

HEALTH & SAFETY POLICY

DATE APPROVED:	12 May 2026
APPROVED BY:	BEST Community Capital & Estates Committee
NEXT REVIEW DATE:	April 2027
AUTHOR:	Chief Operating Officer
PUBLISHED/UPLOADED	BEST Academy Intranets/Internet and BEST Website
ACCESSIBILITY	As required, no restrictions

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1.0 INTRODUCTION

This is the Bedfordshire Schools Trust Limited over-arching Health and Safety policy and must be implemented and adhered to in each academy/nursery within the Bedfordshire Schools Trust (BEST). This documentation has been prepared in accordance with Section 2 (3) of the Health & Safety at Work Act 1974.

Bedfordshire East Schools Trust Nurseries Ltd (BEST Nurseries) is a wholly owned subsidiary of Bedfordshire Schools Trust Ltd (the Trust). Ultimate responsibility for managing the nurseries, which includes all aspects of health & safety, rests with the Subsidiary Executive Committee of the Trust (see organisational diagram).

This policy describes the safety management strategy to comply with requirements from the Management of Health & Safety at Work Regulations 1999 to ensure that there are appropriate arrangements in place to plan, organise, control, monitor and review safety.

Academies and Nurseries currently within BEST:

- Campton Academy
- Castle Newnham
- Etonbury Academy
- Gothic Mede Academy
- Gravenhurst Academy
- Langford Academy
- Lawnside Academy
- Pix Brook Academy
- Robert Bloomfield Academy
- St Christophers Academy
- Samuel Whitbread Academy
- Best Nurseries (Shefford, Arlesey and Langford)

Other schools that join the Trust will become part of BEST and fall under the remit of this health and safety policy.

2.0 HEALTH AND SAFETY POLICY STATEMENT

The Board of Trustees of Bedfordshire Schools Trust (BEST) are responsible for the management of the premises it occupies and also for the services it provides.

The Health and Safety at Work Act 1974 requires us to publish a statement of policy with respect to the health and safety of its constituents, and to publicise the existing organisational arrangements for carrying out that policy.

The Trustee Board have executive responsibility for ensuring that the policy is reviewed regularly, and that it is subject to consultation with employees and their Trade Union Representatives.

It is our commitment to ensure so far as is reasonably practicable:

- the health, safety and, where appropriate, welfare at work of all its staff, pupils/students, and other persons who may visit or use our premises, or be otherwise affected by our activities, is in accordance with the relevant statutory requirements
- that risks created by our activities are controlled via our management function, that health and safety is integrated into our management systems and that the appropriate resources are provided as a matter of priority to implement this policy
- that we develop competence in health and safety management issues and practices at all levels and ensure that we maintain effective means of communication and consultation with all stakeholders within our community on health and safety issues
- that we conform to all legal requirements and appropriate Codes of Practice, etc. and take any reasonable measures necessary to manage our affairs to ensure compliance with this policy
- that we provide and maintain plant and systems of work that are safe and without risks to health and make arrangements for ensuring the safe use, storage, handling and transport of articles and substances that are inherently or potentially dangerous.

We will ensure that:

- areas of responsibility for health and safety including training are delegated and defined as appropriate
- this policy statement is brought to the attention of all BEST employees;
- all employees are made aware of their own responsibilities through staff induction to take reasonable care for their own health and safety, and that of others who may be affected by their activities or failure to act
- we provide a means of consultation on relevant health and safety matters for all our employees and pupils/students
- this policy will be reviewed annually, updated where necessary and any revisions brought to the attention of the Academy Principals/Nursery Managers and all BEST employees.

Signed:



Print: Dr Alan Lee
Position: Chief Executive Officer
Date: 16/06/2026

3.0 ORGANISATION AND RESPONSIBILITIES

Health and Safety is considered to be a collective and devolved responsibility of every BEST employee, who are expected to take ownership for adherence to this policy. BEST will seek to achieve high standards by enlisting the full support and commitment of all employees through effective communication, consultation and training.

This section details the specific health and safety roles and responsibilities assigned to the following posts and functions.

BEST Board of Trustees Responsibilities

The Board of Trustees is responsible for the effective operation of BEST and each academy/nursery therein. It provides ongoing challenge and support to the executive team and to Local Committee of the Board (LCBs). The Board of Trustees meets six times per year plus any extraordinary meetings.

The Board fulfils the following core functions through delegation of its powers to the CEO:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of BEST and its pupils; and
- Overseeing the financial performance of the BEST and making sure its money is well spent.

The Board of Trustees currently comprises of seven Trustees, including the CEO, although this may change during the course of the year. Future trustees may be appointed or elected under BEST's Articles. These latter set out the operation of the Board.

Key responsibilities:

- Strategic leadership that champions vision, ethos and strategy
- Accountability that drives up educational standards and financial performance
- People with the right skills, experience, qualities and capacity
- Structures that reinforce clearly defined roles and responsibilities
- Compliance with statutory and contractual requirements including Health and Safety
- Evaluation to monitor and improve the quality of impact of governance.

Aspects of these responsibilities may be delegated to the Local Committee of the Board of each academy or to the Nurseries.

Annually the Board of Trustees will:

- Review Trust-wide Health and Safety performance (against annual plans, training records and accident/incident data) and in light of this and any prevailing environmental and legislative changes, review Policy and Procedures, and set the Annual Plan and Objectives for the forthcoming year.
- Receive update reports (every term) from the Chief Operating Officer on serious accidents/incidents and other matters affecting health and safety at Academy/Nursery level.

Chief Executive Officer – Dr Alan Lee

The CEO takes overall lead in responsibility for BEST health and safety performance and is required to ensure that:

- decision-making is in line with the policy and procedures for health and safety and any statutory provisions set out in legislation;
- adequate resources are made available for health and safety;
- health and safety performance is robustly monitored and reviewed;
- suitable action plans for improving health and safety are developed and implemented;
- the performance of Local Committee of the Board and Principals is measured against health and safety targets and objectives;
- The Trust's health and safety policy and performance is reviewed annually.

Local Committees of the Board (LCB) for Academies and Nurseries Responsibilities

Local Committees of the Board, who meet at least once a term, will consider and discuss any local (Academy) matters. The LCBs and the Nursery Executive will track local performance against Policy and the Trust's Annual Plan and Objectives, and in particular will:

- To be accountable for ensuring health and safety compliance
- Consider nominating a Health & Safety Governor to have a local overview in the Academy and to liaise regularly with the Academy Principals to ensure day to day management is robust including monitoring health & safety training records
- Responsibilities for health, safety and welfare are allocated to specific people and that these persons are informed of these responsibilities.
- Persons have sufficient experience, knowledge and training to perform the tasks required of them.
- Clear procedures are created which assess the risk from hazards and produce safe systems of work.
- Sufficient funds are set aside with which to operate safe systems of work.
- Health and safety performance is measured both actively and reactively.
- Consider reports on Fire Safety, including Evac and Invac Drills undertaken locally
- Consider reports of safety inspections, and follow-up actions
- Make recommendations to improve standards and performance generally

Central Services Team Responsibilities

The relevant Central Services team comprises:

- Chief Executive Officer (CEO)
- Chief Operations Officer (COO)
- Operations Manager
- Compliance Manager

