

HURST GREEN PRIMARY SCHOOL



Health and Safety Policy 2025–2026

Policy for the attention of			
Audience	Key Audience	Optional Audience	Additional/Notes
Senior Leadership Team	✓		
Teachers	✓		
Teaching Assistants	✓		
Administrative Staff	✓		
Curriculum support	✓		
Lunchtime Supervisors	✓		
Site Manager	✓		
Cleaners	✓		
Governors	✓		
Parents	✓		
Website	✓		
Local Authority		✓	

Responsibility of	Premises
Reviewed	Annually
Previous version agreed	22 October 2018; 6 July 2020, 2 November 2020(COVID annex added & first aiders updated); 17 October; 2022; 9 October 2023; 21 October 2024
This version agreed	2 December 2025
Next Review Due	Autumn 2026

Health and Safety Policy 2025–2026

Any concerns must be reported to the Headteacher immediately.

1 Statement of Intent

Aims

The aim of this policy is to create an awareness of precautions and measures regarding safety that should be observed in and out of school by all users of the school: children, school staff, parents and the local community.

The school will regularly review and if required, revise this policy, and make a commitment to have the appropriate resources to achieve the objectives outlined in the policy.

The school has a commitment to the basic requirements of the HSAWA Section 2 (2) (a) (b) (c) (d) (e) – safe access, egress, site, systems of work, handling, transport and storage of articles and substances, information, training and supervision.

The school has a commitment to the additional requirements of the Management of Health and Safety at Work Regulations 1999 – risk assessment and the application of the principles of prevention, emergency procedures, health surveillance, employment of competent person.

The school recognises its duties towards the public and others who might be affected by the school's activities (e.g. contractors, students).

The school will ensure that employees are competent to do their tasks and provide appropriate and adequate training.

The school will ensure that risk assessments are conducted, recorded and implemented to guarantee so far as is reasonably practicable the provision and maintenance of:

- > Safe premises, plant and systems of work
- > Safe methods of using, handling, storing and transporting of articles and substances.
- > Suitable and sufficient information, instruction, training and supervision to enable all employees to avoid hazards and contribute positively to their own safety and health at work.
- > A safe working environment with adequate arrangements for the welfare of employees and;
- > Safe access to, and egress from, places of work including procedures for evacuation in an emergency.
- > Adequate facilities and arrangements will be maintained to consult with employees, trade union representatives and the relevant internal and external safety agencies, to encourage a joint approach to the management of health safety and welfare.

All employees have a legal obligation to take reasonable care for their own health and safety, for the safety of others and to co-operate with the Governing Body and Headteacher in fulfilling the schools' statutory duties. The Governing Body will review this policy statement annually and update, modify or amend it as it considers necessary to ensure the health, safety and welfare of staff, pupils and others.

The Headteacher and School Business Manager will receive IOSH training every two years to ensure competency in this role. The school also has access to competent health and safety advisors via Dudley Local Authority and our insurers, RPA.

2 Organisation

Governing Body

The Governing Body has the delegated responsibility for the adoption and implementation of the health and safety management systems.

To fulfil this responsibility the Governing Body will, as far as reasonably practicable, ensure that:

- > Health & Safety management procedures and systems are incorporated as an integral part of their overall school management system and are adequately given a level of consideration equal to other school issues.
- > The School Health & Safety Policy is understood, implemented, maintained and monitored.
- > Health and safety risk management is implemented and reviewed to meet statutory requirements.
- > Where health, safety and welfare duties and responsibilities are delegated to school staff, appropriate and sufficient information, instruction and /or training is identified and organised.
- > Communication and liaison are maintained with all those who may need to be aware of the requirements of this policy and its procedures.
- > A review of the policy and its implementation is carried out annually.

The Headteacher is responsible for Health and Safety in the school and day-to-day implementation of the policy.

Headteacher

The Headteacher will co-operate with their Governing Body to ensure that:

- > Adequate health and safety management systems and procedures are implemented within the school
- > Where duties and responsibilities are to be delegated, necessary information, instruction or training is identified and organised
- > Systems are in place to monitor the application and effectiveness of the health and safety procedures
- > Systems are in place for reactive monitoring of 'near misses' to prevent accidents and injuries.
- > At intervals agreed with the Governing Body, a review of Health & Safety in the school is carried out
- > Take an active and visible part in communicating and encouraging a positive attitude to health, safety and welfare.
- > Ensure that health and safety is a standing agenda item at SLT and weekly staff briefing meetings.
- > Ensure a risk assessment is in place regarding car parking controls to mitigate risks to pedestrians.
- > Ensure that school and trip risk assessments are in place for those activities presenting a significant risk.
- > Ensure individual risk assessments are carried out where required.

School Business Manager

- > Support the Headteacher to ensure that the Headteacher can fulfil their responsibilities.
- > Ensure that there is a good awareness amongst staff and governors regarding the location of H&S documentation e.g. risk assessments and the H&S Policy.
- > Ensure that adequate H&S information is displayed across the site e.g. names and locations of first aiders.
- > Ensure that there is a system whereby all defects found with equipment/premises are notified and taken out of service/rectified in a timely manner.
- > Keep track of all employees to ensure that they receive a health and safety induction.
- > Keep a record of health and safety related training that identifies the training needs by role, the training plan for initial and refresher training, the training status verses the training plan, the dates when training is completed.
- > Take an active and visible part in communicating and encouraging a positive attitude to health, safety and welfare.
- > Keep the RPA Dashboard up to date with health and safety developments.
- > Report accidents and injuries to appropriate agencies as necessary.
- > Monitor and action Near Miss reports. Report near misses to Headteacher.
- > Ensure that health and safety is a standing agenda item at relevant governing body committee meetings.
- > Ensure competency checks are undertaken prior to engaging a contractor directly.
- > Ensure that the lettings policy outlines the key risks and emergency procedures to hirers.
- > Ensure tree surveys are carried out at appropriate intervals.
- > Ensure any fragile roof surfaces are identified by signage

Employees

All employees have a responsibility to

- > Observe the health & safety policy & procedures in school.
- > Take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- > Observe the school's systems of safe working and take any precautions necessary to ensure the safety of themselves and others affected by their work.
- > Co-operate with the school or any other duty holder so far as is necessary to enable any duty or requirement imposed on the school to be performed or complied with.
- > Use the correct tools and equipment appropriate for the job and ensure that they are kept in good condition, and not adapted for unauthorised use.
- > Make use of safety aids, appliances, equipment and protective clothing provided; report and seek advice, without delay, on any unsafe conditions, defects in the premises or equipment, or any shortcomings in health and safety arrangements.
- > Do not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.
- > Notify immediately any accident, injury, illness, disease, dangerous occurrence or near miss associated with the carrying out of their duties and responsibilities.
- > Do not interfere with any plant or equipment which has been involved in an accident or has been taken out of use pending an investigation.
- > Familiarise themselves with the action to take in the event of fire or other emergency.
- > Seek advice at the earliest opportunity if they have any concerns regarding health & safety of staff or pupils in the school.
- > Notify the office if a child in your class has a broken limb.

