



# St. Comgall's Primary School.

## **HEALTH & SAFETY POLICY**

Last Reviewed January 2019

This School's policy is to provide and maintain safe and healthy working conditions, so far as reasonably practicable, for all our staff and pupils and to encourage a safe culture within the school. The Council for Catholic Maintained Schools' Health and Safety Policy Statements are adopted and complemented by the School's Policy Statement.

It is the School's policy to provide adequate information to identify needs in respect of training and provide supervision for the health and safety of staff and pupils.

The Board of Governors also accepts responsibility for the health and safety of other people who may be affected by School activities.

A complete Health and Safety inspection/audit will be carried out at least once per year and a copy of the report will be submitted to the Council and the Education Authority.

## **THE COUNCIL FOR CATHOLIC MAINTAINED SCHOOLS**

### **1 THE CHIEF EXECUTIVE**

The Chief Executive has overall responsibility for all matters relating to the health, safety and welfare of all persons employed by the Council, and for ensuring that members of the general public who may be affected by or on behalf of the Council are not thereby exposed to reasonably foreseeable risks to their health or safety.

In the discharge of these responsibilities the Chief Executive shall:

- require senior officers to initiate and control appropriate safety procedures within their areas of responsibility to give effect to the spirit and intention of the Safety Policy;
- regularly review the effectiveness of the Safety Policy with each of the senior officers taking into account reports of safety performance compiled by the Council's Safety Adviser or other designated officer, and where necessary require them to make any amendments or improvements to the Policy;
- require senior officers when making recommendations to the Council to take account of the safety implications associated with the activities, plans and deployment of resources with special regard for the safety needs of employees and the general public;

- ensure that any defects or hazards which are brought to the Council's attention by the Education Authority and which are the Trustees' responsibility are rectified where reasonably practicable by the Trustees.

## **2 THE HEALTH AND SAFETY ADVISER**

The Council's Health and Safety Adviser shall be the Policy Development Officer (Equality/New TSN/Health and Safety). This officer shall advise the Council of the development and application of the Council's Health and Safety Policy and its safety programme and assist in its revision and the development of associated safety procedures.

The Health and Safety Adviser will liaise with the Education Authority's Health and Safety Officers or other designated officers with regard to:

- the interpretation of relevant health and safety legislation and regulations in order that all schools and sections may comply with relevant legislation and regulations within their scope;
- the interpretation of Codes of Practice issued under the Health and safety at Work (NI) Order 1978 so that all relevant Codes are adhered to and good safety practices are observed;
- the arrangements, in liaison with other specialist staff, for the inspection of buildings, plant and equipment in use in all school premises so as to ensure that (i) health and safety requirements are being met, and (ii) the identification of hazards to health and safety and the advice on the measures to be taken to rectify them are reported to the Council;
- the maintenance of accident statistics, advising on accident reporting procedures, processing applicable accident reports and liaising with the Council's insurers, the Education Authority's legal departments and all sections on claims for compensation arising from accidents to teaching staff; on the processing of accident reports and consequent claims for compensation;
- the analysis of accident statistics and recommendations on health and safety measures to prevent their recurrence;
- assisting in the development of training programmes, in conjunction with the Council's and Education Authority's other specialist staff;
- communicating on behalf of the Council with the Health and Safety Executive and other enforcement agencies on all matters regarding health and safety at work;
- liaising with recognised safety representatives, safety committees and trade unions.

### 3 BOARDS OF GOVERNORS

Governors have a statutory responsibility under the Health and Safety at Work (NI) Order 1978 for ensuring that the Council's Safety Policy is both understood and implemented in schools under their control.

The Schedule to the Scheme for the Membership, Procedure and Functions of the Board of Governors of maintained schools and the Scheme for the Local Management of Schools also assigns to Boards of Governors a number of functions, duties and responsibilities in respect of Health and Safety.

In discharge of their statutory responsibilities Governors must ensure:

- that all teaching staff appointed by them hold appropriate qualifications both to teach the subjects required of them and to use the necessary equipment and machinery;
- that both teaching and non-teaching staff are provided with regular training, as appropriate, that will assist them to work safely;
- the maintenance of procedures for the safety of both teaching and non-teaching staff who come under their control;
- that an inspection of the school premises and equipment is carried out by an appropriate expert in the field once per year and that a report is submitted to both the CCMS Chief Executive and the Chief Executive of the relevant Education Authority;
- the prompt and efficient maintenance of
  - (i) all equipment,
  - (ii) all non-structural repairs,as defined in the relevant Annex of the Authority's Scheme for the Local Management of Schools;
- that contractors carry out their undertakings in a safe manner so as to ensure the health and safety of all personnel on the premises;
- that all equipment and materials either purchased or acquired by them are suitable and safe for their use;
- that both teaching and non-teaching staff are issued with a copy of the Council's and School's Safety Policies.

#### **4 PRINCIPALS**

Principals of schools are responsible for the day to day application of this Safety Policy both for teaching and non-teaching staff.

In the discharge of this responsibility each Principal shall:

- ensure that risk assessments have been carried out to assess all significant risks within the school;
- ensure that both teaching and non-teaching staff are provided with regular training, as appropriate, that will assist them to work safely;
- ensure the provision and maintenance of procedures for the safety of both teaching and non-teaching staff who come under their control;
- ensure that all staff are aware of any instructions or safety advice pertaining to their particular discipline issued by either the Council, the relevant Education Authority or the Department of Education;
- ensure that all safety reports pertaining to the school are understood and that the detailed work has been completed;
- ensure that adequate arrangements exist for carrying out regular fire drills and that all staff participate in, and are aware of, such arrangements;
- report to the Board of Governors all defects and hazards which are their responsibility;
- ensure that safe systems of works are used by contractors or persons carrying out inspections or non-structural repairs which are the Governors' responsibility as set out in the relevant EA's Scheme for the Local Management of Schools and that reference has been made to the Council's and EA's Health and Safety Manual;
- report all defects and hazards which cannot be dealt with under the scheme for Local Management of Schools to the responsible officers both in the Council and in the relevant EA;
- ensure that all accidents to teaching staff are reported promptly to the Council. In the case of non-teaching staff, all accidents must be reported to the relevant EA;
- ensure that all staff operate safe working practices in the execution of their duties.

In the absence of the Principal, the Vice Principal or a nominated senior teacher will assume the role.

## **5 TEACHING AND NON-TEACHING STAFF**

Each member of the teaching and non-teaching staff has a responsibility to exercise care and attention regarding the safety of themselves and pupils/students under their care.

In the discharge of this responsibility each member of the teaching or nonteaching staff shall:

- ensure that they take reasonable care during their work activities to avoid accident or injury to themselves, other members of staff and pupils/students;
- exercise effective supervision of the pupils and know the emergency procedures in respect of fire, first aid, etc; and how to carry them out;
- observe all safety instructions and advice issued by the Council, EA or the Department of Education, and observe all safety rules relating to specific machinery or processes;
- ensure that all protective clothing and equipment as required are both available and used by themselves and pupils/students;
- report all potential hazards affecting health and safety to the Building Supervisor.
- Ensure that Accident Forms are completed as appropriate;
- co-operate fully with the Building Supervisor and the Principal on all matters pertaining to Health and Safety;
- give clear instructions and warnings as often as necessary and follow safe working procedures personally.