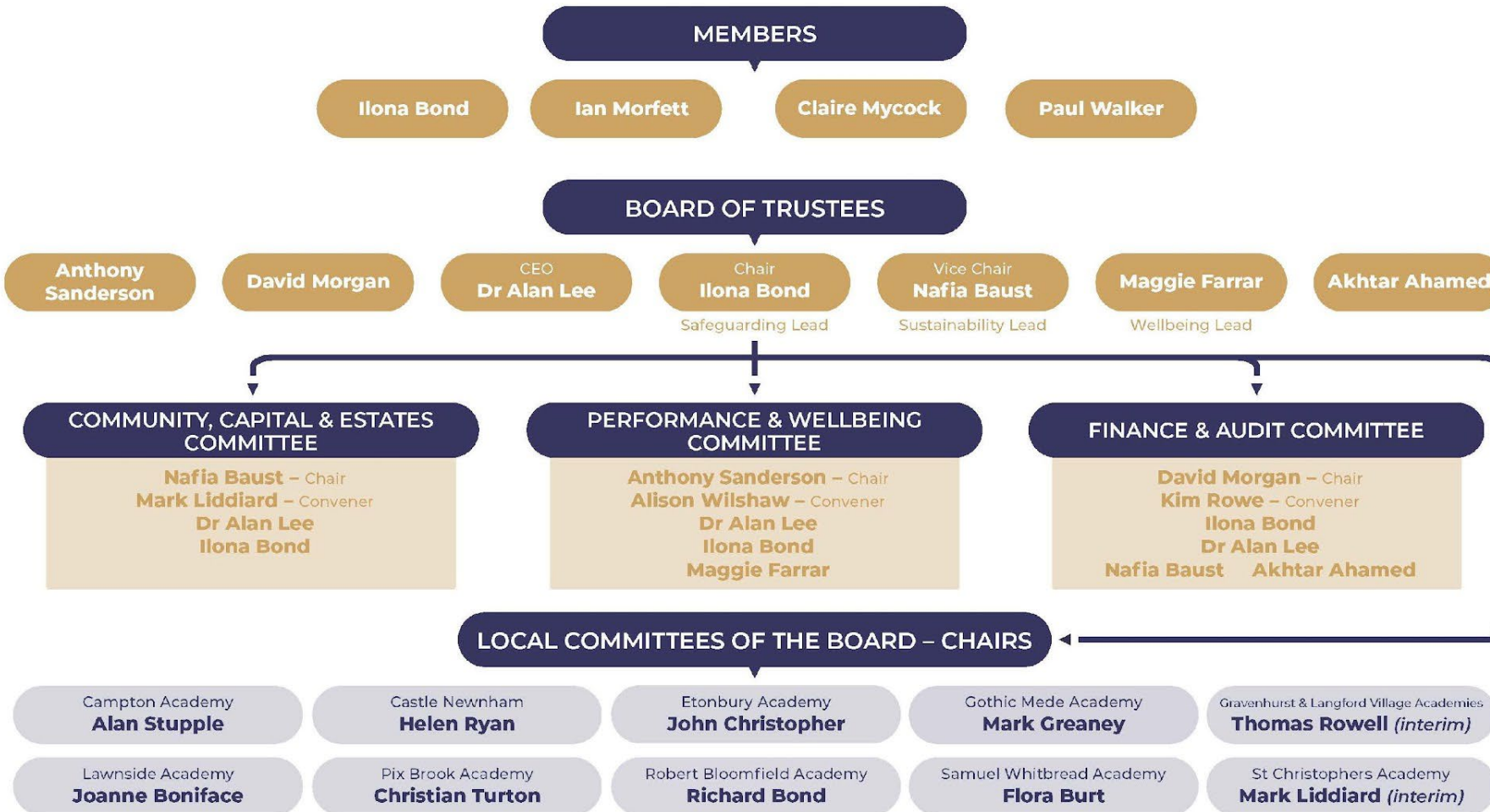
Within the Trust, the firsthand overview of health and safety management is delegated to the **Chief Operating Officer (COO)**, who, along with the Academy Principals, the Nursery Managers and at SWA, PFI Partners, is responsible for:

- Ensuring there is effective monitoring of health and safety performance across the Trust schools and Nurseries.
- Key Health and Safety risks that cannot be addressed at local level are highlighted to the CEO and Trust board.
- Termly report provided to Trust Board on Health and Safety

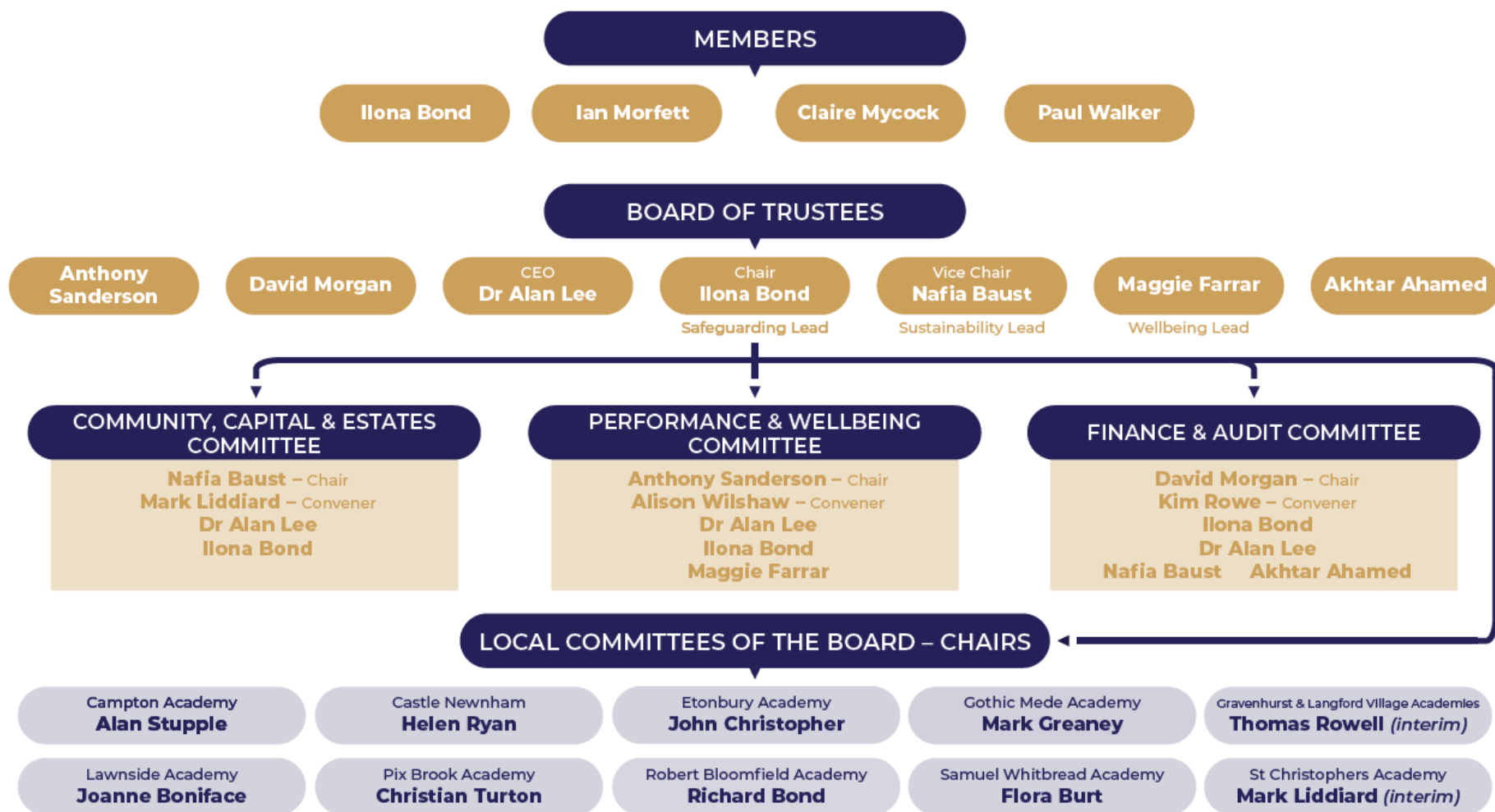
Please see organisational charts for Governance and Central Services¹.

¹ The organisational charts are correct as of the time of publication. For the most up to date version, please see <https://www.bestacademies.org.uk/page/?title=Leadership&pid=13>

