

HEALTH & SAFETY POLICY



SLOUGH AND ETON CHURCH OF ENGLAND BUSINESS AND ENTERPRISE COLLEGE

Part of the
**Slough and East Berkshire Church of England
Multi Academy Trust**

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HEALTH AND SAFETY POLICY STATEMENT

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE

The health and safety of all the people who work or learn at **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** are of fundamental importance. We aim to provide a safe, secure, and pleasant working environment for everyone. The governing body takes responsibility for protecting the health and safety of all students, members of staff and visitors.

Under the overall direction of the Governors, we will provide suitable and sufficient information, training, and supervision, as is required to ensure the health and safety of employees, our students, their parents, and anyone else that may be affected by our activities.

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE especially recognises its duty of care towards others that are not in our employment, particularly the students. These people also include; parents, visitors and contractors with whom we interact both within the **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** premises and the local environment. The actions of visitors and contractors will be controlled in such a way so as not to cause harm to our students, our employees or themselves.

All employees have a duty to ensure that they work in a safe manner and that they ensure their acts and omissions do not cause harm to others. Employees will be encouraged to bring to the attention of their line managers any concerns regarding health and safety issues.

We recognise that the control of contractors is essential to create safe working environments and will ensure that contractors are appointed and managed with due regard to their ability to work safely in our premises.

Our Health and Safety Policy complies with the requirements of the **Health and Safety at Work etc Act 1974** and will be subject to regular review at least annually or when there are any significant changes.

Overall responsibility for Health and Safety in the **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** rests with the Governing Body, led by the Chair of Governors and The Headteacher as the principal employee:

Signed

James M. Scurry

Chair of Governors

Signed

~~Prills~~

Headteacher

Dated 19/03/2024

LEGAL DUTIES AND RESPONSIBILITIES OF EMPLOYERS

It is our duty and responsibility as employers under the **Health and Safety at Work Act 1974 section 2.1 and 2.2 a-e** and this policy to:

- Ensure so far as is reasonably practicable the health, safety and welfare at work of all our employees and others who may come into our school.
- To provide and maintain plant and safe systems of work that are, so far as reasonably practicable, safe and without risk to a person's health or safety.
- To make arrangements for ensuring, so far as is reasonably practicable, the safety and absence of risks in connection with the use, handling, storage and transportation of articles and substances.
- To provide information, instruction, training and supervision as is necessary to ensure so far as is reasonably practicable the health and safety at work of our employees.
- And as far as is reasonably practicable, we will maintain any place of work in our control in a safe manner and maintain safe access and egress from it.
- Provide and maintain so far as is reasonably practicable a safe working environment with adequate facilities and arrangements for the welfare of our employees and others who enter our college.

We are particularly conscious of our responsibilities towards the children, and their parents.

We also recognise that a breach of health and safety legislation may constitute a criminal offence. An Enforcing Authority may take criminal proceeding against **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** and or its management. This can result in penalties, i.e., fines and/or imprisonment.

LEGAL DUTIES OF EMPLOYEES

In addition to the previously described general responsibilities, the **Health and Safety at Work Act 1974** places legal duties on all employees.

These are:

Section 7 'Health and Safety at Work Act 1974

- To take reasonable care for the health and safety of them and other persons who may be affected by their acts or omissions at work – i.e. school children.

- To cooperate with the management to enable the employer to carry out legal duties or any requirements as may be imposed.

Section 8 'Health and Safety at Work Act 1974'

- No person shall intentionally or recklessly interfere with or misuse any item provided in the interest of health, safety, and welfare.

Employees should bear in mind that a breach of health and safety legislation by an individual constitutes a criminal offence and action may be taken by an Enforcing Authority against an individual. Such action can result in penalties, i.e. fines and/or imprisonment.

HEALTH AND SAFETY RESPONSIBILITY

Overall

The overall responsibility for health and safety within **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** rests with the Local Governing Body and the Headteacher. They will ensure that sufficient resources, both financial and physical are available so that the Policy and its arrangements can be implemented effectively.

Ensuring the Policy is implemented and maintained so that **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** keeps within the requirements of the **Health and Safety at Work etc Act 1974** the above may delegate duties to employees who will provide support to meet the responsibilities. Delegation of the individual duties and responsibilities to employees does not in any way detract or remove the ultimate responsibility and duty of care placed on the above person by the **Health and Safety at Work etc Act 1974**.