- > Make use of appropriate procedures for reporting incidents, defects and near misses.

SENDCo/Medical Lead/Behaviour lead/admin team

- > Ensure that individual risk assessments are carried out where required e.g. known medical conditions where there are health and safety implications e.g. epilepsy.
- > Ensure PEEPs are in place
- > Ensure risk assessments are in place for children with individual behaviour plans where there is a risk that they might cause injury to themselves or others.
- > Ensure that children with broken limbs have a risk assessment put in place.
- > Ensure first aid boxes are stored in appropriate places and maintained.
- > Ensure accident and incident records are kept and monitored for trends.
- > Educational Visits Co-ordinator has received appropriate training
- > Staff are aware of procedures for completing trip risk assessments

Health and Safety Advisors

Site Manager

The School Site Manager under the direction of the Headteacher is responsible for ensuring that the building provides safe and healthy surroundings for the children, undertaking regular risk assessments and for undertaking basic repairs and maintenance. Approved contractors are called in as advisable.

The School Site Manager, cleaning staff and grounds maintenance staff maintain clean and tidy buildings and grounds.

Any equipment/hazardous substance is locked away. All equipment is to British Standards and is maintained regularly

Ensure that potentially hazardous areas are locked when unsupervised

- > Cleaning cupboard
- > Boiler room
- > Storage rooms

Ensure that finger guards are in place and effectively maintained on relevant doors.

Ensure that blind ties are safely secured.

Ensure that boiler rooms and electrical intake areas are kept free of combustible materials.

Check forest area is safe following any particularly windy weather.

Ensure any external storage/waste bins and skips are located away from buildings.

Technician

- > Carry out PAT testing at required intervals.
- > Keep a record of which equipment has been PAT tested.
- > Put in place H&S arrangements specifically for IT items used in school

3 Arrangements

This section gives the details on the specific systems and procedures that we have in place to manage and control the risks. These arrangements will be regularly reviewed to ensure that

they are reflective of what is taking place within the school and to put in place improvements following consultation, advice or significant events.

3.1 Risk Assessments

3.2 H&S Training and Competent Person Appointment

Every organisation should have access to competent health and safety advice and ensure that employees are competent to conduct their work without risk to themselves or others, as far as is reasonably practicable. As an employer, the school has a legal duty to comply with Management of Health and Safety at Work Regulations 1999 (MHSAW). Specifically: -

- > Regulation 7: Requires an employer to appoint one or more competent persons to assist with undertaking the measures needed to comply with the requirements and prohibitions imposed, by or under the relevant health and safety regulations; and
- > Regulation 13: Requires that every employee is provided with adequate health and safety training, and when entrusting tasks to employees their capabilities about health and safety are considered.

Hurst Green Primary School is provided with competent health and safety advice from Dudley Local Authority. RPA, our school insurers, also provide us with competent health and safety advice.

The Headteacher and School business manager have completed the relevant IOSHH Managing Safety qualification.

All new employees to the school will receive H&S induction training. The training will include relevant health and safety information and procedures relating to the roles of the new employees. Induction training will be provided within 4 weeks of a new employee joining the school and will cover the following areas;

Health and safety duties of employers and employees

- Health and Safety Policy 2025–2026
- Requirements for accident reporting and investigation
- Details on “Display Screen Equipment” (DSE) and the associated assessment
- First Aid provisions
- Emergency evacuation procedures
- Electrical safety
- Stress in the workplace
- Site security arrangements.

Additional training will be provided by role, as required.

Further training for employees might be required if they are exposed to new or increased risks, for example when they take on new duties or when new equipment/technology or a new activity is introduced.

Training is usually delivered in the following ways

- Face to face training, in house, provided by competent in-house trainers.
- Face-to-face external training, provided by competent external trainers
- E-learning

- Combination of the above

A record of all training undertaken will be kept. This will include a training plan and individual training records.

- > The training needs by role / employee
- > The training plan for initial and refresher training, by employee
- > The dates of when training is completed, the review frequency
- > Refresher/review dates for all training

The training record will include the date of the course, title and a brief content description. The record will be signed and dated by the trainer and trainee. Trainees will be required to declare that they have attended and understood the training. Training records and certificates will be kept for both the initial training and any refresher training undertaken.

As a rule of thumb, if a hazard cannot be eliminated or controlled to the point that it becomes negligible, training will normally be beneficial to employees.

3.3 Contactor competency, vetting and on-site management

Contractors on Site

- > Contractors should telephone the school and make appropriate arrangements before commencing work.
- > When they arrive, all contractors should report to the school Office. Contractors work under the close supervision of the Site Manager so that there is no danger to the health and safety of children or adults in school. Any concerns should be reported to the Headteacher, the contractors and the appropriate department of the LA/other Advisory Body.
- > When not in use, any equipment that contractors bring into school should be stored in a safe place.
- > No repairs or maintenance can be carried out in areas that children or adults are occupying; this includes cloakroom and toilet areas.
- > No work should be in progress in the playground/Dining Hall during break times and lunchtime.

Guidance for Contractors on Site

Hurst Green complies with the recommendations of the Health and Safety Inspector (Dudley LA) and requests you to **refrain** from the following practices.

- > Smoking in the building or in the grounds, as Hurst Green is a no-smoking school.
- > Talking to the children (who have been taught not to talk to strangers).
- > Moving vehicles while children are at play.
- > Working on or near the playgrounds while the children are at play.
- > Leaving equipment lying around or unattended.
- > Playing music during school hours.

If you have any problems, please see the Headteacher.

3.4 First Aid including Accident and incident reporting, recording and investigation

The school complies with the Health and Safety (First Aid) Regulations 1981 and associated DfE guidance. We aim to ensure timely, proportionate first aid for pupils, staff and visitors, and to keep accurate records of all incidents.

