

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 1 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	
	Parents <input checked="" type="checkbox"/>	General Public <input checked="" type="checkbox"/>			

Health and Safety & Wellbeing Policy

This is a generic policy which pertains to all of the academies in Staffordshire University Academies Trust. Each Academy will have this policy on their website plus a customised version, which is specific to their setting and will be found in the password protected policies section of that Academy's website and individual network.

1. Success Indicators

The Trust and all of its academies have a Health, Safety and Wellbeing policy which:

- Provides an overview of the Trust's policy on health, safety and wellbeing
- Outlines the arrangements that all of its academies have in place for health, safety and wellbeing
- Assigns roles and responsibilities to key staff in each Academy
- Is monitored and reviewed regularly by senior leaders at Trust and Local Academy Council level

The Leadership Team of each SUAT academy and the Local Academy Council are committed to ensuring the Health and Safety of everybody involved in each Academy. They aim to:

- Ensure that all reasonable steps are taken to ensure the health, safety and welfare of users of the premises and all participants in school visits
- Establish and maintain safe working procedures for staff and pupils
- To provide and maintain safe Academy buildings and safe equipment
- Develop safety awareness, by appropriate training if necessary, amongst staff, pupils and others who help in their Academy
- Formulate and implement effective procedures for use in the event of fire and other emergencies
- Investigate accidents and take steps to prevent a re-occurrence
- Take proactive measures to prevent accidents and incidents of a dangerous nature, which could be hazardous to health

2. Overview

The Trust requires all of its academies to have a Health, Safety and Wellbeing Policy in place. The Trust's Health, Safety and Wellbeing Policy template is a generic policy that has been developed by the Trust Board. Each academy's procedures are developed and monitored by the Principal/Head Teacher and the Local Academy Council.

Roles and Responsibilities within each academy

The **Local Academy Council** will:

- Give strategic guidance

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 2 of 24			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

- Monitor and review health and safety issues
- Ensure adequate resources for health and safety are available
- Take steps to ensure plant, equipment and systems of work are safe
- Ensure that the Academy provides adequate training, information, instruction, induction and supervision to enable everyone in the Academy to be safe
- Maintain the premises in a condition that is safe and without significant risk
- Provide a working environment that is safe and healthy
- Provide adequate welfare facilities for staff and pupils
- In their critical friend role, maintain an interest in all the health and safety matters
- Review and monitor the effectiveness of this policy

The **Principal/Head Teacher** is responsible for the day to day running of the Academy. They will:

- Promote a positive, open health and safety culture in their Academy
- Report to LAC members on key health and safety issues
- Seek advice from other organisations or professionals, such as the Health and Safety Executive, safety advisers etc. as and when necessary
- Ensure that all staff co-operate with the policy
- Devise and implement safety procedures
- Ensure that risk assessments are reviewed on an annual basis
- Ensure relevant staff have access to appropriate training
- Meet with the Facilities Manager (or their equivalent) regularly to ensure that any building/grounds issues are dealt with in a timely manner

Senior Leaders within the Academy will support the Principal/Head Teacher in their role. They will:

- Ensure risk assessments are accurate, suitable and reviewed annually
- Deal with any hazardous practices, equipment or building issues and report to the Principal/Head Teacher if they remain unresolved
- Provide a good example, guidance and support to staff on health and safety issues
- Carry out a health and safety induction for all staff and keep records of that induction
- Keep up to date with new developments in Health and Safety issues for their Academy
- Carry out investigations into accidents and produce reports / statements for any civil or criminal action which may arise
- Ensure any contractors on site are competent in health and safety matters
- Complete an annual health and safety report for the Local Academy Council, during the summer term, in conjunction with the Premises Manager

The **Premises Manager (or the member/s of staff assigned to that role)** is responsible for day to day maintenance and other buildings / grounds issues. They will:

- Ensure that any work that has health and safety implications is prioritised

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 3 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