Specific Responsibilities of the Governors and Headteacher

The Governors and Headteacher are responsible for implementing this policy within the school. In particular they will:

- Monitor the effectiveness of the safety policy and safe working practices described within it and shall revise and amend it, as necessary, on a regular basis;
- Prepare an emergency evacuation procedure and arrange for periodic practice evacuation drills (normally at least once a term) to take place and for the results of these to be recorded;
- Make arrangements to draw the attention of all staff employed at the school to the school safety policies and procedures and of any relevant safety guidelines;
- Make arrangements for accident recording and reporting procedure and draw this to the attention of all staff at the school as necessary;
- Make arrangements for informing staff and students, of relevant safety

- procedures. Other users of the school will be appropriately informed;
- Identify defects in the state of repair of the buildings or their surrounds which is identified as being unsafe and make such interim arrangements as are reasonable to limit the risk entailed. This requires that regular safety inspections are undertaken;
 - Arrange for the withdrawal, repair or replacement of any item of furniture, fitting or equipment identified as being unsafe by the Health and Safety inspection team;
 - Monitor, within the limits of their expertise, the activities of contractors, hirers and other organisations present on site, as far as is reasonably practicable;
 - Identify any member of staff having direct responsibility for particular safety matters and any member of staff who is specifically delegated to assist the Governors and Headteacher in the management of health and safety at the school. Such delegated responsibility must be defined as appropriate.

INDIVIDUAL RESPONSIBILITIES

The duties of those employees with responsibility for health and safety are set out within our policy. Details of their individual responsibilities are set out within the Arrangements for Health and Safety section.

The person responsible for ensuring this Policy is put into practice is:

The Headteacher

Other duties will include:

- Identifying hazards present within any school activities.
- Ensuring risk assessments are undertaken and any actions are followed through to completion
- Ensuring that hazardous substances are assessed, and any actions are followed through to completion.
- Liaising with the enforcing authorities as and when required.
- Identifying any training needs.
- The development and implementation of safe systems of work.
- The maintenance of the workplace and buildings.
- Fire and emergency management.
- Ensuring waste is managed.
- Ensuring accidents are reported and investigated.
- Ensuring that any ill-health situations that are caused by work activities are reported and investigated.

COMPETENT ASSISTANCE

The competent assistance and advice are provided by:

Citation Ltd

The **Management of Health and Safety at Work Regulations 1999, regulation 7**, requires that every employer must appoint one or more competent persons to assist them with the implementation and provision of health and safety measures.

The organisation of Health and Safety Consultants indicated above has been contracted to ensure that **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** is provided with the necessary information, advice and assistance to comply with current Health and Safety Legislation.

Employment Law Advisory Services Limited will carry out audits of our Health and Safety Management Documentation in order to measure our health and safety performance. These will be completed within the contractual arrangements at no more than twelve monthly intervals.

RESPONSIBILITIES OF STAFF TOWARDS STUDENTS & OTHERS IN THEIR CARE

All staff are responsible for the health and safety arrangements in relation to staff, students, and volunteer helpers under their supervision. In particular, they will monitor their own work activities and take all reasonable steps to:

- Exercise effective supervision over all those for whom they are responsible, including students;
- Be aware of and implement safe working practices and to set a good example. Identify actual and potential hazards and introduce procedures to minimise the possibility of mishap;
- Ensure that any equipment or tools used are appropriate to that use and meet accepted safety standards;
- Provide written job instructions, warning notices and signs as appropriate;
- Provide appropriate protective clothing and safety equipment as necessary and ensure that these are used as required;
- Minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process;
- Evaluate promptly and, where appropriate, take action on criticism of health and safety arrangements;

- Provide the opportunity for discussion of health and safety arrangements;
- Investigate any accident (or incident where personal injury could have arisen) and take appropriate corrective action;
- Provide for adequate instruction, information and training in safe working methods and recommend suitable "off the job" training;
- Where private vehicles are used to transport children to and from school functions, staff should ensure that child restraints and seats appropriate to the age of the children concerned are used.

N.B. When any member of staff considers that corrective action is necessary, but that action lies outside the scope of their authority, they should refer the problem to the Headteacher.

ARRANGEMENTS FOR HEALTH AND SAFETY AT WORK

THE HEALTH AND SAFETY INFORMATION FOR EMPLOYEES REGULATIONS 1989 (AS AMENDED)

The regulations require information relating to health, safety and welfare to be provided for our employees by means of posters or leaflets in the 'approved form' and published for the purposes of the regulations by the Health and Safety Executive (HSE).

The regulations require the identification of Employees Safety Representatives and any other Health and Safety contracts to be written in the appropriate spaces on the poster, and when the leaflet is provided, you should specify the information in a written notice.

The poster 'Health and Safety Law' – 'What You Should Know' will be displayed in a prominent position in the workplace where it can be read by all our employees.

Information on the poster states who has overall responsibility for health and safety within **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** and the name of any safety representatives that have been identified.

NOTICES

All notices whether on **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** premises or elsewhere issued in accordance with the **Health and Safety at Work etc Act 1974** and its associated legislation must be complied with.