Provision of First Aid

- > Adequate numbers of staff hold appropriate first aid qualifications, including paediatric first aid, in line with statutory requirements.
- > First aid cover is provided during the school day, on trips and during wraparound care.
- > First aid boxes are located in key areas across the site. Contents are checked and replenished regularly.
- > A defibrillator is located in the school hall.
- > A current list of qualified first aiders is displayed prominently around the school.

Outdoor and Playground First Aid Procedure

- > Minor injuries, such as cuts and grazes, are treated at the point of injury using the outdoor first aid supplies wherever possible.
- > During **playtimes**, pupils needing further attention are sent to the **school office**.
- > During **lunchtimes**, pupils needing further attention are sent to the **medical bay**.
- > **Head and face bumps** are always referred to the office or medical bay to be checked by a trained first aider.
- > Pupils who are unable to move, or where the severity of the injury is unclear, must not be moved. A first aider will attend the scene.
- > If the injury is serious or life-threatening, staff call for a first aider, a member of SLT, and the emergency services immediately. A member of staff will always accompany a child to the hospital if parents/carers are not immediately available to do so themselves.
- > On educational visits, first aid provision is built into the risk assessment. A first aid kit is always taken.

Responding to Incidents

- > All staff are expected to provide immediate reassurance and basic support, calling a qualified first aider where required.
- > Injuries are assessed promptly to determine whether they can be managed on site or need escalation.
- > In emergencies, an ambulance is called without delay and parents are notified immediately.

Recording and Notifying Parents

- > All incidents where first aid is administered are recorded on **Medical Tracker**.
- > Parents are notified for any **head or face bumps** or for any incident considered more serious. This will be done via email alert from Medical Tracker, although at times, a phonecall to a parent/carers may be deemed more appropriate.
- > Minor incidents not requiring further treatment are recorded but parents are not routinely notified. This may include minor bumps, cuts or grazes etc.
- > Accidents linked to equipment or premises defects are investigated and reported to the site manager and Headteacher.

- > Incidents that meet RIDDOR thresholds are reported to the Health and Safety Executive in line with statutory requirements.

Care Plans and Long-Term Medical Needs

- > The school maintains up-to-date information on pupils with medical conditions, allergies or care plans, which is shared with relevant staff.
- > Staff follow individual care plans as agreed with parents, the school nurse and other health professionals.

Educational Visits

- > A suitable first aid kit is taken on all visits.
- > On day trips, a designated home contact is identified who can access pupils' emergency contact information if needed. Off-site staff liaise with this home contact in the event of an emergency.
- > On residential visits, a copy of emergency contact details is taken by the visit leader.
- > Risk assessments consider medical needs, supervision levels and first aid provision for the visit.

First-Aid Boxes

First aid boxes are located in the office and the first aid room. There are also first aid provisions in the red classroom rucksacks. There is a defibrillator located in the school hall.

Person Responsible for Supplies

The office staff are responsible for checking the contents of the first-aid boxes regularly and for placing orders to replenish stock. All staff are responsible for notifying office staff if the contents of any of the first-aid boxes are running low.

Allergies/Long-term Illness

A Medical Register is kept on Medical Tracker. This records any child's allergy to any form of medication, food products or insect stings (if notified by the parent); any long-term illness, for example asthma; and details on any child whose health might give cause for concern. Care plans are also available for children with long-term illness, completed by the school health adviser/school nurse and parents. See Medical Policy

The school has an Emergency Plan incorporating a Critical Incident Plan in case of extreme emergencies on, or off-site.

3.5 Monitoring and workplace inspections (premises and facilities)

Hurst Green sign up to traded services with Dudley MBC to ensure all the necessary monitoring and inspections are carried out in a timely fashion.

3.6 Audits

Hurst Green will comply with any required audit.

3.7 Gas/Heating systems

Hurst Green sign up to traded services with Dudley MBC to ensure all the necessary monitoring and inspections are carried out in a timely fashion.

3.8 Fire and Emergency Alerts

Hurst Green has standard procedures in case of an emergency in school, such as a fire or bomb alert, when the building is evacuated. Practice fire drills are carried out at least once a term. All staff and children are familiar with the routine and know their own exit route, place of assembly and roll-call system.

Fire doors must be kept shut. All fire doors are marked as a fire door on the door. Fire doors should close under their own steam. Please inform the office if you notice a fire door that does not close by itself.

- Outside fire doors in classrooms should be unlocked each morning
- Emergency fire drill information is displayed in every classroom (please read this information when entering the classroom)
- Fire evacuation marshalling area is situated on the field, away from the buildings, near Halesbury School

Fire Alarm

As soon as the fire alarm sounds, all children and adults should stop what they are doing and walk out of the building through the nearest exit. Fire doors and emergency exits should never be blocked nor locked during school hours but, should a normal exit be blocked for any reason, then the nearest exit should be used. Escape routes are marked on signs in each room.

The children should walk out of the building(s) calmly and line up quietly on the field. Adults should prevent panic. The Office staff will give the registers to the class teachers, who should take the roll-call and check that all the children are present. Whilst waiting for the registers a count of the children should be undertaken, with an adult at the front and back of each class line. When the count has been completed one of the adults should raise their arm. When the count and register has been completed the second adult should raise their arm.

The Headteacher/Deputy Headteacher and SLT sweep the building for children/adults left inside using the zone search cards which are kept on the top of the trophy cabinet in the school foyer. The office staff sweep the boiler room and hall using cards which are kept on the noticeboard in the staffroom. Completed cards are handed to the Headteacher (or person in charge) once outside.

The Office staff check the staff register, visitor's log and children's in/out log.

Nobody should go back into the building(s). If a child is missing this should be reported to the Headteacher.

When all the registers have been checked, the Headteacher will signal it is safe to re-enter the school.

Lunchtime Fire Procedure

If the fire alarm is sounded, adults on duty in the Dining Hall, classrooms, cloakrooms and playground should gather all the children as in any fire drill, on the school field and ensure no child re-enters the building.

The Headteacher or Deputy Headteacher will ensure, as far as it is reasonably practicable, that everyone is out of the building(s).

Assembly/Whole School in Hall Fire Procedure

If the alarm sounds whilst children are in assembly, adults in the building should go to the hall to assist evacuation. There are four exits out of the hall. Adults can direct children other than their own classes in order to evacuate quickly. Adults should direct the children sitting closest to the exits first. The adult leading the assembly should remain in the hall until all children have evacuated.

Lockdown Procedures

Hurst Green Primary School has established procedures to protect pupils, staff and visitors in the event of a serious incident or potential threat on or near the premises. These procedures outline how a lockdown is initiated, how communication is managed, and how the safety of the school community is maintained until the all-clear is given.

