

Charitable Objects of St. Catherine's School- *The Objects for which the Company is established are to promote and provide for the advancement of education by providing, conducting, governing, carrying on and maintaining in the United Kingdom, or elsewhere, a boarding or day school or schools for girls in which the teaching shall be in accordance with the principles of the Church of England.*



St Catherine's School, Bramley
WHOLE SCHOOL POLICY
Health and Safety Policy

The Whole School refers to all staff and students in the St. Catherine's Preparatory and Senior Schools which includes: Early Years/Foundation Stage (EYFS), Pre-Prep School (Key Stage 1), Prep. School (Key Stage 2); Middle School (Key Stage 3); Senior School (Key Stage 4) and the Sixth Form (Key Stage 5).

This policy was revised in September 2020 in line with the School's Policy Review Schedule which ensures all policies are kept up to date, and replaces that which was written in 2000 and reviewed in 2005/6, 2008, 2009, 2012, 2013, 2016, 2017, 2018 and 2019.

This policy has also been updated in the light of government guidance to Schools in the light of the Covid-19 pandemic. Please see Appendix B for specific guidance regarding this.

Introduction

St Catherine's School places the utmost importance on the safety, health and welfare of its employees and pupils. The School will comply with the provisions of the Health and Safety at Work Act 1974 and all subsequent regulations, including those implementing EU Directives.

Health & Safety Management

The School's Governors have overall responsibility for the implementation of the policy and will ensure that sufficient finance provision is made available to support the policy. A governor is delegated to sit on the Health & Safety Committee. The School Health & Safety Committee, chaired by the Estate Manager, meets once a term to discuss any health and safety issues arising. The minutes of this meeting are then submitted to the Governing Body Estate and Buildings Committee to review, which also meets once a term. This ensures that a credible standard of health and safety is achieved.

This document should be read together with the following policies: First Aid, Critical Incident Management, Stress in the Workplace, Educational Visits (for Senior and Prep Schools), Road Crossing, Driving/Minibus, Drugs, Medical and Risk Assessment.

Health & Safety Committee

The School Health & Safety Committee is chaired by the Estate Manager and includes:

- Head of Boarding – Senior School
- Deputy Head (Staff) – Prep School
- School Administrator
- Senior Medical Nursing Sister
- Senior School Head of Art

- Senior School Head of Design & Technology
- Senior School Head of Chemistry (representing Head of Physics and Head of Biology)
- Senior School Head of Food and Nutrition
- Senior School Head of Textiles
- Senior School Head of PE
- Anniversary Halls Technician
- Chief Operating Officer
- Representative from Facilities Department
- PAT Testing Co-Ordinator
- Governor - who reports to the Estate and Buildings Governing Body Committee

The Chief Operating Officer, Estate Manager and Senior Management Teams including the Headmistresses, for both Prep and Senior School, will take steps so far as is reasonably practicable to ensure that the workplace is a safe and healthy environment in which its employees, pupils, contractors and other persons affected by the School's operations can work. They will identify safety training and provide information and supervision for employees at all levels. They will consult on a regular basis with all employees/staff representatives with regards to health and safety issues. They will provide the necessary safety devices and protective clothing, including PPE, when required

Organisation

The organisation of Health and Safety can be found at Appendix A and seeks to ensure that responsibilities for health and safety are clearly defined at all times to all employees at every level. Specific guidance was published to employees regarding the importance of social distancing and following procedures to reduce the spread of Covid-19, as advised by the Government.

Manual

Publication of, and regular updates to, the Health & Safety Manual are carried out by the Estate Manager and Health & Safety Committee.