All employees, visitors, and contractors alike must take the necessary action to ensure that they are familiar, as far as is reasonably practical, with any warning signs and the meanings and interpretations of signs, both advisory and warning, and comply with them.

Any suggestions on how we may improve health and safety within **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** should be communicated to the Operations Manager for assessment and feasibility.

All employees and others who may be affected by the contents of this Policy are advised and a master copy of the 'Health and Safety Policy' statement for **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** is retained in the Operations Manager's office. The policy contains detailed information relating to the school activities and a copy is available for staff to read.

**THE HEALTH AND SAFETY (CONSULTATION WITH
EMPLOYEES
REGULATIONS 1996 (AS
AMENDED)**

Where there are employees who are not represented by safety representatives under **The Safety Representatives and Safety Committees Regulations 1977 (as amended)** the employer must consult those employees in good time on matters concerning their health and safety at work. This will be carried out by meetings, talks, use of the staff room notice board and an open-door policy, may relate to:

- The introduction of any measures in the workplace, which may substantially affect the health and safety of the employees.
- The employer's arrangement for appointing or nominating an employee's representative and their responsibilities and any resources that may be required to allow them to carry out the duty.
- Any information that the employer is required to provide under relevant statutory provisions
- The planning and organisation of any training requirements with regards to health and safety
- Any new technologies that are brought into the workplace and the training and consequences with regards to health and safety that may arise from the new technology.

To allow the college to carry out this duty consultation with employees will be the responsibility of:

The Operations Manager

Health and Safety will be a regular topic on weekly SLT agendas.

Regular health and safety information will be posted on a specific notice board. The notice board is located in:

The Staff Room

IDENTIFYING AND MANAGING HEALTH AND SAFETY RISKS

RISK ASSESSMENTS

The **Management of Health and Safety at Work Regulations 1999, Regulation 3**, requires that we must carry out a suitable and sufficient assessment of the health and safety risks to our employees whilst they are at work. We will also consider those that are not in our employment who may come into contact with our school activities or premises. Before embarking on this task, we need to have an understanding of the following:

- A **Hazard** is something with potential to cause harm.
- The **Risk** is a measure of the likelihood that harm will be caused.

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE

will ensure that we carry out suitable and sufficient risk assessments of all the tasks and equipment connected with our school activities that are likely to present a significant risk of injury or ill health to our employees or others within our activities.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

The Control of Substances Hazardous to Health Regulations 2002 (as amended) require us to carry out an assessment and record the risks involved with using, storing and handling hazardous substances.

Hazardous substances will not be used handled or stored until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees likely to come into contact with the substance.

Material safety data sheets (MSDS) will be obtained for all hazardous substances purchased and this information will be retained by the Premises Manager and the Kitchen. These data sheets are freely available from suppliers and manufacturers who have a legal obligation to provide them.

We also recognise that as a result of some activities hazardous substances may develop e.g. chemical experiments. These activities will also be assessed and controlled.

The person responsible for carrying out the CoSHH assessments is:

The Premises Manager

After reading and understanding the content of the CoSHH assessments the employee will sign the confirmation sheet to confirm that they have read and understood the assessment and its findings and will be kept in the Premises Office.

Responsibility for implementation of CoSHH assessments and any controls that are required rests with the nominated person identified above and supported by any other employees as is required.

The effectiveness of the CoSHH assessment and any deficiencies will be reported to the person responsible for carrying out the CoSHH assessments.

All CoSHH assessments will be reviewed annually or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

LOCAL EXHAUST VENTILATION (LEV)

Where necessary, local exhaust ventilation is provided to remove the hazardous substance away from the operative and workplace. This reduces the risks from operative hazardous substance exposure, and we will ensure our employees use the extract systems at all times.

A competent person will inspect the extraction system every fourteen months.

The competent person for inspecting the LEV system is:

AMS Ltd

Records of these inspections will be retained and available for inspection by the enforcing authority and insurance provider when required.

BIOLOGICAL HAZARDS

Control of Infection

To control the risks associated with biological hazards such as viruses from blood, faeces, and urine there must be **Infection Control Policies** put into place as a separate item to the Health and Safety Policy, although they should both support each other.

The person responsible for the Infection Control Policy is:

The Operations Manager

The Infection Control Policy must address such issues as:

- Education and training of employees and especially children in infection control issues especially hand washing and personal hygiene.
- Disinfection and decontamination including domestic cleaning.
- Ill health reporting and recording.
- Monitoring, surveillance, and auditing.
- Use of personal protection equipment including powder free latex gloves.
- Generation, collection, and disposal of clinical waste.
- Covid-19
- Legionella

Control of Legionella in Hot & Cold - Water systems

To ensure that suitable arrangements are in place for the assessment and then elimination or control of the risk from legionellosis, there must be a **Legionella Control policy** put into place as a separate item to the Health and Safety Policy, although they should both support each other.

