



FAB Learning Interventions Ltd

Health & Safety Policy & Procedures

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Introduction



FAB Learning Interventions Ltd is a small alternative provision that believes in keeping learners at the heart of everything, supporting young people through life's challenges and ensuring trusting relationships are formed with families and carers. The company provides learners with bespoke packages of education and celebrate all of their achievements. The aim is to encourage learners to achieve both their academic and personal potential. FAB was formed in 2023 and are an established and experienced team. Through many years of educational experience in a variety of settings, the team has an in-depth understanding of what is needed to affect re-inclusion into education and learning.

There are 3 Directors a Learning Manager and sub contracted teachers. The support staff all work remotely whilst the teachers visit schools, arranged venues and learners homes. The teacher carry out 2 learning sessions per day, the first from 9am - 12 noon and the second from 12.30pm - 3.30 pm, Mon-Fri. The contracts in place are with Derbyshire County Council, Nottingham County Council and local schools.

The Directors have ultimate responsibility for health and safety.

The Directors have determined that we should operate without putting the health, safety or welfare of any employee, learner, or any other person at risk. To meet this objective, we have prepared a health and safety policy and made arrangements as in this document to ensure the continued health safety and welfare of those people whilst they are at work or our responsibility.

Accepting that we cannot transfer our responsibility for managing health, safety and welfare in the workplace to others we have retained Peninsula to help us meet this objective. They provide information and guidance on the effective management of health and safety, conduct routine audits and act as a source of advice and information.

Contents

This document contains our-

Safety Policy

Our declaration of intent to provide and maintain, so far as is reasonably practicable, a safe and healthy working environment and to enlist the support of our employees in achieving these goals.

Organisation and Responsibilities

The allocation of specific health and safety responsibilities to key personnel.

Safety Arrangements

The systems and procedures for controlling hazards at work that form the basis of our health and safety management system.

We also keep detailed safety records demonstrating that we actively manage health and safety within our business. The records which may be paper based or kept in our online systems include-

- An Annual Review of our health and safety system and procedures.
- Periodic checklists created for individual roles and responsibilities.
- A comprehensive source of records relating to occupational health, statutory examination, periodic inspection and testing of work equipment and installations.
- Records for Fire Safety Management.
- A system for keeping health and safety training records.
- Accident and incident records, reporting, and investigation.

Health & Safety General Policy Statement



FAB Learning Interventions Ltd recognises our responsibility for the health, safety and welfare of our employees, the children in our care, contractors working for us and for anyone else whose health and safety could be affected by our work activity. We will assess the hazards and risks they face and take action to minimise hazards and control risks to an acceptable, tolerable level.

Our managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of our workforce, children in our care and anyone else.

We will meet our legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by:

- Providing leadership and control of identifiable health and safety risks on our premises and at every worksite.
- Consulting with our employees on matters affecting their health and safety and that of the children in our care.
- Ensuring that our premises are secure and that DBS safeguarding checks are made for each member of our workforce.
- Providing and maintaining safe, suitable buildings and equipment.
- Ensuring the safe handling and use of substances.
- Providing information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language.
- Ensuring that all employees and contractors are competent to do their work, and where appropriate giving them suitable training.
- Preventing accidents and cases of work-related ill health.
- Actively managing and supervising health and safety at work.
- The careful organisation, assessment and mitigation of hazards and risks for any off-site activities with a separate consideration and approval process.
- Having access to competent advice.
- Aiming for continuous improvement in health and safety performance and management by regular review and revision of this policy.
- The provision of the resource, financial and other, required to make this policy and our health and safety arrangements effective.

We also recognise our duty to co-operate and work with other employers and workers, when they come onto our premises, to ensure the health and safety of everyone at work.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation, we will also remind them of their duty to take reasonable care for themselves and for others. These duties are explained on first employment, at induction. A Safety Handbook, setting out their duties and specific health and safety rules is given to each employee.

Our policy, procedures and arrangements will be reviewed annually.

Signature Date

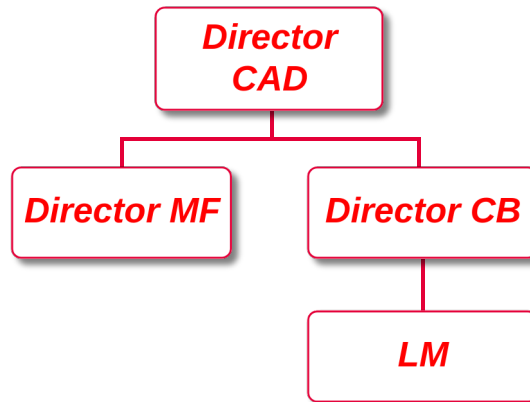
Position

Organisation

Health and Safety Management Structure

Although the Directors have overall responsibility for the implementation of this policy day-to-day responsibility for specific issues has been delegated to key personnel.

The health and safety management structure for our setting is shown here. The allocation of day-to-day responsibility for specific health and safety issues is shown later in a Responsibility Chart.



Health and Safety Management Responsibilities

The Directors have recognised that they always have overall responsibility for health and safety matters. They also recognise the need to take action on the key points listed here. In managing these matters emphasis is placed on managers and supervisors for recognising hazards and potential risks and then taking steps to minimise their effects on employees and others.

General

- Provide and resource an effective health and safety management system.
- Make arrangements to consult with employees and volunteers on health and safety matters.
- Arrange and maintain appropriate Employers' Liability Insurance cover.
- Ensure that health and safety implications are considered when buying new equipment.
- Ensure that contractors are competent and monitored during work.
- Ensure that a process is in place to identify and report hazards.
- Ensure that all employees and volunteers receive appropriate health and safety training.
- Provide measures to protect the health and safety of employees and anyone working alone.
- Provide training and guidance for staff and for children or students on health and safety issues that will affect them.
- Monitor our health and safety performance.

Occupational Health

- Ensure that adequate procedures are in place to identify and address occupational health risks.
- Ensure that measures required to reduce and control the exposure of employees', children and anyone else to occupational health risks are in place and used.
- Provide occupational health surveillance should it be required.
- Implement measures to reduce stress within the workplace.

Accidents, Incidents and First Aid

- Provide suitable first aid arrangements and, in early years provision, trained paediatric first aiders.
- Record accidents and incidents.
- Complete accident and incident investigations identify causes and measures for prevention.
- Ensure that injuries, diseases and dangerous occurrences are reported to the Enforcing Authority and OFSTED, Estyn or the Independent Schools Association as applicable.

Fire and Emergency Arrangements

Ensure that:

- Adequate arrangements are in place to deal with fire safety at our premises.
- Employees and volunteers are trained in fire and evacuation arrangements and other emergency procedures.
- Children or students and others are aware of the fire and evacuation arrangements and other emergency procedures.
- Fire drills are practiced and recorded.
- Emergency equipment is provided, tested and maintained appropriately.
- Adequate Fire Risk Assessments are completed.

Risk Assessment

Ensure that:

- Risk assessments are complete and safe systems of work are produced for all activities that pose a significant risk of harm.
- Risk assessments and safe systems of work are documented.
- The outcomes of risk assessments and safe systems of work are carefully explained to the workforce.

Premises

- Provide a suitable and safe working environment for employees and children with adequate welfare facilities.
- Ensure that the fixed electrical installation is properly installed and maintained.
- Ensure good housekeeping standards are instigated and maintained.
- Provide suitable and sufficient maintenance of the facilities provided within the workplace.

Equipment

Ensure that:

- All of the furniture and equipment that we provide is suitable and properly used.
- All work equipment is maintained and safe.
- Portable electrical appliances are maintained, inspected and tested.
- Appropriate hand tools are provided and maintained.
- Any Personal Protective Equipment (PPE) provided gives suitable protection, is used and that employees are given information, instruction and training on its use.

Substances

Ensure that:

- All hazardous or dangerous substances are used safely.
- All hazardous or dangerous substances are appropriately stored.

Managers and supervisors

In addition to their general responsibilities for health and safety the Responsibility Table, shown later, delegates specific health and safety responsibilities to identified managers and supervisors. They should refer to the associated Safety Arrangements, set out later, for further detail about those responsibilities.

Employee and workers' responsibilities.

Our policy takes account of the specific statutory duties placed on people to take care for their own health and safety whilst at work and for that of others. Specifically we expect employees to;

- Ensure that our policies and procedures are read, understood and followed at all times.
- Follow booking on and off site procedures at all sites.
- Take reasonable care for their health and safety and the safety of others whilst at work.
- Not intentionally or recklessly interfere with or misuse anything required by law or provided in the interests of health and safety.
- Visually inspect work equipment, tools and PPE before use.
- Ensure that work equipment, tools and PPE are maintained, used and stored as advised by the maker.
- Follow all safety instructions and guidance when using equipment.

- Report any near misses, incidents, accidents and non-conformances to the principal or other person named in the site protocol.
- Contribute to the promotion of health and safety in the workplace.
- Follow all written safe systems of work (ssow) including method statements, risk assessments, chemical assessments, etc. and their requirements.
- Follow the safety instructions of senior management.
- Ensure that they do not use work equipment unless they have been formally trained and are competent to do so.
- Comply with legislation, Approved Codes of Practice and guidance notes.
- Ensure all business vehicles are driven in a safe and suitable manner, and that the vehicle is left safe and secure when not in use.
- Consult on health and safety matters and investigations to ensure a safe working environment is established.
- Seek advice from management on any issues relating to health and safety at work.
- Obey all site safety signs, general site rules and arrangements.

Monitoring

Compliance with this policy and arrangements is actively monitored through the periodic review of our completed safety record forms and also by using periodic workplace checklists. The Directors have overall responsibility for this, but some of the routine tasks may be delegated.

We also use an Annual Health and Safety Review form to determine whether our existing health and safety procedures and arrangements are adequate.

People who have delegated responsibilities under this policy will also complete Periodic Checklists of compliance with the policy and procedures arranging for remedial actions to be taken where necessary. The outcomes of these periodic reviews will also be taken into account during the annual review.

Monitoring and review help us to check the effectiveness of our Safety Management System.

Responsibility Table

This Responsibility Table shows how we have allocated responsibility for the management of particular health and safety issues to named people or positions.

Key

Dir CAD - Director
 Dir MF - Director
 Dir CB - Director
 LM - Learning Manager

Safety arrangements	Dir CAD	Dir MF	Dir CB	LM
Managing Safety And Health At Work	✓			
Accident, Incident, Ill-Health Reporting And Investigation	✓	✓	✓	
Workplace Health And Safety Consultation	✓	✓	✓	
Risk Assessment And Hazard Reporting	✓	✓	✓	
Occupational Health And Health Surveillance	✓	✓	✓	
Substance And Alcohol Abuse	✓	✓	✓	

Purchasing	✓	✓	✓	
New And Expectant Mothers	✓	✓	✓	
Employing Children And Young Persons	✓	✓	✓	
Lone Working	✓	✓	✓	
Health And Safety Training	✓	✓	✓	
Health And Safety Of Visitors	✓	✓	✓	✓
Home Working	✓	✓	✓	✓
Employing Agency And Temporary Staff	✓	✓	✓	
Safe Systems Of Work	✓	✓	✓	✓
Action On Enforcing Authority Reports	✓	✓	✓	
Equality And Disability Discrimination Compliance	✓	✓	✓	
Health And Safety Information For Employees	✓	✓	✓	
First Aid	✓	✓	✓	
Welfare, Staff Amenities, Rest Rooms And The Working Environment	✓	✓	✓	
The Provision, Use And Maintenance Of Work Equipment	✓	✓	✓	
Office Equipment	✓	✓	✓	
Work At Height	✓	✓	✓	
Permits To Work	✓	✓	✓	
Workplace Transport Management And Pedestrian Control	✓	✓	✓	
Occupational Road Safety	✓	✓	✓	
Infection Control	✓	✓	✓	
Manual Handling	✓	✓	✓	✓
Display Screen Equipment	✓	✓	✓	✓
Stress In The Workplace	✓	✓	✓	
Aggression And Violence				✓
Work With Children	✓	✓	✓	✓
Educational Visits	✓	✓	✓	✓
Schools And Nurseries	✓	✓	✓	✓
Contractor Control And Management	✓	✓	✓	

Note: People with delegated responsibilities for health and safety issues need to ensure that any necessary risk assessments and safety records are completed, and that the required control measures are in place and used.