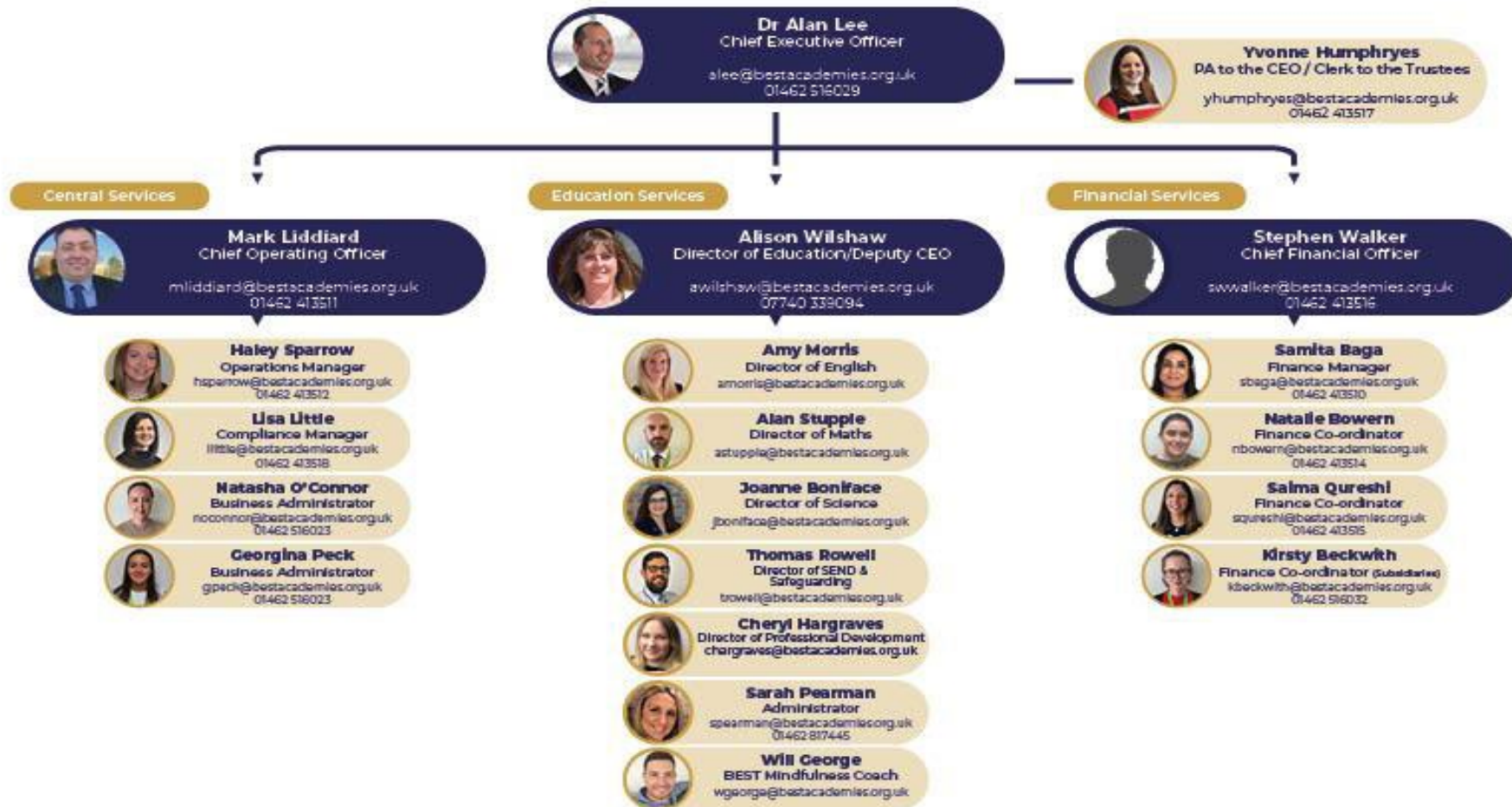
GOVERNANCE – ACADEMIES



GOVERNANCE – ACADEMIES



CENTRAL TEAM STRUCTURE CHART



Academy Principal/Nursery Managers Responsibilities

The Academy Principals/Nursery Managers are responsible for:

- Ensuring this Policy is communicated adequately to all relevant persons.
- Ensuring health and safety is implemented and managed as per the Trust Health and Safety policies and procedures.
- Ensuring Academy/Nursery specific policies are in place for dealing with emergencies etc.
- Ensuring there is adequate resources within the budget for health and safety.
- Ensuring that safety monitoring inspections are carried out on a termly basis
- Ensuring contractors are made aware of hazards and procedures they are required to follow.
- Ensuring all statutory maintenance checks are carried out.
- All staff are provided with adequate information, instruction and training on health and safety issues.
- Keeping a log of all health & safety qualifications and training courses attended by staff.
- Risk assessments of the premises and working practices are undertaken.
- Safe systems of work are in place as identified from risk assessments.
- Emergency procedures are in place and tested including Lockdown, Invacuation and Evacuation.
- Machinery and equipment is inspected and tested to ensure it remains in a safe condition.
- Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- Arrangements are in place to monitor premises and performance.
- Accidents are investigated and any remedial actions required are taken or requested.
- Reporting to and liaising with the appropriate authorities on any local matters as deemed appropriate.
- Meeting regularly with the COO or designated deputy and discussing health and safety risks within their Academy/Nursery.
- Notify the CEO and COO of any correspondence from any enforcement agency OFSTED, Police, HSE, EHO or Fire Service.
- Prepare a summary report Termly to LCB and COO on its H&S performance and findings.

The Academy Principal/Nursery Managers can delegate some of these responsibilities and tasks but is still ultimately responsible for compliance.

Academy/Nursery Line Manager Responsibilities

Heads of Departments and Line Supervisors are responsible for:

- Familiarising themselves with the BEST health and safety policy
- Ensuring people they supervise are inducted and aware of any hazards in their workplace
- Ensuring all employees they supervise know what to do in the event of a fire or other emergency
- Ensuring that all employees they supervise know the whereabouts of first aid facilities
- Investigating accidents to ascertain the cause and to eliminate recurrence if within their competence
- Ensuring all safety rules are observed and that safety equipment is worn or used where appropriate
- Ensuring all defects in the workplace they are responsible for are promptly reported and rectified
- Maintaining good housekeeping standards
- Ensuring classroom and teaching practices comply with health & safety protocol and policy
- Ensuring risk assessment are completed for their area
- Emergency procedures are in place and tested including Lockdown, Invacuation and Evacuation.
- Highlighting any health and safety concerns to the designated Academy Principal or Site Manager
- Highlighting to the LCB the annual training needs of staff identified from the performance review system.

Site Manager/Agent Responsibilities

Site Agents are responsible for:

- To work with the Academy Principal/School Business Manager to ensure the supervision of relevant planning and construction processes is undertaken in line with contractual obligations.
- Ensure the safe maintenance and security operations of the school premises.

- Oversee the maintenance budget and works.
- Ensure fire precaution requirements are in place and up to date.
- Ensure compliance on disability access for staff and pupils.
- Reporting back to the Principal if standards fall below legal requirements due to a lack of resources or other matters that they are unable to control.
- Where external services or contractors are procured to ensure that those organisations or people have systems in place to manage Safety, Health & Environmental responsibilities effectively and that contractor safety controls are adhered to.
- Ensuring that plant and equipment is maintained and that statutory thorough examinations have been undertaken where necessary, including for equipment that has been hired.
- Carrying out any other functions devolved to him/her by the Principal.
- Unsafe conditions being reported and dealt with to agreed timescales.
- Ensure in-house cleaners are trained in COSHH and COSHH folder is kept up to date.
- Provide H&S information to the Principal for inclusion in H&S report to the Local Committee of the Board.

In the absence of a Site Manager/Agent, these responsibilities should be delegated as appropriate by the individual Academy Principal/Nursery Manager.

Individual Employee Responsibilities

All employees have a personal responsibility to prevent injury to themselves and others and damage to equipment and buildings. They also have a responsibility through routine observation to report to the Academy Principal/Nursery Manager or Site Manager any suspected faults with fire appliances, e.g. discharged fire extinguishers, etc.

In particular they must:

- Make themselves familiar with and conform to health and safety policy and procedures at all times.
- Wear appropriate safety equipment and use appropriate safety devices as necessary.
- Conform to all instructions given by those with responsibility for health and safety.
- Report hazards, accidents, faults, defects, damage, etc. to the designated Academy Principal/Nursery Manager or Site Manager.
- Offer any suggestions to improve health and safety to the Academy Principal/ Nursery Manager or Site Manager
- Not misuse any plant, equipment or hand tools.
- Take a responsible attitude towards health and safety, to include having due care for themselves and others.
- Follow all manufacturers and suppliers' instructions when using plant and equipment.

Pupils/Students

Pupils/Students, as specified in the code of conduct, in accordance with their age and aptitude, are expected to:

- Exercise personal responsibility for the health and safety of themselves and others
- Observe standards of dress consistent with safety and/or hygiene
- Observe all the health & safety rules of their respective academy/nursery, and in particular, the procedures for and instructions of staff in relation to emergency situations
- Use and not willfully misuse, neglect or interfere with things provided for their health and safety.

4.0 CONSULTATION & COMMUNICATION

As stipulated in the Safety Representatives and Safety Committees Regulations 1977 and the Health and Safety (Consultation with Employees) Regulations 1996, BEST recognises its duties and responsibilities in respect of matters relating to health and safety.

In practice “health & safety” will be a standing agenda item at all routine meetings. The Trust will also communicate with staff on health and safety matters through the BEST staff newsletter and any other appropriate channels.

As per the Trust’s Trade Union Recognition Agreement for Consultation and Negotiation, BEST will endeavour to hold consultation meetings on a termly basis with the NEU, NAHT, NASUWT and ASCL (the teacher unions) and GMB, UNISON, Community Union Voice Section and Unite (unions representing support and other professional school staff) or with other trade unions as may be agreed from time to time, at which matters pertaining to health and safety may be discussed.

5.0 TRAINING

Each Academy Principal and the Nursery Manager, along with their Senior Leadership Team will ensure that staff are appropriately trained in the appropriate work areas for their specific role. On-going training needs will be reviewed formally as part of the standard Performance Review process.

Update or refresher training will be provided as appropriate where new responsibilities are undertaken or where there is a change in equipment or work procedures.

Academy Principals/Nursery Managers will ensure that new employees receive induction training locally on health and safety including arrangements for first aid, emergency procedures, fire and evacuation as per the Trust’s Induction checklist.

