

50 – Health and Safety & Local School Arrangements The Minster School

Approving Body	Finance and Business Committee
Date Approved	Summer 2025
Version	V2
Supersedes Version	V1
Review Date	Summer 2026

The following assessments have been completed in relation to this policy

Workload impact

Equality impact

Trust virtues

Health and Safety Policy

Associated Documents:

- MITRE annual Health and Safety Guidance
- MITRE Asbestos and Management Strategy Policy
- Education Visits Policy Documents
- Asbestos Logs
- Legionella Logs
- Fire Logs
- Health and Safety Executive (Health and Safety at Work Act 1974)
- Control of Asbestos Regulations 2012

Health and Safety Policy

This policy has been adopted by the Board of Trustees of Minster Trust for Education (MITRE) and is applicable across all academies that make up the group. In line with the MAT's Scheme of Delegation, this Policy must be duly applied by each Local Governing Body. This policy will be monitored regularly and reviewed formally by the Board of Trustees in line with the agreed timetable for policy review or sooner as events or legislation requires such change.

MITRE schools will identify their local arrangements which will be regularly reviewed and approved by the Local Governing Body for the following areas (this is captured by completing Appendix A, Local Arrangements):

- Health and Safety Co-Ordinator's/representatives
- Health and Safety Training responsibility and documentation
- Fire and other emergencies including Fire prevention and detection equipment arrangements
- Locations of Main Service isolation points, i.e. water, electricity, gas
- Severe weather
- Arrangements for monitoring legionella and asbestos, fire management
- Premises security
- Location of Accident book – personnel in charge of Accident book
- List of First Aiders
- Location of First Aid boxes – quantity and staff ownership/Travelling First Aid box
- Address/Telephone numbers of nearest medical centre/hospital and emergency facilities
- Educational Visits and Journeys/Work Experience
- Risk Assessment register
- Housekeeping and Disposal of waste including hazard reporting
- Repairs and maintenance
- Lone working
- Manual Handling of People
- Manual Handling of Objects
- Manual Handling equipment including equipment provided for students with SEND
- Laboratory and Department Apparatus/ Equipment/Substances
- Portable electrical appliances
- Display Screen Equipment
- Personal Protective Equipment
- Respiratory Equipment
- Welfare Bullying/Harassment/Staff welfare
- Vehicles

Health and Safety Statement for Minster Trust for Education

Statement of Intent:

The Board of Trustees of MITRE will meet its responsibilities under the Health and Safety at Work Act and other health and safety legislation to provide safe and healthy working conditions for employees, and to ensure that their work does not adversely affect the health and safety of other people such as students, visitors, and contractors.

Health and Safety Policy

The Board, via Local Governing Bodies and Senior Leadership Teams, will ensure that effective consultation takes place with all employees on health and safety matters and that individuals are consulted trained and competent before allocating particular health and safety functions to them.

Where necessary, the board will seek specialist advice to determine the risks to health and safety in the establishments and the precautions required to deal with them. This will be through contracted services from Nottinghamshire Local Authority.

The Board via Local Governing Bodies and Senior Leadership Teams will provide sufficient information and training in health and safety matters to all employees in respect of the risk to their health and safety.

The Board via the Local Governing Bodies and Senior Leadership Teams requires the support of all staff to enable the maintenance of high standards of health and safety in all the groups' sites and activities.

Responsibilities of the Local Governing Bodies

- Ensuring that the school request Health and Safety advice from the Trust as required
- Full compliance with the Annual H&S Guidance document provided by MITRE
- Full compliance with the MITRE Asbestos and Management Strategy Policy· Regular monitoring and review through a Health and Safety QA calendar and Health and Safety Committee meetings
- Reviewing Health and Safety arrangements regularly (at least once a year) and implementing new arrangements where necessary
- Ensuring that the site and premises are maintained in a safe condition and that appropriate funding is allocated
- Ensuring that risk assessments are made and recorded of all the school's work activities including those off site which could constitute a significant risk to the Health and Safety of employees or other persons
- Ensuring that any relevant guidance from MITRE is drawn to the attention of all employees
- Prioritising action on Health and Safety matters where resources are required from the establishment's budget, seeking further advice where necessary and ensuring that action is taken
- Seeking specialist advice on Health and Safety (via MITRE) which the establishment may not feel competent to deal with
- Promoting high standards of health and safety within the establishment
- Active and reactive monitoring of Health and Safety matters within the schools including Health and Safety inspection reports and accident reports and ensuring that any matter raised through MITRE health and safety reviews are resolved in a timely manner.