Where more than one person has been given responsibility for a subject, each must fulfil their responsibilities in the areas under their control and complete the relevant records. Working together they need to check that between them they have covered all aspects of safety management for the subject.

Relevant Legislation

This short document lists for the record, details of the main statutes and regulations affecting health and safety at work that are currently in force.

In most cases Health and Safety legislation requires common sense to identify the reasonably practicable precautions necessary to avoid the risk of injury or ill-health at work. The Peninsula Health and Safety Management System does not quote specific legal references; giving instead the information and detail of what is required in practice to secure compliance. If the guidance and requirements explained in the system are adopted and followed in practice compliance with the legal obligations will be achieved.

Not every piece of the legislation listed will apply to every business on a day to day basis, but businesses need to be aware of them should circumstances change.

Further detail and access to the specific wording of each of these legal requirements is available from the Peninsula 24 Hour Advice Service on 0844 892 2785 (option 1).

Note: Although the transition period for the UK exit from the EU has expired the European Regulations listed here have been continued in force, until replaced by domestic legislation, by the European Union (Withdrawal) Act 2018 and associated legislation.

- Building Regulations 2010 (as amended)
- Building Safety Act 2022
- European Regulation (EC) No 1272/2008 on classification, labelling and packaging of substances and mixtures
- European Regulation (EC) No 304/2003 concerning the export and import of dangerous chemicals, as amended
- The Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) (Amendment etc.) (EU Exit) Regulations 2019
- Classification, Labelling and Packaging of Chemicals (Amendments to Secondary Legislation) Regulations 2015
- Confined Spaces Regulations 1997
- Construction (Design and Management) Regulations 2015
- Control of Artificial Optical Radiation at Work Regulations 2010
- Control of Asbestos Regulations 2012
- Control of Electromagnetic Fields at Work Regulations 2016
- Control of Lead at Work Regulations 2002
- Control of Major Accident Hazard Regulations 2015
- Control of Noise at Work Regulations 2005
- Control of Substances Hazardous to Health Regulations 2002 (as amended)
- Control of Vibration at Work Regulations 2005
- Corporate Manslaughter and Homicide Act 2007
- Dangerous Substances and Explosive Atmospheres Regulations 2002
- Electricity at Work Regulations 1989
- Employers Liability (Compulsory Insurance) Regulations 1998 (as amended)
- Employment of Women, Young Persons and Children Act 1920.
- Equality Act 2010
- Fire Safety Act 2021
- Fire Safety (England) Regulations 2022
- Furniture and Furnishings (Fire) (Safety) Regulations 1988 (as amended)
- Gas Appliances (Safety) Regulations 1995 (as amended)
- Gas Safety (Installation and Use) Regulations 1998
- Gas Safety (Management) Regulations 1996
- The Gas Safety (Management) (Amendment) Regulations 2023
- Hazardous Waste Regulations 2005 (as amended)
- Health and Safety (Amendment) (EU Exit) Regulations 2018
- Health and Safety Offences Act 2008
- Health and Safety at Work etc. Act 1974
- Health and Safety (Consultation with Employees) Regulations 1996
- Health and Safety (Display Screen Equipment) Regulations 1992

- Health and Safety (First Aid) Regulations 1981 (as amended)
- Health and Safety Information for Employees Regulations 1989 (as amended)
- Health and Safety (Safety Signs and Signals) Regulations 1996 (as amended)
- Health and Safety (Sharp Instruments in Healthcare) Regulations 2013.
- Health and Safety (Training for Employment) Regulations 1990
- Health and Safety at Work etc. Act 1974 (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations 2015
- Ionising Radiations Regulations 2017
- Lifting Operations and Lifting Equipment Regulations 1998
- Lifts Regulations 1997
- Management of Health and Safety at Work Regulations 1999 (as amended)
- Manual Handling Operations Regulations 1992 (as amended)
- New Roads and Street Works Act 1991
- Notification of Cooling Towers and Evaporative Condensers Regulations 1992
- Personal Protective Equipment at Work Regulations 2002
- Personal Protective Equipment at Work (Amendment) Regulations 2022
- Regulation (EU) 2016/425 on Personal Protection Equipment
- Pressure Systems Safety Regulations 2000
- Product Safety and Metrology etc. (Amendment) Regulations 2024 Provision and Use of Work Equipment Regulations 1998
- Radiation (Emergency Preparedness and Public Information) Regulations 2001
- The Registration, Evaluation, Authorisation and Restriction of Chemicals Regulations 2007 (REACH)
- Regulatory Reform Fire Safety Order 2005
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- Safety Representatives and Safety Committees Regulations 1977
- Work at Height Regulations 2005 (as amended)
- Workplace (Health, Safety and Welfare) Regulations 1992
- Working Time Regulations 1998 (as amended)

Safety Arrangements Table

Ref. number	Title
SA1-1	Managing Safety And Health At Work
SA1-3	Accident, Incident, Ill-Health Reporting And Investigation
SA1-5	Workplace Health And Safety Consultation
SA1-6	Risk Assessment And Hazard Reporting
SA1-7	Occupational Health And Health Surveillance
SA1-8	Substance And Alcohol Abuse
SA1-9	Purchasing
SA1-11	New And Expectant Mothers
SA1-12	Employing Children And Young Persons
SA1-13	Lone Working
SA1-14	Health And Safety Training
SA1-15	Health And Safety Of Visitors
SA1-18	Home Working
SA1-19	Employing Agency And Temporary Staff
SA1-20	Safe Systems Of Work
SA1-21	Action On Enforcing Authority Reports
SA1-22	Equality And Disability Discrimination Compliance
SA1-23	Health And Safety Information For Employees
SA3-1	First Aid
SA3-2	Welfare, Staff Amenities, Rest Rooms And The Working Environment
SA4-2	The Provision, Use And Maintenance Of Work Equipment
SA4-4	Office Equipment
SA4-20	Work At Height
SA4-22	Permits To Work
SA4-28	Workplace Transport Management And Pedestrian Control
SA4-31	Occupational Road Safety
SA5-4	Infection Control
SA5-9	Manual Handling
SA5-11	Display Screen Equipment
SA5-18	Stress In The Workplace
SA5-19	Aggression And Violence
SA6-14	Work With Children
SA6-15	Educational Visits
SA6-16	Schools And Nurseries
SA7-2	Contractor Control And Management

Safety Arrangement 1-1

MANAGING SAFETY AND HEALTH AT WORK

We recognise the benefits that can accrue from the effective management of safety and health at work. To obtain these benefits for our educational setting we have recognised the need for an effective management system and have taken steps to put such a system in place.

We have done this by;

- Nominating an individual member of the senior management to take responsibility for managing safety and health at work.
- Providing adequate resources
- Providing such health and safety information, instruction and training for all staff as is necessary for them to be able to work without risk to their health or safety so far as is reasonably practicable.
- Recording and analysing all reportable accidents, minor accidents, near-miss incidents and dangerous occurrences.
- Reporting reportable accidents within the statutory timescales (information is in our Guidance Notes).
- Providing and recording relevant training.
- Routinely reviewing the operation of our reporting system.
- Having access to competent health and safety advice.

The person nominated with responsibility for overseeing the arrangements for managing safety and health at work is identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-1

MANAGING SAFETY AND HEALTH AT WORK

Action Plan

In order to meet our legal obligations to manage safety and health at work we have;

1. Identified managers to take responsibility for managing health and safety in our business activities and ensuring the health, safety and welfare of staff, children, learners and others.
2. Ensured that they understand their duties and responsibilities.
3. Provided them with adequate training.
4. Given them the authority required and the resource necessary for them to fulfil their role.
5. Planned our management of health and safety at work, set up and maintain systems that will deliver a satisfactory health and safety performance.
6. Explained to our workers, supervisors and managers the nature of our arrangements for managing health and safety at work.
7. Ensured that all our workers are aware of the need to make concerns about health and safety at work known and report accidents, incidents and cases of work-related ill health to their managers.
8. Provided for review of our arrangements from time to time to ensure that they are fully understood and are operating correctly.

Advice and guidance on the management of health and safety is in our safety management system at Guidance Note 1-1 - Managing Safety and Health at Work.

Safety Arrangement 1-3

ACCIDENT, INCIDENT, ILL-HEALTH REPORTING AND INVESTIGATION

We encourage our employees to report all personal injuries and those involving children or students, injury accidents, near miss incidents (dangerous occurrences) and ill-health that happen in the course of their work and teaching practices, so that we can investigate the causes, learn from experience and improve our management of health and safety. We also use the information to help us meet our obligations under the legislation requiring accidents to be reported to the Enforcing Authority.

We do this by;

- Nominating an individual member of staff to manage the investigation, recording and reporting accidents, dangerous occurrences and occupational ill-health.
- Having accident, incident and ill-health reporting procedures.
- Recording and analysing all reportable accidents, minor accidents, near-miss incidents (dangerous occurrences) and occupational ill-health.
- Reporting reportable accidents, ill-health and dangerous occurrences within the statutory timescales (see Guidance Note 1-3).
- Developing and implementing investigation protocols and policies.
- Providing and recording relevant training.
- Ensuring that those carrying out investigations are competent.
- Routinely reviewing the outcome of investigations and the operation of our reporting system.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-3

ACCIDENT, INCIDENT, ILL-HEALTH REPORTING AND INVESTIGATION

Action Plan

To meet our legal obligations to effectively manage the health and safety at work and report accidents, dangerous occurrences and occupational ill-health to the Enforcing Authority we need to-

1. Identify people to be responsible for investigating the cause of injuries, incidents, dangerous occurrences and occupational ill-health and to manage our reporting arrangements.
2. Ensure that the people nominated with responsibility for these arrangements have the knowledge and experience to carry out investigations and operate the system effectively.
3. Provide suitable training for those who don't.
4. Create the systems and make sure all members of our workforce, including managers and supervisors are aware of and understand them.
5. Provide an accident book, implement the procedures, and ensure that they are followed in practice.
6. When investigating consider-
 1. The time and date of the event, the prevailing weather conditions and local lighting.
 2. What was happening or what the injured person and any witnesses were doing.
 3. Risk assessments or safe systems of work for the task being carried out and details of relevant training given to the injured party and others involved.
 4. Obtaining witness statements, where possible.
 5. Making a sketch of the accident area, include accurate measurements, if appropriate. Taking photographs of the site; record any unusual or causal features present. Making observational notes on the potential causation, noting features, equipment defects or work practice that may have contributed to the eventual outcome.
 6. The underlying, as well as the immediate, causes of the event.
7. Keep a written record of investigations.
8. Review the causes of the events that have occurred to consider whether similar events could be prevented by the introduction of reasonably practicable control measures.
9. Monitor and review the operation of this procedure from time to time to check that the investigation and reporting procedures are understood, are being followed in practice and that lessons learned are being put into practice.

