satisfactorily and the area left in a safe condition.

### **3.24 Managing Contractors**

As above

### **3.25 Display Screen Equipment (DSE)**

Relevant legislation Health and Safety (Display Screen Equipment) Regulations 1992

HSE guidance - <http://www.hse.gov.uk/msd/dse/guidance.htm>

DSE risk assessment form <http://www.hse.gov.uk/pubns/ck1.htm>

The below guidance links provide information on using DSE:

<http://www.nhs.uk/Livewell/workplacehealth/Pages/howtositcorrectly.aspx>  
<http://www.nhs.uk/Livewell/workplacehealth/Pages/Laptophealth.aspx>  
<http://www.nhs.uk/Livewell/workplacehealth/Pages/Backpainatwork.aspx>

- All staff who use computers habitually and for a significant part of their working day are defined DSE “users” and should complete a DSE assessment form, and provided with information.
- DSE “users” are advised that they are entitled to eye sight tests.
- The Trust Lead for Health & Safety is responsible for DSE self-assessment forms e.g. ensuring they are completed, actioned and reviewed etc.
- Key boards and mouse will be disinfected regularly especially when a DSE station is a “hot desk”

### **Regular eye and eyesight tests**

- Employers' obligations are set down in the Health and Safety (Display Screen Equipment) Regulations, introduced in 1992 and amended by the Health and Safety (Miscellaneous Amendments) Regulations in 2002. Quite simply, any employee who uses a display screen at their workstation, is a DSE user for the purposes of the regulations.

### **Costs of Testing**

- The Trust will meet all agreed costs of eye and eyesight tests, if the testing has been arranged through the Trust. Where an employee obtains a test independently and without the knowledge of the Trust, even if the test is specifically related to display screen use, the Trust shall not be responsible for the costs incurred.

### **Supply of Glasses**

- Where it is found that glasses are necessary, specifically for the use of display screen equipment, the Trust will reimburse the cost of a standard lens, i.e. not bifocal, tinted etc. The Trust will also contribute towards the purchase of a standard frame. Employee should pay and reclaim via expenses a receipt is required.

## **3.26 Asbestos**

Relevant legislation Control of Asbestos Regulations 2006

HSE guidance <http://www.hse.gov.uk/services/education/asbestos.htm>

- managers of the premises should be aware of the up to date asbestos management information which is kept on file in the Lead

for Health & Safety Office

- the Lead for Health & Safety & Premises is responsible for ensuring asbestos surveys are undertaken and updating the asbestos management information
- if staff suspect that the asbestos has become damaged, they must not touch it, but contact the Trust Lead for Health & Safety
- the Trust Lead for Health & Safety is responsible for the building and managing the asbestos safely
- the Newcastle City Council, Asbestos Management Plan for Trusts asbestos management information must be referred to prior to any intrusive work being carried out by a contractor.
- contractors are asked to sign to say they have seen the relevant asbestos information for the site.
- asbestos registers are maintained by the Trust Lead for Health & Safety / Facility Manager.
- only specific competent and registered contractors are allowed to work with asbestos.

### **3.27 Child Protection**

- The Trust have a detailed Child protection Policy in place which has been brought to the attention of all staff.
- Please refer to The Trust Child Protection policy.
- The appointed person for the Safeguarding of young people is Michelle Higgins.
- Informal or confidential advice may be obtained from the Safeguarding Lead.

### **3.28 Glass and Glazing**

Relevant legislation The Management of Workplace Regulations 1992

- All glass and glazing work complies with current legal standards and is any work undertaken is carried out by a competent person / company.

### **3.29 Housekeeping, Cleaning and Waste Disposal**

Relevant legislation Control of Substances Hazardous to Health Regulations 2002 - <http://www.hse.gov.uk/nanotechnology/coshh.htm>

HSE guidance - <http://www.hse.gov.uk/coshh/essentials>  
<https://www.gov.uk/how-to-classify-different-types-of-waste/overview>  
<https://www.gov.uk/guidance/waste-legislation-and-regulations>

- The Trust employ facility support staff on 2 sites to carry out all

housekeeping and cleaning activities

- The Trust works in partnership with Sunderland City Council for the housekeeping and cleaning of the premises of Trinity Academy Newbridge
- Cleaning risk assessments are in place and reviewed annually.
- All facility support staff will undergo training in all aspects of their role.
- It is the responsibility of the Facility Manager along with individual staff to identify training requirements and to bring those requirements to the attention of the Trust Lead for Health & Safety.
- If training is not possible in-house, then staff will be expected to attend external training.
- Facility staff are responsible for the monitoring of waste and the segregation of waste that can be recycled.
- Facility staff must bring to the attention of their line manager or other senior manager / Trust Lead for Health & Safety if they come across any product or substance which they believe to be hazardous.
- The Trust disposes of its hazardous waste in an appropriate and responsible manner.