Responsibilities of the Head Teacher/Head of School

- Providing a robust Health and Safety management system which addresses the following key areas of responsibility: -
 - Adoption of MITRE Policy with local information added for the school
 - Adherence to the MITRE Annual H&S Guidance document
 - Adherence to the MITRE Asbestos and Management Strategy Policy
 - Risk Assessments including a risk register which lists all assessments held

Health and Safety Policy

- Preparation for and participation in MITRE H&S reviews
- Ensuring that the MITRE staff induction booklet is completed for all new members of staff
- The day-to-day management of Health and Safety matters in the establishment in accordance with the policy and ensuring the Health and Safety arrangements are carried out in practice
- Ensuring that Risk Assessments are made and recorded of all the school's work activities including those off-site which could constitute a significant risk to the Health and Safety of employees or other persons and also specific student and staff risk assessments for individuals working in and being educated in the school
- Engaging with the termly Health and Safety reviews and sharing the report with the Local Governing Body
- Ensuring that remedial action is taken following Health and Safety inspections/reviews
- Ensuring that information received on Health and Safety matters is passed to the appropriate people and that this policy is shared with all staff
- Identifying staff Health and Safety training needs and arranging for them to be provided
- Attending the establishment's Health and Safety meetings with appropriate representatives
- Drawing up the establishment's annual Health and Safety action plan
- Co-operating with and providing necessary facilities for trades union safety representatives
- Monitoring, purchasing, and maintenance of equipment and materials and ensuring that it complies with current Health and Safety standards
- Monitoring contractors and ensuring that only approved competent contractors are engaged to work on the school site
- Inducting contractors on site before any work commences
- Seeking specialist advice (via MITRE) on Health and Safety matters where appropriate
- Ensuring that a procedure is in place to deal safely with persons on the premises who may be under the influence of alcohol or drugs
- Keeping a record of any accidents on site, investigating when necessary, and reporting RIDDOR incidents when required. Ensuring that Trust leaders are aware of any serious accident/incident that takes place.

Note: All items remain the responsibility of the Head Teacher or Head of School but should be delegated with the appropriate authority to ensure they are fully undertaken. The people delegated must be suitably trained and competent to undertake these duties. Records of delegated roles and authority should be maintained at all times.

Responsibilities of all staff

- Take reasonable care for the Health and Safety of themselves and others when undertaking their work/duties
- Ensure they undertake the relevant Health and Safety training as required by the school
- Check classrooms/work areas are safe
- Check equipment is safe before use
- Co-operate on all matters relating to Health and Safety by complying with the Health and Safety policies/procedures
- Not intentionally or recklessly interfere with or misuse any equipment or fittings provided in the interests of Health, Safety and welfare

Health and Safety Policy

- Report immediately to their Head Teacher/line manager any serious or immediate danger
- Report to their Head Teacher/line manager any shortcomings in the arrangements for Health and Safety
- Ensure that they only use equipment or machinery which they are competent to use or have been trained to use
- Participate in Health and Safety reviews and committee where appropriate
- Ensure that all accidents and serious near miss accidents are reported in the school's accident report book and that the reports contain all relevant data as required by the report, additionally, any serious incidents are reported to MITRE.

Local Arrangements for The Minster School

Health and Safety Co-ordinator

Senior member of staff in the school with responsibility for health and safety matters (Health and Safety Co-ordinator):	Business Manager
--	------------------

Safety Representatives and Safety Committees

Employee(s) appointed as a safety representative by their association or trade union:	N/A
---	-----

Health and Safety Committee

The members of the School Health and Safety Committee are:

Name	Job Title
Jane Foulkes	Business Manager
Lee Prestwood	Site Manager
Peter Gibbins	Governor

Emergencies

Senior member of staff in the school with responsibility the development, maintenance and implementation of the emergency plan:	Business Manager
A copy of the emergency plan is available at:	Sharepoint