For information and advice see Guidance Notes 1-3 Accident, Incident and Ill-Health Reporting and 1-4 Accident Investigation.

Safety Arrangement 1-5

WORKPLACE HEALTH AND SAFETY CONSULTATION

We have a duty to consult with our workforce on matters affecting their health, safety and welfare whilst at work. We have, therefore, set up a process for managers to consult with employees or their elected safety representatives about work-related health, safety and welfare issues. This system is also used to deliver simple safety messages and rules at short toolbox talks.

We do this by:

- Nominating a manager to organise and make arrangements for consultation meetings and toolbox talks.
- Recognising any representatives elected by the work force or appointed by trade union members and their statutory role.
- Arranging scheduled formal consultation meetings or toolbox talks between managers, elected representatives and employees as appropriate.
- Developing and implementing consultation procedures.
- Providing or allocating time for employees, employee elected safety representatives and trade union appointed safety representatives to undertake safety-related training.
- Taking and keeping minutes of consultation meetings and making them available to all staff.
- Being seen to listen and act on issues and concerns raised during consultation meetings.

The personnel responsible for implementing and operating this consultation process are set out in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-5

WORKPLACE HEALTH AND SAFETY CONSULTATION

Action Plan

To have effective consultation with our workforce on health and safety at work matters we need to-

1. Ensure that the people nominated with responsibility for these arrangements have the knowledge and experience to operate the system effectively.
2. Provide suitable training for those who don't.
3. Create a formal system and make sure it is known to all members of our workforce.
4. Consider as part of the system-
 1. Recognising and involving representatives of the workforce from all levels.
 2. Recognising trade union safety representatives and those elected by non-union workers.
 3. Where there are no nominated representatives, appointing a worker(s) to act as spokesman for the others.
 4. Permitting employee representatives to have time off to attend relevant health and safety training.
 5. Providing training for employee representatives if necessary or beneficial to the process.
 6. Scheduling health and safety as an agenda item for staff meetings.
 7. Arranging to discuss safety concerns with Trade Union Safety Representatives where they have been appointed.
 8. Formally recording the outcomes of all consultation meetings and keeping these records.
 9. Making the outcomes of consultation meetings available to all those employees affected by them.
5. Explain these arrangements to our workforce. Ensure they are understood.
6. Implement the procedure and ensure that it is followed in practice.
7. Review the operation of this procedure from time to time to check that our workforce is consulted about health and safety matters that affect them whilst at work.

Advice and guidance on consultation arrangements and procedures can be found in Guidance Note 1-5 Workplace Health and Safety Consultation.

Safety Arrangement 1-6

RISK ASSESSMENT AND HAZARD REPORTING

We have a duty to assess the significant risks arising from our activities and from specific areas of concern. We have a duty to implement the findings of these risk assessments to ensure the safety, health and welfare of our staff, children, students, pupils and others who may be affected by our work activity.

To support this process and our management of health and safety we encourage our employees and contractors to report all hazards observed in the course of their work, so that potential risks can be identified and the appropriate action taken.

We will do this by:

- Nominating senior managers to oversee our risk assessment process and hazard reporting procedure.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Developing risk assessments, safe systems of work, method statements and measures to effectively control those risks.
- Explaining the results of risk assessments to our workforce.
- Implementing the findings of the risk assessments, procedures, strategies, safe systems of work and control measures.
- Implementing hazard reporting procedures and explaining them to our workforce.
- Recording and analysing hazards when they occur and investigating corrective and preventive measures.
- Employees and others following our procedures, control measures and safe systems of work.
- Regular review of existing risk assessments and identifying the need for additional assessments.
- Providing and recording relevant training.
- Routinely reviewing the operation of our systems.
- Using experience to improve our safety, health and welfare management system.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-6

RISK ASSESSMENT AND HAZARD REPORTING

Action Plan

For our risk assessment process to be sufficiently robust to protect the health, safety and welfare of our employees and anyone else affected by our work activity we need to;

1. Assess our activities to identify where and when workers or others may be exposed to significant levels of risk.
2. Involve site managers and employees in identifying hazards and managing and co-ordinating risk assessment.
3. Appoint and train sufficient numbers of staff carry out risk assessments.
4. Systematically identify the hazards to which our workforce and others are exposed.
5. Provide a means for the workforce to identify and report hazards or potential hazards to their managers.
6. Consider the risks from those hazards, however recognised, identifying people at risk.
7. Evaluate the risks and decide if further precautions are required, record our findings and implement those findings.
8. Involve all persons involved in the activity in identifying hazards and carrying out risk assessments.
9. Explain the results of risk assessments to any affected staff and detail any new precautions or systems of work they need to follow.
10. Review risk assessments on a regular basis, at intervals appropriate to the risk.
11. Review our arrangements from time to time to ensure that they are fully understood and operating correctly.

For information and advice see Guidance Notes 1-6 Hazard Reporting and 1-10 Risk Assessment.

Safety Arrangement 1-7

OCCUPATIONAL HEALTH AND HEALTH SURVEILLANCE

We have a duty to ensure the health and wellbeing of our employees who may be affected by the risk of ill health arising from their work activities. We will implement systematic, regular and appropriate procedures to detect early signs of work-related ill health among employees exposed to certain health risks, e.g: asthmagens and act on the results.

We do this by:

- Nominating senior managers to coordinate and manage health surveillance screening programmes.
- Implementing strategies and procedures for health effects such as hand arm vibration syndrome, dermatitis, occupational asthma, musculoskeletal and other health effects caused by work.
- Ensuring that the strategies and procedures for health surveillance are undertaken by competent, trained personnel.
- Ensuring that managers, employees and others follow our procedures and rules.
- Providing and recording relevant training.
- Recording health surveillance by completion of initial health questionnaires.
- Completing equipment and other risk assessments associated with activities which may harm health.
- Monitoring and reviewing our systems; using experience we aim to improve the way we coordinate health surveillance.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-7

OCCUPATIONAL HEALTH AND HEALTH SURVEILLANCE

Action Plan

To complete and set up our health surveillance system we will-

1. Identify where and when workers may be exposed to health risks.
2. Assess that work, identifying if any exposure is above the exposure limit value or the action value set by law and whether it could be further reduced.
3. Where exposure is above the exposure limit take immediate steps to reduce exposure to below the limit value.
4. Health surveillance is normally required for-
 1. Chemical hazards - dusts, fumes, solvents, liquids or gases.
 2. Biological hazards - bacteria, viruses, livestock, plants.
 3. Physical hazards - musculoskeletal injuries, noise, vibration.
 4. Stress - excessive workloads.
5. The level of surveillance required.
 1. A 'responsible person' looking for a clear reaction where someone is working with something that could harm their health, e.g. checking for skin damage on hands where solvents are being used.
 2. A 'qualified' person asking employees about symptoms of ill health or inspecting or examining individuals for signs of ill health, e.g. conducting a hearing test, or a lung function test.
 3. Medical surveillance by a doctor, which can include clinical examinations to look for a reaction from exposure to some chemicals.
6. Keeping confidential individual health records where required.
7. Are baseline health assessments required when a person starts work or changes job?

Further information and advice on health surveillance can be found in Guidance Note 1-7.

Safety Arrangement 1-8

SUBSTANCE AND ALCOHOL ABUSE

We have a duty to protect the safety, health and welfare of our employees and others from the hazards that may arise because of workers abusing alcohol and other substances.

We do this by:

- Nominating senior staff members to coordinate and manage our substance and alcohol abuse policy and provision.
- Implementing strategies, policies and procedures.
- Explaining our policies and procedures to employees.
- Employees and others following our procedures and policies.
- Providing and recording relevant information and training.
- Providing competent accredited trained personnel to provide support and counselling services.
- Ensuring managers and supervisors know what to look for when employees or contractors arrive on site.
- Monitoring and reviewing our systems; using experience to improve the way we manage the risks from substance abuse.

The personnel responsible for these measures are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-8

SUBSTANCE AND ALCOHOL ABUSE

Action Plan

To protect workers and others from the risks of working with people who abuse substances and alcohol we will-

1. Use this policy for dealing with workers whose abuse of substances and alcohol put other people at work at risk.
2. Consider;
 1. The problem should be treated as an illness.
 2. The problem can be successfully treated.
 3. Disciplinary action is a last resort.
 4. Sufferers may find it difficult to admit to a problem.
 5. It is easier to take action in the early stages of the condition.
 6. Staff should be able to identify early signs of problems.
 7. Advice is available from many organisations
3. Review this procedure based on these considerations.
4. Explain these arrangements to our workforce. Ensure they are understood.
5. Provide training and information, where required, for staff nominated with responsibility so that they are able to identify workers with substance abuse problems.
6. Implement the procedure, identify who is to provide support and counselling services and ensure that it is followed in practice.
7. Ensure that staff, particularly managers and supervisors, remains aware of our procedure although we hope and expect it will not be required in practice.
8. Monitor and review the operation of this procedure whenever it has been used, making changes identified as necessary or beneficial.

Information and advice on this subject can be found in Guidance Note 1-8 Substance and Alcohol Abuse.

Safety Arrangement 1-9

PURCHASING

We have a duty to ensure the safety, health and welfare of our staff, children, students, pupils and others who enter our premises. We have systems in place to protect these people from any adverse effects because of the plant, equipment, supplies and substances that we purchase to use in our business.

Our systems consist of:

- Nominating senior staff members to identify and manage the safe purchasing of equipment and machinery.
- Implementing our purchasing policy and identifying the safest available options.
- Ensuring that this policy is managed by trained and competent staff.
- Ensuring that the equipment purchased is safe, adequate, suitable for its purpose, and that safety devices and other control measures are fitted.
- Providing adequate and sufficient personal protective equipment to workers.
- Providing relevant training for use of equipment and machinery.
- Ensure relevant qualifications are up to date and suitable.
- Monitoring and reviewing our systems; using experience to improve our purchasing policy.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-9

PURCHASING

Action Plan

To ensure that we purchase work equipment and substances that will be safe, so far as is reasonably practicable, when used by our workers and others we will:

1. Identify the people authorised to purchase equipment, supplies and substances and consider whether they need specific training to specify health and safety requirements.
2. Consider where we buy equipment and substances.
3. Obtain the manufacturer's Safety Data Sheets for the substances we purchase and consider the hazard and risk data provided.
4. When buying equipment specify in purchase orders that it complies with relevant European or National Standards.
5. On receipt of new equipment check that where relevant it bears compliance markings.
6. Involve workers in using this procedure based on these considerations.
7. Explain these arrangements to our workers. Ensure they are understood.
8. Provide training where required and information for workers nominated with responsibility.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time, making changes identified as necessary or beneficial.

Information and advice can be found in Guidance Note 1-9 Purchasing.

Safety Arrangement 1-11

NEW AND EXPECTANT MOTHERS

We have a duty to protect the health of new and expectant mothers from hazards that might be present within our educational setting. We also have a duty to assess the risks to women of child bearing age from our activities and inform them of any potential risks that might affect a pregnancy.

We do this by:

- Nominating senior staff members to identify and assess the hazards which pose risk to new and expectant mothers.
- Developing and implementing systems and procedures that will protect all women of child bearing age from risks to unborn children.
- Developing and implementing systems and procedures that will protect new and expectant mothers and their children from hazards and risks in our educational setting or risks from the work activity.
- Considering the personal needs of each new and expectant mother.
- Ensuring that the assessments are sensitively carried out by competent, trained personnel.
- Implementing the findings of each assessment.
- New and expectant mothers and other staff following agreed procedures and control measures.
- Recording our assessments and agreed plans.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage potential risks to new and expectant mothers.