For security reasons, the detailed operational steps and signal information are **not published within this policy**. All staff are briefed on the full procedures as part of annual safeguarding and health and safety training, and a copy of the **Lockdown Policy** is held separately on the school's secure internal system.

Lockdown drills are carried out each year to ensure staff and pupils understand what to do in the event of an emergency.

Fire and Bomb Alerts

In the event of a fire or bomb alert the Headteacher/designated person should sound the fire alarm to evacuate the premises and, after telephoning 999 to alert the Fire Brigade and Police, check that the evacuation procedure has been followed. The assembly point in the event of a bomb alert would be at the bottom of the field, adjacent to Halesbury School.

The Headteacher/designated person should position themselves near the school gates to meet the Fire Brigade/Police and direct them to the site of the incident, if known.

All children and adults should remain outside. Only when the 'all clear' has been given are children and adults permitted to re-enter the premises.

For further details please refer to the bomb alert information in the Emergency Plan

3.9 Asbestos

Asbestos is the single biggest cause of work-related deaths.

Staff will be made aware of the location of any asbestos in school. All contractors complete an asbestos declaration form and have access to the asbestos register while working on site.

An asbestos survey is kept up to date. Any areas not surveyed should be assumed to have asbestos in them unless told otherwise by a refurbishment survey.

3.10 Legionella

IWS provide advice and regular monitoring. They have assisted with the preparation of the school's legionella risk assessment.

3.11 Electricity

A fixed wiring inspection takes place every 5 years.

PAT testing takes place every year for higher risk items and every 3-years for lower risk items.

The site manager and IT technician are both trained to undertake PAT testing.

Extension leads should only be used temporarily for essential items where there is no other option. Extension leads should only be switched on during school hours and unplugged at night. If an extension lead is deemed to be essential, this should be brought to the attention of the Headteacher so that we can investigate additional sockets as a long-term solution.

3.12 Servicing and Maintenance of statutory equipment and specialist equipment

3.13 Stress

Employee Health and Wellbeing

Dudley LA's employee wellbeing service support the school and staff are referred as outlined in the LA's staff absence policy.

3.14 Security

Security of the Premises

The Headteacher, Deputy Headteacher and School Site Manager are the designated key holders and are responsible for the security of the building.

Class Teacher

It is the responsibility of the class teacher to make sure that their classroom is secure, the windows closed, and equipment switched off before they leave the premises.

All staff should ensure that the door to the staffroom (high handled door) is closed properly behind them. This is to prevent a young child accessing the staffroom.

Site Supervisor (Site Manager)

It is the responsibility of the Site Manager to check regularly that all locks and catches are in working order, that the emergency lighting is working and that the fire alarm has no faults.

Before leaving the premises, the Site Manager has a duty to ensure that all the windows are closed, that the doors are locked and secure, that the security alarm is set and that all gates are locked.

Headteacher/Deputy Headteacher

The Headteacher/Deputy Headteacher performs the above functions in the absence of the Site Manager.

The Headteacher is responsible for the security of the premises during the day. The main entrance door and gates must be closed at all times. All external doors must be closed during the school day, except at lunchtime and break times. Staff should pay particular attention to the doors in the atrium area outside Poplar class.

Any parent or visitor is welcome in school but is asked to report to the school office first. Children enter and leave school by different doors, according to their Year Group. Accompanying adults should walk round the outside of the building(s) at the beginning and end of the school day.

Although these precautions should be observed, they should in no way detract from the welcoming ambience of the school.

3.15 Control and exposure to school specific hazards

COSHH
Lone Working
Manual Handling
Display Screen Equipment
Working at Height

Control of Hazardous Substances in School

All potentially hazardous substances are kept in a locked store. Staff should order only chemicals covered by the COSHH (Control of substances Hazardous to Health) Register, which is kept by the Site Manager.

Any member of staff using chemicals should check the substance against the COSHH Register and follow procedures laid down for its use, control and exposure to it. Staff should review the standard risk assessment in the light of the particular class and/or the specific equipment/accommodation in use. Any difficulties should be brought to the attention of the Headteacher.

3.16 Manual Handling

Manual handling accidents account for one of the top five RIDDOR reportable accidents in schools.

In the normal day-to-day running of the school, there are times when children might need to move equipment or items of furniture – perhaps chairs and/or tables, sports equipment, or other small pieces of equipment.

Children should *always* be supervised when moving any equipment or piece of furniture. Some items could be heavy or awkward to handle. Children are shown how to lift and carry safely and reminded of this each time.

When using large apparatus such as a gym bench, children should be shown how to bend before lifting and moving apparatus. The supervising adult allocates the appropriate number of children to lift heavier items. No child should be asked to lift an item of equipment that is unreasonably heavy or bulky.

Chairs should be moved one at a time and children are taught how to carry them correctly. If a large number of chairs is needed, then the Site Manager will arrange this. Tables need one child at each end. No child should attempt to lift a table single-handed.

Y6 children can handle the hall folding chairs under supervision, provided they have been told about keeping their fingers away when folding the chair.

Small items of equipment – laptops, CD players, PE trolleys – can be moved by the children under adult supervision if necessary.

When an item of equipment or furniture is being moved from one room to another, the supervising adult should nominate a child to open and close doors.

Items Children Should Not Move:

- > Piano – although on castors, it can tip and trap feet or fingers.
- > Cooker – too heavy and awkward.
- > Paper cutters – dangerously sharp blade.
- > Children should not stand on chairs or tables to remove displays, nor should they remove staples, pins etc., from display/notice boards.

4 Communication

- > The contents of this Health and Safety policy will be brought to the attention of all employees annually, or during initial induction.
- > A copy will be emailed to employees annually or during induction.
- > A copy will also be available to read in the staffroom.
- > A signed register will be kept identifying that each employee has read and understood the policy.

5 Review

This policy is monitored and reviewed on an annual basis or after a significant event (e.g. accident) or change. Monitoring will take place through formal and informal exercises e.g. spot checks, undertaking scheduled safety inspections, completing audits, or reviewing management reports, near misses and accident investigations.

Appendix – School Health and Safety Procedures

The contribution of the curriculum to good health and safety habits

Hurst Green cultivates good habits, alertness and control and instils concern and consideration for the safety of others. Everyone should know how to protect him or herself and should know what to do in emergencies, including basic first aid and other procedures.