Legionella bacteria are commonly found in water. The bacteria multiply where temperatures are between 20-45°C and nutrients are available. The bacteria are dormant below 20°C and do not survive above 60°C.

Legionnaires' disease is a potentially fatal type of pneumonia, contracted by inhaling airborne water droplets containing viable Legionella bacteria. Such droplets can be created, for example, by: hot and cold-water outlets; atomisers and whirlpool or hydrotherapy baths.

Anyone can develop Legionnaires' disease, but the elderly, smokers, alcoholics and those with cancer, diabetes or chronic respiratory or kidney disease are at more risk.

Using temperature control

The primary method used to control the risk from Legionella is water temperature control.

Water services should be operated at temperatures that prevent Legionella growth:

- Hot water storage cylinders (calorifiers) should store water at 60°C or higher
- Hot water should be distributed at 50°C or higher (thermostatic mixer valves need to be fitted as close as possible to outlets, where a scald risk is identified).
- Cold water should be stored and distributed below 20°C.

BIOLOGICAL HAZARDS Cont

A competent person should routinely check, inspect and clean the system, in accordance with the risk assessment.

We must identify 'sentinel' outlets (furthest and closest to each tank or cylinder) for monthly checking of the distribution temperatures. We must also check the hot water storage cylinder temperatures every month and cold-water tank temperatures at least every six months.

The person responsible for the Legionella Control policy is:

CWS Ltd

The Legionella Control Policy must address such issues as:

- Education and training of employees in legionella control issues.
- Carrying out a full Legionella risk assessment ensuring adequate control measures are in place.
- Protocols on water testing procedures and records.
- Systems for disinfection and decontamination of water systems and equipment (including shower heads).
- The treatment of water systems with biocides etc to minimise the growth of legionella.
- Routine monitoring and bacteria checks to monitor the effectiveness of routine operation and maintenance.
- Providing a simple schematic of the water systems to form part of the log book.
- An emergency plan for action to be taken in the event of legionella being detected.
- Monitoring the Legionella control procedure every two years or sooner if legislation changes or if there are changes with work processes.

The policy must be made available and read by all employees who must sign the signature sheet to indicate that they have read and understood the policy.

Any questions about the Legionella control policy must be directed to:

The Operations Manager

The policy must be reviewed annually or when any significant change occurs, whichever is sooner. The person responsible for carrying out the Water Temperature and Legionella checks is:

CWS Ltd

DRUGS AND MEDICINES

A separate policy is in place for the drugs and medicines administered along with **The Control of Substances Hazardous to Health Regulations 2002 (as amended)**

which is identified in the above section of this health and safety policy.

Controlled drugs and medicines are locked away in a cupboard.

The person responsible for the development and implementation of drugs and medicines policy is:

The Office Manager

The policy is available to all employees, particularly those who are registered to administer drugs and medicines. The policy is in the Head's PA's Office.

Any questions must be referred to:

The Office Manager

The persons responsible for the safe administration of drugs and medicines are:

Nominated Admin Staff

If a student suffers asthma, diabetes or epilepsy or other long-term illnesses this is recorded, and he/she may require daily medication.

A register of children requiring such medication is to be available at reception and provided to First Aiders. All medication will be accepted/stored/dispensed in accordance with the administration of medication policy.

MANUAL HANDLING

The Manual Handling Operations Regulations 1992 (as amended) require that all manual handling tasks must be avoided where reasonably practicable, where this is not reasonably practicable then an assessment of the risks to employees must be carried out. The manual handling assessments will be made available to all employees.

The person responsible for carrying out the manual handling assessments is:

The Premises Manager

Responsibility for implementation of manual handling assessments and any controls that are required rests with the nominated person above, supported by other employees as required.

Please refer to the staff handbook for the Manual Handling policy for the school.

Before carrying out any manual-handling task employees must consider:

The Task - What you are going to do?

The Individual – The persons own capabilities

The Load - The weight, size and shape of the load

The Environment – The environment to which the task is being undertaken

If in doubt get help

All manual handling assessments will be reviewed annually or if there is any significant changes that affect the validity of the risk assessment, whichever comes sooner.

PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment (PPE) must be provided for employees where a risk assessment indicates there is a requirement. The equipment provided will be suitable for the task affording the necessary protection.

An assessment of personal protective equipment will be carried out and where a need is identified, the equipment will be provided at no cost to the user.

Where PPE is supplied then employees must use the equipment provided; this is a legal requirement under the **Health and Safety at Work etc Act 1974 section 7**.

The person responsible for the assessment and provision of PPE is:

The Operations Manager

Any questions or complaints (e.g. discomfort) about the PPE provided should be directed to:

The Operations Manager

The requirement for PPE will be reviewed regularly. PPE will always be used as a last resort when controlling risks.

