



# HEATHSIDE SCHOOL HAMPSTEAD

## Health & Safety Policy

Policy Author: Donna Simon, Head of Operations

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Next Review Date: January 2027

Approved by:

Signed:

Sara Williams-Ryan

Sara Williams-Ryan, Head

## **Statement of Intent**

### **Our Commitment**

At our school in Hampstead, London, we are guided by our core values of Nature, Nurture, and Knowledge. As a forest school-based setting, we are committed to providing a safe, supportive, and inspiring environment in which children, staff, and visitors can learn, explore, and thrive.

We recognise that high standards of health and safety are essential to achieving our educational aims and to ensuring that outdoor and nature-based learning is both enriching and secure. This policy sets out our intention to manage risks responsibly while preserving the freedom, creativity, and challenge that are central to forest school practice.

### **Aims of the Policy**

Through this Health and Safety Policy, we aim to:

- Protect the health, safety, and wellbeing of all pupils, staff, volunteers, visitors, and contractors.
- Provide safe learning environments, both indoors and outdoors, including woodland and natural spaces.
- Promote positive attitudes towards risk awareness and personal responsibility.
- Ensure compliance with all relevant health and safety legislation, guidance, and best practice.
- Embed health and safety within our culture of care, respect, and learning.

### **Our Approach**

We are committed to a balanced approach to health and safety that:

- Recognises the educational value of managed risk in outdoor and experiential learning.
- Ensures that activities are appropriately planned, supervised, and risk assessed.
- Maintains equipment, facilities, and natural environments to high safety standards.
- Encourages open communication about hazards, concerns, and improvements.
- Supports staff through training, guidance, and ongoing professional development.

### **Responsibilities**

Health and safety is a shared responsibility. We will ensure that:

- The school leadership provides clear direction, resources, and oversight.
- Staff take reasonable care of their own health and safety and that of others.
- Pupils are supported to develop awareness, confidence, and respect for themselves, others, and the environment.
- Parents and carers are informed and engaged in promoting safe practice.

## Introduction

This Policy has been written with reference to:

- Health and Safety at Work Act (1974)
- DfE Health & Safety advice for schools (2013)
- Keeping children safe in education, DfE (2025)
- COSHH Regulations (2002)

This policy applies to:

- All staff (both teaching and support staff), the Governing Body, all professional visitors or volunteers working within the school
- The whole school setting, including Early Years, before and after school clubs and any offsite provision provided by the school, both within and outside of core school hours.

This policy also refers to Heathside School's:

• Educational Visits Policy (including Health Policy)	• Health & Safety Audits and Risk Assessments
• Administration of Medicine and First Aid Policy	• Fire Policy and Plan
• Equality, Diversity & Inclusion Policy	• Safeguarding and Child Protection Policy

The Governors of Heathside School accept their legal responsibilities in relation to the care, safety and well-being of the children in their charge. Whilst the Governors have overall responsibility for Health & Safety, locally they have appointed the Head Teacher as having day to day leadership of all health & safety oversight. Health and Safety is an intrinsic responsibility of all members of the Heathside community and is an integral part of its activities.

The Governing body recognises their legal duty under the Health and Safety at Work Act (1974) and is also committed to the promotion of a safe and healthy environment for staff and for other users of the school and to the provision of adequate and appropriate safety training for staff. New staff are carefully inducted to ensure they pay due attention to all H&S procedures.

The Governing body has full responsibility for all Health and Safety matters. Health and Safety matters on a day to day basis are led and managed through the following members of staff:

- Head Teacher (Responsible to the Governors for the Schools H&S Leadership) and H&S Budget holder
- Operations Lead, Line manager of the Facilities Manager
- Facilities Manager (nominated persons for Health & Safety matters)

### **Health & Safety Committee:**

The Health & Safety committee is made up by the following staff and will meet every half term to discuss issues raised by staff, pupils and visitors, on-going works and planning that feeds into the school Improvement Plan. The aim is to promote a positive safety culture across the school. Information from CPoms and the Incident Reporting Log is reviewed to ensure all safeguarding incidents, near misses and audit findings are reviewed:

- Health & Safety Officer (Facilities Manager), Chair of the Committee
- Headteacher
- Head of Operations