	Person Responsible	Deputy
The person (and deputy) responsible for ensuring and supervising (where appropriate) the controlled evacuation of people from the building or on the site to a place of safety.	Business Manager (Deputy HT in their absence)	Deputy Head teacher
Summoning of the emergency services.	Site Manager	Site Team Member
That a roll call is taken at the assembly point	Head Teacher	Deputy HT
That no-one attempts to re-enter the building until the all clear is given by the emergency services	Business Manager	Fire Marshall

Locations of Main Service Isolation Points

Service	Location of Isolation Point
Water	Main Tank Room
Gas	Male Toilet in Main Kitchen, behind wall cupboard door
Electricity	Stairwell to roof, external entrance to electric room

Severe Weather

During periods of severe weather, arrangements for maintaining safe access to, from and within the premises (e.g. clearing snow and ice) will be determined by:	Site Manager
Decision to close site in severe weather will be determined by:	Site Manager Headteacher Business Manager CEO

Accidents and Medical Arrangements

Any employee who witnesses an accident, incident or near miss, or to whom one is reported, will make an entry in the accident report book as soon as possible after the event.

Accident book(s) are kept by the following people at the location specified:

Location of Accident Book	Person in Charge of Accident Book
Student Services	Year Leaders
Accident reports must be drawn to the attention of: Records must be retained. Incidents that meet the threshold must be reported to RIDDOR by.	Headteacher Business Manager
Person responsible for monitoring accidents, incidents and near misses to identify trends and patterns:	Business Manager
Person responsible for investigating accidents/incidents:	Business Manager

The following types of incidents should be reported to MITRE:

- All accidents, incidents and near misses involving employees
- All instances of verbal abuse, aggressive behaviour and violence towards employees
- Any incidents which result in staff or members of the public requiring further medical treatment
- Any disturbance of asbestos
- Any incidents which are RIDDOR reportable.

Where accidents are found to be caused by faulty plant, equipment, premises or unsafe systems of work action must be taken to remove or isolate the hazard and warn people until the necessary modifications or repairs can be made.

First Aid

The following employees are named first aiders:

Name	Location	Expires 2025	Expires 2026	Expires 2027	Expires 2028	+ Workplace first aider	+ Outdoor Activity Specific
Alison Soule	Music Perf Arts			July			
Amy Heath	Geography			July			
Dale Kinnison	Inclusion assistant		August				
Dan Brown	Performing Arts	Nov					
Gemma Ingle	Science		July				
Georgina Beckwith	PE		Feb				
Helen Hayes	Science		Mar				
Helen McGregor	Mathematics/skiing		Feb				✓
Helen Sanderson	Year Lead	Nov				✓	✓
Helen Wilson	Science			July			
Jackie Peach	D&T	Nov					
James Jordan	RE			July			
Joe Brookes	PE/ Head of Year	Nov					
Jordan Greaves	PE	Nov				✓	
Josie Wilkinson	D&T			July			
Justin Samuels	Post 16		Feb				
Laura Barber	Mathematics	Nov					
Lee Prestwood	Site Team/Lettings		July			✓	
Lisa Ball	Art			July		✓	
Lisa Kelly	Year Lead				Feb	✓	
Luce Brailsford	PE/Post 16	Nov					
Marie-Helene Bilodeau	Music/Perf Arts	Nov					
Mark Weston	Science			Feb			
Molly Harper	RS & DofE		August				
Nicola Greaves	Lettings Officer		August			✓	
Natalie Hancock	Inclusion		Feb				
Nicola Nesbitt	Pastoral			July			
Paul Tipple	Mathematics/skiing		Feb				✓
Rachel Gibson	Hums			July			

Health and Safety Policy

Sarah Burns	Science			Jan			
Sarah Gratton	PE	Nov					
Sarah Marriott	Year Lead				Jun	✓	
Savannah Kilbane	Junior School		Feb				
Scott Brady	PE		Feb				
Shauna Batchelor	Year Lead	Nov					
Virginie Texier-Salter	MFL			July			
Person responsible for ensuring first aid qualifications are maintained:			Business Manager				
Person responsible for ensuring that first aid cover is provided for staff working out of normal school hours:			Business Manager				

