



HEALTH AND SAFETY POLICY

March 2026 - 2027

Incorporating the Local Health and Safety Arrangements

- **Alder Grange School**
- **Maintained Secondary**
- **14101 / 8884030**
- **Calder Road, Rawtenstall, BB4 8HW**

Introduction and Context

This policy is based on the requirements of the Health and Safety at Work etc Act 1974 and associated health and safety and other legislation. It should be read in conjunction with the Lancashire County Council's Health and Safety Management System

As a Community School the county council is the employer. The governing body is responsible for the use of the premises. The headteacher is responsible for the implementation and management of health, safety and welfare within the school. The county council, the governing body and the headteacher should work in partnership to meet these responsibilities.

As the person(s) with responsibility for the implementation and management of proper health and safety controls within the school, I/we will, as far as is reasonably practicable:

1. provide adequate control of the health and safety risks arising from our work activities;
2. provide and maintain safe plant and equipment;
3. ensure all employees are competent to do their tasks and ensure the provision of adequate training;
4. maintain safe and healthy working conditions;
5. ensure safe handling and use of substances; review and revise this policy and arrangements as necessary at regular intervals, and, as a minimum, following each 5 yearly review of this template by the county council;
6. consult with employees on matters affecting their health and safety;
7. provide information, instruction and supervision for employees;
8. prevent accidents and cases of work-related ill health;
9. comply with appropriate directions given by the county council on health and safety

Signed:	Signed:
Paper copy signed Head Teacher	Paper copy signed On behalf of the Governing Body
Headteacher's name: Joanna Griffiths	Chair of Governors name: Lesley Doherty
Date:	Proposed Review date: March 2026

1. Responsibilities

Area of Responsibility	Responsible Person
The responsibility for implementation and management of proper health and safety controls within the school	<i>Joanna Griffiths</i> Head Teacher
The delegated member of staff with day-to-day responsibility for ensuring this policy is put into practice	<i>B Gallagher</i> School Business Manager
To ensure health and safety standards are maintained/improved, the following people have responsibility in their specific areas eg premises issues, fire safety and other emergencies, out-of-hours arrangements, educational visits:	<i>B Gallagher – General Site & Grounds</i> <i>Lisa Archer – Health</i> <i>Sarah Hartley – Science</i> <i>Terry Stocks – DT</i> <i>Chris Reynolds –Educational Visits</i>
Health and safety objectives for the school (as identified by accident/incident investigation, consultation, review of risk assessments, health and safety management support and audit visits; advice from the county council etc, or other sources eg DfE, Teachers.Net, other schools, the HSE) will be developed and monitored by:	<i>B Gallagher</i> School Business Manager
Documented health and safety objectives and any associated action plan(s) can be found: Note: Any actions arising from those objectives should be documented eg as an action plan, and monitored to ensure they are achieved.	<i>Governors Minutes and School H&S File</i>
All employees within the school have a responsibility to: - Co-operate with the headteacher and their nominated representatives on all matters relating to health and safety - Not interfere with anything provided to safeguard their health and safety - Take reasonable care of their own health and safety, and not knowingly place anyone who may be affected by their work activities at risk - Report all health and safety concerns to an appropriate person (as detailed in this policy statement) Teachers must - Adhere to the School Teachers Pay and Conditions Document which state that teachers' professional duties include maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.	

1. **Health and safety risks arising from work activities**

I/we will ensure that so far as is reasonably practicable, all areas of risk are assessed and adequate control measures are put in place to ensure the health and safety of all employees, pupils, contractors, non-employees and anyone else affected by the school's activities.

Risk assessments will be undertaken by:	<i>Site wide: B Gallagher, School Business Manager</i> <i>Science: Sarah Hartley</i> <i>Health: Spencer Bibby</i> <i>Tech: Terry Stocks</i> <i>Creative Arts: Katy Procter</i> <i>Educational Visits: Chris Reynolds</i>
The significant findings of risk assessments will be reported to:	<i>Joanna Griffiths, Head Teacher</i>
Action required to remove/control risks will be approved by:	<i>Joanna Griffiths, Headteacher</i>
The responsibility for ensuring the action required to reduce risks is implemented is that of:	<i>B Gallagher, SBM & Paul Seery, Site Manager (site/fabric of building)</i> <i>Curriculum Leaders (dept specific risks)</i>
Checking that implemented actions have removed/reduced the risks is the responsibility of:	<i>Department Manager</i>
Risk assessments will be reviewed regularly • at least every 3 years for task risk assessments and the technical aspects of a fire risk assessment; • annually for the non-technical aspects of a fire risk assessment • every 5 years for COSHH assessments) or in the event of any significant changes. Responsibility for this rests with	<i>B Gallagher – for fire</i> <i>Terry Stocks for COSHH (D&T)</i> <i>Sarah Hartley COSHH (Science)</i> <i>Spencer Bibby (Food & PE)</i>