### **Roles and Responsibilities - Governors**

The Health & Safety at Work Act 1974 places overall responsibility for health and safety with the employer, the Governing body, Head Teacher. They are responsible for ensuring:

- That appropriate documentation is in place
- The implementation and monitoring of the policy
- The policy is reviewed on an annual basis
- Health and safety is managed on a day to day basis
- That staff are aware of the information and procedures laid down in this document, and of their own responsibilities to comply with them
- All compliance checks are carried out as required, in accordance with the latest guidance

### **Facilities Manager (Health and Safety Officer)**

The Facilities Manager will carry out the responsibilities delegated to them by the Headteacher for the effective implementation of this Policy. Their responsibilities include:

- Monitoring the school's performance against the relevant health and safety action plans
- Co-ordinating the preparation and use of required risk assessments, in accordance with the latest guidance
- Providing generic risk assessments, templates and checklists

- Evaluation and implementation of emergency procedures
- The supervision of contractors on school premises
- Coordination of classroom health and safety audits advising on the appointment of, and liaising with the external risk management company
- Obtaining, interpreting and disseminating information on Health and Safety to promote a positive and proactive safety culture facilitating training on Health and Safety matters
- Serving as a contact point for staff who require advice on Health and Safety issues and the balance between practicable safety precautions and reasonable levels of risk that may be retained in support of the Heathside ethos and education
- Ensuring that there is a proper system for reporting accidents, incidents and near misses, investigating where required
- Liaison with and reporting to the Health and Safety Executive as required
- Facilitating provision of external specialist advice where required
- Coordinating the work of the Health and Safety Committee and alerting it and management to issues that may raise Health and Safety concern

The Health & Safety Officer is responsible for liaising with contractors to ensure an effective exchange of health and safety information, this will include requiring copies of contractors' safety policies and review of risk assessment at the tender stage, where appropriate.

### **Facilities Team at each School Site**

- Reporting to the Health and Safety Officer, any H&S concerns.
- Ensuring that all defects in the buildings and grounds are logged. Once rectified, these matters will be checked off in the log by the Facilities manager.
- Carrying out informal safety checks of the school building and the school grounds, including the outdoor play equipment.
- Carrying out thorough safety checks at the beginning of each term.

### **All Staff**

- It is a requirement of the Health & Safety, DfE advice on legal duties and powers for local authorities, headteachers, staff and governing bodies that all staff should be familiar with the health and safety arrangements in place and should comply with them.
- All staff will therefore be informed about and directed to this document and will be expected to comply with the procedures it contains, at all times: <https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>.
- All staff have a responsibility towards themselves and others for health and safety and should report any problems using the procedure outlined in the next section. If necessary, they must be prepared to take appropriate action themselves to remove hazards.

- Staff should ensure that pupils in their care behave in a safe and proper manner, adhering to proper safety precautions, particularly in the handling of equipment or materials. (See Behaviour Management Policy)
- Staff should report any damage to equipment and avoid using it until it is repaired or replaced. Staff are responsible for the equipment that the children may make use of.
- The science teacher is responsible for isolating the gas supply to the science lab at the end of each teaching day, the constant security of toxic and highly flammable substances following CLEAPSS Guidance at all times, locking them away during breaks or when the lab is not in use for teaching, ensuring there are suitable fire extinguishers and fire blankets and ensuring the adequate testing, examination, maintenance, servicing and repair of specialist equipment.
- Staff may not drive pupils in their own vehicles – this is for child protection reasons, but also, unless a member of staff has a commercial car insurance for their vehicle, their insurance is void if they use their car for any work-related matter (including giving children lifts) so they are effectively driving without insurance

## Teachers

- Each teacher is responsible for ensuring that the storage of resources in their classroom complies with health and safety guidelines. This will be monitored by a Caretaker of the site.
- Teacher of Art/DT and Photography is responsible for ensuring that all toxic and flammable materials are stored securely when not in use and ensuring the adequate testing, examination, maintenance, servicing and repair of specialist equipment.
- They should inform all additional staff who use the room of any potential hazards in the use of equipment or materials.
- Teachers should monitor the floor surfaces and rugs and report any defects on the teacher portal
- Teachers are responsible for ensuring that children's coats, PE equipment and shoes etc are stored neatly and do not cause a tripping hazard.
- Teachers must report any light bulbs that need replacing on the teacher portal
- Teachers must not remove the window restrictors in the classrooms as this presents a hazard with the possibility of a child falling from the window or an item falling out of the window and injuring a member of the public on the pavement below.