The personnel responsible are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-11

NEW AND EXPECTANT MOTHERS

Action Plan

To protect the health of new and expectant mothers and women of childbearing age we should;

1. Assess the risks that our practice activities may have on women of childbearing age and any potential foetus.
2. Inform the employees of those risks.
3. Reduce those risks so far as is reasonably practicable.
4. Assess the risks to any worker who notifies us that they are pregnant or are returning to work after having given birth.
5. Consider factors such as;
 1. Substances to which they might be exposed.
 2. The size and shape of their workstation.
 3. Posture.
 4. Vibrations.
 5. Environmental factors.
 6. Ability to stand or sit for long periods.
 7. Night working.
 8. Lifting and carrying.
 9. Noise levels.
10. Welfare arrangements.
6. Discuss the results of the risk assessment with the worker.
7. Consider how to reduce risks.
8. Find alternative work for the worker if it is not possible to reduce risks in her current job to an acceptable level. Alternatively give her paid absence from work.
9. Implement our decisions.
10. Make sure all managers and other employees are aware and understand the measures to be taken.
11. Review the risk assessment as pregnancy develops or as the pregnant worker makes any concerns or problems known.

Advice and guidance on managing the health and safety of new and expectant mothers can be found in Guidance Note 1-11.

Safety Arrangement 1-12

EMPLOYING CHILDREN AND YOUNG PERSONS

When we employ children and young persons or give them work experience we have particular duties to protect their safety, health and welfare whilst at work.

We do this by:

- Nominating senior staff members to be responsible for the young people and to identify the hazards which pose risk to young persons.
- Developing and implementing young person risk assessments, procedures, Safe Systems of Work and control measures.
- Ensuring that any young person assessments are particularly thorough and undertaken by competent, trained personnel.
- Explaining these assessments to the young people and their Supervisors.
- Ensuring that young persons are closely managed and supervised.
- Regularly inspecting the premises to identify any new processes, personnel or changes to the building's structure which would trigger the need for re-assessment.
- Employees and others adhering to the contents of procedures, control measures and Safe Systems of Work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks to young people whilst they are working for us.

The personnel responsible for the above measures are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-12

EMPLOYING CHILDREN AND YOUNG PERSONS

Action Plan

To protect children and young people who work for us or with us on work experience schemes we need to;

1. Appoint the Registered Manager and leadership team to oversee the employment of children and young persons.
2. Assess the risks to children and young persons from our activities and the work we give them to do.
3. Consider;
 1. The jobs they do.
 2. The substances that they might come into contact with.
 3. Machinery and equipment they might be asked to use.
 4. Their lack of experience.
 5. Their lack of appreciation of industrial risks.
 6. Their attention span.
 7. Their immaturity.
 8. Exposure to toxic, carcinogenic, mutagenic and teratogenic substances.
 9. Physical and environmental hazards.
10. Close supervision is required.
11. Are their hours of work within the legal limits?
12. Is health surveillance required? If yes at what level?
4. Develop arrangements and procedures based on these considerations – involve the workforce.
5. Explain these arrangements and procedures to the young workers and their parents.
6. Explain the arrangements to our workforce. Ensure they are understood, especially by those who will be working alongside the young workers and provide further training where necessary.
7. Keep a written record of the risk assessment, the control measures and systems of work adopted. Record details of training given.
8. Make sure that the Registered Manager and senior staff understand the procedures and arrangements. Consider whether they need any training.
9. Implement the arrangements and procedures and ensure they are followed in practice.
10. Monitor and review the operation of this procedure from time to time and after any incident causing injury or with the potential to cause injury to a young worker.
11. Make any changes to our procedures and arrangements identified as necessary.

Guidance on the employment of children and young workers, including a template for young worker risk assessments, can be found in Guidance Note 1-12.

Safety Arrangement 1-13

LONE WORKING

Our educational setting has a duty to ensure the safety, health and welfare of our staff whilst at work and the health, safety and welfare of children, students, pupils and others affected by our activities. That duty extends to staff who work by themselves without direct or close supervision..

We do this by:

- Nominating senior staff members to consider the health, safety and welfare of lone working staff.
- Identifying situations where lone working is required which affect our staff members.
- Assessing the risks to members of staff who are or may become lone workers.
- Developing and implementing control measures and procedures to ensure their health and safety whilst at work.
- Providing sufficient funding support to enable the development and implementation of procedures, risk assessments and control measures.
- Ensuring that procedures and control measures are in place for lone working situations.
- Ensuring that identified equipment needs are met and training on their use is given.
- Ensuring that the procedures and risk assessments are always available to staff.
- Providing and recording training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from lone working.

The personnel responsible for the above measures are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-13

LONE WORKING

Action Plan

To protect the health, safety and welfare of our workers who work alone, whether it is because they are a mobile worker, because they work away from our core operating site or for other reasons, we will;

1. Identify who among our workforce is or is potentially a lone worker.
2. Assess the risks to those identified as lone workers.
3. Identify the control measures already in place and any additional measures that may be required.
4. Consider, as part of our assessment, issues such as;
 1. Where they work.
 2. Are they at risk because they are work at remote locations?
 3. Are they at greater risk in the winter months?
 4. Are they likely to cut corners because they are not under direct supervision?
 5. Are they at risk from a violent child or one of their family?
 6. Are they at risk because of health issues?
 7. Are they at risk because they work exceptional hours?
 8. Are they at risk because they do not have access to welfare or first aid facilities?
 9. Are they at risk because a significant part of their day is spent driving?
10. Mobile phone signals.
5. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain our system and arrangements to the workforce. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and whenever an employee reports an accident or case of ill health attributable to working alone, make changes to the procedure identified as necessary or beneficial.

Advice on managing the risks from lone working can be found in Guidance Note 1-13.

Safety Arrangement 1-14

HEALTH AND SAFETY TRAINING

We have a duty to protect the health, safety and welfare of our staff whilst they are at work as well as the health, safety and welfare of children, students, pupils and others affected by our activities. Among other specific arrangements we need to be sure that our staff are trained to recognise hazards and risks and what they need to do to eliminate, reduce and avoid risk.

We do this by:

- Nominating a senior manager to oversee Health and Safety training.
- Assessing the risks to our workforce and others from an inadequately trained workforce.
- Developing and implementing training policies, programmes and arrangements.
- Ensuring that the policy, programmes and arrangements are managed by competent, trained personnel.
- Managing our activities to ensure that employees are adequately trained for the variety of tasks which they may be asked to do.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage our Health and Safety training programmes.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-14

HEALTH AND SAFETY TRAINING

Action Plan

In developing and implementing training policies, programmes and arrangements we need to-

1. Assess our work activity to identify where and when workers or the public may be exposed to hazards and risks.
2. Where we identify hazards we need to consider the associated risks and the ability of staff to control them and then to identify whether their knowledge of and training about control measures is adequate.
3. Identify any jobs that require workers to have received specific health and safety training.
4. Identify the systems already in place to provide training and any additional measures that may be required.
5. Consider procedures and practices including-
 1. Infection Control
 2. Chemicals used to clean and disinfect
 3. Works transport.
 4. Working at height.
 5. Lifting equipment
 6. Use of plant and equipment.
 7. Manual handling.
 8. Electrical safety.
 9. Mundane work.
 10. Occasional work activities.
 11. Training needs analyses for individuals.
6. Involve the workforce in making these assessments of our needs.
7. Develop procedures, programmes and practices tailored to our workplace.
8. Explain these arrangements to the workforce, their managers and supervisors. Ensure they are understood and provide further training where necessary.
9. Implement the procedures and ensure that they are followed in practice.
10. Monitor and review this procedure from time to time making changes identified as necessary or beneficial.

Information, advice and guidance on the provision of Health and Safety Training can be found in Guidance Note 1-14.

Safety Arrangement 1-15

HEALTH AND SAFETY OF VISITORS

We have a duty to ensure the health and safety of visitors who come onto our premises.

We do this by:

- Nominating senior managers to identify and risk assess the workplace hazards to which visitors could be exposed.
- Assessing risks to visitors.
- Providing a visitors' book to track visitors.
- Develop and implement visitor procedures and control measures.
- Ensuring all site visitors are accompanied unless induction has been carried out.
- Ensuring that risk assessments are undertaken by competent, trained personnel.
- Regularly inspecting the premises to identify hazards that could put visitors at risk.
- Ensuring workers and others adhere to the contents of procedures, control measures and safe systems of work.
- Providing relevant information and training.
- DBS checks as necessary.
- Monitoring and reviewing our systems; using our experience of these arrangements we aim to make improvements to the way we manage the risks to visitors.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-15

HEALTH AND SAFETY OF VISITORS

Action Plan

To protect visitors to our workplace we will-

1. Assess our work and premises to identify where and when the public may be exposed to hazards.
2. Identify the risks that visitors might face when at our workplace.
3. Where risks to the health and safety of visitors are identified or reported, assess those risks to identify where control measures are required.
4. Identify control measures already in place and any additional measures that may be required.
5. Consider among other issues-
 1. Where do visitors go, when and why, and what do they do when they get there?
 2. Floor coverings.
 3. Slippery floors and uneven surfaces.
 4. Condition of stairs.
 5. Chemical hazards.
 6. Electrical hazards.
 7. Machinery hazards.
 8. Environmental hazards.
 9. Aggression and violence.
 10. Site security.
6. Involve the workforce in making these assessments; use their experience.
7. Develop procedures, programmes and practices for ensuring visitor safety specific to our premises.
8. Explain these arrangements to the workforce, their supervisors and managers. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review operation of this procedure from time to time and whenever a visitor suffers a work-related injury, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on the Health and Safety of visitors is in Guidance Note 1-15.

Safety Arrangement 1-18

HOME WORKING

We have a duty to protect our employees from the hazards and risks which may arise when employees work from home.

We do this by:

- Nominating senior managers to manage and reduce the risks posed from home working.
- Assessing the risks arising to individual workers and others from home working.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the policy, procedures, safe systems of work and control measures relating to home working are managed by competent, trained personnel.
- Managing our business to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will make improvements to the way we manage the risks posed from home working.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-18

HOME WORKING

Action Plan

To protect workers from the risks associated with home working we will:

1. Assess the suitability of their work and home environment for 'home working' using 'Form HWVC' whenever home working is being considered.
2. We will consider-
 1. Is the designated home working area clear from obstructions and tripping hazards.
 2. Is the equipment (chair, desk, keyboard) suitable for the user while they are at work.
 3. In each case, is the equipment ergonomically sound.
 4. Are sufficient storage facilities available.
 5. Is lighting of the working area adequate.
 6. Is the temperature in the work area comfortable?
 7. Is the area well ventilated?
 8. Are all cables and plugs in use in good repair and visually acceptable?
 9. Are all items of electrical equipment in good repair and working correctly?
 10. Has the home worker had basic manual handling and ergonomics training?
 11. Fire safety.
 12. First Aid arrangements
3. Ensure workers have an area in the home designated strictly to their work to help them separate their working area from their leisure activities and home life.
4. Provide suitable IT equipment. Some laptop and portable computers may not be suitable for home use.
5. Make sure homeworkers are properly managed.
6. Encourage home workers to report all accidents and incidents whilst working from home to their supervisor as soon as practicable. Supervisors should ensure that the accident and incident report form is completed.

