



Linden Lodge School

Provider of specialist education since 1903

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LINKED EXTERNAL DOCUMENTS:			

Equalities Statement:

We have carefully considered and analysed the impact of these policies on equality and the possible implications for people with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Requests for Paper Copies:

If you require this policy in a different format e.g. print or braille please contact Co-Headteachers@lindenlodge.org.uk

Wellbeing statement of commitment

We are committed to providing a healthy working environment and improving the quality of working lives for all staff and students. The wellbeing strategy aims to support our mission, core values and freedom of thought and expression, freedom from discrimination and the recognition that our community is our greatest asset. For further information on our school's commitment to wellbeing, please see the Mental Health and Wellbeing Policy and Strategy document, or visit our school website.

Rights Respecting School

The United Nations Convention on the Rights of the Child (CRC) brings together a range of rights that all children aged under 18 are entitled to, no matter who they are or where they are born. These rights ensure that all children are given the support they need to develop and reach their potential and are protected from harm.

As a Rights Respecting School, Linden Lodge has embedded children's and young people's rights in our practice and ethos. This policy is specifically linked with the following CRC Articles:

Article 24: You have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Contents

1.1-1.3 introduction	4
2.1-2.5 Statement of Intent.....	4
Organisation	5
3.1 The Board of Trustees.....	5
3.2 The MAT CEO and Principals/Co-Headteachers of the Academy	5
3.3 Premises Manager /Premises Officer	6
3.4 First aid, Administration of Medicine and accident/incident reporting.....	6
3.5 Employees	7
3.6 Health and Safety representatives	7
Arrangements	7
4.1 Risk assessments	7
4.2 Training	8
4.3 Accident reporting	8
4.4 Fire precautions	9
4.5 Smoking and fire hazards	9
4.6 Use of machinery	9
4.7 Pupil safety	10
4.8 General safety.....	11
4.9 Lone working	11
4.10 Safeguarding – Access to school	11
4.11 Safety on school visits	12
4.12 Cash handling	12
4.13 Manual handling.....	12
4.14 Tree safety	13
4.15 Asbestos	13
4.16 Hazardous Substances	13
4.17 Legionella	14
4.18 Storage of Oxygen	14
4.19 Hirers, contractors and others	14
4.20 Lifts and LOLAR.....	15

4.21 Local Exhaust Ventilation	16
4.22 Specific needs of pupils (hoists etc.)	16
4.23 Infection Control (inc. COVID-19)	16
4.24 Working and heights.....	17
4.25 PEST control	17
4.26 Minibuses and school vehicles.....	17
4.27 E-Bikes and E-Scooters.....	18
4.28 Temperature Testing of Refrigerators, Freezers and Food	18
4.29 Sports Facilities, Swimming Pool Rules and Operation.....	19
4.30 Emergency Planning.....	19
4.31 Evacuation Chairs	
4.32 Security access control.....	19
4.33 Monitoring.....	20
4.34 Code of safe working practices.....	20

Introduction

- 1.1. This document is provided by The Trustees, CEO and Principals/Co-Headteachers of the Southfields Multi Academy Trust (MAT) in pursuance of the Health and Safety at Work etc. Act 1974 and subordinate legislation.
- 1.2. The document acknowledges the MAT's legal responsibilities and outlines the objectives of the MAT for the health and safety of its staff, pupils and visitors.
- 1.3. The document is issued to all Linden Lodge staff who are to read, understand and comply with its requirements.

Statement of Intent

- 2.1 The Board of Trustees, in consultation with the CEO of Southfields MAT accepts responsibility for all safety and environmental matters within the MAT including health and safety at work, environmental protection and fire safety. The Board of Trustees is aware of the requirements of the Health and Safety at Work etc. Act 1974, the Environment Protection Act 1990, the Environment Act 1995, the Regulatory Reform (Fire Safety) Order 2005 and other relevant legislation. In keeping with the spirit and intentions of the Acts, and in accordance with guidance on safety and environmental matters, an Organisation (paragraph 3)

and Arrangements (paragraph 4), to ensure that the MAT meets its legal and moral obligations and complies with legislation, has been set up.