Sensible safety habits are taught within the whole Curriculum, sometimes through topics or covered in Science, English or Technology. It might also be through a PSHE topic, for instance smoking or drugs. Outside agencies, such as the Police, Fire Brigade, Road Safety Officer, are invited to address the children in Assembly or as part of the curriculum.

At Hurst Green children are encouraged to develop beneficial habits through good health and hygiene routines. School meals are prepared according to good dietary principles, with an extended healthy option menu served. Break-time snacks are not served though milk or orange juice can be bought from school. Fresh fruit is given to all children in Reception, Year 1 and 2 daily. All children have been given a water bottle and have access to a water machine to fill their bottle to drink water at any time during the school day.

Hurst Green believes that children learn best through practical experience and active involvement in all areas of the Curriculum. Pupils are taught to have care and consideration for themselves and others:

- > in the classroom
- > when using equipment, e.g. scissors, tools, PE apparatus
- > when moving around school
- > when carrying out investigations, e.g. a pond/pollution/soil study
- > when on educational visits.

P.E

For P.E lessons, children will attend school in shorts/joggers and T-shirts. They should not wear shoes or trainers for indoor activities (unless they have a foot infection) but may wear pumps or have bare feet as bare feet grip better. They should wear trainers or other suitable footwear for outside activities.

Children are not permitted to wear any form of jewellery, for safety reasons. Earrings must be removed for PE lessons, by parents/carers or by themselves. Staff must not remove children's earrings. Earrings may only be worn taped in exceptional circumstances. Specifically, if a child has only just had their ears pierced. This means that children who have recently had their ears pierced may wear medical tape during the initial weeks before the earrings can be safely removed. This too must be applied by the child or the parents/carers.

Long hair should be tied back for any physical activity.

Science

All equipment is kept in the stock cupboard between lessons.

Objects placed in unaccustomed places during experiments could cause breakage and/or falls. Teachers should make children aware of this and insist that care is always taken. Children should not carry heavy loads, nor should they run about when carrying equipment that might shatter.

Glass should always be handled carefully and, whenever possible, plastic should be used in its place. Some objects, e.g. glass mirrors, could have their edges taped to avoid sharp edges. All liquids or objects spilt or dropped on the floor should be cleaned up immediately to avoid accidents. Hot water should not be put into thick glass containers, as they might crack because of uneven expansion setting up strains in the glass.

Care should be taken when holding objects close to the eye.

There are many ways in which germs can be transferred and these should be minimised by keeping hands and equipment clean. Hands should be washed before touching anything to be put into the mouth. Tasting should not be allowed except under strict supervision. Children should not use liquids that give off vapours. Some glues can be hazardous both from the flammability and inhalation point of view. Objects should not be pushed into the ears or nose.

Children should know some plants are poisonous and they should be aware of what these are.

Use of cutting devices – knives, scissors, chisels, etc. – can be dangerous. Eye protection should be worn when chisels are in use. Children should be shown the correct techniques for their use before handling them.

Throwing projectiles or dropping objects in investigations should be done at carefully chosen and monitored places.

It should be remembered that care needs to be taken even with everyday substances, e.g. vinegar, lemon juice, etc. are acidic. Any substance is potentially dangerous. Risk assessment should be carried out where necessary.

With naked flames (e.g. lighted candles), children should be warned to keep long hair, ties and other parts of clothing away from the flame. Candles should be fixed firmly in suitable holders. Safety goggles should be considered. Usually safety goggles are not essential but using them is a way of encouraging good habits.

Lenses (e.g. magnifying glasses) can focus light and heat; special care should be taken that children do not look at intense sources of light through these lenses. Convex lenses and concave mirrors can, in strong sunlight, cause fires if heat is focused on something inflammable.

Children should never look at a very bright light (e.g. a projector beam). Pupils should never look directly at the sun, even through dark glasses or plastic.

Only alcohol-filled thermometers should be used. There should be no mercury-filled thermometers in the school. Magnets, although not a hazard to pupils, can affect other equipment. Plastic bags are a potential hazard and can cause suffocation.

Care should be taken when carrying out electrical work. Mains electricity should not be used – only low-voltage batteries. Where a piece of apparatus powered from the mains is used, it should be connected and switched on under adult supervision. Leads should not 'trail' across the room or tables. Any electrical equipment 'loaned' to the school should be suitable for its purpose and safe for primary-age pupils to use. All electrical equipment is subject to an annual visual inspection and/or PAT test (portable appliance test).

Technology

All equipment should be stored safely and returned to its correct storage place after use. Hacksaws should be turned inwards. Craft knife blades must be retracted before they are put away.

Hardboard should be used to protect surfaces when using tools. An adult should always supervise children who are using tools. The correct procedures and techniques need to be shown to the children beforehand.

Equipment

- > Do not allow children to use staplers and staple guns and store them out of their reach and sight.
- > Do not allow children to use adult scissors and store them out of their reach and sight.
- > Do not allow children to use whiteboard sprays and store them out of their reach.
- > When using glue guns, the children should be well supervised. Younger children should not use the guns on their own.
- > Designate an area for using the glue gun. Only one child should be in the area using the gun at any one time. Keep all the other children well away.
- > The item being glued must be left for a few minutes to cool.
- > If a child should burn him/herself, the wound should be run under the cold tap. If there is doubt about the severity of the burn, a designated First Aider should be consulted.

Food Technology

Hurst Green recognises the importance of cooking and baking as part of the Technology Curriculum but is aware that certain children are allergic to various foodstuffs. Basic hygiene practices are observed, such as the children washing their hands before handling foodstuffs and tying back long hair. The area to be used is wiped clean after the cooking/baking has taken place.

Classroom organisation is of the utmost importance for food technology lessons. All necessary equipment and ingredients should be in the immediate vicinity and prepared beforehand, ready for use.

When cooking in the staffroom children must be supervised closely at all times and must not be allowed to use the cooker.

The class teacher should exercise vigilant supervision of children when they use any potentially dangerous equipment.

Musical Equipment

The location of the lesson, and the volume of sound produced, should be taken into consideration when planning a Music lesson. Avoiding the distraction of other classes should be considered. All musical instruments and any electrical equipment should be returned to where it is stored after use.

Ocarinas must be sterilised before use by another class. The music lead will do this.

Protective Clothing

- > Aprons should be worn for all painting activities and any potentially messy craft activities.
- > If handling soil for any activity, gloves should be worn.
- > Teachers should have goggles to hand, in readiness for science activities requiring their use.