WORK EQUIPMENT

The Provision and Use of Work Equipment Regulations 1998 requires that all equipment and machinery used for work must be suitable for the task. When choosing work equipment a number of factors must be considered:

- The task that the equipment or machinery is to be used for.
- The environment where it is going to be used.
- Who is going to use it

The person responsible for the supply, procurement, and repair of work equipment and machinery is:

The Operations Manager

Items of work equipment that require statutory inspection by competent persons will be inspected at the required intervals as stated below,

All lifting equipment will be inspected at six or twelve month intervals as required by the **Lifting Operations and Lifting Equipment Regulations 1998**, records will be retained.

The competent person responsible for inspection of lifting equipment is:

The Premises Manager

All portable electrical equipment will be inspected at regular intervals dependent on its type and usage.

The competent person responsible for inspection of electrical equipment is:

Sigma Ltd

Pressure systems will be inspected at regular intervals as determined by the written scheme of examination.

The competent person responsible for inspection of pressure equipment is:

N/A

Records of these inspections are kept in:

N/A

WORK EQUIPMENT - Cont

All defects of any work equipment must be reported to:

The Operations Manager

Records of repair and maintenance are retained and inspections of other work equipment that may deteriorate with use (e.g. play equipment, gym equipment, ladders and stepladders) require such inspections.

Records of repair and maintenance are kept in:

The Site Office

Machinery Guarding

Under the **Provision and Use of Work Equipment Regulations (PUWER) 1998, Dangerous Parts of Machinery or Equipment (Regulation 11)**, require that all dangerous parts of machinery or equipment must be guarded or covered. Management will ensure that where practicable and technically possible, appropriate guards or covers will be fitted to dangerous parts of machinery or equipment. Where this isn't practicable, alternative safety devices and jigs will be provided for the safety of its employees.

Employees are also reminded that they have a duty under the **Health and Safety at Work etc Act 1974** and **The Management of Health and safety at Work Regulations 1999** to work in a safe manner and to use all equipment provided for their safety. Failure to do this may lead to disciplinary action.

Stop Buttons and Guards

The **Provision and Use of Work Equipment (PUWER) 1998 Regulation 16**, requires that emergency stop buttons be fitted to all machinery and equipment where appropriate. The need will be determined by the specific risk assessment carried out on each machine or equipment.

In order to ensure that all guards, covers and emergency stops are maintained and in efficient working order, they will be tested and inspected at regular intervals (e.g. daily checks).

The Technician for the department will ensure that all machinery or equipment guards or covers and stop buttons are tested regularly and the test recorded. Records of

maintenance and repair of any work machinery or equipment will be kept available for inspection.

Any electrical work equipment that is used outside will be connected to the electrical circuit via a Residual Current Device that will break the circuit in the event of a fault or incident.

Any maintenance carried out on equipment that may be hazardous to people in his vicinity (e.g. work at height) will be carried out under strict isolation procedures. This may necessitate the need to raise a permit to work.

DISPLAY SCREEN EQUIPMENT (DSE)

The Health and Safety (Display Screen Equipment) Regulations 1992 require that an assessment of all display screen equipment (DSE) and the workstation be carried out to identify any risks present in relation to essential display screen users as defined in the regulations.

The assessment will be carried out using school's online provider 'Safesmart'

We recognise that DSE users require training and will provide it as necessary.

The person responsible for the assessment of display screen equipment is:

The HR Manager

The assessments will be reviewed annually or when any significant change occurs.

Eyesight Tests and Corrective Glasses

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE accepts their responsibility under these regulations. Should an employee classified as an essential user under the regulations have difficulty with their eyesight whilst using the display screen for their work, then we will pay for an eyesight test. This will determine if the employee requires corrective glasses to reduce the health risks involved in the use of computer screens.

If corrective eyewear is required then we will provide basic eyewear, which must be used whilst the operative is using the computer.

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE will not pay for any other type of eyewear, such as bi focal or varifocal if an employee requires these then they must pay the cost difference.

THE WORKPLACE

The Workplace (Health, Safety and Welfare) Regulations 1992 are designed to provide employees with a safe place of work and adequate welfare facilities.

We will also ensure that the premises as well as any fixtures, fittings and plant within it do not present a health and safety risk to any children, visitors and contractors that may come into contact with our school activities and premises.

Premises inspections that provide for the early identification of defects and omissions will be carried out at regular intervals by representatives of both the staff and Governing body, when defects and omissions are identified then a time scale and person responsible for repair or implementation will be set.

Inspections of the buildings and outside environment will be carried out every:

Month

All defects and omissions must be reported promptly so that they can be dealt with. The person responsible for dealing with workplace defects is:

The Premises Manager

The Institution of Engineering and Technology and the HSE recommend that a competent electrician should inspect fixed electrical installations at least every five years and a certificate of inspection obtained and retained.