Guidance on the health and safety of home workers is in Guidance Note 1-18.

Safety Arrangement 1-19

EMPLOYING AGENCY AND TEMPORARY STAFF

We have a duty to ensure the health, safety and welfare of supply teachers, agency teachers, agency and other temporary staff who are employed on our premises.

We do this by:

- Nominating senior managers to liaise with recruitment agencies and coordinate the selection process of suitable, competent agency staff and temps.
- Identifying any specific risks to these temporary or agency staff whilst they are employed by us.
- Developing and implementing procedures and control measures necessary to protect the health and safety of temporary and agency to effectively control the risk posed.
- Assessing the abilities and health and safety of agency or temporary staff at work in the job for which we employ them.
- Ensuring that they are adequately trained for the tasks they are to do.
- Ensuring that any assessment of these people is carried out by competent, trained personnel.
- Ensuring that all workers including the agency or temporary workers are aware of the emergency arrangements and procedures.
- Ensuring that agency staff and temporary workers follow our specific business and site rules.
- Monitoring and reviewing our systems; using experience of these arrangements to improve the way we manage the risks to agency and temporary workers.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-19

EMPLOYING AGENCY AND TEMPORARY STAFF

Action Plan

To protect the health, safety and welfare of agency and temporary staff which we employ we will-

1. Liaise with the agency and set out our specific requirements including the nature of the work for which agency workers are required and any specific training requirements or qualifications for agency workers.
2. Assess our work activity to identify where and when agency or temporary workers may be at risk.
3. Where risks are identified make an assessment of those risks identifying control measures that should be in place.
4. Identify the control measures already in place and the additional measures that may be required.
5. Consider among other issues-
 1. Detailed job descriptions for the employment agencies.
 2. Skill levels required.
 3. Language issues.
 4. Cultural differences.
 5. Training (job specific and induction).
 6. Supervision
 7. Provision of personal protective equipment.
6. Involve the workforce in making these assessments.
7. Develop procedures, programmes and practices tailored to our business.
8. Explain these arrangements to the workforce, their supervisors and managers. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and whenever an agency or temporary worker suffers injury or work-related ill-health, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on the health and safety at work of agency and temporary staff can be found in Guidance Note 1-19.

Safety Arrangement 1-20

SAFE SYSTEMS OF WORK

We have a duty to ensure our workforce are provided with clear instructions and training when undertaking potentially hazardous tasks that pose significant risks.

We do this by:

- Nominating senior staff members to oversee and implement safe systems of work.
- Identifying where safe systems of work are required.
- Developing safe systems of work to effectively control the work activities within our work premises or on site.
- Communicating the safe systems of work to applicable employees.
- Ensuring that safe systems of work are created by competent, trained personnel.
- Providing training on the safe system to the workforce.
- Regular checks to ensure that the systems are being followed.
- Reviewing our systems.

The personnel responsible for these measures are shown in the Responsibility Table of our Health and Safety Policy.

We use the experience from operating these arrangements to make improvements to our safety, health and welfare management system.

Safety Arrangement 1-20

SAFE SYSTEMS OF WORK

Action Plan

To ensure that adequate safe systems of work are in place for employees to follow we will;

1. Appoint and train sufficient numbers of staff in the creation of the Safe System of Work.
2. Systematically identify the areas where a Safe System of Work may be required.
3. Assess the task and identify the hazards.
4. Define the safe method of undertaking the task.
5. Document the safe system of work and ideally display it at the work site where the work takes place.
6. Implement the system and ensure employees understand it. Provide training where necessary.
7. When developing and implementing safe systems of work we should involve managers and workers in the task being assessed.
8. Review safe systems of work on a regular basis or when situations change.

Advice and guidance on safe systems of work is in Guidance Note 1-20 Safe Systems of Work.

Safety Arrangement 1-21

ACTION ON ENFORCING AUTHORITY REPORTS

We recognise that we will need to take early action on receipt of reports from the Enforcement Authority and plan to deal with them as a high priority.

We have done this by-

- Nominating our most senior manager to coordinate the actions required.
- Providing adequate resources, financial and human, to meet these requirements.
- Routinely reviewing progress.
- Having access to competent health and safety advice.
- Using to guide and support us in meeting enforcing authority requirements.

The person responsible is shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-21

ACTION ON ENFORCING AUTHORITY REPORTS

Action Plan

To meet our legal obligations and act on enforcing authority reports we will-

1. Identify a responsible manager to coordinate the action required.
2. Ensure that the responsible person understands their duties and responsibilities.
3. Provide adequate training for that person.
4. Give that person the authority and resource necessary for them to fulfil their role.
5. Ensure that our workers are aware of the need to make concerns about health and safety known and report accidents, incidents and cases of work-related ill health to their managers.
6. Review our arrangements from time to time to ensure that they are fully understood and are working correctly.

Advice and guidance can be found in Guidance Note 1-21 Action on Enforcement Authority Reports.

Safety Arrangement 1-22

EQUALITY AND DISABILITY DISCRIMINATION COMPLIANCE

We recognise the benefits that accrue from planned and carefully considered arrangements for the equal treatment of all people with regard to health, safety and welfare issues. To obtain these benefits we have taken steps that will help to avoid discrimination within our setting.

We have done this by:

- Nominating an individual member of senior management to coordinate action to meet the needs of disadvantaged and vulnerable persons.
- Providing adequate resources, financial and human, to make reasonable adjustments to our workplace(s).
- Allowing employees to nominate safety representatives who will represent their colleagues in respect of health, safety and welfare matters.
- Providing such health and safety information, instruction, and training for all workers as is necessary for them to be able to work without risk to their health or safety or welfare so far as is reasonably practicable.
- Recording and analysing all reportable accidents, minor accidents, near miss incidents and dangerous occurrences.
- Providing and recording relevant training.
- Routinely reviewing the operation of our reporting system.
- Having access to competent health and safety advice.

The person responsible is shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-22

EQUALITY AND DISABILITY DISCRIMINATION COMPLIANCE

Action Plan

To meet our legal obligations to avoid discrimination to employees we need to:

1. Have a manager to coordinate the actions required and enable us to treat all people equally.
2. Ensure that they understand their duties and responsibilities.
3. Provide adequate training for that person.
4. Give that person the authority and the resource necessary to fulfil their role.
5. Review our arrangements from time to time to ensure that they are fully understood and operating correctly.

Advice and guidance is in Guidance Note 1–22 Equality, Disability Discrimination and Compliance.

Safety Arrangement 1-23

HEALTH AND SAFETY INFORMATION FOR EMPLOYEES

We recognise the benefits that accrue from the provision of effective information about health, safety and welfare activities to our employees. To obtain these benefits we need an effective management system and have taken steps to provide adequate information to employees and others.

We have done this by;

- Allowing employees to nominate safety representatives who will coordinate issues arising from their colleagues in respect of health, safety and welfare.
- Providing adequate resources.
- Providing health and safety information, instruction, training and supervision for all workers as necessary for them to be able to work without risk to their health or safety or welfare so far as is reasonably practicable.
- Recording and analysing all reportable accidents, minor accidents, near miss incidents and dangerous occurrences.
- Providing and recording relevant training.
- Routinely reviewing the operation of our reporting system.
- Having access to competent health and safety advice.

The personnel responsible are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 1-23

HEALTH AND SAFETY INFORMATION FOR EMPLOYEES

Action Plan

To meet our legal obligations to provide adequate health and safety information to employees we need to

1. Identify a person to take responsibility for ensuring that adequate information is provided to employees.
2. Ensure that the responsible person understands their duties and responsibilities.
3. Provide adequate training for that person.
4. Give that person the authority required and the resource necessary for them to fulfil their role.
5. Identify the most effective methods for providing information to employees.
6. Display the statutory health and safety 'What you should know' poster and complete the information on the poster
7. Provide information to our employees about their responsibilities and essential safety rules.
8. Explain to our workers, managers and supervisors the nature of our arrangements for managing health, safety and welfare.
9. Ensure that our workers are aware of the need to make concerns about health and safety known and report accidents, incidents and cases of work-related ill health to their managers.
10. Review our arrangements from time to time to ensure that they are fully understood and are operating correctly.

Advice and guidance on this subject can be found in our Guidance Note 1-23 Health and Safety Information for Employees.

Safety Arrangement 3-1

FIRST AID

We have a duty to provide suitable first aid arrangements for our staff, learners, visitors and others who may be affected by our activities. We have taken steps to provide first aid arrangements that meet this requirement.

We do this by:

- Nominating a senior manager to identify our needs and ensure continuing arrangements for first aid provision.
- Assessing the reasonable level of first aid provision required for our educational setting.
- Recruiting sufficient members of staff to undertake first aid training as a first aider or appointed person, as appropriate.
- Arranging approved training for those people and keeping records of their training.
- Providing adequate numbers of trained personnel to be always available during business hours.
- Providing and maintaining enough first aid equipment and consumables.
- Displaying names and locations of first aid trained personnel or appointed persons in prominent positions throughout the premises.
- Routinely reviewing our first aid arrangements for suitability and ensuring that where we have trained first aiders qualifications are up to date.

The personnel responsible for these measures are identified in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-1

FIRST AID

Action Plan

To ensure that we meet our obligations to provide suitable first aid arrangements for our staff, learners and others who may be affected by our activities we need to take the following action-

1. Assess our business activity to identify the level of first aid provision that will be necessary.
2. Consider issues including-
 1. The severity of foreseeable work-related accidents.
 2. The number of people likely to be present at any one time.
 3. The nature of health and safety risks at our setting.
 4. The location and accessibility of the workplace.
 5. Whether the need is for trained first aiders or appointed persons.
 6. The need for paediatric first aid training in early years provision.
3. Keep a written record of our assessment and conclusions.
4. Explain our assessment and conclusions to our workforce and service users.
5. Identify workers to be trained and take responsibility for administering first aid.
6. Provide approved training for appointed first aiders.
7. Keep records of this training and ensure qualifications are kept up to date.
8. Make sure our arrangements are understood and the responsible people known to all employees, supervisors and managers.
9. Provide suitable facilities and consumables for delivering first aid at our workplace
10. Monitor and review from time to time the operation of this procedure in the light of experience making changes to our system identified as necessary or beneficial.

Information and advice on First Aid provision can be found in Guidance Note 3-1 First Aid.

Safety Arrangement 3-2

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT

We are obliged to make and maintain arrangements for welfare and the provision of a safe and healthy working environment for our staff whilst they are at work. Staff must be provided with suitable and sufficient rest facilities at readily accessible places. Suitable rest facilities must be provided for pregnant women and nursing mothers at work and suitable and sufficient facilities must be provided for persons at work to eat meals where necessary. The School Premises Regulations must also be taken into account.

We have to make and maintain arrangements for welfare and the provision of a safe and healthy working environment. This includes a duty to provide restrooms where work is arduous or conducted in a hostile environment and portable facilities where there is a need.