- Report any concerns regarding unresolved hazards in the academy to the Senior Leadership Team immediately
- Ensure that all work under their control is undertaken in a safe manner
- Carry out a daily check of the grounds and building to spot any disrepair or other hazards such as broken glass etc. in the play areas
- Ensure that all cleaning and catering staff are aware of safe working practices, especially regarding reporting of hazards, the use of hazardous substances and manual handling
- Carry out a weekly test of the fire alarm and other such internal statutory compliance checks, to the required frequency
- Ensure all contractors are 'inducted' and provided with the relevant risk assessments, asbestos records, hazard exchange form, hot works permits and are made aware of any fragile roofs or other hazards in the areas where they will be working
- Fully co-operate with health and safety arrangements during larger building projects
- Adhere to risk assessments, COSHH assessments and safe working practices
- Complete an annual health and safety report for the Local Academy Council, during the summer term, in conjunction with the Senior Leadership Team

All Academy Staff will:

- Read the Health and Safety Policy
- Comply with the academy's health and safety arrangements, including the adherence to risk assessments, health and safety procedures and policies
- Take reasonable care of their own and other people's health and safety
- Leave the classroom / playground / office in a reasonably tidy and safe condition
- Follow safety instructions when using equipment
- Supervise students/pupils and advise them on how to use equipment safely
- Report practices, equipment or physical conditions that may be hazardous to their line manager and/or the appropriate member of staff
- Follow the accident reporting procedure (which is a separate document)
- Contribute to and highlight any gaps in the academy's risk assessments and health and safety procedures

In accordance with the academy rules and procedures on discipline, **pupils** will:

- Follow safety and hygiene rules intended to protect the health and safety of themselves and others
- Follow safety instructions of teaching and support staff, especially in an emergency

Employer responsibilities

The Trust is the direct employer of all of its staff and accordingly ensures that there is a Health and Safety Policy in place to comply with the Health and Safety at Work Act 1974.

On behalf of the Trust Board SUAT's Operations Manager will:

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 4 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

- Provide advice and guidance to help academies fulfil their health and safety responsibilities
- Answer queries from staff on health and safety issues
- Visit where necessary to give advice on all aspects of new and existing health and safety policies and procedures
- Advise on and facilitate (when necessary) staff safety training
- Draft and/or advise on procedures and guidance for health and safety
- Interpret and advise on new legislation impacting on the working environment
- Attend meetings to advise on occupational safety issues

Health, Safety and Wellbeing Policy

Academy name

The local policy has five parts;

Part A – Introduction

Part B - The Health and Safety Policy Statement

Part C - Management Arrangements

Part D - The detailed arrangements & procedures for Health, Safety and Wellbeing within the individual SUAT academy, as named above.

Part E - The Key Performance Indicators.

A. Introduction

This individual academy policy containing local arrangements for implementing and communicating health and arrangements will be utilised in conjunction with the SUAT Health, Safety and Wellbeing policy provided on pages one to four (inclusive). In each SUAT academy there will be a comprehensive database of key individuals.

B. Policy Statement

The requirement to provide a safe and healthy working environment for all employees is acknowledged and the **Academy (name)** Local Academy Council recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work etc. Act 1974.

The Local Academy Council will ensure so far as is reasonably practicable that:

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 5 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	
	Parents <input checked="" type="checkbox"/>	General Public <input checked="" type="checkbox"/>			

- All places and premises where staff and pupils are required to work and engage in academy activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on the premises or taking part in educational activities elsewhere)
- All plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work
- Appropriate safe systems of work exist and are maintained
- Sufficient information, instruction, training and supervision is available and provided to ensure that staff and pupils can avoid hazards and contribute in a positive manner towards their own health and safety and others
- A healthy working environment is maintained including adequate welfare facilities

In addition to the above the SUAT academies ensure that, so far as is reasonably practicable, the health and safety of other non-employees is not adversely affected by their activities.

Employee and pupil involvement is an important part of managing safely, and consultation on health and safety with employees, employee representatives and students/pupils (where relevant) forms part of this policy.

This policy statement and the accompanying organisational arrangements supersede any previously issued.