Physical Education

Hurst Green always has the safety of the children in mind. There is a risk element to Physical Education of which the school is aware. (See following notes.)

General points to be considered when teaching PE

- > The teacher should be dressed appropriately, with jewellery removed. The correct footwear is essential to ensure quick and safe movement when necessary.
- > The children should come to school in P.E kit for P.E lessons. Baggy clothing should be discouraged. Earrings must be removed.
- > The teacher should be aware of what the children are doing throughout the session and should not leave them on their own.
- > Children who have forgotten to attend school their PE kit should sit and watch the rest of the class unless the teacher deems the lesson safe to take part in wearing school uniform and school shoes.
- > If a child constantly forgets to come to school in their PE kit, parents should be contacted, reminding them that PE is part of the National Curriculum, and it is therefore necessary that their child's kit is in school ready for the lesson.
- > Long hair should be tied up for every PE lesson.

Gymnastic Safety

- > Large pieces of gymnastic apparatus should be moved only when there is a member of staff present. All equipment should be checked by a member of staff and returned to its proper place at the end of the lesson.
- > The climbing bars in the hall should not be used.
- > The teacher must consider if the environment is safe and whether dangerous situations can arise. Is the floor wet or slippery? Is the area clear of superfluous equipment (tables, chairs, filing cabinets)? Are the mats in the right places? Are all the fixing points and bolts in the right places?
- > The children should be 'warmed-up' sufficiently before the lesson begins, to avoid injury. The teacher should be able to see the whole class (important during apparatus work).
- > Is the apparatus suitable for the age of the children? The teacher should know how many children are safe on each piece of apparatus and should group the children accordingly.
- > If only one person at a time can go on the apparatus, make sure the next child does not start until the first is off the apparatus and mats.
- > Discourage the children from touching each other (especially giving support), unless the specific task you have given them requires it, e.g. partner work.
- > Beware of demonstrating an exercise with the most able child, as this could influence other children to attempt a task beyond their capabilities.

Games Safety

Ensure all equipment is safe and nothing is cracked or broken. All equipment should be checked again and put away at the end of the lesson.

Children may take the equipment from the hall or shed but should be supervised.

If playing in the school team against another school, the children should follow certain codes of behaviour. They should take care when getting in or out of cars and crossing roads.

At the match, teachers should ensure that all the children can be seen. A risk assessment should be carried out as for any other trip.

Dance Safety

Although dance is less dangerous than other physical activities, teachers should be aware of certain hazards.

- > Children should dance in bare feet or wear pumps.
- > The teacher should make sure there is nothing in the hall on which children could harm themselves.

Swimming Rules

If visiting a local swimming baths;

A risk assessment must be completed prior to a year group going swimming.

Teaching staff should accompany the children when travelling to and from the pool, the lead teacher having a list of all the children in his/her care and the numbers involved.

The children should be counted on leaving school, on entering and leaving the pool and when leaving the swimming pool.

The children should know the layout of the Leisure Centre, including where the swimming pools and changing rooms are.

The swimming teacher at the pool should make sure the school staff know where to find the nearest life-saving equipment, first-aid box, and telephone in case of an emergency.

Staff to pupil ratio must be at least 1:20 on the poolside. Staff must be in/around the changing rooms when the children are changing.

Administration of Medicines during School Hours

Please see separate Administering Medicines in School policy.

School Rules

Hurst Green has a few school rules that are made specifically for safety reasons, such as walking (not running) in the school buildings, playing within sight/sound of an adult, care of property, etc. Full details of school rules can be found in the Positive Conduct Policy.

Educational Visits

In accordance with LA safety regulations, educational visits are planned in advance, with staff making a prior inspection of the venue, if possible. Risk assessments are always completed as per LA advice. Details of the visit are sent to parents and consent obtained. Children should wear appropriate clothing for the activity planned. The correct adult to child ratio is always observed, and the leader always takes a first-aid kit and list of emergency telephone numbers.

All off-site trips will be subject to risk assessment Evolve Dudley LA's educational visits proforma. See appendix 2.

Pandemics Procedures statement

In the event of any future pandemic Hurst Green Primary School will seek to promote the health, safety and well-being of all the children and staff whilst seeking to sustain the school's key functions and services. In doing so we will follow all the appropriate recommendations from the World Health Organisation (WHO), the British Government,

Public Health England (PHE), the Department for Education (DfE) and Dudley Council support teams.

In addition, we shall ensure that all members of our School community are kept informed as appropriate, with a particular emphasis on the communication to pupils, parents and employees through our website pages, newsletter, School Communications, e-mail and other relevant School social media etc. External access to School email and documents for all staff and students is provided and use made of the school web site. Messages and links will be posted on the school website when appropriate.

During any future pandemic access to the school will be as required restricted and social media systems will be deployed to allow parents to communicate easily with the school over issues and concerns they may have. A lot has been learnt from COVID-19 and these lessons will be actioned for future pandemics if and as required by the lead agencies.

Smoking Policy

It is the policy of the Governing Board that Hurst Green is a no-smoking school. Smoking is not permitted in any area of the school by staff, children, parents or visitors to the school. No-smoking signs are displayed prominently around the building.

Car Parking

Car parking can be a hazard for those who use the school and for those who live or work within the vicinity of the school. Parents should not park in the school car park when dropping off or collecting children. Drivers parking cars at or near the school, while dropping off or collecting children should show consideration for the safety of pedestrians, neighbours, other road users and the immediate community.

Contractors should be made aware of any restrictions on accessing the school, particularly kitchen contractors.

The road markings near the school should be observed at all times.

Visitors, who have been given authorisation to park at the school, should leave a note of their car registration number with the school office when they sign in, in case the car has to be moved. People exiting the carpark must be aware of pedestrians walking past the gate.

School will contact Traffic Police and Road Safety as required.

Regular letters to parents emphasise:

- > our neighbours: consideration for those who live and work in the vicinity of the school
- > using the crossing patrol instead of driving right up to school, or dropping children off at the gates then driving on, rather than manoeuvring to park and thus holding up other road users
- > not parking on yellow lines
- > the school tries to arrange coach arrival/departure times before or after 9.00am, for school trips.

Hurst Green admonishes any adult who parks repeatedly in an inconsiderate way, obstructing other traffic or the roadway. Notice is taken of complaints by other parents and neighbours and police are informed where appropriate.