- 2.2 The Board of Trustees is committed to achieving the highest standards in all aspects of safety and environmental protection within the MAT. To achieve these high standards Codes of Safe Working Practice have been produced to provide a practical guide for staff on current legislation. <https://www.hse.gov.uk/pubns/books/index-legal-ref.htm>
- 2.3 All employees have a duty to themselves, to their colleagues and to visitors and contractors to work safely and in a manner, which prevents pollution and minimises the use of resources. All Academy staff should read and co-operate with the requirements contained within this document.
- 2.4 The Board of Trustees will make regular reviews of safety and environmental standards within their areas of responsibility to ensure compliance with all the standards as laid down.
- 2.5 Contractor and sub-contract staff and visitors have a similar duty of care and a right to a safe working environment. Like staff, they must ensure that they comply with the requirements of this statement and the Academy Codes of Safe Working Practice.

Organisation

3.1 The Board of Trustees

- 3.1.1 The Board of Trustees has overall responsibility for ensuring compliance with this Health and Safety Policy document. In particular, the Board of Trustees is responsible for:
- ensuring a health and safety policy is in place for each school (Linden Lodge and Southfields Academy);
 - monitoring the application of the health and safety policy including consideration of inspection reports;
 - prioritising actions where resources are required;
 - ensuring actions are taken;
 - including health and safety on The Board of Trustees meeting agenda;
 - producing an annual report on health and safety;
 - ratifying the local health and safety policy.

3.2 The MAT CEO and Principals/Co-Headteachers of the Academy

- 3.2.1 The MAT CEO together with the Principals/Co-Headteachers of the School have day to day responsibility for ensuring compliance with the policy statement and

that all staff endeavour to ensure the safety of others; be they staff, pupils, parents, visitors or contractors. Specifically, they will be responsible for:

- ensuring that the Health and Safety Policy is prepared and, together with the Board of Trustees, is regularly reviewed;
- ensuring that an emergency evacuation procedure is in place and is regularly tested;
- day-to-day management of all health and safety matters in the school in accordance with the health and safety policy;
- passing on information received on health and safety matters to appropriate people;
- reporting to the MAT Operational Committee;
- liaising with the Board of Trustees who will support the MAT in fulfilling their statutory requirement for the provisions of competent persons to comply with the Management of Health and Safety at Work Regulations 1999, on policy issues and any problems in implementing the health and safety policy;
- co-operating with and providing necessary facilities for trades union safety representatives.
- carrying out accident and other health and safety investigations and ensuring that accidents are reported;
- ensuring regular inspections are carried out;
- submitting inspection reports to the Board of Trustees;
- ensuring remedial action is taken where appropriate;
- arranging for any unsafe item of furniture, fitting or equipment to be withdrawn, repaired or replaced;
- identifying staff safety training needs;
- exercising effective supervision over those for whom they are responsible;
- being aware of safe working practices and setting a good example personally;

3.3 Premises Manager and Premises Officer

3.3.1 The Premises Manager and Premises Officer are responsible for:

- inspecting the buildings and site access on a daily basis ensuring that all fire escape doors are unlocked, escape routes are clear of obstruction and that access to the site is safe (for example, by removing snow and ice in the winter);
- inspecting the buildings and equipment on a termly basis
- recording all defects noted and, if minor, effecting immediate repair;
- reporting major defects to be repaired by outside contractors/authorities to the Principals/Co-Headteachers
- ensuring that the fire alarm system is kept in a serviceable condition and for testing the system each week at by operating a manual call point as detailed in the Fire File

- assisting with the termly fire drill and recording the date of the drill, the evacuation time, the number of persons evacuated and feedback in the Fire Log Book;
- ensuring fire appliances are properly maintained, checked and kept in designated positions and that fire signage is correctly displayed;
- ensuring the monthly checking of emergency lighting for general condition of fittings and operation by simulation of mains failure. A contract is in place for the annual duration test.
- ensuring the monthly checking of fire doors – that the smoke and fire seals are intact and that the doors are not damaged
- all external contractors working within the school, reminding them of their obligations under this Policy and notifying them of any existing hazards;
- notifying the Principals/Co-Headteachers of any hazards introduced by contractors on site;
- the correct storage of all equipment, tools, etc.;
- annually undertaking a risk assessment relevant to the work environment;
- annually ensuring all electrical appliances are Portable Appliance Tested as required and a record of testing is kept.