We do this by-;

- Nominating senior managers to oversee our provision and maintenance of welfare facilities and a safe working environment.
- Maintaining our workplace including buildings, sheds and fixtures in good order and according to required standards.
- Providing welfare facilities that are fit for purpose and include adequate hot, cold and drinking water, sanitary conveniences, hand washing facilities, facilities for meal breaks, sufficient light, heat and ventilation.
- Implementing housekeeping, cleaning and maintenance regimes.
- Providing and recording relevant instruction and training.
- Regular monitoring and review of our arrangements and facilities to ensure that they remain sufficient and are adequately maintained.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 3-2

WELFARE, STAFF AMENITIES, REST ROOMS AND THE WORKING ENVIRONMENT

Action Plan

To ensure that we make the proper and necessary arrangements for welfare and to provide a safe working environment we will-;

1. Consider the arrangements we have in place to provide for the welfare of our workforce whilst at work and to provide a safe working environment.
2. Assess the specific welfare arrangements, including rest rooms and catering areas that we have provided against both minimum legal requirements and what might reasonably be expected by law; particularly where work may be arduous or in a hostile environment.
3. Consider among other relevant issues-
 1. Our worksite, the condition of the buildings.
 2. Temperature, ventilation and lighting in the workplace.
 3. The use of chemical and biological and substances.
 4. The condition of floors, walls and ceilings.
 5. Traffic routes.
 6. Sanitary and washing facilities.
 7. Clothing accommodation, changing rooms and rest rooms.
 8. Drinking water and the means for making hot drinks and heating food.
 9. Arrangements to support workers away from fixed facilities, e.g. during in field pick and pack working.
 10. The needs of nursing mothers.
 11. The heating and cleaning of rest rooms and welfare facilities.
4. Involve workers in these considerations and in the development and maintenance of facilities and arrangements based on these considerations.
5. Keep a written record of significant assessments, actions identified and taken.
6. Provide information and any necessary training to employees, managers and any staff nominated with responsibility to ensure that our arrangements and provisions are understood.
7. Monitor welfare arrangements and facilities to ensure that they remain sufficient, are maintained in a good clean condition and are fit for purpose.

For further information and advice see Guidance Notes 3-2 Welfare and the Working Environment and 3-8 Staff Amenities and Rest Rooms.

Safety Arrangement 4-2

THE PROVISION, USE AND MAINTENANCE OF WORK EQUIPMENT

We have a duty to protect our employees, children, learners and other people who use our premises from the health and safety risks associated with the provision and use of work equipment.

We do this by:

- Nominating senior staff members to consider the health and safety issues surrounding any new equipment that we obtain and the equipment that we use in the course of our business.
- Making an assessment of the risks from work equipment when in use and during its maintenance.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that any work carried out on work equipment is carried out by competent workers or competent contractors.
- Providing and using personal protective equipment where appropriate.
- Regular maintenance and servicing.
- Statutory inspections by competent accredited engineers and surveyors where required.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the provision and use of work equipment.

The personnel responsible are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-2

THE PROVISION, USE AND MAINTENANCE OF WORK EQUIPMENT**Action Plan**

To protect staff, children, learners and others from the risks from work equipment we need to:

1. Consider our activities and identify where and when they might be exposed to risks to their health and safety from our use of existing equipment.
2. Consider the implications for the health and safety of our staff when purchasing or looking to purchase new equipment.
3. Assess the risks from any such exposure to work equipment, identifying control measures in place and any additional measure that may be required to avoid risk.
4. Consider relevant issues including:
 1. What risks to health and safety might be created?
 2. Do any parts look dangerous?
 3. Do the guards adequately protect against the risk? Do they conform to the current BS or EN standard and any official guidance?
 4. Is it excessively noisy?
 5. Is there excessive vibration?
 6. Are there any special maintenance requirements?
 7. Are parts that need maintenance easily accessible?
 8. Does any part get very hot or cold?
 9. Are there any live electrical parts exposed?
10. Are the manufacturer's operating and maintenance instructions clear and comprehensive?
5. Arrange for work equipment to be routinely serviced and maintained and for statutory inspections where required.
6. Keep a written record of significant risk assessments and the control measures and any systems of work or procedures adopted.
7. Implement the procedures and arrangements making sure that the senior management team and line managers understand them. Consider whether they need any training.
8. Explain our procedures and arrangements to our staff. Ensure they are understood and followed in practice. Provide training where necessary.
9. Monitor and review the operation of this procedure from time to time and after any incident, making changes identified as beneficial or necessary.

Further information and advice can be found in Guidance Note 4-2 The Provision, Use and Maintenance of Work Equipment.

Safety Arrangement 4-4

OFFICE EQUIPMENT

We have a duty to protect our staff and other people who use our premises from the risks associated with the use of office equipment.

We do this by:

- Nominating a senior manager to consider the safety implications in the use of office equipment.
- Assessing the risks from using office equipment.
- Developing and implementing procedures, control measures, policies and safe systems of work.
- Ensuring that office equipment is properly maintained.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing relevant training and keeping training records.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the safety of office equipment.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-4

OFFICE EQUIPMENT

Action Plan

To protect workers and others from the risks of using office equipment we need to:

1. Consider our activities and identify where and when workers may be exposed to risks to their health and safety by using office equipment.
2. Assess the risks from the use of office equipment, identifying control measures already in place and any additional measures required to avoid risk.
3. Consider relevant issues including:
 1. The competence and training of workers who use office equipment.
 2. Who does what when the equipment goes wrong?
 3. Are any young workers likely to use office equipment? Are any special precautions needed?
 4. Are manufacturers' instructions followed?
 5. The maintenance of office equipment.
 6. The location of office equipment.
4. Purchase robust equipment suitable for the work and environment in which it will be used.
5. Develop a procedure based on these considerations.
6. Keep a written record of any significant risk assessments and the control measures and systems of work adopted.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain our procedures and arrangements to our workforce. Ensure they are understood and provide training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and after any accident or incident, making changes identified as beneficial or necessary.

Information and advice can be found in Guidance Note 4-4 Office Equipment.

Safety Arrangement 4-20

WORK AT HEIGHT

We have a duty to ensure the health, safety and welfare of our employees and others against the risks involved in working at height.

We do this by:

- Nominating a senior manager to be responsible for identifying and managing work at height.
- Assessing the risks to our workers and others from the risks involved in working at height.
- Avoiding the need to work at height wherever possible by complying with the hierarchy of controls specified in legislation.
- Where we cannot avoid work at height we develop and implement procedures, control measures and safe systems of work.
- Ensuring that access and other equipment provided for work at height is fit for the purpose, correctly installed, used and maintained, and checked at the correct frequency.
- Ensuring that risk assessments and inspections are carried out by competent and trained personnel.
- Ensuring that control measures are installed and managed by competent trained personnel.
- Managing work to ensure that procedures, control measures and safe systems of work are followed.
- Providing and recording training.
- Monitoring and reviewing our systems; using experience we aim to improve to the way we manage the risks from work at height.

The personnel responsible for the above measures are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-20

WORK AT HEIGHT**Action Plan**

To ensure the safety of our employees and others whilst working in areas where they could be at risk because they are working at height we will:

1. Identify where and when workers or others may be exposed to hazard and risk due to work at height.
2. Avoid the need to work at height wherever possible.
3. Where work at height cannot be avoided, risk assess the task.
4. Involve our workforce in these assessments and the identification of control measures to eliminate or reduce risk. Liaise with clients and others where necessary.
5. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, trade guidance and British Standards etc.
6. Consider among other issues-
 1. All work above ground where there is a risk of falling.
 2. Occasional job tasks as well as routine tasks.
 3. Roof work, cleaning gutters.
 4. Does the work have to be done at height?
 5. Use of the right access equipment for the task.
 6. Weather conditions.
 7. Competency of workers.
 8. Condition of ladders and access equipment.
 9. Unexpected tasks e.g. leaking roof, overflowing gutter.
 10. Safety nets.
 11. Personal protective systems, fall arrest systems.
7. Develop procedures, programmes and practices tailored to our site.
8. Make sure that managers, supervisors and staff understand the procedures and arrangements. Consider whether they need any training.
9. Explain these arrangements to the workforce. Ensure they are understood and provide training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Monitor and review the operation of this procedure from time to time and following any injury due to work at height, making changes to the procedure identified as necessary or beneficial.

Information, advice and guidance on health and safety during work at height can be found in Guidance Note 4-20.

Safety Arrangement 4-22

PERMITS TO WORK

To protect our workforce and others from risks to their health and safety we have developed and implemented permit to work systems for all high-risk work activities.

Our systems consist of:

- Nominating senior staff members to be responsible for the development and management of permit to work systems.
- Assessing work activities and identifying where permit to work systems should be used.
- Developing and implementing permit to work procedures and safe systems of work.
- Implementing these procedures and safe systems of work.
- Ensuring that permit to work systems are correctly issued, followed and completed.
- Ensuring that permit to work systems are developed and managed by competent and trained personnel.
- Following our permit to work procedures, control measures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we will improve our management of permit to work systems.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-22

PERMITS TO WORK

Action Plan

To ensure the safety of our employees and others whilst working in areas where they could be exposed to very high levels of risk to their health and safety we will-

1. Identify where and when workers or others may be exposed to particularly high levels of risk.
2. Assess those risks to identify the action that is required and develop permit to work systems.
3. Identify control measures already in place and any additional measures required. Refer to manufacturer's guidance, trade guidance and British and European Standards etc.
4. Consider among other issues-
 1. Entry into closed vessels, confined spaces and trenches.
 2. Breaking into pipelines for flammable or hazardous substances.
 3. Hot work on machinery and plant that has contained or contains flammable or hazardous substances.
 4. Work on electrical distribution systems and high voltage installations.
 5. Complex automated machinery where action or adjustment of one part of the machine may produce an action some distance away or where there may be stored hydraulic, pneumatic or mechanical energy.
5. Develop procedures, programmes and practices tailored to our premises.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and whenever anyone is injured in any relevant task, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety in the use of permit to work systems can be found in Guidance Note 4-22.

Safety Arrangement 4-28

WORKPLACE TRANSPORT MANAGEMENT AND PEDESTRIAN CONTROL

We have a duty to protect our staff, children, students and others from the risks created by workplace transport.

We do this by-

- Nominating a senior manager to identify hazards and risks and manage workplace transport safety.
- Assessing the risks created by workplace transport.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that the vehicles are adequate for their purpose, that they are maintained and checked at the correct frequency.
- Providing warning signs and segregating pedestrians and transport where practicable.
- Ensuring that risk assessments are completed by competent, trained personnel.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using our experience we will improve our management of the risks associated with workplace transport.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-28

WORKPLACE TRANSPORT MANAGEMENT AND PEDESTRIAN CONTROL

Action Plan

To ensure the safety of our employees, children, students and others whilst working, playing, walking in areas where they could be affected by the hazards and risks from workplace transport we need to;

1. Identify where and when workers or others may be exposed to the hazards of workplace transport.
2. Assessment of the risks to our workers and others.
3. Involve the workforce in these assessments and in establishing appropriate control measures.
4. Identify the control measures already in place and any additional measures required. Refer to manufacturers' guidance, trade and official guidance, British and European Standards etc.
5. Consider among other issues:
 1. Internal transport – fork-lift trucks, cars, vans, trucks etc.
 2. External transport – delivery vans, trucks, visitors' cars etc.
 3. The positioning and security of and loads being moved within the workplace whether on a road going vehicle or internal works transport
 4. Doors opening onto roadways.
 5. Vehicles and pedestrian segregation at doorways.
 6. Vehicle and pedestrian segregation inside the workplace.
 7. Excluding non-essential personnel from high-risk areas.
 8. Lighting.
 9. Loading bays.
 10. Reversing vehicles.
 11. Use of high visibility clothing.
 12. Supervision.
 13. Training of supervisors and workers.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and following any incident, or injury caused by workplace transport, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety relating to workplace transport and pedestrian control can be found in Guidance Note 4-28.