2. **School's Commitment**

To meet the requirements of this Policy Statement, the headteacher/governing body their nominated representative(s) will:

- a) draw up and implement appropriate health and safety procedures for the school;
- b) share appropriate elements of these procedures with all employees, pupils, visitors and anyone else who may be affected by them;
- c) arrange for risk assessments to be completed for all areas of work and review them on a regular basis;
- d) as part of the risk assessment process, produce safe systems of work where necessary and arrange for their implementation including any appropriate training, resourcing, auditing and monitoring;
- e) identify adequate resources for the implementation of the health and safety policy and arrangements within the school;
- f) comply with appropriate directions given by the county council on health and safety requirements; and,
- g) act in accordance with the relevant provisions in the Scheme for Financing Schools in Lancashire and the School Teachers Pay and Conditions Document.

The school will:

- make health and safety procedures and documentation available for inspection upon request
- regularly review its arrangements in respect of the applicable topics and activities listed in the table at the end of this Policy document.

3. **Consultation with employees**

The school recognises and accepts its duty to consult with employees and will do so via a union-appointed safety representative and/or through elected employee representatives where union appointed representatives are not available.

Employee representative(s) for the school are:	<i>NA - NASUWT</i> <i>Rosie Hesketh – NEU</i> <i>No current representative for Unison</i>
Consultation with employees is provided via:	<i>Individual meetings/appraisals</i> <i>Department Meetings</i> <i>Whole Staff meetings</i>

4. ***Safety Representatives***

The school recognises and accepts that safety representatives must be given the paid time necessary to carry out their functions, and paid time as is necessary to undergo training in those functions, as is reasonable in the circumstances.

Safety representatives' functions are to:

- investigate potential hazards and dangerous occurrences at the workplace, and complaints by employees relating to health, safety and welfare at work, and examine the causes of workplace accidents;
- make representations to the headteacher/governing body on the above investigations, and on general matters affecting the health and safety of the employees they represent
- regularly inspect the workplace
- represent employees in dealings with health and safety inspectors; and,
- attend health and safety committee meetings.

5. ***Safe plant and equipment***

The school will ensure that all plant and equipment that requires maintenance is identified, that maintenance is carried out and that new or second-hand plant and equipment meets any required health and safety standards before it is purchased.

Responsibility	Responsible Person
Responsible person(s) for identifying all equipment/plant needing maintenance:	<i>General Site: B Gallagher DT: Technician in role Science: Technician in role PE/Food: Spencer Bibby Kitchen: Emma Barber</i>
Responsible person(s) for ensuring effective maintenance arrangements are in place:	<i>B Gallagher</i>
Responsible person(s) for ensuring that all identified maintenance is carried out:	<i>B Gallagher</i>
Any problems found with equipment should be reported to:	<i>siteservices@aldergrange.com</i>
Responsible person(s) to check that new equipment meets any required health and safety standards before it is purchased:	<i>Budget holder/B Gallagher</i>

6. *Information, instruction and supervision*

The Health and Safety Law poster is displayed at: Note: It is a legal requirement to display the Health and Safety Law Poster in a prominent position in each workplace eg in the school's reception area, or to give employees a copy of the Health and Safety Law leaflet.	<i>Location(s)</i> Main reception areas
Health and safety advice is available from:	<i>Schools Portal</i> https://schoolsportal.lancsngfl.ac.uk/security/login.asp?page=/index.asp <i>Site Services</i> <i>School Business Manager</i>
Annual Refresher training, including Fire Evacuation Procedures	<i>Via Staff Handbook - Inset 1 with changes being cascaded to staff</i>
Visitors & Contractors to site - fire evacuation process	<i>Site contractors - site supervisor/manager</i> <i>Other visitors - On sign in at reception (provided with Fire Evac procedures)</i>
Visitors during the school day	<i>Will be escorted throughout time in school building by a responsible member of staff</i>

7. *Competency for tasks and training*

The school has arrangements in place to ensure that all new employees are provided with appropriate health and safety induction training when they start work. This will cover basics such as first aid and fire safety. Job specific health and safety training will also be provided if needed to achieve the required competency. Training arrangements will include regular refresher training where appropriate.