3.4 First Aid, Administration of Medicine & Accident/Incident Reporting

3.4.1 The Principals/Co-Headteachers will ensure that a suitable number of staff, based on risk assessment, are qualified to administer first aid in an emergency.

3.4.2 The Medication Policy:

- Responsibilities of all staff, clinical staff and first aiders
- Location of first aid boxes and facilities (itinerary managed by premises)
- Contents of first aid boxes and arrangements for the replenishing of stock
- Arrangements and process for the storing, administration and monitoring of medication
- Record keeping requirements

3.5 Employees

3.5.1 All staff are responsible for:

- taking care of themselves and others who may be affected by their acts or omissions;
- co-operating with the Principals/Co-Headteachers to ensure that statutory requirements are met;
- not interfering with or misusing anything provided in the interest of health, safety or welfare;
- checking classrooms and work areas are safe and that fire exits are unlocked and unobstructed;
- checking equipment is safe before use;
- ensuring they are aware of safe procedures and that these are followed;
- ensuring protective equipment is used when needed;
- participating in inspections and the Health and Safety Committee as appropriate;

- bringing problems to the attention of the line manager in the first instance;
- reporting any accident/potentially serious near miss involving pupils/students in classroom areas for which they have responsibility.

3.6 Health and Safety representatives

3.6.1 The Board of Trustees recognise the role of Health and Safety Representatives who may be appointed by a recognised Trade Union. Health and Safety Representatives will be allowed to investigate accidents and potential hazards, pursue employee complaints and carry out School inspections within directed time wherever practicable. Trade Union Representatives are entitled to certain information, e.g. information relating to accidents, and to paid time away from the workplace to train for and carry out their health and safety functions. However, representatives are not part of the management structure and do not carry out duties on behalf of the Principals/Co-Headteachers or the Board of Trustees.

Arrangements

4.1 Risk assessments

4.1.1 The Principals/Co-Headteachers will ensure that suitable and sufficient risk assessments are carried out where appropriate including specific risk assessments e.g. lone working, violence etc. Risk assessment will follow the following steps:

- Identify hazards;
- Evaluate the risk that these hazards present and to whom;
- Identify suitable measures to reduce and control the risks;
- Record the significant findings;
- Monitor the effectiveness of the control measures;
- Review the risk assessment on a regular basis.

4.2 Training

4.2.1 Safety induction training must be given to all staff on commencement of work at the School, this is delivered by the premises manager and a copy can be located in [I:\Induction](#).

4.2.2 All staff must be competent to perform their duties thus specific training is required where, for example, additional hazards exist or if specialist duties are required. Fire Wardens, those responsible for swimming pools and Premises Manager/Premises Officers are among those staff requiring specific training.

4.2.3 A record of all training courses attended by staff is maintained centrally, employees are also required to keep a record.

4.3 Accident reporting

4.3.1 All accidents, no matter how minor, that occur to members of staff, are to be reported using the adult injury reporting proforma. These are kept securely on the G Drive. Staff must complete the proforma and send it to HR. If the injury is a result of challenging behaviour a copy will also be sent to the Behaviour Team.

4.3.2 Accidents to visitors must be reported in the same way as those to employees using the proforma. All forms returned to the HR Manager for review and action. The HR Manager will decide whether the accident is or is not related to the school's undertaking.

4.3.3 Major accidents, i.e. any fatality, major injury, reportable disease or dangerous occurrence, must be reported immediately to enable a report to be submitted to the Health and Safety Executive in compliance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

4.3.4 In the event of an unexpected death of a pupil, member of staff or visitor while in the care of Linden Lodge School, staff will ensure that the procedures outlined in this policy are followed without exception. The purpose of this policy and procedures is to ensure that Linden Lodge safeguards the dignity of the deceased, promptly informs and supports the family/next of kin, complies with relevant legal requirements and supports staff and pupils affected by the event. For further information please refer to the Unexpected Death Policy

4.4 Fire precautions

4.4.1 Every employee must ensure that:

- they know what to do in the case of fire;
- they are familiar with the sound of the alarm –
- on hearing the alarm, all classrooms and other areas are vacated in accordance with the Emergency Evacuation Plan APPENDIX 2/Fire File
- where possible hazardous electrical appliances are disconnected and all doors shut when vacating the premises; and
- they always check for any potential fire hazard at the end of the day.