<i>[Signature]</i>	<i>[Signature]</i>
<i>[Name], Chair of Local Academy Council</i>	<i>[Name], Principal/Head Teacher</i>
<i>[Insert date]</i>	<i>[Insert date]</i>

C. Management Arrangements

The following procedures and arrangements have been established within (*Name of Academy*) to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

Competent Health and Safety Advice

<i>The academy obtains competent health and safety advice from:</i>	
<i>The contact details are:</i>	
<i>In an emergency we contact:</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 8 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

Our arrangements to ensure that staff have information about asbestos risk upon employment with the academy are as follows:

Our arrangements to ensure contractors have information about asbestos risk prior to starting any work on the premises are:

Our arrangements to ensure all academy staff such as class teachers or caretakers have information about asbestos risk on the premises:

Staff who receive annual training in asbestos awareness are:

Staff must report damage to asbestos materials to:

3. Communication

Name of SLT member who is responsible for communicating with staff on health and safety matters:

Our arrangements for inducting staff to health and safety within the academy are:

Our arrangements for communicating about health and safety matters with all staff are:

Staff can make suggestions for health and safety improvements by:

Staff can share risk management information by:

Staff can communicate areas for concern in the context of health and safety by:

4. Construction Work *See also Contractor Management

Name of person coordinating any construction work / acting as the client for any construction project:

Our arrangements for managing construction projects within the scope of the Construction Design and Management Regulations are:

(Duty holders will be identified and named as part of any construction project).

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager				
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Page: 9 of 24
	Parents <input checked="" type="checkbox"/>	General Public <input checked="" type="checkbox"/>			

<i>Our arrangements for the exchange of health and safety information / risk assessments/safe working arrangements/monitoring are:</i>
<i>Our arrangements for the induction of contractors are:</i>
<i>Staff should report concerns about contractors to:</i>
<i>We will review any construction activities on the site by:</i>
<i>Our arrangements for obtaining contractor risk management documents are:</i>
<i>Staff will be informed about construction projects by:</i>

5. Consultation

<i>Name of SLT member who is responsible for consulting with staff on health and safety matters:</i>	
<i>The name of the Trade Union Health and Safety Representative is:</i>	
<i>Our arrangements for consulting with staff on health and safety matters are:</i>	
<i>Staff can raise issues of concern by:</i>	

6. Contractor Management

<i>Name of person responsible for managing and monitoring contractor activity:</i>	
<i>Our arrangements for selecting competent contractors are (this should include verification of DBS data):</i>	
<i>Our arrangements for the exchange of health and safety information / risk assessments / safe working arrangements / monitoring are:</i>	
<i>Our arrangements for the induction of contractors are:</i>	
<i>Staff should report concerns about contractors to:</i>	
<i>Our arrangements for notifying staff of contractor activity on site are:</i>	

7. Curriculum Areas – health and safety

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 10 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

<i>Name of person who has overall responsibility for the curriculum areas as follows: e.g. Science D&T PE Art Catering Drama Forest School</i>	<i>Head of Dept. or Curriculum Lead Name</i>
<i>Risk assessments for these curriculum areas are the responsibility of:</i>	<i>Name(s)</i>
<i>These risk assessments are located:</i>	

8. Display Screen Equipment use (including PC's, laptops and tablets)

<i>The Academy assesses the risk of the use of computers/laptops by carrying out a DSE assessment for staff using this type of equipment continuously and regularly for over an hour.</i>	
<i>Our arrangements for carrying out DSE assessments are:</i>	
<i>Name of person who has responsibility for carrying out Display Screen Equipment Assessments:</i>	
<i>DSE assessments are recorded and any control measures required to reduce risk are managed by:</i>	

9. Early Years Foundation Stage (EYFS)

<i>Name of person who has overall responsibility for EYFS:</i>	
<i>Records of EYFS risk management (e.g. risk assessments and checklists) are located:</i>	
<i>Our arrangements for the safe management of EYFS (classroom and activities) are:</i>	
<i>E.g. Supervision ratios Risk assessments Daily checklists</i>	