Risk Assessments

Every area of the site has a person who is deemed responsible for the risk assessment:

- General Risk Assessments are carried out by each Head of Department in the Senior School and each teacher in the Prep School and cover all areas of the site; they are updated at least annually on a rolling programme. Training on completing risk assessments is included in a Head of Department's induction and for all teachers in the Prep School.
- Each offsite visit is risk assessed by the group leader. The Educational Visits Policy and guidance specifies a detailed planning process for residential and overseas trips. Written risk assessments for specific activities may be required and are included with the D2 or R2 documents where relevant. For residential trips the party leader will normally hold a staff meeting before departure at which safety measures will be considered. Where applicable, tour operators and activity providers will supply copies of their own risk management or safety management documentation.
- Fire Risk Assessments are carried out by the Estate Manager to ensure up to date legislation is adhered to.
- The Covid-19 Risk Assessment is the responsibility of the Estate Manager, with input from member of SMT responsible for coordinating the School's Covid-19 response.

Induction

The School's Induction programmes for all staff will include aspects of Health and Safety, specifically focusing on The Fire Safety & Evacuation Plan (Appendix 1 of Critical Incident Management Policy). This training is regularly repeated along with Child Protection training.

General Practice

The School's work programmes will, so far as is reasonably practicable, adopt good safety practices. These will include:

- The safe use, storage, handling and transport of articles and substances, including physical, chemical and biological hazards.
- The provision of adequate information, instruction, training and supervision for employees including temporary employees and contractors. Contractors working onsite are provided with pink high visibility vests to wear for easy identification.
- The provision of safe machinery and equipment, regularly maintained, including the operation and maintenance of plant and systems of work. This includes PAT testing.
- The provision of a safe and healthy place of work, including access and egress to and from the premises both on foot and in vehicles, and adequate facilities and arrangements for the welfare of employees at work.
- Consideration for the safety of pupils and staff in the light of the Covid-19 pandemic (see appendix B for more details)
- Consideration for the safety of pupils, parents, contractors and any others accessing the premises including those who hire or undertake leisure activities.
- Consideration for the health and safety of pupils on and off-site including school trips, work experience and especially those involved in hazardous activities.
- The provision of a secure site with use of key pads on entrance doors.
- The provision of appropriate lanyards and badges for all visitors and volunteers who, after signing in, are required to wear this identification at all times whilst on the school site.
- The wearing of identification by school staff during the holiday period when the school premises are let.
- Planned fire evacuation practices for Prep and Senior Schools are carried out at least termly, including for the Boarding community. Details of such practices are kept in the Estate Manager's office.
- Planned Critical Incident practices for Prep and Senior Schools are carried out from time to time. Details of such practices are kept in the Estate Manager's office.

Full advice on how to deal with health and safety emergencies is covered in the Critical Incident Management Policy.

Co-operation

All aspects of health and safety remain a management responsibility. However, a safe and healthy workplace can only be achieved with the full co-operation of every employee, contractor and indeed pupil. The aim is to eliminate risks in the workplace by careful selection and design of facilities, equipment and processes, together with effective control measures and training for employees.

Employees and contractors are duty bound to act responsibly and to do everything possible to prevent personal injury to themselves and to others. They must also safeguard all persons to whom the school owes a duty of care, namely people who may come into contact with their work: pupils, parents, visitors etc. To achieve this, employees and contractors must:

- obey all the safety rules and procedures, including the wearing of protective clothing and the use of protective devices if they are specified by the school risk assessments
- exercise their awareness, alertness, self-control and common sense at work
- report promptly via Helpdesk (helpdesk@stcatherines.info) all hazards, potential hazards, defects in equipment and any shortcomings in the School's work systems or procedures to minimize dangers including slips and trips
- be aware that stress in the workplace can be hazardous and report any suspected case to the Director of Staff/ Deputy Head (Staff) who may engage the Occupational Health services where appropriate. See the Stress in the Workplace policy.
- adhere to speed restrictions (10mph) and advice about vehicle movements on the school site.

Employees should not be in any doubt that the School will apply disciplinary procedures to any employee who is in breach of the School's Health & Safety Policy. This includes any specific safe systems of work, instructions, training and procedures laid down for the protection of those involved in the School's operations, and for those who may become involved in them.