The person responsible for ensuring electrical installations are inspected is:

The Premises Manager

Any electrical defects must be reported to:

The Premises Manager

In order to maintain a safe and healthy workplace, good housekeeping is extremely important. All employees have a part to play in the delivery of this requirement. They will ensure that their work areas and equipment are kept in a clean and tidy condition, items and equipment must not be left on the floor to present a trip, slip or fall hazard and any cables are to be routed away from traffic routes.

THE HEALTH ACT 2006

“Smoking or Vaping” is not allowed in any part of our premises including the playgrounds and entrances. It is also our policy to ensure that this legislation is fully applied and also includes our vehicles and therefore “Smoking or Vaping” is not allowed. In the event of a person smoking or vaping in the workplace areas, disciplinary action will be taken.

Good Housekeeping is Everybody's Responsibility

THE WORKPLACE cont.

Under the **Gas Safety (installation and use) Regulations 1998 (as amended)** we have a duty to ensure that any installations within the premises are installed and maintained by a competent person. The annual checks will include the effectiveness of any flue, the supply of air for combustion, the operational pressure and the safe function of appliances.

The person responsible for ensuring a Gas Safe registered engineer inspects gas installation is:

The Operations Manager/The Premises Manager

CONTROL OF CONTRACTORS

All contractors (for example electricians, window cleaners, painters, and decorators, plumbers) must report to reception on arrival and departure from the school.

We also understand that the controls must also protect the contractor from any risks from hazards that may arise as a result of our school activities.

Prior to any contractor carrying out any work at our school premises or elsewhere on our behalf, the contractor must produce or complete the following:

- A copy of their current Employer and Public liability insurance.
- Copies of any accreditations applicable to the job they may have.
- A method statement for the task they are to carry out.
- Copies of all risk assessments relevant to the job.
- Any other information that may affect the health and safety of anybody involved.
- Any permit to work systems which may be needed i.e. hot works / live working.

The person responsible for the control of contractors is:

The Premises Manager

SECURITY

School security is of paramount importance. All staff are responsible for being vigilant and acting decisively and quickly should they notice a breach of security or security risk e.g. stranger on or near premises without identification etc.

The Headteacher, staff and governors regularly review security arrangements for the site.

- Access is via the main entrance, sports hall entrance via access control system only once the school day has begun. Staff may open external doors for lunchtimes and breaks.
- Signs point out the main entrance and detail the need to register with the school office staff.
- Signing in must be completed by all visitors and badges are issued to identify authorised visitors.
- Students arriving late or needing to leave the school before the end of the day must register at the Attendance Office/Main Reception.

However, the whole community is encouraged to keep our school safe and secure by:

- Notifying police immediately of any trespassers on the premises in or out of school working hours or of any unauthorised use of any part of the premises.
- Notifying police if the alarm light is flashing or siren sounding.
- By reporting any unusual suspicious sightings of cars or persons in the close proximity to the school.
- Reporting of incidents that happen to their child or themselves e.g. asked to get in a car, offered sweets, asked questions about school routines etc.

ASBESTOS

The Control of Asbestos Regulations 2012 requires us to protect the health and safety of our employees and others who may be affected by our undertaking, whether the work is for us or not.

Asbestos substances or materials will not be used, handled, stored or worked on until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees who are likely to come into contact with the substance. If this is the case specific controls will be implemented.

The person responsible for ensuring a risk assessment has been undertaken and an Asbestos Survey or Register is obtained before any work is undertaken is the responsibility of:

The Premises Manager

We recognise that Asbestos Exposure requires us to provide health surveillance of our employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. All information is contained within the Asbestos Management Plan.

LONE WORKING

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE

has a duty to ensure the safety of lone workers as far as reasonably practicable. As far as the Health and Safety at Work, etc Act 1974 is concerned, the responsibility of the employer to ensure the safety of lone workers does not differ much from that of the responsibility to ensure the safety of employees working in a group or under close supervision.

Employees must co-operate with management to enable them to comply with their health and safety duties in respect of lone working. Section 7 of HASAWA requires employees to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE

will manage the risks associated with lone working by the following means;

- Risk assessments will be carried out for all lone working activities. This will enable us to establish the degree of risk and to put in place the control measures required to reduce the risk to an acceptable level. Risk assessment will take into consideration the person, the equipment/ materials being used and the environment where lone working is carried out. The assessment will also consider the emergency arrangements including rescue and first aid.
- We will ensure that the required communication equipment and procedures are implemented to enable employees to be communicated with at suitable intervals (the degree of risk determines what constitutes a suitable interval). The means of communication will be determined via the risk assessment process, but the telephone is an obvious means, with mobile telephones or two way radios for workers who may be working at remote `out-stations`.
- Only trained, competent and authorised persons will be permitted to work alone. Training, information and instruction will be provided following the satisfactory completion of a suitable and sufficient risk assessment.

