



Byley Primary School and Nursery

Health and Safety Policy

Date of policy	Date for renewal	Signed	
June 2025	June 2026	Elizabeth Whittingham (Headteacher)	Andrew Gibson (Chair of Governors)

1 HEALTH AND SAFETY POLICY STATEMENT

1.1 Byley Primary School & Nursery recognises its duty of care for the health, safety and well-being of its employees. It will take effective steps to ensure that this is achieved, so far as is reasonably practicable. In discharging this responsibility, it will take into account its parallel obligations for the health and safety of pupils, visitors and others who might be affected by its operations.

1.1.1 The provisions in this policy are intended to ensure that health and safety is an integral part of the general process of risk management which the school operates. Thus, health and safety will be included in the school's review and planning process as an issue essential to the development and maintenance of the school's management systems.

1.2 The purpose of the Policy is:

- To provide the necessary authority and support for staff as they make their respective contributions to health and safety
- To set out duties and responsibilities
- To recognise the partnership necessary with Cheshire West and Chester Council to ensure that all statutory duties in this field are met
- To emphasise the importance of keeping hazards under control by making an assessment of operating risks

1.3 The Governing Body is committed to securing the health, safety and well-being of employees, pupils and others affected by the school's activities, including visitors and contractors. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also a legal duty.

1.4 All employees, regardless of seniority, have a duty to take care of themselves and others that might be affected by their acts or omissions. Staff should use equipment and working methods approved by their supervisor/senior colleague. Special care should be taken with the health and safety issues of any new venture.

2. ORGANISATION & ARRANGEMENTS FOR IMPLEMENTING THE POLICY

2.1 The Headteacher has overall responsibility for the implementation of this Policy. To facilitate this, Miss Elizabeth Whittingham (Head Teacher) is the Health and Safety Coordinator and Mr. Andrew Gibson (Chair of Governors) to be the named Health and Safety Governor. Each line manager will recognise and accept a personal role in ensuring that arrangements for health and safety are effective within his or her respective area. Collectively, the Governing Body requires health and safety to be taken into account in the proposals which come before it and will seek to encourage a positive climate in which health and safety can flourish.

Risk Assessment

- 2.2 The underlying process, which secures this policy, is risk assessment. Assessments of significant risks will be made in conjunction with those affected and recorded in writing. It will be the responsibility of the Headteacher, teachers and Site Maintenance Officer to ensure that relevant risk assessments are maintained and kept up to date. Where no guidance exists on a specific topic, staff will follow the Council risk assessment process.

Consultation

- 2.3 Employees with concerns should normally raise them with the Headteacher or the Site Maintenance Officer. However, the Governors welcome the support of trade unions in health and safety matters and staff should feel free to contact the appropriate trade union and or appointed safety representative. Requests for external help should be raised initially with the Headteacher or the Site Maintenance Officer, who will seek advice from the Departmental Health and Safety Adviser, on any concerns of employees, which cannot be resolved locally.

Contractors and School Partnerships

- 2.4 Contractors carrying out work for the school will be vetted for their health and safety performance. They will be required to act in accordance with this Policy and the school's specified local arrangements. Contractors will be required to assess the risks to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the Headteacher to ensure that the school's Governing Body and users are sufficiently and suitably informed and consulted on issues relevant to risk control.
- 2.5 School linked partners and hirers, will exchange health and safety policies and procedures with the school and ensure that the health and safety of all school staff and users will be protected to a level which is reasonably practicable and equivalent in standard to the school. In particular, partners will be required to provide school staff and others who might be directly affected with sufficient guidance and advice on any risks or procedures which will be new or unusual in comparison with school's activities.

Inspection and Monitoring

- 2.6 The Headteacher/Site Maintenance Officer will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure that precautions remain suitable and sufficient by conducting a whole school annual health and safety review. Feedback from this process will be referred to the Governing Body.

Accident / Incident Reporting

- 2.7 Every injury should be reported in the school accident book, located in the School Office. An injury that needs medical attention or involves time off work must be investigated by the person in charge of the area or activity. Where the accident falls within the Council's PRIME on-line accident reporting and

recording system will be used. The Health and Safety Team will review the accident and report it to the Health and Safety Executive (HSE) in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 if applicable.

Training and Information

- 2.9 Training and development needs will be evaluated and appropriate briefing and training provided. Health & Safety training will be available to employees and records maintained by the school bursar. The Health and Safety Team Intranet site contains further information for schools on the training sessions available.

3. POLICY REVIEW

- 3.1 This Policy will be reviewed annually. The Governing Body will receive a summary report covering key issues, based on the annual health and safety review, at least annually.