Accident Reporting

All accidents in School should be reported to the Medical Centre. Specific accidents have to be reported to the Health & Safety Executive under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulation 1995. (RIDDOR). Submissions of RIDDOR are made by the Estate Manager. The Nursing Sister will keep a full record of all accidents. The Estate Manager holds the central record of accidents. Records are kept for 10 years. Accidents and accident statistics are reported to, and discussed at, termly Health & Safety Committee meetings with a view to eliminating or reducing accidents where possible.

Policy Review

This policy will be revised regularly by the Chief Operating Officer in liaison with an SMT representative of both Senior and Prep. Schools as necessary (but at a minimum of one-year intervals).

Signature of Senior School Headmistress:

Mrs A M Phillips

Signature of Preparatory School Headmistress:

Miss N Bartholomew

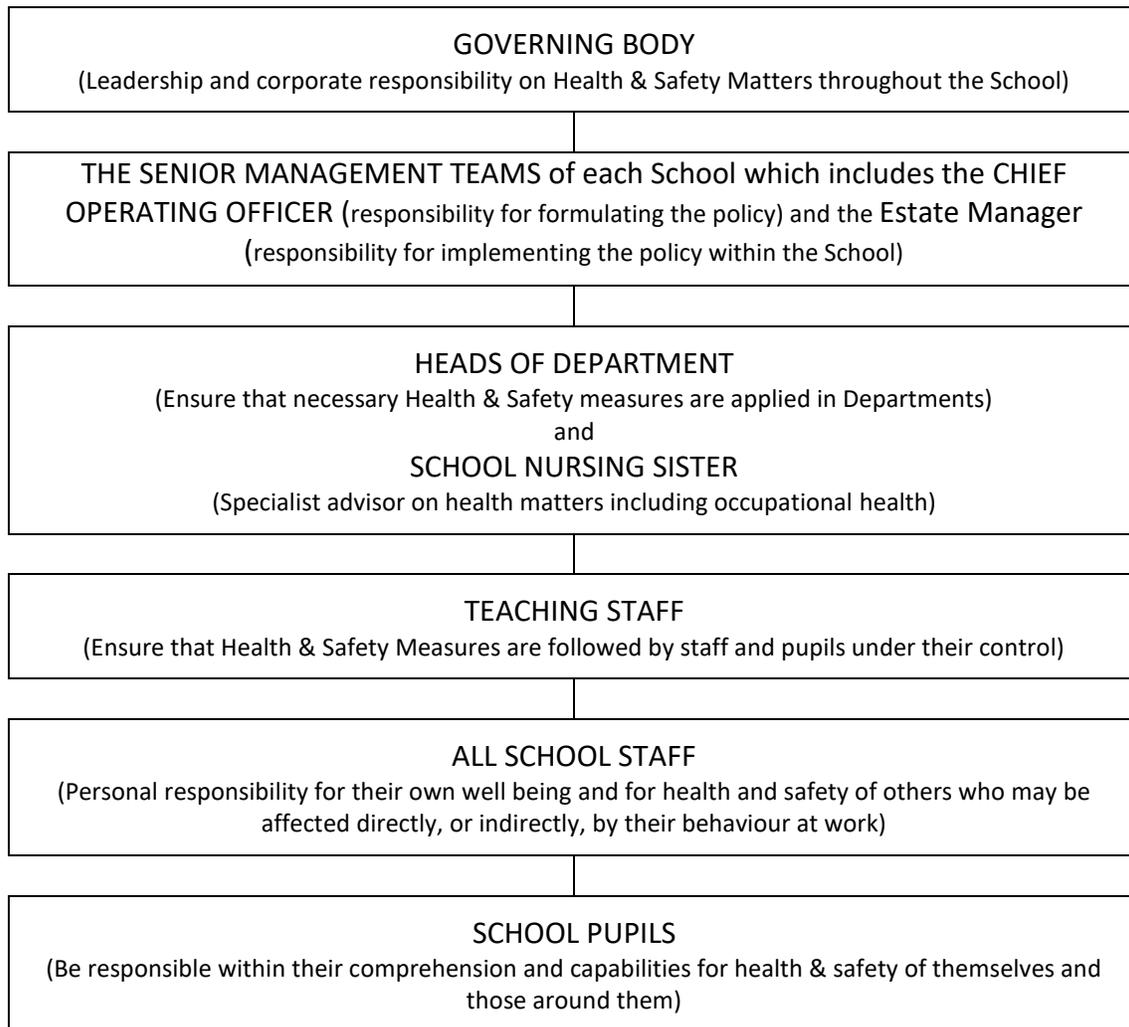
Signature of Chief Operating Officer:

Mrs Carol Carloss

Date:

Appendix A

St Catherine's Health & Safety Organisation & Responsibilities



Appendix B

Additional Health and Safety Procedures in the light of the Covid-19 pandemic

The following steps have been taken in order to minimise the risk of transmission of Covid-19 at school:

- The appointment of a designated member of the Senior Management Team specifically tasked with following national developments and government updates and ensuring implementation within the School and liaison with Public Health England, Surrey and Sussex Public Health Team when necessary.
- A thorough risk assessment has been carried out and recorded in writing
- Clear and comprehensive guidance published to staff, parents and pupils outlining additional safety measures and expectations, including instructions on what to do if a pupil displays symptoms
- A one-way system, with clearly marked signage, implemented on the School site
- Students kept within bubbles in clearly defined areas of the building so that bubbles do not mix
- Lunchtime rota implemented, including an app alert system so that bubbles do not mix and queues are kept to a minimum
- Catering staff distributing trays and cutlery to minimise contact points
- Self-service food options withdrawn
- Automatic hand-sanitiser dispensers stationed at every entrance and in various areas throughout the School internally, including the boarding areas
- Sanitising wipes placed in all teaching spaces and areas for making drinks/using shared equipment for the cleaning of equipment before and after each use
- Additional outside sinks with soap, hot water and paper towels installed at key points around the campus
- Classrooms set up so that all desks are facing forward and with a two metre gap between the front row and the teacher's desk, clearly marked with tape
- Additional staffroom space created so that staff are able more easily to socially distance
- Masks and visors provided for staff use. Visors compulsory for teachers in lessons.
- Extra cleaning measures put in place around School
- The creation of a specific email inbox for any Covid-related queries and questions from parents or to report any absences
- No visitors allowed on site
- No large gatherings for events such as concerts, plays etc. until it is considered safe to do so
- NHS test and trace guidance followed
- Everyone to wash hands/sanitise on arrival and throughout the day
- Everyone expected to cover their mouths/noses with tissues/their elbows when they cough/sneeze
- Face masks/coverings to be worn where social distancing is not possible
- Tissues placed in various areas across both sites
- Sanitiser gel pump also in all teaching spaces
- Library books are quarantined before being used by another child and library service put online to librarian who delivers books to students or staff.

- More electronic work being done in Senior School
- Staff to wash hands before and after marking a set of books
- Girls using one bag around school with minimal possessions/IT kit only. No lockers in use for students U3-U5.
- Staff not to congregate in staffroom or any areas
- All spaces are well ventilated using natural ventilation (opening windows or doors) or ventilation units where possible
- Doors are propped open, where safe to do so (bearing in mind security, fire safety and safeguarding), to limit use of door handles and aid ventilation
- Infection control procedures are adhered to as much as possible in accordance with the DfE and PHE's guidance
- Boarders' temperature checks every morning and evening
- Isolation boarding house for any girls displaying COVID symptoms: students stay there until swab test results are known, if positive for a minimum of 10 days after symptoms develop and if negative they have to be well and have temperatures below 37.5 before returning to school and boarding
- PPE provided for first response to illness

Procedures are carefully monitored and reviewed on a daily basis at a Senior Management Team briefing.