Whether or not a person will be permitted to work alone in or out of normal hours, will depend on the degree of risk posed by the work, the working environment and on the individual.

The person responsible for ensuring that the risk assessment for lone working is carried out:

N/A

The person responsible for developing procedures for the lone working activity is:

N/A

FIRST AID

The Health and Safety (First Aid) Regulations 1981 requires us to provide adequate first aid equipment and a sufficient number of trained people to administer first aid when required.

The School's appointed first aider will take charge of first aid arrangements.

Factors considered will be:

- The number of people involved.
- The level of risk that our school activity presents (low, medium or high risk).
- The proximity of our school (location e.g. rural or town centre that may affect the speed at which the paramedics will arrive).
- Any other issues that may affect the assessment.

The qualified first aid people or appointed persons are:

Displayed on notice boards around site and staff handbook

The first aid boxes are located at:

Medical Room & Offices around school site

All accidents are to be reported and entered in the relevant accident book, which are located in:

The Medical Room

All accidents will be investigated, and remedial actions identified which will prevent a reoccurrence of the same or similar incidents. The level of investigation will depend upon the seriousness of the accident.

The person responsible for investigation of accidents is:

The Operations Manager

REPORTING OF INJURIES DISEASES AND DANGEROUS OCCURRENCES (RIDDOR) REGULATIONS 2013

Under these regulations specific work-related accidents, diseases, and dangerous occurrences must be reported to the Enforcing Authorities. The method of reporting is

through the **Incident Contact Centre (ICC)**. Although there is a comprehensive list of reportable situations within the regulations the main incidents that must be reported are:

- Fatalities –These must be report as soon as possible by the quickest method possible, usually by telephone.
- Major injuries such as broken bones and back injuries etc.
- Injuries that causes the employee to be away from his/her normal work activity for more than seven days incapacitation (not counting the day on which the accident happened) incapacitation means that the worker is absent or is unable to do work that they would reasonable be expected to do as part of their normal work.
- Any incident that leads to a member of the public being taken to hospital by any means.
- Diseases
- Dangerous Occurrences

You only have to report injuries that lead to a worker being incapacitated for **more than seven consecutive days** as the result of an occupational accident or injury (not counting the day of the accident but including weekends and rest days). The report must be made within 15 days of the accident.

The person responsible for reporting incidents is:

The Operations Manager

You must still keep a record of the accident if the worker has been incapacitated for **more than three consecutive days**. If you are an employer, who must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record can be treated as a record for the purposes of RIDDOR.

The record must include information such as:

- The name and occupation of the injured person or those involved in the incident.
- The status of the injured person (employee or visitor/contractor).
- The location of the incident.
- A brief description of the incident or disease.
- The date, time and method of reporting.

Incidents and diseases can be reported by the following methods:

Online

Go to www.hse.gov.uk/riddor and complete the appropriate online report form. The form will then be submitted directly to the RIDDOR database. You will receive a copy for your records.

Telephone

All incidents can be reported online but a telephone service remains for reporting **fatal and major injuries only**. Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

FIRE SAFETY

Under the **Regulatory Reform (Fire Safety) Order 2005** and the **Management of Health and Safety at Work Regulations 1999** employers are required to undertake a specific risk assessment of the risks posed by fire within their school's undertaking.

A specific fire risk assessment will be undertaken, and the findings implemented. The fire risk assessment will be reviewed at least annually, or if there is any significant change in the circumstances.

Essentials

Fire prevention is part of everyone's duties. Attention should be paid to checking the premise before leaving at night to ensure no appliances have been left on which could lead to a fire developing whilst the premise is unoccupied. In line with good practice and managing the environment electrical appliances should be switched off when not in use rather than left in standby mode. This should include computers, kettles etc. If equipment must be left on or in standby mode it should be kept clear of combustible material to reduce the risk of a fire developing through fault when unattended.

The volume of combustible rubbish must be kept to a minimum to reduce the risk of fire, with arrangements in place to have large amounts of combustible rubbish removed from the building.

Fire Drills

In the event of a fire being discovered the nearest call point should be broken and only if safe to do so a fire extinguisher used to attempt to limit the fire spread.

In the autumn term the staff and children will be informed before the first drill is to be held and all staff and students will be walked through the procedure. No warning will be given on subsequent occasions and there will be additional drills during the year.