### **3.30 Jewellery**

Please refer to the Trust's policy on the wearing of jewellery.

### **3.31 Lone Working**

HSE guidance on Working Alone -

<http://www.hse.gov.uk/pubns/indg73.pdf>

The Trust follows a home-based model of service delivery which happens over a normal working week and does not include any out of hours working. Outreach working can occur within the home of the learner or at an appropriate public building, such as a library.

Therefore, it is a core expectation of the service that Outreach Workers will be required to work alone and make unaccompanied visits to public buildings, such as libraries and the homes of learners.

The safety of learners their families and Outreach Workers is paramount and the Trust is committed to minimising the risks of lone working for its employees.

- Prior to any member of staff working alone with a learner, a full and detailed risk assessment must be completed by the staff member and signed off by the line manager / Head of Trust / Lead for Health & Safety
- The Trust have invested in a safeguarding monitoring programme

called 'Guardian  
24 App'

- All staff using this programme will receive training prior to meeting the learner and will be issued with a mobile phone with the app fully installed.
- All staff working alone and visiting learners outside the classroom are expected to follow the Trust guideline, practices and procedure without exception.

### **3.32 Maintenance and Equipment Inspection**

Relevant legislation Provision and Use of Work Equipment Regulations 1998

HSE guidance – safe use of work equipment

<http://www.hse.gov.uk/pubns/books/l22.htm>

- Staff receive instruction on using specific equipment provided for use at work.
- Equipment is inspected and tested in accordance with manufacturer's recommendations.
- Staff are expected to visually inspect any equipment that they intend to use and if the equipment looks to be defected or dangerous, they must remove the equipment (if possible) or at least isolate the equipment and seek advice and guidance
- Inspection and testing records are kept in the Lead for Health & Safety Office.
- The Trust has contracted Hillstar Services to undertake all periodic inspections of equipment, this includes: PE equipment, D & T equipment, PATS testing, fire alarms and emergency lights, boilers, fume cupboards, dust extraction equipment, access equipment and firefighting equipment. These inspections follow a pre-plan schedule
- No modification of any equipment or resources is permitted, all repairs carried out have to be inspected and approved by the Facility Manager before they can be put back into service.

### **3.33 Noise At Work**

Relevant legislation Control of Noise at Work Regulations 2005

HSE guidance - [www.hse.gov.uk/pubns/indg362.pdf](http://www.hse.gov.uk/pubns/indg362.pdf)

- The Trust realise that in order to comply with the Control of Noise Regulations 2005, they must ensure that noise exposure levels do not rise above 80db over a sustained period of time.

- Where this is likely to happen noise monitoring checks will be carried out by a competent contractor and measures will be put in place to reduce the noise. Where this is not possible appropriate hearing protection will be issued as a last resort.

### **3.34 Personal Protective Equipment**

Relevant legislation Personal Protective Equipment at Work Regulations 1992

HSE guidance - [www.hse.gov.uk/pubns/books/l25.htm](http://www.hse.gov.uk/pubns/books/l25.htm)

- The Trust will provide FOC any PPE/PPC required by either staff or learners to carry out any activity expected of them where it has been identified through a risk assessment
- Prior to any staff member or learner using any item of PP/PPC they will receive training on the use, storage and care of that item.
- Any sub-contractor working on any Trust site will be expected to supply and use all PPE/PPC identify on the Safe Working Method Statement as identified within the risk assessment.
- Any visitor coming on any Trust site will be expected to supply and use all
- PPE/PPC as required or requested by Trinity Trust / Lead for Health & Safety.
- In the event that a visitor does not have the appropriate PPE/PPC then the Trust will loan to them the relevant equipment / clothing for the duration of their visit.

### **3.35 Security On Site**

#### **Introduction**

This section identifies the key elements of The Trust security management system and the ways in which we seek to improve security of our learners, staff, governors and other adults who may be affected by our activities.