Responsibility	Responsible Person
H&S Induction - teachers	Sarah Worden, Assistant Head Teacher
H&S Induction – Cover Teachers/Supervisors	Russell Milnes, Assistant Head Teacher

Induction & supervision of ITTs will be arranged/undertaken/monitored by	<i>Associate Assistant Head Teacher for Induction & Learning: Sarah Worden</i>
Induction of New Support Staff	<i>Line Managers</i>
Induction of agency cover supervisors	<i>AHT - Russell Milnes</i>
Job specific training will be provided by:	<i>Department Leaders</i>
Jobs requiring specific health and safety training are:	Site Supervisors • <i>asbestos management and awareness</i> • <i>Legionella and water hygiene</i> • <i>COSHH</i> • <i>Management of contractors</i> • <i>Working at height.</i> • <i>Lone working</i> Science Teachers & Science Technician • <i>COSHH Training</i> Tech Teachers & Technician • <i>As per dept handbook, requirements CLEAPPS, and of CL</i> Health (Food & PE) <i>As per dept handbook, CLEAPPS, and CL</i>
Training records are kept by:	<i>Induction Training – S Worden (confirmation of induction to be held on personnel file)</i> <i>Departments – confirmation of dept specific training to be held on department files</i> <i>Site Training – to be held by School Business Manager</i>
Training will be identified, arranged and monitored by:	<i>Department Leads</i> <i>School Business Manager -B Gallagher</i>

8. ***Accidents, first aid and work-related ill health***

The school acknowledges the legal requirement to:

- ensure there are adequate arrangements in place for the reporting, recording and investigation of incidents and accidents;
- ensure there are adequate arrangements in place for reporting work related injuries, diseases and dangerous occurrences under the RIDDOR Regulations;
- provide appropriate first aid arrangements for employees and anyone attending the premises that may be affected by the school's activities;
- ensure there are adequate arrangements in place to provide health surveillance for any employees who may be **at risk** of ill-health as a direct result of their work activities.

Responsibility/Action	
The first aid boxes are available:	<i>Main Reception AG6 Reception Staff Room Food Tech Room PE Room Tech Room</i> <i>Staff are responsible for maintaining supplies in all boxes. More supplies should be ordered via Student Services</i>
The first aider(s) and appointed person(s) is/are:	<i>Appointed Person is Ivanka Radeva</i> <i>First Aiders are</i> • <i>All student services staff</i> • <i>Designated Trip Staff</i>
All accidents and cases of work-related ill health are to be reported to:	<i>B Gallagher, SBM</i>
RIDDOR Reporting	<i>B Gallagher, SBM</i>

9. **Performance monitoring**

The school acknowledges its requirement to monitor the health and safety of employees and anyone who may be affected by its work activities and has appropriate arrangements in place to fulfil this requirement and to keep records.

To check our working conditions and ensure our safe working practices are being followed, we will conduct workplace inspections. These are carried out by:	<i>Governor responsible for H&S</i>
Review all risk assessments regularly: - At least every 3 years for task risk assessments and the technical aspects of a fire risk assessment - annually for the non-technical aspects of a fire risk assessment - Every 5 years for COSHH assessments) or in the event of any significant changes.	See Section: Health and safety risks arising from work activities for responsibility details
Responsible person(s) for investigating accidents eg road traffic accidents, slips, trips and/or falls etc before requesting assistance from the Health, Safety and Quality team if necessary:	<i>B Gallagher School Business Manager</i>
Responsible person(s) for investigating work-related causes of sickness absences:	<i>B Gallagher School Business Manager</i>
Responsible person(s) for acting on investigation findings to prevent recurrences:	<i>B Gallagher School Business Manager</i>
Responsible person(s) for the monitoring of any trends in accidents, incidents and sickness absence:	<i>B Gallagher School Business Manager</i>

10. *Emergency procedures - fire and evacuation*

The school acknowledges its responsibility for ensuring that appropriate emergency procedures are in place and that these are communicated to all concerned, including other users of the premises, and monitored on a regular basis.

Responsibility for ensuring the fire risk assessment is undertaken and implemented rests with:	<i>B Gallagher School Business Manager</i>
Escape routes are checked by	<i>Site Services every day</i>
Fire extinguishers are maintained and checked by/every:	<i>LCC (via 3rd party) every 3 months</i>
Alarms are tested by	<i>Site Services every half term</i>
The emergency fire evacuation procedure is tested	<i>Head Teacher every full term</i>
Responsibility for ensuring arrangements are in place to deal with other emergency situations eg bomb threat, flood, etc. rests with:	<i>Head Teacher and School Business Manager</i>