First aid boxes and first aid record books are kept at the following locations in the school:

Location of First Aid Box(es)	Location of First Aid Record Book(s)
Student services First Aid room	Year leaders
TAD	SharePoint- First aid reporting
A termly check on the location and contents of all first aid boxes is carried out by:	Pastoral Administrator Dept Administrators
Use of first aid materials and deficiencies should be reported to:	Pastoral Administrator
Address and telephone number of the nearest medical centre / NHS GP:	Southwell Medical Centre The Ropewalk Southwell Nottinghamshire NG25 0AL 01636 813561
Address and telephone number of the nearest hospital with accident and emergency facilities:	Queens Medical Centre (QMC) Derby Road Nottingham Nottinghamshire NG7 2UH Tel: 0115 924 9924

Administration of Medicines

Member of staff in the school with responsibility for the development, maintenance and implementation of the medicines policy and oversight of the administration of medicines and first aid	Business Manager
--	------------------

Health and Safety Policy

A copy of the medicines policy is available at:	SharePoint
Person responsible for dealing with the administration of medicines in accordance with current guidelines. Including keeping records of parental permission, keeping medicines secure, keeping records of administration, and safely disposing of medicines which are no longer required:	School Business Manager Year Leaders SENCO Assistant SENCO SENsa's Junior School Administrator
Person responsible for dealing with the administration of controlled drugs (e.g. Ritalin) in accordance with the Misuse of Drugs Act. Including keeping records of parental permission, liaising with the providing pharmacist, keeping medicines secure, keeping records of administration and safely disposing of medicines which are no longer required:	SENCO/Assistant Head Year leaders
Person(s) responsible for undertaking and reviewing the care plans of pupils with medical needs:	SENCO/Assistant Head

Risk Assessments

Person responsible for carrying out an assessment of the school's work activities including extra-curricular, off-site activities (inc. school trips / residential), work carried out by contractors or volunteers on site, identifying hazards and ensuring risk assessments and procedures are appropriately communicated:	Business Manager Site Manager Departmental Leads Evolve/ EV Coordinator
Person responsible for retaining an up-to-date risk assessment register:	Business Manager

Hazard Reporting and Follow Up

All employees, governors and trustees must report any hazards that could be a cause of serious or imminent danger e.g. damaged electrical sockets, broken windows, suspected gas leaks, wet or slippery floors immediately to:	Site Team/ Helpdesk
Person responsible for initiating a risk assessment of hazards identified and any remedial action decided upon:	Site Manager

Repairs and Maintenance

A person encountering any damage or wear and tear of the premises which may constitute a hazard should report it to:	Site Team/Helpdesk
Defective furniture must be taken out of use immediately and reported to:	Site Team/Helpdesk
Person responsible for ordering repairs and maintenance:	Site Manager

Provision of Information

Person responsible for distributing all health and safety information received from the Trust:	Business Manager Head Teacher
Records of employees' signatures indicating that they have received and understood health and safety information is kept:	SharePoint
The health and safety notice board is sited:	Shared on Newsletter/Comms/Email/Headlines.
Person responsible for ensuring documents are displayed on the health and safety notice board and keeping it up to date:	Site Manager Business Manager
The HSE Health and Safety Law Poster is displayed:	Behind Reception

Health and Safety Training

Person responsible for drawing to the attention of all employees the following health and safety matters as part of their induction training:	Site Manager Business Manager
---	----------------------------------

- Health and Safety Policy
- Risk assessments
- Fire and other emergency arrangements
- Accident reporting arrangements
- First aid arrangements
- Safe use of work equipment
- Good housekeeping, waste disposal and cleaning arrangements
- Hazard reporting and maintenance procedures
- Special hazards and responsibilities associated with their work activity
- Special needs of young employees (e.g. work experience placements).