## Other School Users

The following people are responsible for making users aware of relevant sections of the school's Health and Safety Policy:

- Facilities Manager: Health and Safety, Contractors
- Caretakers: Risks and Hazards on premises
- Deputy Head: Voluntary workers
- Deputy Head: Parents
- Deputy Head and Teachers: Pupils

## Visitor Badges

Visitor badges have visitor information on the back about who to speak to with concerns. Visitors sign in and in doing so confirm they have read this information. At

- 84a Heath Street -, **The Receptionist on Duty** is responsible for visitors signing in and out and wearing badges

## REQUIRED AND ASSOCIATED TRAINING

All staff will receive health and safety information and training shortly after commencing their employment with the school. This training will cover the basic health and safety

requirements for their work area, for example manual handling, working at heights etc. This is not an exhaustive list and will be determined by the role.

## **PRACTICAL ARRANGEMENTS First Aid**

See First Aid Policy

## **Accident Recording, Reporting and Investigation**

See First Aid Policy

## **Issuing Medicines**

See Administration of Medicine Policy

## **Asbestos**

- All staff have been made aware of the location of any asbestos in school
- All contractors must sign to say they have seen the register located in the reception before starting work on site

## **Control of Hazardous Substances**

- The use of hazardous substances in school will be kept to a minimum
- The Facilities Manager (with appropriate support from senior managers) will complete a COSHH assessment for all hazardous substances used on site (liaising with external contractors who use COSHH materials)
- The associated procedures and control measures will be funded and enforced

## **Display Screen Equipment**

- For members of staff with 'desk-based jobs' the Facilities Manager will support them in carrying out workstation self-assessments on an annual basis. The outcomes of these assessments will be followed

## **Educational Visits**

- All off site trips will be subject to risk assessment, see the School Educational Visits policy for details

## **Electrical Testing**

- Fixed installation tests are carried out by external contractors every 5 years in line with current guidance
- Table electrical equipment in school are inspected and checked annually by an external contractor

## **Fire Safety & Evacuation of the Building**

- See Fire Risk Policy and Plan

## **First Aid Provision**

- The school aims to train as many staff as possible in First Aid and has determined appropriate locations for first aid kits throughout the school.
- Portable first aid kits are taken on educational visits
- If the risk assessment dictates that it is necessary, a qualified first aider will be present on the trip

## **Hazard and Defect Reporting**

All defects and hazards relating to the building or grounds should be reported immediately to a member of the schools' senior leadership team, who will be responsible for monitoring the progress on remedying the problems.

Staff should report other defects and hazards to the Facilities Manager, using the maintenance log on the teacher portal. These will be checked off once the work has been carried out. Matters beyond the facilities teams scope, will be managed by external contractors under the supervision of the Facilities Manager.

## **Health and Safety Risk Assessments**

The Facilities Manager will arrange a risk assessment of the school to be carried out every two years by an external expert. The outcome of the audit will be reported to the Governors via the Head Teacher.

The results of the audit will help to determine the areas and/or activities for which a formal Risk Assessment needs to be carried out.

## **Control of Substances Hazardous to Health (COSHH)**

As a general rule, hazardous substances will not be brought onto school premises. However, such items as cleaning fluids will be stored in a secure environment which gives no access to pupils or unauthorised persons. The Facilities Manager will liaise with cleaning providers to ensure compliance. Facilities Manager will also ensure risk assessments are in place for these and other areas where COSHH materials may be stored on site, such as for Art and Science.

## **Legionella**

**Evolution Water Testing** provides advice and has assisted with the preparation of the school's

Legionella risk assessments and sample water as per the risk assessment.

## **Kitchens and Hot Drinks**

Children do not use the kitchen areas, Kettles may only be used in the designated kitchen

areas to prevent the risk of scalding a child and these doors must remain locked when the staff areas are empty.

Cups with lids must be used throughout the school for hot drinks apart from inside the staff rooms.

### **Playground at 84a Heath Street**

There should be two staff in the playground. One member of staff should supervise the main playground, the other supervise the side passage.