4.4.2 Further, every employee must:

- NEVER ignore a fire alarm or disregard any notice on fire prevention.
- NEVER smoke in the school buildings
- NEVER be untidy and leave waste materials laying around.
- NEVER leave obstructions in passages or stairways.
- NEVER leave any temporary heating appliances burning when unattended.
- NEVER move or interfere with firefighting appliances.
- NEVER leave electrical appliances plugged in when not in use.
- NEVER leave furniture etc. by fire exits or placed directly in front of electrical heaters.

- 4.4.3 Alarm sounding points (manual call points) are noted in the Fire File.
- 4.4.4 Locations of Fire extinguishers are noted in the Fire File.
- 4.4.5 All staff should know where the nearest firefighting appliances are and the alarm sounding points around the School. The fire alarm is tested weekly and records maintained in the Fire File. Fire drills take place Termly.

4.5 Smoking and fire hazards

- 4.5.1 Smoking is not allowed in the School buildings or in the grounds of the school.
- 4.5.2 E-cigarettes and vapes are not allowed in the school buildings or in the grounds of the school.
- 4.5.3 Cigarettes and matches should not be left where the pupils/students can have access to them. If teacher's light candles for any reason (e.g. religious services, scientific experiments, etc.) they should not be left unattended.

4.6 Use of machinery and work equipment

- 4.6.1 Care should be taken when using all machinery and work equipment which will be provided in compliance with the Provision and Use of Work Equipment Regulations 1998. If anyone does not know how to use a particular machine/equipment they should ask for help and advice before attempting to use it.
- 4.6.2 If there is a fault with any electrical equipment, the staff member who notices the defect should raise a ticket by emailing the Premises Department. If the appliance is dangerous then the Premises Manager/Premises Officer should be contacted immediately and be provided with the asset or item number. The appliance should be removed or marked so that other staff do not attempt to use it.
- 4.6.3 All staff members must visually check all appliances prior to each use. If staff members are in any doubt as to whether the appliance is faulty or not, they should not use it.
- 4.6.4 Staff should not use their own electrical appliances unless they have been PAT tested for business reasons. The correct process is required as could pose as a serious fire hazard and failure to comply may be referred as a disciplinary matter.
- 4.6.5 Computers/Display Screen Equipment (DSE) - No adult or pupil/student should work with DSE for more than 60 minutes without a short break, unless for a

specific activity individually risk assessed. The School offices have appropriate lighting for employees to work with DSE. All DSE users, those who use the DSE for an hour or more at a time must complete a DSE self-assessment under The Health and Safety (Display Screen Equipment) Regulations 1992. The form is can be accessed here: [DSE Check List.pdf](#)

- 4.6.6 Photocopying machines - Instructions as to how toner is to be replaced in the machines are to be followed exactly. The machines go into sleep mode in evenings and weekends.
- 4.6.7 Solvent abuse – Pupils/students should not be allowed to use corrections fluids, Copydex and other solvent based products. They must be used only by an adult and stored with care.

4.7 Pupil safety

- 4.7.1 At Linden Lodge no pupil should be left unattended anywhere in the school buildings and should be escorted in accordance with advice from the Habilitation Team, around the grounds – no running, for example, to assembly, a P.E. lesson, etc. The teacher should remain with their class at all times unless they hand that responsibility over to another adult i.e. when the teacher has non-contact time or when the midday supervisors or LSAs are in charge.
- 4.7.2 No pupil/student is to carry glass or crockery and are to be reminded to take care when using scissors, compasses, etc.

4.8 General safety

- 4.8.1 All staff should ensure that working areas are sufficiently ventilated.
- 4.8.2 No hot drinks are to be walked around the school or taken onto the playground.
- 4.8.3 Health and Safety guidance will be provided to all staff on arrival on site.
- 4.8.4 All staff will be given a copy of the Staff Handbook and the Health and Safety policy at the commencement of their contract.
- 4.8.5 There is limited pre-arranged parking on site. In order to ensure the safety of pupils/students extreme care must be taken at all times. The speed limit of 5 mph must be adhered to at all times.