SMARTLOG should be used for generic health and safety training. Academy Principals/Nursery Managers are responsible for ensuring there is a Smartlog Administrator in their setting (see Appendix 1) and that they ensure staff are invited to complete the appropriate online training relevant to their role:

MANDATORY:

E-learning Course	Who	Frequency
<ul style="list-style-type: none"> H&S at Work Manual Handling Slips, trips and falls in Education 	All staff	On induction and 3yrly thereafter
<ul style="list-style-type: none"> Fire Awareness 	All staff	Annually
<ul style="list-style-type: none"> Fire Warden 	Nominated staff	Annually
<ul style="list-style-type: none"> Legionella Awareness 	Nursery Managers/Site Agents	Annually
<ul style="list-style-type: none"> Asbestos Awareness 	Academy Principals*/Nursery Managers*/Site Agents* *where asbestos is present on site	Annually
<ul style="list-style-type: none"> Martyn’s Law – practice school 	All Staff	Annually

<p>invac, evac and lockdown procedures as appropriate for age group (see section below <u>“Emergency Evacuation and Invac (Lockdown) Procedures”</u>)</p>		
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RECOMMENDED

E-learning Course	Who	Frequency
<ul style="list-style-type: none"> Managing Safety 	Line Managers	On appointment
<ul style="list-style-type: none"> IOSH approved Managing H&S in Schools & EY settings 	Principals/School Business Managers	As soon as possible after appointment and then refreshed every 3 years
<ul style="list-style-type: none"> COSHH Awareness Working from Height 	Site Agents/site staff e.g. cleaners/Nursery Managers	Annually
<ul style="list-style-type: none"> Food Hygiene 	All staff that are involved with the production or handling of food	Annually

Where more specialist training is required e.g. Food Hygiene/Asbestos, this should be sourced from a reputable provider and must be recorded on Smartlog.

6.0 HEALTH AND SAFETY COMPETENT PERSON

The Trust has designated the Chief Operating Officer (COO) as the competent person for health and safety in accordance with Regulation 7 of the Management of Health and Safety at Work Regulations 1999. The Trust is supported by external competent health and safety advice provided by Cousins Safety Limited, who assist the Trust in fulfilling its statutory health and safety duties and in the development, monitoring and review of the Trust’s health and safety management arrangements.

7.0 DISCIPLINARY PROCEEDINGS

Understanding and complying with all the health and safety procedures is of the utmost importance. Failure to comply with these procedures, or tampering with any of the health and safety equipment, including firefighting equipment, may lead to the implementation of disciplinary procedures by the appropriate academy/nursery authority. Any person, who intentionally or recklessly misuses, removes, interferes with or damages safety equipment (see definition below) may be liable to prosecution under the Health and Safety at Work Act 1974.

“Safety Equipment” means any item of equipment (e.g. a fire extinguisher or a first-aid box) or any part of a building (e.g. a fire escape, fire alarm or fire door) provided specifically in the interests of health, safety or welfare as distinct from other items or equipment, parts of buildings, etc., which have other purposes.

8.0 GENERAL HEALTH & SAFETY ARRANGEMENTS (A-Z)

The following procedures and arrangements have been established within our Trust academies/nurseries to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements. Trust procedures to be followed are accessible on the BEST Health and Safety Google Drive. The academies/nurseries may also have local policies and procedures and these should be followed.

Accident/Incident/Near Miss Reporting

(See Trust Accident/Incident/Near Miss Reporting Procedures)

All staff are required to complete an Incident/Accident/Near Miss Report within 24 hours of any of the following occurring:

- incidents resulting in injury, illness or fatality
- near misses
- property damage resulting in injury or near miss to a person

For serious accidents/incidents, details will be input onto Smartlog as per the Trust's Accident/Incident reporting procedure. If an accident/incident is RIDDOR reportable, each academy/nursery will report to the HSE as appropriate. Further details can be found on the HSE website - <https://www.hse.gov.uk/riddor/report.htm> . Accidents/incidents reported via Smartlog will automatically be flagged to the Operations Manager as part of the escalation process.

Less serious/minor accidents/incidents will be recorded in the school/nursery's internal accident/incident reporting system e.g. accident book.

The office manager/first aider or member of Senior Leadership Team will investigate the accident depending on the severity of the accident.

The Academy Principal/Nursery Manager will provide an analysis of accidents/incidents for inclusion in H&S report to Local Committee of the Board or equivalent on a termly basis and copy to the Operations Manager.

Administration of Medicines

The administration of medicines to pupils/students is strictly controlled (via the local Academy Supporting Students with Medical Needs Policy) and managed locally by First-Aid Coordinators. Details of the policy is available on each Academy website.

Asbestos

(See Trust Asbestos Guidance)

Asbestos registers and safe-handling procedures are maintained locally at each academy/nursery. Advance reference must be made to these documents in any circumstances where works to the fabric of buildings is to be undertaken.

The Trust Asbestos Guidance and Management plan is updated every 2 years.

The Academy Principal/Nursery Manager has overall responsibility for the management of asbestos in their setting and will ensure that all staff are briefed regarding the rules for drilling, affixing anything to walls and

ceilings etc.

All contractors shall be referred to the asbestos register before commencing work. Any member of staff who may disturb the fabric of the building shall refer to the log-book before commencing work and sign the permit to work sheet. The Trust and its academies/nurseries use the services of _____+__ for asbestos consultancy.

An Asbestos consultancy will provide an annual check on the condition of asbestos.

Staff will also be reminded that they must report any damage to asbestos materials to the Site Team by staff briefing and emails.

Alcohol and Drugs

(see Trust Disciplinary Procedures)

Staff are responsible for ensuring that they do not work under the influence of alcohol or non-prescribed drugs. Failure to follow this falls under the Trust Disciplinary policy.

Individuals who must take prescribed drugs that could affect their ability to work safely must have their work carefully risk assessed so should inform their line manager so that the relevant controls can be implemented to ensure that they are not a danger to themselves or to others.

Behaviour Management

See separate Behaviour Management Policy on the individual academy websites.

Breakfast and Afterschool clubs

Where these are operated by a third party, health and safety will fall under the Trust's contractor management system. A copy of the third party's health and safety policy and risk assessments will be obtained by the Academy/Nursery in which they operate, and a check on fire safety in this area will be carried out every term by the Academy/Nursery.

Where an Academy operates their own breakfast and after school club, this will fall under the Academy's local health and safety procedures.

Buildings and External Areas

Such areas will be inspected termly as part of the Academy/Nursery self-inspections. Any defects discovered whether through inspection or routine observation must be logged and reported to the appropriate authority, usually by email to the Academy Principal/Nursery Manager or Site Manager/Agent (and at SWA, the PFI Helpdesk). Alternatively, the Log Entry module of Smartlog can be used to report any defects in which case any remedial action should be assigned to the appropriate person and followed through to completion.

Catering

School meals are provided either by contractors or in-house by staff directly employed by the Trust. In either case, the Food Hygiene (England) Regulations 2013 are complied with under the monitoring and enforcement of the Local Authority Environmental Health Officers.

In-house Catering

Castle Newnham
Robert Bloomfield
Langford
Pix Brook
Gothic Mede
Nurseries

For in-house Catering the academy/nursery is responsible for the following checks:

- Annual Canopy clean
- Annual kitchen equipment (gas safety check)

For in-house Catering the Kitchen Manager is responsible for:

- Staff training for example; food hygiene level 2 in Food Safety in Catering, allergen training
- Allergen identification of all ingredients
- Compliance with Natasha's law
- COSHH
- Ensuring Safer food better business is up to date
- Ensuring risk assessments are in place and regularly reviewed for kitchen activities.
- Cleanliness, safe storage and handling practices.

Local environmental officers carry out regular inspections and any star rating 3 or below should be reported to the Central Team by the Academy Principal/Nursery Manager.

For all schools with external caterers, the caterer and its responsibilities fall under the Trusts contractor management procedures.

For external catering, depending on the contract, the academy may still be responsible for the Annual Canopy clean and equipment servicing. If not, then the Academy Principal/Nursery Manager should ensure the Catering company provides copies of works/service reports.

The Academy Principal/Nursery Manager is responsible for ensuring that food hygiene standards are met and should carry out an annual check of the school kitchen (in house or external).

The Academy Principal/Nursery Manager is responsible for ensuring that there are arrangements in place for pupil Allergen information to be shared with the Catering provider annually at the beginning of the academic year and again if there are changes within the academic year. Some Catering providers will take responsibility for this via their electronic systems but it remains the responsibility of the Academy Principal/Nursery Manager to ensure that both parties are aware of and understand the process.

The caterer is responsible for the health and safety of their staff working in the school and ensuring compliance with Natasha's Law with regard to allergen identification and labelling.