10. Educational visits / Off-Site Activities

<i>Name of person who has overall responsibility for Educational Visits:</i>	
<i>The Educational Visits Coordinator is:</i>	<i>Name</i>

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 11 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

<i>Our arrangements for the safe management of educational visits are:</i>	
<i>Visit risk management information is communicated to visit attendees by:</i>	

11. Electrical Equipment [fixed & portable]

<i>Name of person responsible for arranging Fixed Electrical Wiring Tests and taking any remedial action required:</i>	
<i>Fixed electrical wiring test records are located:</i>	
<i>All staff visually inspect electrical equipment before use:</i>	
<i>Our arrangements for bringing personal electrical items onto the academy site are: E.g. no personal electrical items are permitted on site without approval from SLT and a valid and verified PAT test (within the last 12 months).</i>	
<i>Name of person responsible for arranging the testing of portable electrical equipment (PAT):</i>	
<i>Name of person responsible for defining the frequency of portable electrical equipment (PAT) testing:</i>	
<i>The academy's PAT testing will be undertaken to a frequency of: (e.g. annually)</i>	
<i>Portable electrical equipment (PAT) testing records are located:</i>	
<i>Staff must take defective electrical equipment out of use and report to:</i>	
<i>The portable electrical equipment on the Academy site owned and used by contractors is the responsibility of the contractor, who must provide records of this if requested.</i>	

12. Fire Precautions & Procedures [and other emergencies incl. bomb threats]

<i>Name of competent person responsible for undertaking & reviewing fire risk assessment in addition to any associated action planning, such as the fire evacuation procedure:</i>	
<i>NB. The fire risk assessment must be undertaken on an annual basis as a minimum.</i>	
<i>The Fire Risk Assessment is located:</i>	
<i>When the fire alarm is raised the person responsible for calling the fire service is OR</i>	<i>Please detail procedure</i>

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 12 of 24			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

<i>The site has a fire alarm which activates a response from (a 3rd party / listening service):</i>	
<i>Name of person responsible for arranging and recording of fire drills:</i>	
<i>Name of person responsible for creating and reviewing Fire Evacuation arrangements:</i>	
<i>Our Fire Evacuation Arrangements are published:</i>	
<i>Our Fire Marshals are listed:</i>	<i>Location</i>
<i>Results of the testing and maintenance of fire equipment and installations is recorded in a Fire Log Book located at:</i>	<i>Location</i>
<i>Name of person responsible for training staff in fire procedures:</i>	
<i>Procedure for communicating fire safety and evacuation arrangements to visitors:</i>	
<i>Procedure for communicating fire safety arrangements to contractors:</i>	
<i>All staff must be aware of the Fire Procedures in their Academy.</i>	

13. First Aid *see also Medication

<i>Name of person responsible for carrying out the First Aid Assessment:</i>	
<i>The First Aid Assessment is located:</i>	
<i>First Aiders are listed:</i>	<i>Location</i>
<i>Name of person responsible for arranging and monitoring First Aid Training:</i>	
<i>Location of First Aid Boxes (including travel):</i>	
<i>Name of person responsible for checking & restocking first aid boxes:</i>	
<i>In an emergency staff are aware of how to summon an ambulance, through following the below procedure:</i>	
<i>Our arrangements for dealing with an injured person who has to go to hospital are (who is contacted/ who accompanies staff or children to hospital):</i>	
<i>Pupils</i>	
<i>Staff</i>	
<i>Visitors</i>	
<i>Our arrangements for recording the use of First Aid are:</i>	
<i>Our arrangements for monitoring and reporting on first aid and accidents are:</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 13 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

Our arrangements for identifying trends are:

14. Forest School

Name of person in the Academy who leads on Forest School activity:

Our arrangements for developing, organising and running Forest School activity. Include here any details with regard to risk assessment, communication and supervision etc.