4.9 Lone working

- 4.9.1 A specific risk assessment will need to be carried out in order to establish specific hazards and control measures required to reduce the risk.

- 4.9.2 Lone working may occur in the case of a member of staff working late in the evening or where the Premises Manager/Premises Officer is required to work during a weekend or holiday.
- 4.9.3 Locking and unlocking the school should also be considered and, wherever possible, suitable communications systems put in place to minimise the risk.

For further information please refer to the Lone Working Policy.

4.10 Safeguarding – Access to school

- 4.10.1 Parents and carers are requested to deliver pupils to and collect pupils from the designated area. Nursery children are taken to the nursery entrance. Students must enter via the designated entrance.
- 4.10.2 Parents must not take late pupils into the classroom but deliver them to the school reception office. If the pupils are young or new to the school, a settling-in period should be allowed. However, all staff should frequently remind adults of the correct procedures. Late students must report to the reception office. Any persistent problems should be reported to the Co-Headteachers who will speak to the individuals concerned.
- 4.10.3 The pedestrian gate, must remain closed and only accessed by fob. Visitors must ring on the gate, state who they are and who they are visiting before the reception office staff release the gate for them to enter the school. The gate must be closed firmly behind anyone entering to ensure that there is no unauthorised access.
- 4.10.4 The vehicle gates are operated in the same way as the pedestrian gates. Before school and after school a member of the premises team will manage the arrival and departure of vehicles. School staff will be responsible for supervising the gates and car park area as well as the procedures for the drop off and collection of students.
- 4.10.5 All visitors and contactors will be instructed to report to the school reception and will be given a badge to wear and supervised whilst on the premises. Therefore, anyone without a badge has not conformed with this request and should be approached and asked to do so.
- 4.10.6 All staff, both teaching and support, have their DBS checked before they begin work in the school. The agencies that are used for supply staff vet their own staff. The school only uses agency staff who have been vetted in this way.

4.11 Safety on school visits

4.11.1 The Teacher-in-charge of an outing is responsible for all aspects of health and safety when off the school premises. A specific risk assessment must be completed for each outing. The risk assessments will consider Individual Health Care Plans and arrangements outlined in the Medication Policy.

4.11.2 When taking pupils/students out of school, mobile telephones should be taken so that in an emergency the school can be contacted and contact maintained between groups when travelling.

4.12 Cash handling

4.12.1 The amount of cash entering and being handled on the premises should be kept to a minimum. Cash must be kept in the School safe and should be banked on a regular basis, as a minimum either weekly or when a certain amount has accumulated.

4.12.2 Cash should be counted out of sight, for example in an inner room. Where staff necessarily need to take cash to the bank this should be carried out at random times and, in the instance of a member of staff being subjected to a robbery, should hand over the cash and report the incident immediately to the Police.

4.13 Manual handling

4.13.1 All staff involved in the lifting, pushing, pulling or carrying of equipment or pupils must receive training in compliance with the Manual Handling Operations Regulations 1992, prior to being asked to carry out such duties. Please see Moving and Handling of Pupils Policy for more information.

4.13.2 A specific risk assessment must be carried out for all manual handling operations, if required.

4.14 Tree safety

4.14.1 All trees within School playgrounds/sites of a particular age and height must be checked for disease and checked to guard against falling branches every two years. A Tree Survey will be carried out based on risk assessment, remedial action reviewed and scheduled, if required.

4.14.2 Similarly, all low level bushes etc. should be checked to ensure that they do not present a risk to pupils/students, either of scratches or skin or eye penetration by sharp twigs.

4.15 Asbestos

4.15.1 A copy of the Asbestos Register is to be kept in the Premises Office. The Register will include a site plan showing the location of all items/areas containing asbestos. All staff must be made aware of the dangers of disturbing asbestos, for example, they must be instructed not to use drawing pins in asbestos board.