Playground equipment is inspected on a weekly basis and annually by an external inspector, when a risk assessment is also carried out. Non-emergency general maintenance will be carried out in the school holidays.

See also Health & Safety Audit/Risk Assessment

### **PE Equipment**

The Head of PE (whilst liaising with the Facilities Manager) will arrange an annual safety check of all sports equipment.

### **Risk Assessments and school visits - SAFETY ARRANGEMENTS**

Risk Assessments will be prepared to identify and manage risks on the school premises and during the course of its activities. Guidance on the preparation and content of Risk Assessments is available from the Facilities Manager.

When planning visits, the school uses the following non-statutory guidance: 'Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head Teachers, Staff and Governing Bodies (2014)'

1. No trip will be allowed to depart if there is not an appropriate risk assessment signed off by the Educational Visits Officer
2. The Safeguarding and Child Protection Policy applies to all visits
3. All adults involved in overnight stays will have had an enhanced disclosure and barred list check.
4. Pupils will be prepared for trips, particularly regarding the behaviour expected, the relevant school policies, and about SEN and arrangements for any medical needs;
5. Prior to going on trips parents will be expected to give written permission for emergency medical treatment to be given 'in the event they cannot be contacted' – this is a precaution as in every circumstance if time allows, the parent will be contacted first.
6. Group leaders organizing visits must be given enough time to ensure the visit is well planned.
7. All school trips must be approved by the Head Teacher
8. All residential, international travel and trips involving adventurous activities must

be approved by the Governing body.

### **Supervision of Children**

The school accepts no responsibility for children who arrive on the premises before published start of a day.

Parents are asked to make arrangements to collect their children promptly at the end of the session or school day. Teachers must ensure that each child is collected by a known adult. (See Child Collection Policy). If any child is not collected straight away, please refer to the Child Not Collected from School Policy.

It is the responsibility of parents or guardians to ensure that the children are supervised before and after school to prevent any risk to their health and safety.

### **Electrical Safety**

Any faults must be reported immediately. All electrical items are visually inspected regularly, and higher risk items are tested on an annual basis by an approved contractor and a record of this check is filed in the school office.

Displays or decorations must not be suspended from light fittings.

All staff must take care to minimise the risk from trailing electric cables.

Electrical equipment must be located away from water sources – sinks/water trays.

Although electrical equipment is visually inspected regularly as per HSE guidelines. All items are PAT tested annually. This includes, leads, plugs and sockets. Any wear or damage should be reported in the usual way and the item taken out of use until it has been rectified.

Staff may not bring electrical items into school unless they have been inspected. This includes mobile phone chargers, PC laptop chargers and music playing devices. Staff are invited to bring these items into school on PAT testing days, so they can be tested and labelled.

Where possible, oil filled electric radiators may be used in the school, the use of which are managed by the facilities team. If it is determined that a convection heater is the best solution, this must be approved by the Facilities Manager.

### **Working at heights**

Working at height includes any work activity where a person could fall from a place of work and could suffer an injury or be killed. This does not include staircases in buildings. It also includes getting to and from a place of work at a height.

Access equipment is the collective term for equipment that is selected for work at height. It typically includes step stools, stepladders and ladders, although this list is not exhaustive.

Within the school and its grounds, work at height should always be avoided whenever possible. Sometimes, this may not be practical and for particularly low risk light work at height of short duration (i.e. work that lasts for minutes not hours) a step stool, stepladder or ladder may be considered as the most appropriate method of access. When a stepladder or ladder needs to be used, one person should hold the ladder/stepladder steady whilst the other person climbs up it.

Standing on tables, chairs or other furniture for any reason is strictly prohibited.

Working at height training is given to staff during Health & Safety training.

All ladders and step ladders are checked on a termly basis by the Facilities Manager

### **Security/Visitors to the Site**

The School and its grounds are private property and only persons with permission either expressed or implied are entitled to be on the premises (e.g. persons making deliveries or parents collecting or depositing children). All other persons with no need to be on the premises are trespassers and may be asked to leave immediately. Legally, it is permissible to use 'reasonable force' to remove trespassers, but realistically the police will be informed of all trespassers who refuse to leave. The Facilities team also provides a security function at Heath Street.

The front doors to both sites are always kept closed and are monitored by security cameras. The school has named key holders in the event of fire or burglary occurring when the school is closed.