15. Glass & Glazing

All glass in doors and side panels are constructed of safety glass:

All replacement glass is of safety standard:

A glass and glazing assessment took place in (year) and the record can be found

Date and Location

16. Hazardous Substances (COSHH)

Name of person responsible for carrying out risk assessment for hazardous substances (COSHH Assessments)

Hazardous substance risk management documentation is located:

Our arrangements for managing hazardous substances (selection, storage, risk assessment, risk control, communication of hazardous substance assessments etc.) are:

17. Health and Safety Law Poster

The Health and Safety at Work poster is located:

18. Housekeeping, cleaning & waste disposal

All staff and pupils share the responsibility for keeping the Academy site clean, tidy and free from hazards.

Our waste management arrangements are:

Our site housekeeping arrangements are:

*Site cleaning is provided by:
In house cleaners
OR*

Name and contact details

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 14 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

<i>External cleaning company</i>	
<i>Cleaning staff have received appropriate information, instruction and training about the following and are competent:</i>	
<i>Work equipment</i>	
<i>Hazardous substances</i>	
<i>Waste (skips and bins are located away from the academy building)</i>	
<i>Infection control</i>	
<i>Academy security</i>	
<i>Lone working</i>	
<i>First aid and accident reporting</i>	
<i>Fire evacuation</i>	
<i>Management of asbestos</i>	
<i>All staff and pupils must be aware of the arrangements for disposing of waste and the location of waste bins and skips</i>	
<i>Staff in all depts. / work areas who generate waste (e.g. catering/cleaning/curriculum areas) must be aware of the risk assessments and control measures in place for their role. The risk management processes are as follows for each department / work area:</i>	
<i>Department/work area</i>	<i>Procedure</i>

19. Infection Control

<i>Name of person responsible for managing</i>	
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Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 15 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

<i>infection control:</i>	
<i>Our infection control arrangements (including communicable diseases/hand hygiene standards) are:</i>	
<i>Infection control standards and the effectiveness of risk management procedures will be monitored by:</i>	
<i>We communicate infection control arrangements by:</i>	
<i>Infection control arrangements must be communicated to all occupants of the premises, as part of their induction to site and in accordance with their role and activities they conduct on site.</i>	

20. Lettings

<i>Name of Premises Manager or member of Leadership team responsible for Lettings:</i>	
<i>Our arrangements for managing Lettings of the Academy rooms or external premises are:</i>	
<i>The health and safety considerations for Lettings are considered and reviewed annually:</i>	
<i>Hirers have in place their own risk assessments, first aid arrangements/ fire procedures and emergency procedures:</i>	
<i>Hirers are responsible for obtaining the necessary local authority licenses for their activities and these must be provided to the Academy on request, prior to commencement of the letting.</i>	
<i>Hirers must provide a register of those present during a letting upon request:</i>	
<i>Hirers must have appropriate DBS clearances according to the nature of their letting and those in attendance of the letting.</i>	
<i>Hirers must have appropriate, valid and current insurances:</i>	

21. Lone Working

<i>Our arrangements for managing lone working are:</i>
<i>(Lone working is defined by the Health & Safety Executive (HSE) as people who work by themselves without close or direct supervision. This doesn't necessarily mean that the worker is physically alone; it means they are in a separate location to the rest of their team or manager).</i>
<i>Lone working arrangements are communicated by:</i>
<i>We monitor lone working arrangements by:</i>

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 16 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>

Lone workers are required to report any health information which may impact safety arrangements for lone working to their line manager / SLT.

22. Maintenance / Inspection of Equipment (including selection of equipment)

*NOTE Types of equipment to consider in this section:
Ladders and steps, fume cupboards, other extraction systems, PE equipment, D&T machines, lifts & lifting equipment, pressure cookers, autoclaves, fire alarm and smoke detection, emergency lighting, fire extinguishers, sprinkler systems, automatic doors, automatic barriers, roller shutters, air conditioning.
This section **must include** the arrangements for academy kitchens, science laboratories, design and technology rooms.*

<i>Name of person responsible for the selection, maintenance / inspection and testing of equipment:</i>	
<i>Records of maintenance and inspection of equipment are retained and are located:</i>	<i>Location</i>
<i>Staff report any broken or defective equipment to:</i>	<i>Name</i>
<i>The equipment on the academy site owned and used by contractors is the responsibility of the contractor, who must provide records of testing , inspection and maintenance if requested:</i>	
Type of equipment	Maintenance Regime Details