Person responsible for coordinating the provision of health and safety training needs of employees in consultation with their line managers:	Business Manager Site Manager
Person responsible for compiling and implementing the school's annual health and safety training plan:	Business Manager Site Manager
Person responsible for reviewing the effectiveness of health and safety training:	Business Manager Site Manager

Health and Safety Policy

Employees who feel that they have need to health and safety training of any kind must notify in writing the contact person:	Business Manager
---	------------------

Asbestos

Person with overall responsibility for managing asbestos:	N/A
The asbestos register is kept at:	N/A
Contractor who will conduct the annual asbestos management survey is:	N/A
Person with responsibility for ensuring the local asbestos management plan (LAMP) is implemented, maintained and reviewed after the annual asbestos management survey has been received is:	N/A
The LAMP is kept in:	N/A
The disturbance procedure is displayed in a (staff only) area, at:	N/A
Person responsible for maintaining and implementing the Suspected Asbestos Disturbance plan:	N/A
Person responsible for ensuring annual asbestos information is provided to all staff:	N/A
Person responsible for ensuring asbestos information is provided to relevant contractors:	N/A

Legionella

Person with overall responsibility for managing Legionella:	Site Manager
The Legionella risk assessment is kept at:	Site Managers Office
Person with responsibility for ensuring that remedial actions from the risk assessment are followed through:	Site Manager
The water temperatures and other maintenance tasks associated with the water system are taken (monthly) by:	NCC
The flushing of little used outlets is carried out (weekly, including school closure periods) by:	Site Manager/Site Team
The log book is kept in:	Site Managers Office

Fire

Person with overall responsibility for managing fire safety:	Site Manager
The fire risk assessment is kept at:	Site & Business Manager Offices. SharePoint
Person with responsibility for ensuring that remedial actions from the risk assessment are followed through:	Site & Business Manager

Health and Safety Policy

Person responsible for routine maintenance and servicing of fire safety equipment:	ARC. Site Manager
The log book is kept in:	Site Managers Office
Person responsible for ensuring that termly fire drills are carried out:	Head Teacher

Premises

Person (and their deputy) responsible for unlocking and locking the building, arming / disarming security alarms etc:	Site Manager
	Site Team

Visitors

On arrival all visitors must report to:	Main Reception
Where they will be issued with: <ul style="list-style-type: none"> • An identification badge • Relevant health and safety information They will be required to: <ul style="list-style-type: none"> • Sign in - electronically 	

Lone Working

Person responsible for ensuring risk assessments are prepared and implemented for lone working activities:	For Site – Site Manager Off Site – Business Manager
--	--

Use of Premises Outside School Hours

Person responsible for coordinating lettings of the premises in accordance with the Lettings procedure:	Site Manager Business Manager Marketing Co-Ordinator
---	--

Control of Contractors

Person responsible for commissioning building work and is aware of their legal duties under the Construction (Design and Management) Regulations: (Note: this may differ dependent on individual requirements of a project)	Trust COO Head Teacher Business Manager Site Manager LA
Person responsible for informing the Trust of any build works to take place (before the work commences):	Business Manager Site Manager Trust COO
Person responsible for selecting contactors and vetting contractors' health and safety, policies, risk assessments,	Site Manager Business Manager

method statements, insurance and past health and safety performance:	
Responsibility for liaison and monitoring of contractors:	Site Manager
Person responsible for ensuring that contractors sign the Local Asbestos Management Plan (if asbestos on site)	N/A

Powered Access Equipment, Mobile Access Platforms, Tower Scaffolds

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager
Person(s) authorised and competent to operate and use:	Site Manager

Ladders and Stepladders

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager
Person(s) authorised and competent to operate and use:	Site Manager Site Team Other Trained Staff

Manual Handling Equipment

Person responsible for ensuring that sack barrows, flat-bed trolleys etc. are maintained in safe condition:	Site Manager
---	--------------

Equipment Provided for Pupils with Special Educational Needs

Person responsible for ensuring all hoists, used for moving people receive a thorough examination and service every six months by a competent contractor and kept in good working order:	Site Manager
Person responsible for ensuring that slings are laundered regularly (in accordance with manufacturers instruction) and kept in a hygienic condition:	SENCO Site Manager
Person responsible for ensuring all wheelchairs, standing frames are inspected and serviced annually by a competent person, kept in a hygienic condition and in good working order:	SENCO Site Manager
Person responsible for ensuring that other special needs equipment is kept in good working order and serviced appropriately:	SENCO

Lifts

Person responsible for ensuring lifts receive a thorough examination and service every six months:	Site Manager
--	--------------