Safety Arrangement 4-31

OCCUPATIONAL ROAD SAFETY

We have a duty to manage, so far as we can, the health, safety and welfare of our staff, children, students and others in the course of travel away from our educational setting.

We do this by:

- Nominating senior staff members to manage the potential hazards to our staff, children, students and others when driving on our business setting.
- Assessing the risks to our staff from occupational road risks.
- Developing and implementing policies and procedures.
- Ensuring that the vehicles are suitable and sufficient for their intended use and that they are maintained at their specified service intervals or when faults are identified.
- Ensuring that all vehicles are properly insured, taxed and MoT tested, prior to road use.
- Ensuring that competent and trained personnel undertake the risk assessments.
- Employees and line managers following our policies and procedures.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience we improve our management of the risks associated with occupational road use.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 4-31

OCCUPATIONAL ROAD SAFETY

Action Plan

To ensure the safety of our employees, children, students and others whilst travelling by road (and to protect others who might be affected by their actions) from the hazards and risks surrounding occupational road safety we need to-

1. Identify where and when staff, children, students and others may be exposed to hazards and risks on account of occupational road use.
2. Assess specific occupational road use risks to our staff.
3. Involve the staff in these assessments and in the identification of control measures.
4. Identify the control measures already in place and any other measures that may be required. Refer to government and road safety organisations' published guidance.
5. Consider among other issues-
 1. The positioning and security of loads – in cars and minibuses.
 2. Weather conditions.
 3. Advanced driver training.
 4. Suitability of vehicles.
 5. Vehicle maintenance.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that the senior management team and line managers understand the procedures and arrangements and explain them to the staff. Consider whether they need any training.
8. Implement the procedure and ensure that it is followed in practice.
9. Monitor and review the operation of this procedure from time to time and following any incident or injury related to occupational road use, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on occupational road safety can be found in Guidance Note 4-31.

Safety Arrangement 5-4

INFECTION CONTROL

We have a duty to protect the safety, health and welfare of our staff, children, students and others who enter our premises from the risk of work acquired infections, both societal and work related.

We do this by-

- Nominating senior staff members to manage the spread of infection and to reduce the risks..
- Assessing the risks to our staff, children, students and visitors to our premises of acquiring an infection.
- Developing and implementing control measures, procedures, policies and safe systems of work.
- Ensuring that the management of the control measures, procedures and safe systems of work to control of work-related infection is carried out by competent, trained personnel.
- Providing and using personal protective equipment.
- Managing our activities to ensure that employees and others use the control measures provided and follow our procedures and safe systems of work.
- Providing and recording relevant training.
- Undertaking health surveillance where this is necessary.
- Monitoring and reviewing our systems; using experience to make improvements to the way we manage the risks of work-related infection.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-4

INFECTION CONTROL

Action Plan

To protect staff, children, students and others from the risk of work acquired infection we need to;

1. Consider where and when people may be exposed to infectious agents.
2. Assess those tasks and identify who is at risk of a work-related infection.
3. Consider whether exposure can be eliminated or reduced by restricting access to certain areas to a limited number of people.
4. Identify any control measures already in place and any additional measures that may be required to avoid or reduce risk.
5. Consider issues including-
 1. Direct physical contact with infectious agents.
 2. Direct contact with people in ill-health.
 3. Contact with waste materials - direct, indirect and accidental.
 4. Activities involving skin piercing - intentional and unintentional.
 5. Contact with contaminated sharp objects.
 6. Work in areas contaminated with waste.
 7. Work in cleaning contaminated materials and equipment.
 8. Are any groups or individual workers at particular risk?
 9. Is health surveillance required? If yes, at what level?
10. Could personal protective equipment give additional protection?
6. Keep a written record of our risk assessments and the control measures and systems of work we adopt.
7. Explain these arrangements to our workforce. Ensure they are understood.
8. Provide training where required and information for staff nominated with responsibility.
9. Implement the procedure and ensure that it is followed in practice.
10. Report cases of work-related infection which result in a worker being unfit for work and which are confirmed by a medical practitioner to the Enforcing Authority.
11. Monitor and review the operation of this procedure from time to time and after any identified case of infection or repeated pattern of absence from work, make changes identified as necessary or beneficial.

Advice on the control of Infection can be found in Guidance Note 5-4 Infection Control.

Safety Arrangement 5-9

MANUAL HANDLING

We have a duty to ensure the safety, health and welfare of our employees, children, students and others who enter our educational setting from the risks present in manual handling activities.

We do this by-

- Nominating a senior manager to identify and manage heavy loads or lifting hazards.
- Assessing the risks from manual handling to our workforce.
- Developing and implementing procedures and systems of work to reduce the risks from manual handling operations.
- Ensuring that manual handling risk assessments are carried out by competent, trained personnel.
- Nominating senior staff members to manage and identify load or lifting hazards.
- Assessing the risks from manual handling to our workforce.
- Developing and implementing procedures and systems of work to reduce the risks from manual handling operations at work.
- Ensuring that any manual handling risk assessments are completed by competent, trained personnel.
- Eliminating the need for manual handling through the introduction of mechanical handling equipment or other alternatives where this is reasonably practicable.
- Regularly inspecting the premises to identify any new processes, personnel or changes to building structures which would trigger the need for reassessment.
- Providing and recording job-based training for workers with manual handling tasks.
- Employees and others adhering to the contents of procedures, control measures and Safe Systems of Work.
- Employees and others adhering to the contents of procedures, control measures and safe systems of work.
- Providing and recording job-based training for employees with manual handling tasks.
- Monitoring and reviewing our systems; using our experience of operating these arrangements we aim to make improvements to the way we manage the risks from manual handling.

The personnel responsible for the above measures are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-9

MANUAL HANDLING**Action Plan**

To protect our staff, children, students and others from the risk of injury while manual handling loads we need to-

1. Assess the risks to our workforce from handling loads. This includes lifting and carrying as well as pushing and pulling loaded containers.
2. Have a nominated manager to lead the process.
3. Consider-
 1. What we need to move - its size and shape.
 2. The weight.
 3. The frequency.
 4. Who is involved? Do some handle loads more frequently than others?
 5. Can we reduce the need for movement? Are there mechanical aids we could use? Can we use them?
 6. Can we adapt our processes to reduce the risk?
 7. Has our workforce been trained in manual handling techniques for the products and goods that they handle in the course of their work?
 8. Where team lifting is employed have the workers been trained in the same system?
 9. Are the floors suitable and maintained for the work that goes on?
 10. Are there extremes of temperature?
 11. Are any groups or individual workers at particular risk?
 12. Is health surveillance required? If yes at what level?
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Involve workers in developing a procedure based on these considerations.
6. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
7. Explain and implement these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
8. Monitor and review the operation of this procedure from time to time and after any ill health or back injury, making changes identified as necessary.
9. Where employees are injured in an accident involving manual handling or are diagnosed with ill-health due to manual handling at work report any that are reportable to the enforcing authorities.

Information and advice, including a template for Manual Handling Risk Assessments, can be found in Guidance Note 5-9 Manual Handling.

Safety Arrangement 5-11

DISPLAY SCREEN EQUIPMENT

We have a duty to protect the safety, health and welfare of our workforce from the risk involved in the use of display screen equipment (DSE).

We do this by:

- Nominating senior staff members to identify and reduce risks from the use of display screen equipment.
- Assessing the risks from display screen equipment to each member of our workforce who uses them.
- Developing and implementing control measures, policies and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to the use of display screen equipment are undertaken by competent, trained personnel.
- Managing our activities to ensure that employees and others use the control measures provided and follow our policies, procedures and safe systems of work.
- Providing and recording relevant training.
- Monitoring and reviewing our systems to improve the way we manage the risks from display screen equipment.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-11

DISPLAY SCREEN EQUIPMENT

Action Plan

To protect staff from the risks from display screen equipment we need to:

1. Appoint a member or members of staff and train them to become competent to assess display screen equipment.
2. Assess our work activity to identify where and when workers use display screen equipment.
3. Ensure all display screen users complete a Self-Assessment Questionnaire which can be found in Guidance Note 5-11.
4. Identify any workers with health issues that make them particularly susceptible to problems in using display screen equipment.
5. Identify the control measures already in place and any additional measures that may be required.
6. Consider the issues, including;
 1. Furniture
 2. Screen size
 3. Lighting; reflections and glare
 4. Eye sight tests
 5. Home and off-site users of display screen equipment
 6. Self-assessments and follow-up.
7. Keep a written record of all risk assessments, whether self-assessments or assessments by trained assessors and the control measures and systems of work adopted.
8. Make sure that the senior management team and line managers understand the procedures and arrangements. Consider whether they need any training.
9. Explain our system and arrangements to the staff. Ensure they are understood and provide further training where necessary.
10. Implement the procedure and ensure that it is followed in practice.
11. Report any incidence of reportable ill health caused by the use of display screen equipment to the Enforcing Authorities.
12. Monitor and review the operation of this procedure from time to time and whenever an employee develops a display screen equipment related illness, making changes to the procedure as necessary or of benefit.

Advice and guidance on health, safety and welfare in the use of display screen equipment can be found in Guidance Note 5-11.

Safety Arrangement 5-18

STRESS IN THE WORKPLACE

Education is consistently one of the top three occupations that exhibit the highest number of persons affected by work related stress.

We recognise that we have a duty to take action to reduce and where reasonably practicable to eliminate ill health which is caused by work related stress.

We do this by-

- Nominating senior staff members to consider and manage the issue of work-related stress.
- Developing and implementing a policy for identifying and managing work related stress.
- Involving our workforce in the development of this policy and our procedures.
- Providing information about the policy to all workers.
- Training managers and supervisors to recognise symptoms of work-related stress.
- Ensuring that the policy is adopted and followed.
- Ensuring employees know what to do if they suspect they, or a colleague, are suffering from stress.
- Providing counselling or occupational health services and support.
- Monitoring and reviewing the policy and procedures; using experience to make improvements to the way we manage ill health caused by work related stress.

The personnel responsible for monitoring and implementing this policy are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-18

STRESS IN THE WORKPLACE

Action Plan

To protect our workforce from ill health caused by work related stress we need to-

1. Assess our activities to identify where and when workers or others may experience unacceptable levels of work-related stress.
2. Prepare a stress policy and plan of action when a worker is identified as suffering ill health on account of work-related stress.
3. Involve the workforce in developing the policy and plan of action.
4. Identify any control measures already in place and the additional measures or actions that may be required. Refer to published sector guidance and advice.
5. Consider among other issues-
 1. The outward signs of stress
 2. Fatigue, anxiety, poor motivation in general.
 3. Making mistakes, having accidents.
 4. Deteriorating relationships with colleagues, irritability, indecisiveness, absenteeism, excessive smoking or drinking, overeating etc.
 5. Physiological, Increased complaints about health - headaches, dizziness etc.
 6. Stress risks assessments.
 7. Support to an employee who is experiencing stress whether work related or not e.g. following a bereavement or separation.
 8. The effect of new or changed roles without adequate training.
 9. The effect of poor communication during times of change
 10. Excessive workloads, long working hours, unsocial hours.
 11. Working alone
 12. Employees having to cover for the poor performance or attendance of colleagues.
 13. Do employees have developmental opportunities.
 14. Bullying and harassment by managers, supervisors and colleagues.
6. Develop procedures, programmes and practices tailored to our workplace.
7. Make sure that managers and supervisors understand the policy and procedure. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the policy and procedure and ensure that it is followed in practice.
10. Monitor and review the operation of the policy and procedure from time to time and following any case of ill health caused by work related stress, making changes to the procedure identified as necessary or beneficial.