Children at school (non-pupils)

Staff Children

Non school children, e.g. the children of a member of staff, should only be allowed into school during holidays and strike days by prior arrangement with the Academy Principal/Nursery Manager and will be supervised.

Contractor Management

(See Trust Managing Contractors Guidance)

The presence and work of contractors on our premises is the responsibility of the relevant Academy Principal/Nursery Manager and Site Manager/Agent and is governed by the Trust's Managing Contractors Guidance which is reviewed every 2 years. At SWA it is also the responsibility of the PFI Partners.

Contractors are responsible for familiarising themselves with all relevant health and safety procedures. Working practices adopted by contractors will be monitored by the designated Academy Principal/Nursery Manager and Site Managers/Agent. Poor or dangerous practices will be brought to the attention of the contractor's management, and where there is a serious concern a stop-notice may be served by either the COO, Academy Principal, Nursery Manager and, at SWA, the GTFM Site Manager. All Contractors must report to the Reception Office on arrival at the academy/nursery and be escorted accordingly whilst on site.

Each academy/nursery must have a hazard information sheet that identifies health and safety hazards at the school and this is shared with contractors in advance of projects and also on arrival at the school.

All contractors working on the building will complete the BEST contractor induction checklist with a member of office staff/site team.

The Academy Principal/Nursery Manager is responsible for the Control of Contractors and will ensure projects adhere to CDM regulations and will ensure designers, contractors, and any other building professionals are assessed for competency. Sufficient time, resources, and information must be allocated to ensure that the health, safety and well-being of all concerned is prioritised.

Active management of contractors, project planning, accurate hazard identification, thorough exchange of information (school hazard information sheet, asbestos register) and following suitable and sufficient risk assessment and method statements is essential. It is managed through the academy/nursery control of contractor's procedures.

For building projects managed directly by the Central Services Team, the Operations Manager will ensure projects adhere to CDM regulations and will ensure designers, contractors, and any other building professionals are assessed for competency. Sufficient time, resources, and information must be allocated to ensure that the health, safety and well-being of all concerned is prioritised.

Cleaning and Housekeeping

In order to assist the cleaning teams to do their task thoroughly, all employees are expected to maintain tidy workspaces and as clear as is practicable work surfaces, and ensure gangways, corridors etc., within their work area and classrooms are clutter free and have no obstructions or hazards. If there are concerns or any requirement to have cleaning items and/or equipment removed or relocated these should be directed to the designated Academy Principal/Nursery Manager or Site Manager/Agent (and at SWA the PFI Helpdesk).

Where cleaning is inhouse, the Nursery Manager/Site Manager/Site Agent will ensure COSHH safety datasheets are held and staff are appropriately trained.

The Control of Substances Hazardous to Health Regulations 2002 requires all employers to assess and control the risks to health of all substances hazardous to health (which are widely defined). Cleaning Supervisors, Lab Technicians and/or any other appropriately trained and responsible staff will ensure that, for proprietary materials (e.g. cleaning agents, chemicals) the suppliers' hazard data sheets and instructions for use will be available to all staff. Appropriately trained and responsible staff will carry out COSHH assessments for materials handled by staff under their control. Details will be kept locally indicating the correct use of the material, the identified hazards and the PPE required by the user.

All external cleaning contractors within schools will be responsible for ensuring a COSHH folder is onsite containing the safety data sheets for the materials used within the setting. They will also be responsible for the training of staff and providing appropriate PPE.

Curriculum Safety (including out of school learning activities)

All teachers are responsible for ensuring that their areas of responsibility are checked frequently to ensure that no health and safety hazards are present. Should a teacher identify hazards then they are required to ensure that the risk of injury is eliminated or reduced to an acceptable level.

If the teacher cannot resolve the issue because it is beyond their remit, affects other areas of the school, or requires financial support, then they should log the hazard/issue via the Academy reporting system.

The following Heads of Departments shall ensure compliance with the following guidance:

- Science – CLEAPPS
- Design and Technology - BS 4163, 2021 Health and Safety for Design and Technology in Schools and Similar Establishments, Code of Practice.
- Physical Education - British Association for Physical Education (AfPE) Safe Practice in Physical Education.

Any off-site activities during the school day should be referred and approved by the Educational Visits and Journeys Coordinator (EVC) for each Academy/Nursery.

Teaching staff should consider any significant health and safety issues such as class size, pupil behaviour, maturity, limitations of space, layout, equipment etc. as part of their planning and preparation. Risk assessment is just another name for that process.

Prior to use, all equipment must be checked by an appropriate, trained member of staff such as a qualified teacher, technician or teaching assistant.

Staff are trained in Departments on the appropriate use of machines and equipment. Members of staff new to the school are informed within their departments of relevant curriculum activities.

Heads of Departments are responsible for ensuring these risk assessments are available either on a shared drive or on Smartlog.

The following departments will have their own specific policy developed by their Head of Department:

- Science department policy
- DT department policy.

Samuel Whitbread Academy buys into the Radiation Protection Adviser support from Cambridgeshire County Council and the Head of Science at SWA will ensure CLEAPSS guidance is followed.

Dogs

All schools - no dogs are allowed on any school/nursery site. This applies to staff, pupils and visitors unless the dog in question is a guide/hearing dog or a school therapy dog. A risk assessment will be completed for pupils/staff with a hearing or sight guide dog.

Where applicable, therapy dogs will be kept on a lead and harness at all times when moving around the school property and will always be accompanied by a trained adult. The Therapy dogs will be fully insured by the dog owner. A separate risk assessment will be in place for the therapy dog.

Display Screen Equipment

Information on the risks associated with DSE will be provided to DSE users through the completion of DSE training on Smartlog. The User should complete the DSE Training and DSE assessment on Smartlog annually.

The Academy Principal/Nursery Managers must ensure DSE assessments are completed for all users annually or following an office move. The school will provide equipment and adjustments as identified by the risk assessment.

A user has been defined as staff that use a pc or laptop continuously for more than 1 hour a day. The school will pay the costs of an eyesight test every 2 years for a user and basic costs up to £50 voucher for corrective appliances (glasses) for those users that require them for VDU use only.

Where Teaching staff choose to use PPA time to work from home then working from home guidance should be followed and checklist completed.

Where working from home is going to be a more permanent set up long term, for example for Central team, then a DSE assessment should be completed for home on Smartlog.

Educational Visits and Journeys

All academies/nurseries in Central Bedfordshire follow the local authority education visits and journeys policy. Castle Newnham follow the education visits and journeys policy administered by the Physical Education Hub.

All the academies/nurseries within the Trust will use the EVOLVE system and all educational visits and journeys are required to be approved by the relevant named EVC who shall ensure compliance with the Educational Visits and Journeys Policy.

The Local Education Visits Coordinator (EVC) in each academy will check and record "competence" of staff annually and will attend EVC training every 3 years.

Medication for school trips will be covered by the individual academy/nursery Managing Medications Policy.

Electricity and Electrical Installations

Academy/nursery staff are not permitted to undertake any electrical maintenance or repair work on live electricity, unless they have received the appropriate training and have the level of skills and experience required to do so safely and competently. Certification of such training would be required as proof.

All fixed installations are maintained and managed locally as are arrangements for inspecting and testing portable appliances. All employees have a responsibility through routine observation to report any obvious defects with electrical appliances they use/within their department and to report (to the Academy

Principal/Nursery Manager or Site Manager/Agent and at SWA, GTFM Helpdesk) any obvious defects/damaged cables, plugs, exposed or charred wires etc.

As a general rule, personal items of electrical equipment such as heaters, cooking equipment, fridges, TVs, etc. or anything else that needs to be plugged into an academy/nursery mains supply should not be brought to the academy/nursery. If such a need exists, e.g. a medical requirement, prior permission must be obtained in writing from the local Academy Principal/Nursery Manager or Site Manager/Agent and the item must be PAT tested.

Electric Scooters and Lithium-Ion Battery Charging

Due to the significant fire risk associated with lithium-ion batteries, the charging of electric scooters, electric bikes, or similar personal transport devices is strictly prohibited on all school and Trust premises. This includes charging within school buildings, offices, classrooms, storage areas, or external site buildings. Staff, students, visitors, and contractors must not connect such devices to the Trust's electrical systems under any circumstances. Any concerns or breaches of this requirement should be reported to the Site Manager or Health & Safety Lead immediately.

Emergency Evacuation and Invac (Lockdown) Procedures

See local Academy/Nursery emergency procedures

Procedures are implemented locally stating the action to be taken in the event of an emergency or fire – these are issued and displayed locally by the Academy Principal/Nursery Manager or Site Manager/Agent. All new members of staff are instructed on the emergency evacuation procedure as part of their induction training by their Departmental Manager. Visitors must always be escorted around the site.