Trust staff and learners are a key resource and it is essential that risks to their security are properly controlled through an effective security management system and commitment at all levels.

#### **Objectives**

- Enabling strategic leadership to promote a collaborative and coordinated response to risk management
- Identifying improvements in security culture and accountability across all sites.
- Implementing ongoing improvements in the effectiveness of security measures and controls, monitoring and reviewing security measures.

- Ensuring that staff are consulted and informed about security and receive appropriate training where required whether new or existing.
- Informing parents and learners of the security policy and encouraging them to help to ensure that it is effective.

Newcastle City Council LA will provide strategic direction and leadership through providing training, advice, inspection visits and monitoring the Trust sites.

*The Trust:* will ensure a security policy is in place and is monitored and reviewed bi-annually.

The Trust will ensure that staff are aware of, and adhere to Trust security and participate in training where appropriate.

### **Responsibilities of Chief Executive Officer:**

Will delegated responsibility to the Heads of School for the day to day security of The Trust and for ensuring such things as:

- All staff appreciating the importance of security and understand The Trust policy / procedures and their own responsibilities.
- Staff training needs are kept under review and training arranged as and when necessary.
- New staff are informed of The Trust security policy/procedure.
- Parents and learners are informed of the security policy/procedure and encouraged to help ensure that the Trust has a safe culture.
- Regular reports will be made to the Trust.
- Advice will be sought from the police where necessary.
- All crimes will be reported to the police on advice from the Chief Executive Officer / Head of Trusts

### **Responsibilities of Whole Trust Lead for Health, Safety and Premises will:**

- Maintain the security systems and equipment.
- Carry out regular routine security checks.
- Maintain a record of all security checks.
- Record security lapses, bring these promptly to the attention of the Chief Executive Officer / Heads of School, and review security procedures as and when required.
- Raise awareness of security issues.

### **Responsibilities of Staff:**

***Whatever the arrangements for delegating certain functions, there is a clear message that good security involves everyone in the Trust.***

Staff should be aware of, and conform to, operational procedures that affect security eg.

- Key control procedures, reporting the loss of **any** key immediately to the Head of School, and Whole Trust Lead for Health, Safety & Premises
- Visitor monitoring
- External door monitoring – staff should ensure that they and learners only use authorised external doors. All external leading doors should be either locked (only possible when not a fire exit door) or have a functional maglock in place
- New employees will be informed of this during their induction training.
- All staff will be issued with ID badges and will display these whilst on the premises
- Must report any persons on site that are not familiar to them and are not wearing either the official Trust ID badge or a visitor ID badge.
- Staff should approach any stranger who is not wearing a badge and report all strangers immediately to the nearest senior member of staff.

### **Responsibilities of Learners:**

Must report any persons on site that are not familiar to them and are not wearing either the official Trust ID badge or a visitor ID badge.

Learners should not approach any stranger who is not wearing a badge, but report all strangers immediately to the nearest member of staff.

Learners will be continually reminded of their responsibilities through discussions with staff in class or during assembly meetings

### **All staff are responsible for the security of buildings and property.**

- At the end of the day each member of staff should ensure that all windows and external doors are securely fastened prior to a final check by facility staff.
- All staff are responsible for keeping buildings clear of all materials that can be used for arson or vandalism.
- Adequate security lighting is installed and maintained/monitored by site staff.
- Risk assessments are in place and are reviewed by the health and safety representatives annually.
- Property of the Trust is marked clearly and permanently and this is publicised.

## **Responsibilities of Contractors**

Contractors on Trust site are required to observe the security policy/procedure, and this is overseen by the relevant site staff.

- Building materials and equipment must not be left lying around.
- Alarm systems must not be disrupted.
- As far as possible, contractors and workers called to the site to undertake specific tasks are screened in the same way as Trust staff.

## **Trespass**

Trespass may give rise to a criminal offence under section 547 of the Education Act 1996 (see section 6.2 and 6.4 of the Head's Legal Guide) and section 206 of the Education Act 2002 (see section 6).

Trust premises are a private place. Any person who is not included in the following categories, and enters without permission, is a trespasser and may be asked to leave:

- Members of staff - unless suspended for health or disciplinary reasons
- Registered learners - unless excluded for disciplinary reasons
- Parents or guardians responsible for a learner at the Trust - unless prevented for legal reasons.
- Others - Governors, suppliers, contractors and authorised users of the premises for 'out of hours' activities.