Animals in School

- > Hurst Green ensures that animals kept in school are acquired from an accredited source and are healthy.
- > School pets should not come into contact with wild animals (e.g. mice/rats). Wild animals, whether dead or alive, should not be brought to school.
- > People with cuts or infections should not touch the animals. Animals can bite and scratch and resulting wounds must be treated carefully. (See the section on first aid.) These incidents must be reported to the Headteacher and parents.
- > Food for animals should be stored carefully and safely to stop it becoming infested and it should be stored away from the children.
- > The care of animals during school time and holiday time should be considered very carefully (i.e. cleaning, feeding etc.).

Dogs

Dogs are not allowed within the perimeter of the school grounds for health and safety reasons, though exceptions are made for working dogs; namely, guide dogs and hearing dogs.

Should a dog foul an area of the school grounds, the area must be cleared up immediately, as there is a possibility the children could pick up serious infections, e.g. toxocariasis.

Dogs in the area around the school should be with their owners and on a lead at all times. Parents should stay outside the school grounds when they have a dog with them and stand clear of the exit gates, so that children are not frightened.

Walking procedures

- > Maximum amount of high vis to be worn.
- > Children are to be encouraged to keep up with group (slower children can be put to the front) Lead staff will periodically stop the group to ensure all children are caught up.
- > Children will be spoken to about keeping together before the walk.
- > Staff should be spread and not grouped in 2s (especially at the back of the line Staff should all be always vigilant-- during the walk and keep an eye on group and management of children's behaviour and pace.
- > Children in front of each adult should be close to contact of the next adult ahead.
- > Groups are stopped before crossing to ensure both staff and children are in the road for a minimal amount of time.
- > All crossing staff MUST be wearing high vis.

Playground Equipment

Playground equipment and its use is supervised during all breaks within the school day. This equipment is checked on an annual basis by an authorised company.

The Trim Trail in the KS1 playground may be used under supervision.

The climbing frame in the KS1 playground is out of use.

The Tyre Park in the KS2 playground can be used under supervision.

A decision is made by the teacher on duty if inclement weather means that equipment becomes unsafe to use on a particular day.

Playground Duty

Please note that this guidance also refers to free play supervision at times other than playtime e.g. Golden Time.

If any equipment is to be used during playtime, you must carry out a visual safety check before allowing the children to use the equipment. If any hazards are noted, these must be reported and children not allowed to use the equipment until rectified.

Constant diligence in monitoring the playground/field is essential. The location of staff on duty is very important; staff should position themselves around the play area, in a position that affords a good view of the area. Staff should patrol the area, keeping eyes on the pupils. Staff should be suitably distributed to ensure appropriate supervision, not standing or sitting together in groups. Staff should not stand with another member of staff and become distracted, e.g. by chatting. You should be watching the children at all times, unless dealing with an incident.

If a child requires first aid, please follow the first aid procedures, remembering not to move a child who cannot get up by themselves and, for the walking wounded, to accompany any potentially serious incidents to the first aid room yourself.

If leaving the playground will leave an inadequate number of staff on duty, you should use the playground helping hand to summon additional adult help outside.

As you are patrolling the area, if you notice any potential health and safety risks, these should be reported via the office using the usual procedure. If the risk is high, you should cordon off the area, or take other measures as appropriate to negate the risk.

During hot weather, children will be encouraged to wear a hat, sun cream and drink plenty of water. It is a parent's responsibility to ensure that their child has sun protection and they are reminded of this in newsletters throughout the year.

There are no minimum pupil/staff supervision ratios laid down in law. The DfES advises that the numbers of staff (teachers or midday supervisors as appropriate) on duty at any one time should be determined according to the results of a risk assessment which considers the ages and abilities of the children and the geographical features of the school. The considerations here are based on health and safety law and the ratios must be in line with the minimum requirements necessary to ensure that children are safely supervised at all times.

At Hurst Green there will never be less than two members of staff on duty at playtime, but if equipment is being used or the area contains multiple corners, it may be necessary to have more than two in order to adequately supervise. If staff do not consider the level of supervision is adequate, a member of SLT should be alerted immediately.

All staff attend playground duty at playtime, including a rota for indoor duty.

Staff on duty should be out in the playground before the children start playing. Staff releasing children to the playground should check that there is a member of staff on duty.

Children should usually stay within sight and hearing of staff and always within sight or hearing. Staff will ensure that they maintain sight and/or hearing of children. At playtimes staff will consult each other to decide on the best position to maintain sighting and/or hearing.

Children are inventive, and use playground equipment in many different ways not intended by the manufacturer. They must be instructed how to play and how not to play on play equipment. If large equipment, such as the trim trail or climbing frame, is being used, there

should be an additional member of staff on duty to specifically supervise that area. Class teachers should ensure, at the beginning of the year, that children are instructed in how to play safely using the playground equipment – warn and inform. Children should be told to leave surface materials alone – e.g. stones, sticks, rocks etc.

On the blowing of a whistle, children should be taught to stand still and listen for further instruction. Children should be taught that three blows of the whistle in short succession, repeated multiple times, means that they should enter the building immediately, by walking to the nearest entrance.

The school's Positive Conduct Policy applies to lunchtime and playtime as well as in the classrooms. All adults should apply the policies consistently and all children should respect all adults equally. When a child does not follow the expectations/rules the Positive Conduct Policy will be applied

Staff on duty at lunchtime and playtime must communicate with relevant staff regarding any sanctions applied.

If the area you are supervising has a corner in it, staff should be positioned to always see round the corner.

Mugs of hot tea/coffee are not permitted on the playground/field area.

If staff on duty consider the field to be slippery, then the playground only will be used.

If staff on duty believe the weather to be incompatible with outdoor play, then wet play will take place.

Slips, trips and falls on the level

Where there is the potential for slips, trips and falls in school working procedures are put in place for example when mopping floors, absorbent floor mats are placed in near entrances and regular monitoring is undertaken.

Snow and Ice

A snow plan has been produced outlining the main pedestrian routes that the Site Manager will strive to keep open during snow/ice conditions. The plan is made available to staff and parents on the school website. If it becomes impossible to keep these routes clear, the Headteacher using this information and other contributing factors, may decide to close the school.

Appendix 1

Riddor Reporting Classifications

Deaths and injuries

If someone has died or has been injured because of a work-related accident this may have to be reported. Not all accidents need to be reported, other than for certain gas incidents, a RIDDOR report is required only when:

- the accident is work-related
- it results in an injury of a type which is reportable

Types of reportable injury

The death of any person

All deaths to workers and non-workers, with the exception of suicides, must be reported if they arise from a work-related accident, including an act of physical violence to a worker.