All schools apart from Gravenhurst Academy fall within the standard tier of the Terrorism (Protection of Premises) Bill and schools will have arrangements in place for invacuation, evacuation and lockdown, Staff will receive training on the school's procedures for different threats as part of induction and through regular updates. Gravenhurst will continue to have similar emergency procedures in place and practice them in line with the other schools.

In Middle and Secondary schools the lockdown procedure will be practiced annually with staff and pupils. In primary, lower schools and Nurseries the practice of lockdown will be with staff only.

The lower schools, Primary and Nurseries can practice with pupils but this must be carried out when Parent/carers have been informed of the schools planned practice (they do not need to be informed of specific dates/times).

Each school will have a named (this could be the same person):

- Security lead (responsible for developing and keeping up to date the preparedness plans).
- Incident Lead (responsible in a live event making effective decisions under pressure)

Each school will complete a security risk assessment as part of their critical incident plans.

Details of the school's invacuation and lockdown procedures will not be displayed on the Schools website.

Academy Principals/Nursery Managers are responsible for updating their Critical incident plans annually and a copy should be sent to the Operations Manager and added to Smartlog.

Enforcement Officers

Any contact with or subsequent letters, notices or other action by Enforcement Officers must be notified to the Trust CEO and COO without delay so that they can be acted upon immediately. Teachers and non-teaching staff are not permitted to speak on behalf of the Trust and should refer formal enquiries to the Academy Principal/Nursery Manager.

Equipment and Machinery (including Hand Tools)

Safe operation and maintenance of such equipment and machinery is the responsibility of the appropriate department. Proper methods, instructions and procedures for safe-use must be clearly displayed and conveyed in advance to those who operate/utilise them. No employee may use any item of equipment or machinery unless they have been trained to do so. Maintenance manuals must be maintained up-to-date by designated Technicians and be kept in the appropriate locations/workshops.

All hand tools must be visually checked before use and any defective tools marked or disabled and removed from use until they can be repaired or replaced. Repairs on hand tools should only be carried out by qualified engineers. Every six months, all hand tools should be formally checked for defects and this should be recorded on Smartlog.

Fire Safety

The Academy Principal/Nursery Manager is the “responsible person” as defined in Regulatory Reform (Fire Safety) Order 2005 and is responsible for ensuring:

- A fire risk assessment is carried out and reviewed annually.
- Emergency plan is in place (fire action notices displayed in classrooms).
- Fire alarm is tested on a weekly basis and recorded
- Statutory maintenance and testing of fire alarm and emergency lighting is undertaken
- Fire drill is undertaken each term
- Personal emergency evacuation Plans (PEEP’s) are completed for staff and pupils
- All staff complete the Fire Awareness training on Smartlog annually. In addition, those staff who are nominated as Fire Wardens/Marshalls complete the Fire Warden training on Smartlog annually.
- Staff are trained on fire evacuation procedures annually
- Fire extinguisher training for Fire Wardens (every 3 years).

Staff are required to report defects or missing fire-fighting equipment. Fire exits, routes and firefighting equipment shall not be obstructed at any time.

Each individual academy/nursery is required to have an up-to-date fire safety risk assessment carried out by a competent person. It is the responsibility of the individual Academy Principal/Nursery Manager to ensure that adequate and appropriate fire safety measures are put in place, based on the fire risk assessment, to minimize the risk of injury or loss of life in the event of a fire.

Each academy/nursery must have an individual evacuation plan. It is the responsibility of the individual Academy Principal/Nursery Manager to ensure that this plan is communicated to staff and a practice should be carried out termly and in the event of any material change to the premises.

All staff will complete fire awareness training module annually on Smartlog. Nominated Fire Wardens will complete fire warden training module on Smartlog. The schools can nominate fire wardens on Smartlog.

Any systems that are provided in respect of fire detection, protection or evacuation, including emergency lighting systems, should be maintained in accordance with the appropriate planned maintenance schedule. Records of any inspections and checks that are carried out must be retained locally.

Personal Emergency Evacuation Plans (PEEPS) must be completed for any staff and pupils with a disability (either permanent or temporary). Each academy/nursery will have individual arrangement for ensuring these are completed for staff and pupils where applicable.

First Aid Procedures

Each academy/nursery will have in place local first aider procedures.

In accordance with the First Aid at Work Regulations 1981, first aid facilities and trained first aiders are available within each academy/nursery. The locations of First Aid boxes and a list of qualified First Aiders are issued and displayed locally by the Academy Principal/Nursery Manager and Site Manager/Agent. The Academy Principal/

Nursery Manager is responsible for ensuring a first aid risk assessment is carried out to ensure there is adequate first aid provision on site at different times with suitable qualifications. The risk assessment will also include mental health arrangements for staff.

All administration of first aid will be recorded at each of the academies/nurseries. Smartlog could be used to record first aid and medication administered but it is the academy to decide its local arrangements.

All Academies/nurseries should record the names of their First Aiders and their qualifications on Smartlog.

Gas Safety

Staff working in areas where a gas supply is in use shall ensure that the gas supply is switched and locked off when not in use. The gas supply should be isolated in the event of an emergency.

The Academy Principal/Nursery Manager or Site Manager/Site Agent is responsible for ensuring gas appliances are serviced annually and recorded on Smartlog.

All gas pipework and equipment should only be worked on by Commercial Gas Safe Engineer.

Grounds Maintenance

The Academy Principal/Nursery Manager/Site Agent at each academy/nursery will oversee their respective Grounds Maintenance contractor who use their own equipment.

When on site, Grounds Maintenance contractors are required to sign in and state what work they are carrying out in the Grounds Maintenance Log Book and leave COSHH sheets for any pesticides used on school grounds. On completion, signing out is essential.

Grounds maintenance contractors fall under the Academy/Nursery contractor management procedures and

should provide risk assessments for their activities.

Inclusion

The school will plan for and have assessments in place for SEN pupils, making reasonable adjustments in respect of access under DDA.

The school's SENCo is responsible for ensuring these assessments are undertaken and staff are suitably informed and trained to be able to support SEN pupils safely and effectively.

Infection Control

In the event of an individual academy/nursery taking notification from a parent of a notifiable disease, checks should be made of the UK Health Security Agency guidance on exclusions or precautions to take. Anything that requires decontamination etc. will be notified to the Site Team.

All spillages will be cleared up by the Site Team/PFI contractor. PPE gloves are provided. Each academy/nursery should have local arrangements in place for dealing with spillages.

Academies within the Trust with pre-schools will have nappy changing policy in place and have appropriate facilities including PPE (gloves and disposable aprons) for changing nappies.

Each of the Trust schools have a Flu pandemic plan in place. Each of the schools within the Trust will follow government and UK Health Security Agency guidance/advice in relation to managing the risk and this includes implementing infection control procedures.

The Trust will ensure schools update their Flu plans and risk assessments regularly and follow NHS and government advice and guidelines.

Legionella

(See Trust Legionella Guidance)

It is the responsibility of the individual Academy Principal/Nursery Manager to ensure that:

- a water risk assessment(s) is/are in place at each academy/nursery and that these are reviewed at least every two years and in the event of any change or incident relating to the site/sites' water systems;
- the findings of water risk assessment(s) are acted upon within the recommended timescales;
- the requirements for temperature monitoring, flushing and descaling identified within risk assessments are translated to operational monitoring schedules and maintained within a Legionella monitoring folder;
- equipment and substances required for carrying out monitoring and water hygiene activities are provided and maintained;
- staff carrying out Legionella risk management activities are provided with appropriate information, instruction, training and supervision to perform these tasks competently; and
- sufficient staff are appointed and trained to carry out monitoring and water hygiene activities, to ensure that schedules are maintained.

The Nursery Managers and Site Agent to complete legionella awareness training on Smartlog.

Lettings/shared use of premises/use of Premises Outside School Hours

Where applicable see individual academy website

The individual Local Committee of the Board is responsible for maintaining the health and safety and welfare in relation to buildings and facilities management when letting part of an academy premises. Terms and conditions, including emergency arrangements and insurance requirements are detailed prior to formal arrangement and contract. Where the premises are let out for business use i.e. Karate Club, then a copy of the Hirer's indemnity insurance and appropriate risk assessments should be obtained prior to commencement of the hire. All other third-party hirers are covered by the school's insurance provision.

The School Business/Office Manager and Site Agent are responsible for management of lettings at the school. The lettings agreement covers fire and emergency arrangements and a booking form is completed before the letting and/or annually. DBS will also be included as part of this check on hirers that involve children on the school site.

The relevant School Business/Office Manager/Site Agent is responsible for informing the lettings of the emergency procedures for the building and securing the building after lettings.