23. Manual Handling

<i>Name of competent person responsible for carrying out manual handling risk assessments</i>	
<i>Our arrangements for managing manual handling activities are:</i>	
<i>Staff must be aware of the requirement to avoid hazardous manual handling and carry out risk assessment where the task cannot be avoided. Our arrangements for communicating this requirement to staff are:</i>	
<i>Staff who carry out manual handling must be aware of the manual handling risk assessment and the control measures in place for the task.</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 17 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

Staff are trained appropriately to carry out manual handling activities. Formally trained staff are:

Names

Where people handling takes place an Individual Manual Handling Plan must be in place and communicated to all parties (including where appropriate the young person/their parents/carers/support staff).

Restrictive physical intervention training is arranged by:

Restrictive physical intervention risk management information is:

This information is located:

24. Medication

Name of person(s) responsible for the management of and administration of medication to pupils in the academy:

Our arrangements for the administration of medicines to pupils are:

The names members of staff who are authorised to give / support pupils with medication are:

Medication is stored:

Location

A record of the administration of medication is located:

Location

Pupils who administer and/or manage their own medication in an academy are authorised to do so by (name/job role) and provided with a suitable private location to administer medication/store medication and equipment. Medication is stored in (location).

Staff are trained to administer complex medication by the school nursing service when required. Trained staff are:

Names

Our arrangements for administering emergency medication (e.g. Asthma inhalers/Epi pen) are:

Staff who are taking medication must keep this personal medication in a secure area in a staff only location. Secure locations are defined as:

Location

Staff must advise the academy leaders if they are taking any medication which might impair their ability to carry out their normal work. Risk assessments must be undertaken for individual members of staff if deemed as being required.

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 18 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

25. Personal Protective Equipment (PPE) (links to Risk Assessment)

<i>PPE is provided free of charge where a risk assessment identifies this is needed to control a risk and the risk cannot be controlled by another means.</i>	
<i>Name(s) of person responsible for selecting suitable personal protective equipment (PPE) for academy staff.</i>	
<i>Name of person responsible for the checking and maintenance of personal protective equipment provided for staff</i>	
<i>PPE provided for use in curriculum lessons is not "personal" as it is provided by pupils in classroom situations.</i>	
<i>Name(s) of person responsible for selecting suitable personal protective equipment (PPE) for pupils.</i>	
<i>All PPE provided for use in a classroom environment is kept clean, free from defects and replaced as necessary.</i>	
<i>Name(s) of person responsible for cleaning and checking PPE.</i>	
<i>Confirmation of any recorded checks to be provided:</i>	

26. Radiation (where applicable)

<i>Name of the academy Radiation Protection Supervisor (RPS)</i>	
<i>Name of the Radiation Protection Adviser (RPA)</i>	

27. Reporting Hazards or Defects

<i>All staff and pupils must report any hazards, defects or dangerous situations they see at the Academy.</i>
<i>Our arrangements for the reporting of hazards and defects:</i>

28. Risk Assessments

<i>The academy has in place risk assessments for any identified significant risk. Control measures which are put in place to eliminate or reduce risk are communicated to staff, pupils and others who may be exposed to the risk.</i>
<i>Risk assessments are in place for the following areas: (examples) Premises and grounds Curriculum / classrooms Hazardous activities or events</i>

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 19 of 24			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

<i>Lettings or contract work which may affect staff or pupils in the Academy</i>	
<i>Fire Risk Assessment</i>	
<i>Hazardous Substances</i>	
<i>Work Equipment</i>	
<i>Manual handling activities</i>	
<i>Risks related to individuals e.g. health issues</i>	
<i>Name of person who has overall responsibility for the Academy risk assessment process and any associated action planning:</i>	
<i>Our arrangements for carrying out, recording, communicating and reviewing risk assessments are:</i>	
<i>The location in which the academy keeps risk assessments is:</i>	
<i>Appropriate training is provided for staff who are creating, reviewing or implementing risk assessments.</i>	
<i>When an accident or incident occurs a post risk assessment takes place when a new hazard has been identified.</i>	
<i>Risk assessments are created or reviewed when something new is introduced or a change has occurred.</i>	