Pressure Vessels

Person responsible for arranging a written scheme, thorough examination and maintenance of pressure vessels:	Site Manager
--	--------------

Caretaking and Cleaning Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager
Person(s) authorised and competent to operate and use:	Site Manager Site Team Cleaners (external) Kitchen Team (external)

PE Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager Head of PE
Person(s) responsible for regular daily visual inspection and in-house routine inspection:	Site Manager Head of PE
Contractor responsible for annual full inspection and report:	Replay Maintenance (Astroturf) Play Inspection Company Climbing Wall Solutions

Outdoor Play Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Head of Junior School Site Manager
Person(s) responsible for regular daily visual inspection and in-house routine inspection:	All Junior School Staff Site Manager
Contractor responsible for annual full inspection and report:	Fawns Play equipment

Stage Lighting Equipment

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	AV Technician Site Manager
Person(s) authorised and competent to operate and use:	AV Technician

Mobile Staging and Seating

Person responsible for selection, inspection, maintenance, training, supervision, safe use and risk assessment:	Site Manager. Head of Perf Arts
Person(s) authorised and competent to operate and use:	Site Manager. Site Team. AV Technician

Portable Electrical Appliances and Hard Wiring Circuits

Person responsible for ensuring the hard wiring circuits is periodically inspected (every 5 years):	Site Manager
Person responsible for ensuring remedial actions are undertaken from the hard wiring circuits inspection and retaining a record of this:	Site Manager
Person responsible for ensuring portable electrical appliance testing is carried out at appropriate intervals and recorded:	Site Manager
Person(s) responsible for carrying out formal visual inspection and testing:	Site Manager
Staff must not bring onto the premises any portable electrical appliances unless authorised and have been portable appliance tested. The person responsible for authorising their use on the premises:	Site Manager

Laboratory Equipment

Person responsible for ensuring the safety of laboratory equipment:	Head of Department Site Manager
Person responsible for ensuring the safety of laboratory substances:	Head of Department Site Manager

Display Screen Equipment (DSE)

The following employees are classified as users of display screen equipment and an assessment will be undertaken of their workstations.

Employee Name	Job Title
Internal record	SLT
Internal record	Year Leaders
Internal record	Administrators/Officers
Internal record	CTL's
Internal record	Other as per risk assessment

Person responsible for implementing the requirements of the DSE risk assessment:	Business Manager HR Assistant
--	----------------------------------

Swimming Pools

<p>Person responsible for ensuring the swimming pool is:</p> <ul style="list-style-type: none"> • Correctly and safely maintained • Regular inspections are carried out • Remedial action is taken or if necessary the pool is taken out of use where necessary • Appropriate records are kept 	N/A
Person responsible for ensuring the swimming pool is used only by authorised persons in accordance with the code of safe practice, with lifesavers and adequate supervision etc.	N/A

Vehicles

<p>Employees who are required to use their private vehicle for official business are responsible for gaining authorisation from:</p> <p>Person responsible for ensuring the driver has a valid license, appropriate business-use insurance, MOT and Service records (where applicable):</p>	<p>Head Teacher</p> <p>Business Manager</p>
Person responsible for arranging insurance and maintenance of staff-owned vehicles to the standards laid down by the Trust.	Employee
Person responsible for authorising the use of the school minibus, ensuring risk assessments are completed, drivers have passed their MIDAS test etc.	Site Manager
Person responsible for maintaining a list of authorised drivers of school vehicles who have passed the required test:	Site Manager

Hazardous Substances

Inventories of hazardous substances used in the school are maintained by the following employees at the locations specified:

	Person Responsible	Location / Extension
Science	Senior Science Technician, CTLs	Department Office
Design and Technology (Materials)	CTL	Department Office
Design and technology (Food and Textiles)	CTL	Department Office
Art and Design (Fine Arts)	CTL	Department Office
Art and Design (Ceramics)	CTL	Department Office
Caretaking and cleaning by Minster Site Team	Site Manager	Department Office
Catering	Innovate	Department Office
Grounds Maintenance	NCC	Site Office
Cleaning	Kindred	Site Office
Copies of all the hazardous substances inventories are held centrally in:		Site Manager's Office Department Offices
Person responsible for obtaining the latest Hazcards / MSDS and undertaking / updating the COSHH risk assessments:		Site Manager's Office Responsible Persons above.
Person responsible for ensuring local exhaust ventilation (e.g. fans, kitchen ventilation, dust extraction etc.) will receive a thorough examination by an appointed contractor:		Site Manager

Personal Protective Equipment (PPE)

Suitable PPE will be provided free of charge, where identified as necessary in a risk assessment. All employees are responsible for informing their line manager as soon as they become aware of a need to repair or replace PPE.