## **Visitor Access Control**

The Trust operates a simple workable access control system and therefore:

- Considers everyone who is not a member of staff or learner as an intruder, until they have gone through the visitor reception procedure.
- Provides visitors with a waiting area until they can be dealt with

### ***Identifies legitimate visitors and monitors:***

- Their arrival and reason for their visit by requiring them to sign in and complete the safeguarding documentation.

Movement around the Trust is controlled:

All visitors will be given an ID badge, visitors are never left to move around

the building on their own.

Regular contractors will on occasions be allowed to move around the building unsupervised. This will only be contractors who are on the single central record.

### **Offences Not Involving Assault**

- Section 154 of the Public Order Act 1994 makes it an offence to use threatening, abusive or insulting words or behaviour, or disorderly behaviour, within the hearing or sight of a person to whom it is likely to cause harassment, alarm or distress, even when no intent is involved.
- The Trust may decide that incidents in or around the sites, which might technically amount to committing the offences listed above, are best dealt with internally without involving the police.
- The Trust is aware of, and will act on where appropriate, the criminal offences contained in the Protection from Harassment Act 1997.
- Should any visitor to the Trust behave in a verbally abusive manner, they will be asked to leave the building and grounds and / or the police called.

### **An incident that involves physical force.**

- In the event of any person assaulting or battering another person, (staff, learner, other adults involved in Trust activities):
- The Trust may restrain the assailant with reasonable force to protect the victim.
- In all but minor cases, the Trust will refer to the police any assaults which appear to involve bodily harm. The Trust will also report to the police incidents which take place in a public place off Trust premises, but in circumstances where the Trust has responsibility for any of those involved whether they be members of staff or learners.
- Where possible those involved should make an immediate note of witnesses or others in a position to provide evidence of the assault.
- The Trust will be ready and willing to provide a substantive account of what led up to the incident.

### **Offensive Weapons**

- It is an offence under Section 139A of the Criminal Justice Act 1988 (as inserted by Section 4 of the Offensive Weapons Act 1996) for anyone to carry an offensive weapon (e.g. knife) on the Trust premises.
- When it is reasonable to believe that a learner is carrying an offensive weapon, it may be appropriate for an authorised member of staff to

search the learner, if the learner agrees to co-operate. This should be in the form of a physical search or by using a metal detector. In such an event there should be a witness present.

- Searches must be undertaken by a member of staff who is of the same gender as the learner being searched.
- When a learner declines to co-operate, the parents / guardians must be summoned after the matter has been referred to the Chief Executive Officer / Head of School, followed if necessary, by referral to the police.
- Under any other circumstances a search for offensive weapons should not be undertaken by anyone other than the police.

### **Personal Property**

- Learners are discouraged from bringing valuable items on to Trust premises and in the event that they do so the Trust accepts no liability. If this is unavoidable on some occasions, then special arrangements must be made in advance with the Head of School regarding temporary safe keeping.
- Staff are responsible for their personal property. All vehicles parked on Academy sites, are at the discretion of the Chief Executive Office
- The Academy accepts no responsibility for any damage to, or theft from, any vehicle parked on its sites

### **Theft, Petty Vandalism, Minor Criminal Damage and Burglary**

- Vandalism or arson is usually found in areas like recesses and doorways, which offer concealment or which is not under regular surveillance.
- Criminal incidents of this sort requires reporting to the police, and could possibly require an emergency response where an intruder is still present on the premises.
- When an intruder is thought to be present on the premises police help must be sought immediately.

### **Reporting and Recording Incidents**

- The Trust will maintain an Incident Register. This will contain simple but accurate details of all events, which, while quite minor in nature, could be significant if they recurred and became persistent. All staff are expected to record on CPOMS all incidents:

### **CCTV Usage:**

- The Trust operate a system of recording events around the site to ensure the safety and wellbeing of all staff, learners and visitors. All recordings are stored and secured using an appropriate software. Only authorised colleagues are permitted to view images stored,

under the direction of the Chief Executive Officer

### **3.36 Violence and Aggression towards Staff**

All staff at the Trust have the right to be treated with dignity and respect. The Trust therefore will not tolerate any acts of violent or aggression towards its staff.