- 4.15.2 The Premises Manager/Premises Officer should be familiar with the location of asbestos within the premises and must ensure that contractors access the Asbestos Register prior to commencing work in School.
- 4.15.3 An Asbestos Management Plan is to be produced detailing how any asbestos containing material on the premises is to be protected.
- 4.15.4 The Asbestos Register and Management Plan are to be reviewed on an annual basis in Compliance with the Control of Asbestos Regulations 2012.

4.16 Hazardous Substances

- 4.16.1 The use of hazardous substances will be in accordance with the Control of Substances Hazardous to Health Regulations (COSHH)
- An inventory of all hazardous substances will be maintained and reviewed regularly
 - All hazardous substances will have a Safety Data Sheet (SDS)
 - A COSHH risk assessment will be completed for each hazardous substance used, stored together with the SDS and shared with relevant staff
 - Where possible, exposure to hazardous substance will be prevented e.g. non-hazardous substance used and where exposure cannot be prevented control measures will be implemented
 - Personal Protective Equipment will be provided, where identified in the risk assessment
 - Any requirement for health surveillance will be carried out
 - COSHH risk assessments will be monitored and reviewed annually to ensure that any new hazardous substance is included
 - Supervision, instruction and training will be provided to relevant staff
 - Minimal quantities of hazardous substance must be stored correctly on site and disposed of in accordance with the SDS ➤ Arrangements will be in place to deal with emergencies
 - .

4.17 Legionella

An Exposure to Legionella Bacteria risk assessment is in place. All premises staff have received training on Legionella Awareness and this is renewable every 3 years.

The school appoints a specialist contractor to monitor and sample water supplies. This is normally done annually. Temperature checks are completed on a monthly basis. A full water services Risk Assessment is held by the Premises Manager with any remedial works carried out in accordance with its recommendations. Regular service visits on tanks and other water systems (POUWH) are carried out by a

specialist contractor and records maintained.

4.18 Storage and use of oxygen

Oxygen is a very combustible material so it is essential that it is used and stored safely and correctly in a cage outside in the Richley House car park.

- Oxygen will be stored in a well-ventilated area away from extreme temperatures, combustibles and naked flames e.g. cookers, hot works
- Cylinders will be kept securely
- At Linden Lodge if oxygen cylinders are being transported, cylinders should be secured in vehicles. If this is not possible the cylinder should be stowed in the rear foot well of the vehicle
- Warning signs must be displayed to advise that oxygen is stored, being use or transported

4.19 Hirers, contractors and others

4.19.1 When the premises are used for purposes not under the direction of the Co-Headteachers, then the principal person in charge of the activities will ensure that measures are taken to ensure the health and safety of those taking part in that activity. These measures must be of an equal or better provision to those stated within this Health and Safety Policy. When the activity is a School sponsored event the organiser, even if an employee, will be treated as a hirer and will comply with the requirements of this Policy.

4.19.2 When the premises are hired to persons outside the employ of the Board of Trustees it is a condition that all such hirers, contractors, and others using the school facilities or premises, are familiar with the requirements of this Policy. They will comply with all safety directives of the Board of Trustees and will not, without the prior consent of the Board of Trustees:

- introduce equipment for use on the school premises;
- alter fixed installations;
- remove fire and safety notices or equipment;
- take any action that may create hazards for persons using the premises or the staff or pupils/students of the school.

4.19.3 Immediately prior to use the Premises Manager/Premises Officer should meet the contractor or hirer regarding specific arrangements including site specific welfare facilities, emergency procedures are understood and requirements for any alterations to the environment to be made (e.g. alterations to the heating, ventilation including opening/closing of windows etc.), manual handling tasks (e.g. rearranging classroom furniture etc.) and any other task which may pose a

risk to the user will be included in the contract which will be signed off by the user.

- 4.19.4 All contractors working on the site are required to ensure safe working practices by their employees and must pay due regard to the safety of all persons using the premises. In instances where, in the opinion of the Co-Headteacher, a dangerous situation or hazardous condition arises that a contractor fails to eliminate or make safe, the Co-Headteacher must take such actions as are necessary to prevent persons in their care from risk of injury. In extreme circumstances this may be by instructing the contractor to cease work until the condition is remedied. Refer to the Code of Safe Working Practices.