Person(s) responsible for inspecting PPE termly and replacing PPE when required are:	Site Manager Business Manager
Person responsible for the risk assessment, provision, storage, maintenance, inspection, repair and replacement of respiratory protective equipment:	Site Manager

Cleaning Arrangements

All members of staff are responsible for making arrangements for the clearing up of spillages, which occur whilst they are in charge of the area concerned. Other spillages, leaks or wet floors should be reported to the site team (e.g. Site Manager / Caretaker) to be dealt with upon discovery.

Health and Safety Policy

All members of staff are responsible for ensuring that hazardous substances or substances that require special procedures for disposal are disposed of safely and in accordance with the appropriate risk assessment.

Person responsible for informing the waste authority of any items of general waste to be collected but not covered by the general waste agreement:	Site Manager
A member of staff who is concerned that cleaning arrangements are causing a hazard which cannot be rectified immediately should report the matter to:	Site Manager Business Manager

Waste Management and Disposal

Waste will be collected daily by:	Site Team & Cleaners
Person responsible for ensuring the safe storage of waste in appropriately secure containers and are chained after emptying:	Site Manager/Team
All members of staff are responsible for reporting accumulations of waste, or large items that require special attention to:	Site Team

Waste awaiting collection must never be left where it obstructs escape routes or could aid the production and spread of fire or smoke.

All staff are responsible for ensuring the good housekeeping of their own work areas e.g. classrooms, offices, workshops and storage areas etc.

When waste needs to be disposed of it should be reported to: (who will arrange for its safe disposal)	Site Team
Person responsible for the safe disposal of any hazardous substances or special waste :	Site Manager
Person responsible for ensuring the safe and appropriate disposal of any clinical waste :	Site Manager/PHS Services

Manual handling of Objects

Person responsible for identifying hazardous manual handling activities involving objects and arranging for their elimination or risk assessment:	Site Manager Business Manager
Person responsible for monitoring the safety of manual handling activities:	Site Manager

Manual Handling of People

Person responsible for identifying hazardous manual handling activities involving people and arranging for a risk assessment:	SENCO Business Manager
Person responsible for monitoring the safety of manual handling activities:	SENCO

Educational Visits

The Educational Visits Coordinator at the school is:	Head Teacher
Person responsible for ensuring that the appropriate risk assessment and approval is completed for educational visits:	CTL / Visit Leader Reception Manager Finance Officer (cover) Evolve
The Educational Visits Policy is located at:	SharePoint. Reception

Catering

Person responsible for monitoring the preparation of food, the nutritional standards of meals and the maintenance of satisfactory hygiene standards:	Impact Food Catering Ops Manager Business Manager Site Manager EHO
--	--

Visits and Recommendations from Enforcing Authorities (e.g. Health and Safety Executive, Environmental Health etc.)

Person responsible for coordinating visits and recommendations, co-ordinate action and report matters requiring authorisation or action to the Trust	Head Teacher Business Manager Reception Manager/Evolve
--	--

Internal Health and Safety Inspections

Person responsible for organising and carrying out routine safety inspections, including planning, inspection and reporting:	Business Manager Site Manager Trust COO
Person responsible for ensuring follow up action on the report is completed:	Business Manager Site Manager

Management Review

Person responsible for the review of health and safety performance and the effectiveness of the safety management system is:	Business Manager Site Manager Head Teacher
Person responsible for compiling and implementing the school's annual health and safety action plan, including action for improvements in the appropriate development plan:	Trust COO Business Manager Site Manager

Signed by Head Teacher



Date 8th July 2025

Signed by Chair of Governors



Date 8th July 2025