Further advice and information on work related stress can be found in Guidance Note 5-18.

Safety Arrangement 5-19

AGGRESSION AND VIOLENCE

We recognise that we have a duty to take action to reduce so far as is reasonably practicable the risk of aggression and violence to our staff whilst at work which arise from staff, parents, children, students and others.

We do this by:

- Nominating senior staff members to consider and manage the issue of aggression and violence at work.
- Developing and implementing a policy for identifying and managing work where there are risks of aggression and violence.
- Involving our workforce in the development of this policy and our procedures.
- Providing information about the policy to all workers.
- Training all managers and supervisors to recognise work activities and locations where there are higher than normal risks of work-related violence and aggression.
- Ensuring that the policy is adopted and followed.
- Ensuring workers know what to do if they suspect they, or a colleague, are under threat of violence or aggression at work.
- Providing counselling or occupational health services and support.
- Monitoring and reviewing the policy and procedures; using experience to make improvements to the way we manage workplace violence and aggression.

The personnel responsible for monitoring and implementing this policy are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 5-19

AGGRESSION AND VIOLENCE

Action Plan

To protect our staff from injury or ill health caused by violence and aggression at work we need to;

1. Assess our work activities to identify where staff may be subjected to violence or aggression from clients or other people when at work.
2. Prepare a policy and plan of action to deal with aggression and violence at work.
3. Involve the workforce in developing the policy and plan of action.
4. Identify any control measures already in place and the additional measures or actions that may be required. Refer to published sector guidance and advice. Take advice from the Police.
5. Consider among other issues-
 1. Recognising where and why workers may be at risk.
 2. Systems to allow the reporting of aggression and threats of violence at work.
 3. Handling incidents – calling the police.
 4. Premises security and alarms.
 5. Premises layout – make it difficult for aggressors to reach workers.
 6. Lone working and security for workers off site.
 7. Training workers to identify the early signs of aggressive behaviours and in conflict management techniques.
 8. Counselling
 9. Special arrangements for dealing with clients and people known to be aggressive or a risk to workers.
6. Develop procedures, programmes and practices tailored to our premises.
7. Record details of our assessment, the controls in force and additional measures planned.
8. Make sure that managers, practice manager and supervisors understand the policy and procedure. Consider whether they need any training.
9. Explain these arrangements to our workforce. Ensure they are understood and provide further training where necessary.
10. Implement the policy and procedures and ensure that it is followed in practice.
11. Monitor and review the operation of the policy and procedure from time to time and following any case of injury or ill health caused by aggression or violence at work, making changes identified as necessary or beneficial.

Further advice and information on work related aggression and violence can be found in Guidance Note 5-19 Aggression and Violence.

Safety Arrangement 6-14

WORK WITH CHILDREN

We have a duty to protect our staff, children and others from the hazards of our business.

We do this by-

- Nominating senior staff members to identify hazards and risks and manage work with children safety.
- Assessing the risks created by work with children.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures relating to work with children are undertaken by competent, trained personnel.
- Providing and using safe play equipment and where required personal protective equipment.
- Ensuring that risk assessments are completed by competent, trained personnel.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve our management of the risks associated with work with children.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 6-14

WORK WITH CHILDREN

Action Plan

To protect children and staff we need to-

1. Assess the work involved and identify areas where children and others could be harmed.
2. Identify the control measures already in place and any additional measures that may be required.
3. Consider-
 1. Play equipment – is it suitable and regularly maintained?
 2. Premises and facilities (toilets etc.) – are they safe, clean and well-maintained?
 3. Infection control. Biological hazards from contact with bodily fluids or children with infectious conditions.
 4. Accidents and illness in children – procedures for dealing with this, contacting parents or guardians, emergency assistance etc.
 5. Any food consumed – is it safely stored?
 6. Potential for verbal or physical abuse from parents and guardians and children.
 7. Preparation of food – is it carried out safely to current food hygiene standards?
 8. Hazards involved in maintenance and cleaning.
 9. Safeguarding.
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Make sure that relevant senior management team and line managers understand the procedures and arrangements. Consider whether they need any training.
6. Implement the procedure and ensure it is followed in practice.
7. Monitor and review the operation of this procedure from time to time and whenever an incident occurs, make changes to the procedure identified as necessary or beneficial.

Information and advice on the control of risks from work with children can be found in Guidance Note 6-14.

Safety Arrangement 6-15

EDUCATIONAL VISITS

We have a duty to protect our staff, children, students and others from the risks created when we go on educational visits.

We do this by;

- Nominating senior staff members to identify hazards and risks and manage the safety of educational visits.
- Appoint an Educational Visit Coordinator (EVC).
- Assessing the risks created by educational visits.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures is undertaken by competent, trained personnel.
- Ensuring any educational and play equipment on sites visited is safe to use.
- Ensuring that risk assessments are completed by competent, trained personnel.
- Providing and recording relevant training.
- Monitoring and reviewing our systems; using experience to improve the way we manage risks associated with educational visits.

The personnel responsible for the above measures are identified within the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 6-15

EDUCATIONAL VISITS

Action Plan

To protect children, students, our staff and others from the hazards of educational visits we need to-

1. Assess the proposed visit and identify areas where staff, children and others could be harmed.
2. Identify the control measures already in place and any additional measures that may be required.
3. Consider-
 1. Issues regarding parental permission and approval of the visit from the Local Education Authority (as applicable).
 2. Safety rules for children to adhere to on visit site (agreed in liaison with site staff).
 3. Safety of travel arrangements to and from the proposed site.
 4. Number of accompanying staff in ratio to number of children attending – are staff numbers sufficient?
 5. Possibility of contracting infectious diseases on proposed site.
 6. Ground and weather conditions which may possibly be encountered. Plan B in the event of poor weather or other issues on the day.
 7. Risks of water-based activities.
 8. Possibility of contact with electrical equipment and different forms of machinery.
 9. Possibility of contact with hazardous substances, e.g. pesticides and animals.
 10. Welfare facilities, hygiene.
 11. Overseas visits will require more in-depth consideration.
 12. Approval by the EVC.
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Make sure that relevant senior members of staff understand the procedures and arrangements. Consider whether they need any training.
6. Implement the procedure and ensure it is followed in practice.
7. Monitor and review the operation of this procedure from time to time and whenever an incident occurs, make changes to the procedure identified as necessary or beneficial.

Information and advice on the control of risks from educational visits can be found in Guidance Note 6-15.

Safety Arrangement 6-16

SCHOOLS AND NURSERIES

We have a duty to protect our workforce and others from the risks encountered in working in schools, nurseries and other educational settings.

We do this by;

- Nominating senior staff members to identify hazards and risks and manage schools, nurseries and other educational settings safety.
- Assessing the risks created by work in schools, nurseries and other educational settings.
- Developing and implementing control measures, procedures and safe systems of work.
- Ensuring that the management of the policy, procedures, safe systems of work and control measures for work in schools, nurseries and other educational settings is undertaken by competent, trained personnel.
- Providing and using safe learning equipment for children, students, volunteers and staff and where required, personal protective equipment.
- Ensuring that risk assessments are completed by competent, trained personnel.
- Providing and recording relevant training.
- Monitoring and reviewing our systems to improve the way we manage the risks associated in the operation of our business.

The personnel responsible are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 6-16

SCHOOLS AND NURSERIES

Action Plan

To protect children and our workers from the hazards encountered in schools, nurseries and other educational settings we need to-

1. Assess the work involved and identify areas where children or students and others could be harmed.
2. Identify the control measures already in place and any additional measures that may be required.
3. Consider-
 1. Security of premises, CCTV, access and egress, pick-up and drop-off arrangements, etc.
 2. Facilities used – are they clean, safe and well-maintained?
 3. Possibility of verbal and physical abuse from children, students, carers and parents.
 4. Equipment used, computers, play equipment, furniture, sports equipment etc, is it maintained, safe and regularly tested where necessary?
 5. Contact with hazardous substances such as cleaning materials, chemicals in scientific lessons etc.
 6. Hazards regarding exposure to contagious illnesses suffered by children or students.
 7. Accident and injury procedures. Contacting parents, carers, emergency services etc.
 8. Biological hazards societal and from bodily fluid contact, e.g., during an accident.
 9. Paediatric first aid arrangements.
4. Keep a written record of significant risk assessments and the control measures and systems of work adopted.
5. Make sure relevant senior members of staff understand the procedures and arrangements. Consider whether they need any training.
6. Implement the procedure and ensure it is followed in practice.
7. Monitor and review the operation of this procedure from time to time and whenever an incident occurs, make changes to the procedure identified as necessary or beneficial.

Information and advice on the control of risks from work in schools and nurseries can be found in Guidance Note 6-16.

Safety Arrangement 7-2

CONTRACTOR CONTROL AND MANAGEMENT

To ensure the safety of our employees, children, students and others, when we have contractors working on our premises we need to be sure of their ability to control of health and safety from their work.

We do this by-

- Nominating a senior manager to coordinate and plan the selection of suitable, competent contractors or subcontractors.
- Requesting and reviewing the suitability and adequacy of the health and safety documentation submitted by the contractor or subcontractor.
- Checking the competence of contractors and subcontractors.
- Requesting a 'method statement' for the work.
- Ensuring that contractors and subcontractors adhere to their method statement and safety documentation.
- Ensuring that the contractors or subcontractors are aware of the procedures and risk assessments for any of our work processes that may affect them.
- Ensuring that contractors and subcontractors comply with our site-specific company rules).
- Ensuring that any equipment used is inspected and tested at frequencies defined within current legislation and evidence of this can be supplied.
- Reviewing our own and contractors' systems.

The personnel responsible for overseeing contractors and subcontractors are shown in the Responsibility Table of our Health and Safety Policy.

Safety Arrangement 7-2

CONTRACTOR CONTROL AND MANAGEMENT**Action Plan**

To ensure the safety of our employees, children, students and others, when we have contractors working on our premises we need to be sure of their ability to control of health and safety from their work.

We need to-

1. Assess the hazards and risks to our workforce created by contractors working on our premises.
2. Assess the hazards and risks to the contractors from their presence on our premises.
3. Involve our workforce and the contractors and in the identification of appropriate control measures.
4. Identify the control measures already in place and any additional measures that may be required. Refer to manufacturers' guidance, sector guidance, published standards, etc.
5. Consider among other issues-
 1. What will the contractor be doing? Where will they be doing it and when?
 2. Does this put any of our staff at risk? Will our processes put contractors at risk?
 3. Should the contractor work only when our workforce is not present?
 4. What knowledge do we have of the contractor's ability to manage health and safety?
 5. Do we need them to complete a pre-contract questionnaire or method statements?
 6. Will they provide their own equipment - do they expect to use any of ours?
 7. Will any plant they bring on site create risk to our workforce?
 8. Does the place where the contractors will be working need to be fenced off to protect them from our work activities or vice versa?
 9. Are their workers trained and competent? How will they be managed on our site?
 10. Will the contractor's workers understand our rules, instructions and signs?
6. Develop procedures, programmes and practices for when contractors are working on our premises.
7. Make sure that managers and supervisors understand the procedures and arrangements. Consider whether they need any training.
8. Explain these arrangements to the workforce. Ensure they are understood and provide further training where necessary.
9. Implement the procedure and ensure that it is followed in practice.
10. Monitor and review the operation of this procedure from time to time and following any incident, injury or case of ill health, making changes to the procedure identified as necessary or beneficial.

Advice and guidance on health and safety during contract work can be found in Guidance Note 7-2.



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