Specified injuries to workers

The list of 'specified injuries' in RIDDOR 2013 replaces the previous list of 'major injuries' in RIDDOR 1995. Specified injuries are (regulation 4):

- fractures, other than to fingers, thumbs and toes
- amputations
- any injury likely to lead to permanent loss of sight or reduction in sight
- any crush injury to the head or torso causing damage to the brain or internal organs
- serious burns (including scalding) which:
 - covers more than 10% of the body
 - causes significant damage to the eyes, respiratory system or other vital organs
- any scalping requiring hospital treatment
- any loss of consciousness caused by head injury or asphyxia
- any other injury arising from working in an enclosed space which:
 - leads to hypothermia or heat-induced illness
 - requires resuscitation or admittance to hospital for more than 24 hours

For further guidance on specified injuries is available.

Over-seven-day incapacitation of a worker

Accidents must be reported where they result in an employee or self-employed person being away from work, or unable to perform their normal work duties, for more than seven consecutive days as the result of their injury. This seven-day period does not include the day of the accident, but does include weekends and rest days. The report must be made within 15 days of the accident.

Over-three-day incapacitation

Accidents must be recorded, but not reported where they result in a worker being incapacitated for more than three consecutive days. If you are an employer, who must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record will be enough.

Non-fatal accidents to non-workers (e.g. members of the public)

Accidents to members of the public or others who are not at work must be reported if they result in an injury and the person is taken directly from the scene of the accident to hospital for treatment to that injury. Examinations and diagnostic tests do not constitute 'treatment' in such circumstances.

There is no need to report incidents where people are taken to hospital purely as a precaution when no injury is apparent.

If the accident occurred at a hospital, the report only needs to be made if the injury is a '[specified injury](#)' (see above).

Occupational diseases

Employers and self-employed people must report diagnoses of certain occupational diseases, where these are likely to have been caused or made worse by their work. These diseases include (regulations 8 and 9):

- carpal tunnel syndrome;
- severe cramp of the hand or forearm;
- occupational dermatitis;
- hand-arm vibration syndrome;
- occupational asthma;
- tendonitis or tenosynovitis of the hand or forearm;
- any occupational cancer;
- any disease attributed to an occupational exposure to a biological agent.

Further guidance on [occupational diseases](#) is available.

Specific guidance is also available for:

- [occupational cancers](#)
- [diseases associated with biological agents](#)

Dangerous occurrences

Dangerous occurrences are certain, specified near-miss events. Not all such events require reporting. There are 27 categories of dangerous occurrences that are relevant to most workplaces, for example:

- the collapse, overturning or failure of load-bearing parts of lifts and lifting equipment;
- plant or equipment coming into contact with overhead power lines;
- the accidental release of any substance which could cause injury to any person.

Further guidance on these [dangerous occurrences](#) is available.

Additional categories of dangerous occurrences apply to [mines, quarries, offshore workplaces](#) and relevant transport systems ([railways](#) etc).

Gas incidents

Distributors, fillers, importers & suppliers of flammable gas must report incidents where someone has died, lost consciousness, or been taken to hospital for treatment to an injury

arising in connection with that gas. Such incidents should be reported using the [Report of a Flammable Gas Incident - online form](#).

Registered gas engineers (under the Gas Safe Register,) must provide details of any gas appliances or fittings that they consider to be dangerous, to such an extent that people could die, lose consciousness or require hospital treatment. The danger could be due to the design, construction, installation, modification or servicing of that appliance or fitting, which could cause:

- an accidental leakage of gas;
- incomplete combustion of gas or;
- inadequate removal of products of the combustion of gas.

Unsafe gas appliances and fittings should be reported using the [Report of a Dangerous Gas Fitting - online form](#).

Appendix 1

Checklist for supply/temporary staff

The First Aid Station is situated: in the school office or medical room. There is a red medical box in every classroom.

The qualified First Aiders at Hurst Green are:

Mr A South 10/10/2022	Miss A Murray 10/10/2022	Mr A Sagar 10/10/2022
Mrs L Bent 09/06/2025	Mrs J Perry 23/05/2025	Mr A Lander 23/05/2025
Mrs K Rees 23/11/2023	Mrs H Cross 08/07/2025	Mrs R Sandhu 23/09/2024
Mrs S Yeomans 02/05/2024	Mrs L MacFarlane 02/05/2024	Miss J Dale 02/05/2024
Miss J Fantham 03/07/2025	Mrs S Chote 09/06/2025	Mrs A Hughes 11/07/2025

All are paediatric first aid trained

- Plastic gloves and aprons are in the school office
- No tablets or medicines are to be kept in classrooms
- A trolley for moving heavy objects is kept by the site manager
- Pupils/teachers must not stand on chairs or tables
- Pupils must remove all jewellery and watches for P.E., dance or games lessons
- Pupils must wear suitable clothing and footwear for P.E. and dance

Any problems must be reported to the Headteacher immediately.

Appendix 2

Guidance notes on Risk Assessment

The following is to acquaint all staff with the principles of risk assessment so that they may assist their manager/supervisor to fulfil their responsibility for this process.

- i) **Look for the hazard** – look for what could reasonably be expected to cause harm, and identify the type of hazard, which could result in serious harm or affect other people. Ask colleagues what they think. Do not forget to consider “invisible” hazards such as workload stress and workplace bullying.
- ii) **Decide who may be harmed and how** – think about the client, and other people who share your workplace. Is there a possibility that they could be hurt in your activities?
- iii) **Evaluate the risks arising from the hazards and decide whether existing precautions are adequate or more should be done** – evaluate the risks arising from the hazard into H = high, M = medium, L = low and decide whether existing precautions are adequate or more should be taken. Even after all precautions have been taken, usually some risk remains. The aim is to make all risks small by adding precautions if necessary.
- iv) **Record your findings** – write down your significant hazards and your most important conclusions to show that:
 - proper checks were made
 - who might be affected?
 - you dealt with the obvious significant hazards; and
 - the precautions are reasonable and the remaining risk is low

Assessments need to be suitable and sufficient – not perfect.

- v) **Review your assessments from time to time and revise if necessary** – if there is significant change, you should review the assessment considering any new hazards. It is good practice to review your assessments from time to time.

Agreed @ Governors School Business Meeting on 17.10.2022; 09.10.2023; 21.10.2024;
02.12.2025

This Health and Safety Policy was reviewed and updated for the 2025–2026 academic year. All previous COVID-related sections have been removed, and legal references have been refreshed in line with DfE and HSE 2025 guidance.