4.20 Lifts and LOLAR

- 4.20.1 Where we have passenger lifts and hoist equipment, we must comply with Lifting Operations and Lifting Equipment regulations 1998 (LOLER) and also;

- Ensure a risk assessment is in place for the lifts, including the hazards associated with a breakdown of the lift if occupied and whilst between floors.
- Maintain equipment so that it is safe to use through a competent and accredited person complying to the relevant standards
- Act promptly to any defects
- Maintain necessary records
- Prepare an emergency response plan ensuring the safety of lift users in the event of a breakdown or fire

- 4.20.2 Premises Manager ensures lifts, hoists and other lifting equipment (i.e. community beds, Acheeva beds, shower trolleys etc) are serviced routinely as per the service/maintenance contract. Lifting equipment is inspected and tested in accordance with relevant regulation, legislation and best practice. In addition to the above, lifts are inspected bi-annually by the engineering insurance policy.

4.21 Local Exhaust Ventilation

- 4.21.1 Premises Manager is responsible for ensuring all areas where dust or chemical vapours are produced as part of the work or teaching process, such as Design Technology, have in place fully compliant Local Exhaust Ventilation (LEV) and this is serviced and maintained in accordance with relevant guidelines.

4.22 Specific needs of pupils (hoists, electric profiling beds)

- 4.22.1 We have a number of hoists fixed to ceilings including portable hoists, these are serviced every six months, and individual slings used for individual pupils are inspected every six months.

Risk assessments are undertaken for every pupil who requires hoisting.

Staff are trained and will follow individual hoisting guidelines for individual pupils. Staff are trained in manual handling and attend regular refresher training. All manual handling is conducted in pairs at all times.

We have a number of profile beds in the residential building; the pupils are assessed if they require the uses of a profile bed. Risk assessment is under taken for all pupils who use a profile bed. The beds are inspected and serviced yearly.

4.23 Infection Control

4.23.1 All Linden Lodge Staff are responsible for:

- Ensuring that they follow good infection control practice at all times and that they are familiar with infection control policies, procedures and guidance relevant to their area of work.
- Complying with the procedures outlined in this policy.
- Bringing to the attention of the team manager or infection control team any problem in applying the procedures.

Infection control guidance

- 'Bare below the elbow', i.e. wearing short sleeves or rolling up sleeves and removing any bracelets, watches and rings. These measures not only help prevent the transmission of infection, but will also encourage good handwashing technique by including the wrist
- Discourage the wearing of neck ties or neck scarves (if they are worn – ensure they are tucked inside clothing and not hanging loose)

- Clean regularly:
 - For communal areas in the school such as desks, tables, counters, doors – clean minimum of once a day
 - Remember to use disposable gloves when cleaning; discard the gloves correctly and wash your hands when finished
 - Use foot operated pedal bins where available.
 - Use lever arm taps where available.
 - Keep hand washing – including before putting on, and after removing PPE.

Considerations for staff

- Wear PPE when there is potential for contact with bodily fluids
- Improve ventilation by opening doors and window
- Train staff on handwashing and make sure staff regularly wash hands
- Regularly clean surfaces, including counters, chairs, door handles, stationery, phones, keyboards, mouse, tills, staff eating areas, etc. - create a cleaning rota and have cleaning products available
- Dispose of waste safely (including PPE) using yellow bags where appropriate.

4.24 Working at Heights

The Premises Manager ensures that all maintenance staff are aware of the risks associated with working at height and the generic Working at Height Risk Assessment. This also includes other support staff who use step ladders, platforms, ladders, towers and scaffolding. Further to this staff understand the need to conduct their own Risk Assessment for the task to be undertaken, and record and mitigate significant Risks. The Premises Manager will also ensure staff have the appropriate training before using any equipment.

4.25 Pest Control

The Premises Manager delegates the day-to-day provision of control of pests to ensure appropriate and timely response to any pests, please ensure you report any concerns via the ticketing system to ensure swift action is taken. Please ensure you keep all food items in fridges or closed containers.