29. Smoking

<i>No smoking or vaping is permitted on site or in vehicles owned or operated by the academy.</i>

30. Shared use of premises/shared workplace

<i>Name of Premises Manager or member of Leadership team responsible for Premises Management:</i>	
<i>The academy premises are shared with another organisation (e.g. contract caterer/public leisure centre).</i>	<i>Name of the organisation(s)</i>
<i>Our arrangements for managing health and safety, including the communication of safety and risk management information, in a shared workplace are:</i>	

31. Stress and Staff Wellbeing

<i>Name of person who has overall responsibility for the health and wellbeing of Academy staff:</i>	
<i>Name of the person who leads on Academy Mental Health and Wellbeing:</i>	
<i>Academy mental health first aid trained staff are:</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager		Page: 20 of 24		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

All staff have responsibility to take care of their own health and wellbeing and the academy supports staff to do this by implementing the following arrangements:

Solutions to stress hazards and suggestions on how to minimise stress have been identified, discussed and communicated.

All staff have an opportunity to contribute to discussions, meetings and initiatives around wellbeing issues at work.

All staff have the opportunity to discuss mental health and wellbeing concerns confidentially.

Individual stress risk assessments take place when a member of staff requires additional individual support. Staff can discuss individual risk assessments with.....

A team stress risk assessment has been completed involving all staff and this is reviewed regularly.

Date completed / reviewed.

Arrangements are in place to support pupil mental health and wellbeing. Detail surrounding these arrangements can be found (location)

Staff can access support for pupils by:

Resources to support pupil mental health and wellbeing can be found (location):

32. Swimming Pool Operating Procedures (where applicable)

Name of person who has overall responsibility for managing the swimming pool and its environment.

Our arrangements for carrying out suitable swimming pool management (including minimum supervision standards, how to summon assistance in emergency, what to do if problem identified with pool water quality, supervision in changing areas, max numbers of swimmers, conditions of hire to outside organisations, first aid provision, training plant operators):

Staff operating the swimming pool have received appropriate training and information.

Emergency procedures are in place for the use of the swimming pool and all staff who supervise swimming activities are trained appropriately in these procedures.

The health and safety considerations within curriculum swimming must be planned, supervised and managed by staff who include in their lesson planning.

33. Training and Development

Name of person who has overall responsibility

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 21 of 24			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

<i>for the training and development of staff:</i>	
<i>All new staff receive an induction which includes health and safety, fire procedures, first aid and emergency procedures.</i>	
<i>Our arrangements for carrying out suitable and sufficient health and safety training for all staff are:</i>	
<i>The Academy has a health and safety training matrix to help in the planning of essential and development training for staff which is updated on (state regularity of updates).</i>	
<i>Training records are retained and are located (state location)</i>	
<i>Training and competency is monitored and measured by:</i>	<i>Name</i>

34. Vehicles owned or operated by the academy (where applicable)

<i>Name of person who has overall responsibility for the academy vehicles</i>	<i>Name</i>
<i>The academy operates (no. of xx) minibus/coaches/cars/other vehicles (e.g. quad bikes/ride on mowers).</i>	<i>List</i>
<i>Name of person who manages the driver medical examinations and qualifications</i>	
<i>Name of person who manages the vehicle license requirements</i>	
<i>Name of person(s) who undertakes vehicle checks such as oil, water and routine roadworthiness.</i>	
<i>Name of person who arranges servicing and maintenance of the academy vehicles</i>	
<i>Our arrangements for the safe use of academy vehicles are:</i>	

35. Vehicle movement on site

<i>Name of Premises Manager or other staff member responsible for the management of vehicles on site:</i>	
<i>Our arrangements for the safe access and movement of vehicles on site are (include restriction on vehicle movement at certain times, speed limits, segregation vehicles from pedestrian areas, restrictions on reversing vehicles, special arrangements for deliveries, risk assessment etc.):</i>	