Lifting Equipment & Lifting Operations

The Academy Principal/Nursery Manager and Site Manager/Site Agent is responsible for ensuring all lifts, hoists, lifting equipment and lifting accessories are maintained and have undergone a thorough examination (6 monthly if equipment is used for lifting people & annually for other lifting equipment.) In addition, users will undertake a visual check of equipment prior to use.

Where installed the Site Manager/Site Agent will be trained to deal with lift breakdowns.

Lone / Out of Hours Working

See separate local school lone working procedures

Definition of Lone Working:

- Where staff are engaged in work (either outdoors or indoors) where there are no other people who could reasonably be expected to come to their immediate aid in the event of an incident or emergency.

No person shall work alone where there is a serious health or safety hazard. Such work activities especially those likely to occur outside normal hours should be assessed by each Departmental Manager. Local arrangements in place for reporting after hours working are issued and displayed locally by the Academy Principal/Nursery Manager and Site Manager/Agent, as are arrangements for out of hours academy events.

A lone worker will most probably fall within one of the following categories:

- Those who work in an otherwise unoccupied part of the building
- Those who work in an isolated part of school grounds
- Those that work during school holidays or outside normal school hours
- Those responding to an alarm call out after normal school hours

Where lone working is unavoidable, the Academy Principal/Nursery Manager should ensure there is a lone working risk assessment in place.

Maintenance and Inspection of Site and Equipment

The Nursery Manager/School Business/Office Manager/Site Manager/Agent will ensure that testing, inspection and maintenance of equipment in accordance with legislation and guidance.

Day to day inspection of all equipment to detect visible signs of damage, obvious faults or deterioration rests with the user, or in the case of equipment used by pupils, with the class teacher. Equipment found to be unserviceable, or of doubtful serviceability shall be taken out of service, adequately labelled, locked away and the defect reported via the school hazard reporting system. The Nursery Manager/School Business/Office Manager/Site Manager/Agent will arrange for repair or replacement.

The Nursery Manager/School Business/Office Manager/Site Manager/Agent has a duty to check the general conditions of the premises and, in particular the non-classroom areas, and for ensuring that health and safety hazards are dealt with. Where action required is outside their authority or ability, the matter will be reported to the Academy Principal/Nursery Executive for appropriate action.

Health and Safety needs in respect of the maintenance of site or buildings should be highlighted in the School Condition Survey and taken into account when prioritising works.

Each school will have their own system to monitor planned preventative maintenance and record site defects/hazards.

Academies/nurseries should record planned preventive maintenance on Smartlog and upload certificates and documents. Planned preventative maintenance compliance will be monitored annually by the Trust's Operations Manager.

Samuel Whitbread Academy is a PFI school and as such the responsibilities for managing the building lie with Galliford Try – see appendix 2 for full details of responsibilities.

Manual Handling Operations

The Manual Handling Operations Regulations 1992 require hazardous manual handling operations to be avoided so far as is reasonably practicable. Where this is not reasonably practicable, a suitable and sufficient assessment must be made to identify hazards and preventive measures to be implemented to minimise risks of personal injury due to manual handling activities.

Wherever reasonably practicable, manual handling will be avoided, using mechanical lifting methods instead e.g. a trolley may have been provided for staff to use to avoid manual handling injuries.

The Academy Principal/Nursery Manager are responsible for ensuring manual handling risk assessments are completed for the activities in their academy/nursery.

Manual Handling training will be provided to all staff through Smartlog.

Monitoring of Health and Safety

As part of BEST health and safety management system, the Trust will regularly review health and safety throughout the organisation.

Inspections provide an opportunity to discover poor housekeeping, conditions of floors, passages and stairs, inadequate waste disposal, damaged tools and equipment, poor lighting, inadequate fire prevention and protection, failure to use the appropriate protective equipment, dangerous machinery, poor food hygiene, etc.

The designated Academy Principal/Nursery Manager/School Business Manager or Site Manager will conduct once a term inspection of their academy/nursery and record any obvious defects on the **termly** Health and Safety Inspection checklist, either on a hard copy or via Smartlog.

Completed checklists are forwarded to the Chief Operations Officer/Operations Manager (reports stored on shared drive). It should be noted that the intention of these inspections is to highlight obvious visual defects based on a 'common-sense' approach, i.e. there is no requirement for specialist training in advance (although generic Health & Safety Awareness training will be considered).

Each Academy Principal/Nursery Manager will prepare a **Termly** Health and Safety Report for their Local Committee of the Board (reports also stored on shared drive), and copy sent to COO/Operations Manager.

The Chief Operating Officer (COO) will prepare a H&S report **termly** to the Board which is an overview of the key issues highlighted in the Health and Safety reports to the Local Committee of the Board.

The Academy Principals/Nursery Managers also meet monthly with the CEO and COO at Executive team meetings and Health and Safety issues can be raised here.

In addition to the above, audits of health and safety systems and processes across the Academies and Nurseries will be carried out as required by a Health and Safety Consultant or a suitable trained person internally.

Summary of H&S Monitoring:

Level of monitoring	Frequency	Responsibility
Weekly checklists	Weekly	Site Manager/Site Agent/School Office Manager
Termly H&S monitoring form	Termly	Principal/Nursery Manager
Termly H&S report to LCB and copy to COO and Operations Manager.	Termly	Principal/ Nursery Manager
Report to BEST Board	Termly	COO
Annual Audit	Annual	External consultant/Suitably trained person internally within the Trust
Meetings with Site Agents	Termly	COO, Operations Manager, Site Agent

New and Expectant Mothers

Once an employee provides written notification to the appropriate Academy Principal/Nursery Manager stating that she is pregnant, or that she has given birth within the past six months or that she is breastfeeding, the Academy Principal/ Nursery Manager should complete a new and expectant mother risk assessment for the individual and manage the actions from this.

Noise

Where required a noise assessment will be carried out e.g. D&T/ Music. Personal Protective Equipment provided e.g. ear plugs will be available to staff working in DT/Music.

Parent Teachers Association (PTA)

Primary, Lower and Middle schools will have active PTA's and risk assessments for activities planned, managed and hosted by the PTA for example summer fetes, fireworks etc should be provided in advance to the Academy Principal.

Permits to Work

Where required the Site Manager/Agent will issue permit to work for high risk activities such as hot works, work at height, confined space. Templates are under Contractor Management procedures in BEST google Health and Safety folder.

Personal Protective Equipment (PPE)

In accordance with the Personal Protective Equipment Regulations 1992, suitable personal protective equipment appropriate for the specific hazards of the task being carried out will be provided to all relevant users. Ordering, inventory management, issue and proper use of PPE will be undertaken and managed locally by each department, e.g. safety goggles, etc.

It is the responsibility of the individual to whom personal protective equipment has been issued to wear the equipment where required, to take proper care of that equipment and to promptly report any defects.

Risk Assessments

See separate Risk Assessment guidance.

In addition to specific risk assessments carried out (COSHH, Manual Handling, Trips etc.) general risk assessments for specific/departmental activities will be undertaken as required by the appropriate department. The assessments should identify potential hazards and any risk reduction actions already being carried out and any further actions required to control or eliminate risks. They will be continually reviewed by each originating colleague/department and a copy of the records kept locally and uploaded to Smartlog.

All academies/nurseries have arrangements in place for completing pupil with medical needs or SEND risk assessments.

School Transport

Each Academy has an up-to-date travel plan.

Where taxis are provided for ASD pupils the local authority are responsible for providing the transport risk assessment.

School transport will be risk assessed through vehicle movement risk assessments for drop offs and pick-ups.

Security

Each Academy will have its own arrangements for security and have a security risk assessment in place.

The Site Agent or other nominated person e.g. Academy Principal/SLT/Security company will be responsible for locking all doors and securing the site at the end of the day.

Where the school has CCTV cameras for monitoring security there is a separate CCTV policy in place. External signage is displayed indicating where CCTV is in operation.

Signage

Safety signage will comply with The Health and Safety (Safety Signs and Signals) Regulations 1996.

The signage will be checked as part of a site agent weekly check and look out for any damaged or missing signage.

Slips, Trips and Falls

All areas of the school including classrooms and corridors are maintained in a clean and tidy manner at all times. In particular that pupil's bags and coats are not stored on the floor where it can provide a trip hazard.

Each academy/nursery has procedures in place to manage icy conditions which involves gritting designated access and egress route into school.

All BEST staff to complete slips, trips and falls training in the module in Smartlog.

Smoking/Vaping

BEST operates a strict no-smoking policy. Smoking (including the use of electronic cigarettes) is not permitted anywhere within academy/nursery premises. Smoking in a public place is against the law and the trust may, on a case-by-case basis, decide to take legal action against anyone found to be in breach of this policy.

Where pupils are found to be smoking or vaping on school site this will fall under the school's behaviour policy and sanctions.