- Staff receive specific training on Team Teach
- Staff are encouraged to report all incidents of verbal and physical violence and aggression.
- Risk assessments are carried out for hazardous circumstances.

### **3.37 Water Hygiene**

HSE guidance – Legionnaire's disease

<http://www.hse.gov.uk/pubns/books/l8.htm>

Code of Practice: Legionnaires' disease

The control of Legionella bacteria in water systems (L8)

The Trust adheres to NCC Legionnaires and Water Hygiene Policy. The management of all water systems is contracted through a specialist firm (IWS). IWS visit each site on a monthly basis to carryout water testing, 6 monthly to carryout water inspection, 12 monthly to carryout water review and 3 yearly to carryout risk assessment. The records of these visits are maintained within the EVERY management system

### **3.39 Health & Safety Training**

Relevant legislation - Health & Safety at Work Act 974

- All staff employed (including supply staff) will take part in an Introduction to Health & Safety as part of their Induction programme
- Staff will attend additional internal and external programme of Health & Safety training depending on their CPD programme of development. This training may include (but not restricted to) Fire Warden, First Aid, Risk assessment, TeamTEACH, COSHH, Manual Handling, Working at Height, PAT Testing, specialist training relating to the individuals area of teaching / activity
- Staff have a responsibility to ensure that all learners receive Health & Safety training depending on individual needs.
- All Health & Safety training will be delivered by a team of competent, qualified members of staff (Internal), and/ or a Health & Training organisation (external).
- All Health & Safety training is logged on an IT system database

### **3.40 Vehicles On Site / Car Park Arrangements**

- The Head of School is responsible for the management of vehicles their site.
- There are arrangements in place to keep vehicles and pedestrians safe through the use of separate access and egress gates and a one-way system for vehicles on site
- Staff monitor the car park area at the start and end of each day when learners arriving and departing
- Restrictions on vehicle movement at certain times
- Restrictions on vehicle speed at all times
- Special arrangements for deliveries.

### **3.41 Workplace Safety**

Good housekeeping in the workplace environment can help to prevent workplace accidents, including slips, trips and falls. This covers:

- Maintaining adequate floor space and storage space, ensures that staff and learners are able to move around the work area safely, without obstructions and tripping hazards, including bags and coats
- Ensuring corridors are kept clear and are free from hazards such as damaged flooring or carpeting, and not obstructed by equipment or other items.
- Keeping desks areas, cabinets, cupboards and shelves tidy and not overloaded.
- Maintaining adequate lighting and ventilation.
- Ensuring that any spillages are promptly cleared, using warning signage as necessary.
- Being aware of any flooring that becomes contaminated and slippery, e.g. Entrance door/hallway and rain water or snow, or from cleaners washing/mopping the floor.
- Operating office machinery in accordance with manufacturer's instructions, ensuring that guards and covers are in place, and clothing, hair, jewellery is kept clear of machinery, e.g. Shredder, guillotine, photocopier.
- Removing waste regularly and disposing appropriately
- Accessing high shelving using proprietary equipment, e.g. Step stool or stepladder.
- Storing heavy items between waist and shoulder height, to prevent lifting injuries.
- Ensuring that only one drawer in a filing cabinet is opened at any one time, to avoid the cabinet toppling forward.
- Taking care if lifting or moving items - if heavy or bulky, seek assistance, unless trained in manual handling.

- Using electrical items with care – not overloading circuits, use fused extension leads; checking for damaged cables or plugs; switching off and unplugging appliances after use and at night; avoiding trailing cables; keeping heaters clear of combustible materials (paper, cardboard, fabric, wood, etc.)
- Reporting any unsafe conditions / defects – e.g. Damaged flooring, faulty electrical equipment, faulty fire doors, poor lighting, missing fire extinguisher, immediately to the appropriate person.

### **3.42 Supervision Of Learners**

- Sensible, and safe behaviour will be promoted to learners by all members of staff
  - Dangerous or risky behaviour displayed by learners will be addressed and dealt within the Trust rules
  - Learners will only be allowed into or stay in classrooms under adult supervision
  - Appropriate supervision of toilet access will be in place at busy times
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**Signed on behalf of the Trust:**

A handwritten signature in black ink, appearing to read "P. J. Carter". The signature is written in a cursive style with a long horizontal stroke extending to the right.

**Peter Carter (Chairperson of the Board)**

**Date: July 2022**