During the school day, visitors must report to the school office, sign into the visitor book and wear a visitor badge. Any unknown visitors will be asked to show ID. Visitor badges have visitor information on the back about who to speak to about concerns. Visitors sign in and in doing so confirm they have read this information.

Staff are encouraged to show curiosity and politely challenge anyone in school they do not recognise. Members of staff should not place themselves in danger when dealing with trespassers.

While it is hoped that staff will not be faced with aggressive and potentially violent incidents, the risk is always present. Guidance on how to deal with such incidents will be covered in occasional training sessions at staff meetings and in the induction information.

## **Contractors on Site**

The school will vet contractors and where appropriate, will ensure they have a CDM (Construction Design and Management) folder and a hot work policy.

Contractors are encouraged to telephone and make appropriate arrangements prior to visiting the school.

All contractors must wear PPE, report to the school office and sign in both the visitors' book and that they have read and understood the guidance for contractors that is kept at each reception.

The work of Contractors will be monitored by the Facilities Manager or delegated person so as not to endanger the health and safety of children or adults in the school. Contractors must be instructed to store equipment they bring into school in a safe place, away from corridors, classrooms or any areas used by adults or children.

Most work is carried out in the evenings, weekends or school holidays and no repairs or maintenance can be carried out in areas which children or adults are occupying, including cloakroom and toilet areas. If contractors are carrying out emergency work the children must be kept away from the area.

Contractors who have not had a DBS clearance from the School must always be supervised when children are present on the site. All contractors are to be reminded that the school has a no smoking policy.

(Please also refer to 'Supervision of ancillary, contract and unchecked staff policy')

## **Accident Reporting and Investigation**

All incidents (and near misses) which require first aid treatment will be logged in the School database maintained by the School Nurse. The Facilities Manager should be informed. The Facilities Manager will ensure that serious incidents are investigated as soon as reasonably possible - and in any event within 72 hours.

A written accident report will be produced and retained for all incidents except those which require only minor first aid treatment.

The Reporting of Injury, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 require that, in the case of serious accidents and injuries, the Health and Safety Executive (HSE) is notified in accordance with the guidelines. The Head teacher will ensure that arrangements are in place for this. The Head teacher will review major accidents immediately and review all accident report forms on a half termly basis. The Health and Safety Committee will review a summary of them on a termly basis.

The Head Teacher reports to the Governing body every term and Health & Safety matters are included in this report. Any RIDDOR reports must also be reported to the Dukes Area Managing Director, Area Representative and the Head of Health & Safety.

## **School Trips and Outings**

See School Educational Visits Policy, including our Heath Policy

## **Money in transit**

To minimise the risk from theft, the banking of school monies does not follow any set routine or pattern.

## **Children and Manual Handling Equipment**

In the normal day to day running of the school, there are certain situations where children will need to move equipment or items of furniture. For example:

- Chairs and tables
- Physical education equipment
- Small items of equipment

Children must always be supervised when moving any equipment or item of furniture. Some items may be heavy or awkward to handle. Children need to be shown how to lift and carry safely and this needs to be reinforced regularly.

## **Emergency and Contingency Plans**

Emergency and contingency plans are determined by the Critical Incident Management Team. HoDs and Managers will ensure that all staff are made aware of necessary arrangements and are provided with the appropriate information and training as part of their induction. We conduct drills of our emergency procedures in accordance with our policy, including a termly fire drill and an annual invacuation.

## **Dogs in School**

Due to the risk of infection from toxocaris and the general nuisance caused by fouling, dogs are prohibited from the school. Even the most docile animal can pose a considerable threat if it is approached by strangers, groups of children etc, and thereby feels endangered. For these reasons parents depositing or collecting children from the school are not permitted to bring dogs into the school or onto the walkway at Heath Street.

### **Stray Dogs**

Children will be discouraged from approaching stray dogs due to the risks stated above. See also Heath policy.

### **Monitoring and Review**

1. Heathside School's Health and Safety Committee monitors the implementation of this policy at least once each term.
2. Safety will be a regular agenda item at management team meetings and the Headteacher will address specific incidents and concerns.
3. The Head and Bursar will produce a report at least annually on the effectiveness of the school's Health and Safety policy and procedures.