Sun Safety

(See local school sun safety policy for Lower/Primary and Middle schools)

The Nursery's and Lower/Primary/Middle schools will have a sun safety policy and share this with parents. It will detail arrangements for sun cream etc.

Each school will assess the risk and review outside spaces and provide suitable shade, where possible, and encourage pupils to use this. Schools will follow guidance for extreme weather days.

Vehicle Use

This section applies only to those vehicles owned or hired by BEST, and used by BEST staff while undertaking BEST activities. The policy is that staff do **not** use their own vehicles to transport pupils/students or colleagues for business/academy activities. However, if this is unavoidable approval must be sought from the Academy Principal/Nursery Manager. Where approved, these journeys are covered by the Trust's Motor Insurance policy (Occasional Business Use).

The Academy Principal/Nursery Manager or designate is responsible for ensuring that Trust owned vehicles are properly serviced, maintained and provided with appropriate insurance. Vehicles must be driven only by authorised employees who are in possession of a valid driving licence.

Where appropriate, see the individual Academy Mini Bus Policies for further information and detail.

Vehicle movement on Site

Each Academy will assess the risk from vehicle movement on site and complete a risk assessment. This will cover drop off, pick-ups, deliveries, lettings etc.

Violence and aggression

The Trust will not accept violence and aggression towards their staff from visitors and members of the public this includes verbal/written abuse.

Reporting of violence and aggression will be on the accident/near-miss module on Smartlog, plus on behaviour log system if involving a pupil.

Pupil behaviour will be managed through the school managing behaviour policy and staff will be offered positive handling/Team Teach training based on need identified through a pupil risk assessment.

Following an incident, and when safe to do so, staff will have the opportunity to take time away from supporting the pupils who have been aggressive.

Visitors including Volunteers

All visitors including volunteers must sign in/out at the local Reception.

Any visitors/volunteers who either do not hold a DBS or have not logged their local authority DBS number with Reception must be escorted at all times whilst on site. All unescorted visitors will be briefed on the Emergency

Evacuation procedures upon arrival and on any site-specific arrangements.

Where volunteers take part in activities then appropriate risk assessments must be undertaken and shared with those volunteers.

Well-being/Employee & Occupational Health Support

See separate Stress and Wellbeing guidance

Occupational Support is provided via Bedford Borough Council and may be accessed with agreement of the Academy Principal. An Employee Assistance Programme which offers a range of personal and work-related advice on a variety of issues including stress, anxiety, depression, emotional difficulties, alcohol and drug misuse, family concerns and bereavement is provided by Education Support. This support will be offered on a strictly confidential basis, either by telephone or face-to-face/virtual meetings. The contact telephone number to access the service (which is available 24hrs a day/365 days a year) is 08000 856148.

The Trust employs a Mindfulness Coach. All staff are able to access mindfulness coaching and 1:2:1 personal support via their school.

Each of the schools will have a Mental Health First Aider for staff and they will be supported in their role.

Welfare

High standards of welfare facilities that comply with The Workplace (Health, Safety & Welfare) Regulations 1992 and Construction (Design & Management) Regulations 2015 have to be provided. The Trust will provide suitable welfare facilities for staff in its schools/nurseries.

In terms of pupils, the Academy Principal/Nursery Manager will ensure it meets the welfare provision in all its schools/nurseries as per the School Premise Regulations 2012/EYFS Framework.

Work Experience

The Trust allows pupils from other schools to undertake work experience placements. Before the start of the placement, the academy/nursery will complete an appropriate risk assessment for those young persons undertaking the work experience.

The Academy Principal/Nursery Manager oversees all work experiences and is ultimately responsible for ensuring that a young person risk assessment is completed and that any control measures identified from the risk assessments are implemented.

Workplace Temperature

Temperatures in the workplace are covered by the Workplace (Health, Safety and Welfare) Regulations 1992, which place a legal obligation on employers to provide a “reasonable” temperature in the workplace.

The approved Code of Practice suggests a minimum temperature in workrooms (this includes classrooms and offices) of at least 16°C or 13°C if much of the work indoors involves severe physical effort for example halls used for PE.

There is no maximum temperature and schools should make reasonable adjustments for example, providing fans,

rotating classrooms, using cooler spaces, access to water throughout the day etc. This will be determined through a risk assessment.

Working at Height

Such equipment must conform to minimum industrial standards (domestic rated items cannot be used) and an inventory must be maintained locally within departments. Local technical staff should undertake regular visual inspections and report/rectify/remove any items deemed unsafe for use. Proper methods, instructions and procedures for safe-use must be clearly displayed and conveyed in advance to those who operate/utilise them. Only trained employees may use such equipment. Staff such as Site Agents and staff that use ladders should complete working at height training on Smartlog.

Work at height risk assessments should be completed for all working at height activities and reviewed every 2 years or if there are significant changes.

6th monthly Ladders checks should be recorded on Smartlog.

Mobile scaffolding may be used where work has to be undertaken at height and where there is space to erect a tower safely. Users will be trained and competent to erect or dismantle the structure in accordance with the manufacturer's manual / guide.

The Site Agent (once trained) is the only person authorised to erect and use the tower scaffold, ensuring in particular:

- Height to base ratio will not exceed manufacturer's recommendations.
- Outriggers will be used or the tower connected to the building/ structure, for stability.
- Towers will only be ascended from the inside, on the narrowest side.
- Work only undertaken from fully boarded platforms with guardrails and toe boards.
- Ladder/stepladders will not be used to gain extra height as this can cause the tower to overturn.

The Site Agent will attend PASMA training. This training is refreshed every 5 years and must be recorded on Smartlog.

No contractor shall be allowed to borrow a school ladder or tower scaffold.

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any person and it helps to promote equality in this Trust.

APPENDIX 1 – LIST OF ADMINISTRATORS

Academy/Nursery	Smartlog admin	Frontline admin
Central Team	Haley Sparrow Lisa Little Natasha O'Connor Georgina Peck	Haley Sparrow
Campton Academy	Julia Bright	Christopher Roast
Castle Newnham	Lauren Crowley John Hambley	n/a
Etonbury Academy	Jo Young Amy Bowles	Devon Stirton-Croft Stephen Crole-Rees
Gothic Mede Academy	Steph Smith Diane Deacon	Steph Smith
Gravenhurst Academy	Debbie Randall Alison Day	Debbie Randall Alison Day
Langford Academy	Debbie Randall Dawn Mills Paul Vince	Debbie Randall Paul Vince
Lawnside Academy	Cheryl Johnson Marissa Stoneham Andy Auburn	Cheryl Johnson Andy Auburn
Pix Brook Academy	Charlotte Linehan Gary Wilson Roy Gadsden	n/a
Robert Bloomfield Academy	John Linehan Louise Barnett Andy McCarthy	Andy McCarthy
St Christophers Academy	Marianne Hayes Rebecca Day	Rebecca Day
Samuel Whitbread Academy	Emma Saunders Ben Whittle	n/a
Best Nurseries (Shefford, Arlesey and Langford)	Dawn Davies Lisa Farran Laura Brown Debbie Flint	Lisa Farran - Arlesey

APPENDIX 2 - SWA / PFI DELEGATED RESPONSIBILITIES

Areas	Executive Responsibility		Local Responsibility
	SWA	GTFM	
Asbestos Management		○	
COSHH	○	○	HODS/Department Technicians for example for substances used in curriculum areas such as Science, DT, Art and food tech.
Curriculum Equipment General	○	○	HODS/Department Technicians
Electricity & Electrical Installations		○	
Electrical Equipment - Curriculum	○		Dept Technicians
Emergency Evacuation Plan	○		Principal
Emergency Lighting		○	
Fire Detection and Prevention Systems		○	
Fire Exits and Fire Equipment Checks		○	
Fire Log Book		○	
Fire Risk Assessments & Plans		○	
First Aid Equipment;	○	○	First-Aid Coordinator for administering First Aid.
Food Safety Issues		○	GTFM
Food Safety – Curriculum	○		HOD/Dept Technicians
Gas Safety Checks		○	
Health & Safety Operations (local)	○		Principal
Health & Safety Monitoring (local)	○	○	Principal/Governors/COO
Inspections of Lifts / Hoists		○	
Lab Safety	○		HODS/Dept Technicians
Legionella Risk Assessments & Logs		○	
Lightning Protection		○	
Manual Handling	○	○	HODS/Dept Technicians
MEP, Boilers, Lifts, Plant, etc.		○	
Portable electrical appliance testing		○	
Risk Assessments	○	○	Principal/HODs/Trip Leaders
SEN / PEPs	○		SENCO
Training Records	○	○	Principals
Trips	○		Trip Organisers/EVC
Vehicles	○		Principal
Well-being	○		Senior Leadership Team
Work Equipment Registers & Checks	○	○	HODS/Department Technicians