4.26 Minibuses and School Vehicles

Only those on the school's "approved list of drivers" may drive the van or minibuses, or hire a minibus for school use. A designated member of staff keeps the list of "Approved Drivers" and makes test arrangements and carries out annual licence checks. The driver is always responsible for the safe condition of the vehicle and must allow time to ensure adequate checks are carried out on the vehicle commensurate with the length of journey, vehicle type and loading. The vehicles are covered with breakdown rescue.

4.27 E-Bikes and E-Scooters

E-bikes and e-scooters are permitted on school premises under the following conditions:

- E-Bikes and E-Scooters must be stored in designated area: outside Reception Building in the bike shelter area. Use of any other location is not allowed.
- Charging of batteries is strictly prohibited on site due to fire safety risks.
- Riding is not permitted within the school grounds. Users must dismount before entering.
- Devices must be kept in good working condition. Any sign of battery damage or overheating must be reported and the item removed immediately.
- Users are responsible for securing and maintaining their own devices. The school is not liable for loss or damage.

4.28 Temperature Testing of Refrigerators, Freezers and Food

The Catering Manager is responsible for ensuring that refrigerators, freezers and serving arrangements in use within the kitchen maintain the correct temperatures. A log of these checks is kept and any faults reported immediately to the Premises Manager.

4.29 Sports Facilities, Swimming Pool Rules and Operation

Head of PE and department Head oversee the day-to-day operation of the following areas: SPACE, Fitness Centre, outdoor trampolines. They will provide a short induction for using any PE equipment and relevant risk assessments, if using equipment please ensure you review the risk assessment and comply with the guidance. Please refer to the Therapy team for regarding indoor trampolines for rebound therapy.

The Swimming Pool is managed and operated by the Swim School. Their health and safety documentation is held by the swim school staff, located in the Sarah Harris Office.

4.30 Emergency Planning

- 4.30.1 The Co-Headteachers will ensure that a suitable and satisfactory Emergency Plan is prepared to cover all foreseeable situations which may place staff or pupils/students at risk. The Plan will be agreed by the Board of Trustees and regularly reviewed.
- 4.30.2 Procedures to deal with fire, bomb, gas leaks, electricity supply failure, lockdown and natural disasters, for example, flooding should be included in the Plan.
- 4.30.3 Evacuation points need to be established as far from the building as possible and consideration must be given to an off-site assembly point in the event of the School not being immediately re-accessible following an emergency evacuation, for example in the case of major fire damage. This will provide shelter whilst parents are contacted to collect pupils/students and/or arrangements for students to return home safely are made. Refer to the Emergency Management Plan

4.31 Evacuation Chairs

4.31.1 Evacuation Chairs are available on site for the safe evacuation of individuals who are unable to use stairs in an emergency. Evacuation chairs are located in Richley House, North House and East House on 1st and 2nd floors.

4.31.2 These chairs are intended for use in exceptional circumstances only and may be operated by staff who have received appropriate training, or when directed by the fire brigade. These chairs are maintained in accordance with safety standards and serviced annually to ensure operational readiness.

4.32 Security, Access Control, Workplace Safety

A key element is the need for all staff to wear school lanyards with identity passes at all times when on site. All members of staff are required to display their ID Pass at all times during the working day. This assists identification of individuals who should not be on the

premises. Staff who forget or mislay their permanent ID Pass must sign out a Temporary Paper Pass from the Reception.

Staff must also request permission to work after 6.00pm by contacting the Premises Manager or if the request is at short notice due to workload they should email: premises@lindenlodge.org.uk. Working late should be approved by line manager.

The school has access control (fob readers) at main entry points on Princes Way. All permanent staff are issued with a fob by the IT Department. Staff should use this system as this method registers them on the central attendance system.

4.33 Monitoring

4.33.1 The Policy is put into practice and monitored on a daily basis and the results of any monitoring carried out will be reported to the Board of Trustees. Termly Health & Safety monitoring inspections will be carried out by means of a walk around by the Health and Safety Team.

4.33.2 A report will be drafted and actions allocated with deadlines. Any items not rectified by the next inspection will be carried forward, items rectified will remain on the report for everyone to note.

4.34 Codes of safe working practice

4.34.1 This Policy will be supplemented by codes of safe working practice. These codes will be followed by all staff and will assist in the application of this Policy.