36. Violence and Aggression and Academy Security

<i>The Academy provides a place of work which is designed and managed to minimise the risk of violence and aggression to staff, pupils and visitors.</i>
<i>A risk assessment is carried out where staff are at increased risk of injury due to their</i>

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 22 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
					General Public <input checked="" type="checkbox"/>

<i>work.</i>	
<i>Training, information and instruction is available to staff to help them manage the risk of violence and aggression where required.</i>	
<i>Staff and pupils must report all incidents of verbal & physical violence to:</i>	<i>Name</i>
<i>Incidents of verbal & physical violence are investigated by:</i>	<i>Name</i>
<i>Name of person who has responsibility for site security:</i>	<i>Name</i>
<i>Our arrangements for site security are:</i>	

37. Water System Safety

<i>Name of Premises Manager or other member of staff responsible for managing water system safety:</i>	
<i>Name of contractors who have undertaken a risk assessment of the water system and date the risk assessment was last completed:</i>	<i>Name</i>
<i>Name of contractors who carry out regular testing of the water system:</i>	<i>Date</i>
<i>Location of the water system safety manual/testing log:</i>	
<i>Our arrangements to ensure contractors have information about water systems are:</i>	
<i>Our arrangements to ensure all academy staff carrying out checks or testing or maintenance have information about the water system:</i>	

38. Working at Height

<i>Name of person(s) responsible managing the risk of work at height on the premises:</i>	
<i>Date of the most recent working at height risk assessment:</i>	
<i>Work at height is avoided where possible.</i>	
<i>Our arrangements for managing work at height are:</i>	
<i>Appropriate equipment is provided for work at height where required.</i>	
<i>Staff who carry out work at height are trained to use the equipment provided.</i>	
<i>Work at height equipment is regularly inspected, maintained and records are kept (location) and last inspected on (date).</i>	
<i>Name of person(s) responsible for inspecting</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 23 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>

and recording inspections:

39. Work Experience

<i>Name of person who has overall responsibility for managing work experience and work placements for Academy pupils:</i>	
<i>Our arrangements for assessing potential work placements, arrangements for induction and supervision of students on work placement are:</i>	
<i>The name of the person responsible for the health and safety of people on work experience in the academy premises:</i>	
<i>Our arrangements for managing the health and safety of work experience students in the Academy are:</i>	

40. Volunteers

<i>Name of person who has overall responsibility for managing/coordinating volunteers working within the academy:</i>	
<i>Volunteers are considered as a member of staff and all health and safety arrangements including induction and training must apply. Arrangements for the induction of volunteers are:</i>	

41. Gas Safety

<i>Name of person(s) responsible for managing the gas safety systems on the academy premises:</i>	
<i>Date of the most recent gas line test (5 yearly):</i>	
<i>Date of the most recent gas system test: E.g. Boilers Kitchen Equipment</i>	
<i>Our procedure in the event of a gas leak is:</i>	
<i>The Academy uses only gas safety registered contractors to work with gas systems on site.</i>	

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	June 2021	Review date:	June 2022
Policy Owner:	Operations Manager	Page: 24 of 24			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/>
		General Public <input checked="" type="checkbox"/>			

E. Health and Safety Key Performance Indicators (KPI's)

It is important that SUAT's academy leaders, Local Academy Council members and managers can monitor the health and safety performance of their academy in order to determine where progress is being made and where further actions and resources may be required.

Academy KPI's may be added here – include how you evaluate your success in this area.

Example

Aim	Initiatives	KPI	Target	Actual
Continuous improvement in health and safety management performance	Staff inducted in academy health and safety objectives and management at the beginning of each academic year. Communication is continual throughout the year to ensure optimum performance	Reduction in the number of accidents	No accidents or injuries which are reportable to the HSE under RIDDOR	No accidents or injuries which are reportable to the HSE under RIDDOR OR the number of accidents or injuries reportable to the HSE is ...

The Health Safety and Wellbeing Service may also request feedback on certain KPIs; more details of these can be obtained from your Health and Safety Adviser.