The alarm system will be tested weekly with records maintained by:

The Operations Manager/Premises Manager

The person responsible for carrying out the evacuation practices at least three times each academic year and then recording the results is:

The Headteacher/The Operations Manager

The fire marshals are:

All Staff

FIRE SAFETY

All fire extinguishers are inspected by a competent person annually and must be replaced when discharged. The competent person for fire extinguisher inspection is:

FSL Ltd

The emergency lighting will be tested monthly and any defects found reported and repaired the person responsible for this is:

The Premises Manager

Emergency exits and evacuation routes will be kept clear at all times and checked at regular intervals the person responsible is:

The Premises Manager

Flammable Liquids and Compressed Gases

All flammable liquids and gases will be stored safely. Flammable liquids will be kept in a flameproof locker and employees will return them to the locker after use.

Flammable Liquids are not to be left near sources of heat or ignition.

Fire Action

The Fire Procedure is as follows:

If you discover a fire:

- Raise the alarm by the recognised method.
- Only tackle the fire if trained to do so, with the equipment provided, ensuring your exit is clear at all times and without taking personal risks.

Contact with Emergency Services:

In the event of the alarm being triggered automatically all staff are to follow the procedures laid down in the emergency evacuation procedure.

Upon hearing the alarm:

All students will be expected to leave the working area. The person in charge of the students will instruct the students to leave by the nearest safe exit, follow behind and close all windows and doors behind them, switching off any electrical equipment where possible. The students must make their way to the fire assembly point in an orderly manner.

The assembly point is situated at:

Sports Field & Netball Courts

The registers will be used to ensure that all people (including visitors and contractors) are present. This will be coordinated by:

Headteacher's P.A.

Once Evacuated from the building

- Any missing persons must be reported to the Headteacher.
- The Headteacher will inform the fire service of any missing persons.
- The Headteacher may direct that the children be moved to another place of safety depending on the circumstances.
- Do not re-enter the building until the Operations Manager informs the Headteacher that it is safe to do so.

DANGEROUS SUBSTANCES AND EXPLOSIVE ATMOSPHERES

The **Dangerous Substances and Explosive Atmospheres Regulations 2002** require that we assess the level of risk of explosion that our work processes and substance use and storage may cause.

WASTE MANAGEMENT

The **Environmental Protection Act 1990** places a “Duty of Care” on producers of waste to ensure that it is disposed of correctly. The duty has 5 aspects:

- To prevent the keeping, treatment or disposal of waste without a licence.
- To prevent the escape of waste
- To transfer waste only to an authorised person.
- To ensure that there is clear labelling and information of the waste.

There are two categories of waste produced by the premises, domestic waste and special/controlled/clinical waste.

Domestic waste will be collected and disposed of by:

1st Waste Ltd

Special/Controlled/Clinical waste will be collected and disposed of by:

Astral

Records of waste transfer will be kept on the contractors online portal.

The waste management system will be audited and reviewed annually to ensure that the system works and is being adhered to.

The system will be audited by:

The Operations Manager

STRESS

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE recognises that employees are our most valuable asset and where reported and increased pressures at work could cause high and long-lasting levels of stress. This will be assessed, and appropriate measures taken to prevent, control, reduce or eliminate the causes of work-related stress. However,

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE

cannot be held responsible for stress caused by outside sources such as financial or domestic problems.

More detailed information is held within the Staff Handbook.

Stressful situations can be reported in confidence to;

The HR Manager

Stress counselling will be provided if and when necessary by:

The Employee's General Practitioner / External Occupational Health

Controlling the risk from Work Related Stress

Risks from stress are effectively controlled so far as reasonably practicable by the identification and assessment of potential work-related stressors. We will encourage effective communication between management and employees particularly where there are organisational and/or procedural changes that may affect their work.

Training and guidance is provided to all managers and employees in good management practice. Employees are adequately trained, understand their roles and responsibilities and have sufficient information for the tasks they are to undertake. Positive behaviours to avoid conflict and ensure fairness are promoted throughout the organisation.

Employees are consulted on work patterns, work environment and on all proposed action relating to the prevention of work-related stress. Employees are given adequate and achievable demands in relation to agreed hours of work.

Employees affected by stress are treated with understanding and confidentiality and are told what will happen with any information collected. Individuals who have been absent with stress are supported and consulted on a planned return to work in line with the trusts absence management plan. The source(s) of stress are addressed as far as is reasonably practicable and the effectiveness of measures to reduce stress is monitored.

Mental health issues in the workplace are any conditions that affect employees' state of mind. These conditions may include mild depression, stress and severe anxiety which may result in burnout and nervous breakdowns. Substance abuse may also perpetuate mental health issues.

Mental health problems manifest in different ways. Some employees may suffer with no physical side effects, while others may experience physical symptoms (e.g. increased blood pressure, lethargy, changes in eating habits). Employees may experience mental health issues for various reasons that an employer cannot control (e.g. hereditary, family conflicts, general health.) But there are also work-related reasons for mental health problems, including:

- Job insecurity.
- Excessive pressure.
- Work-life imbalance.
- Lack of appreciation.
- Hostile workplace conditions.
- Unsatisfactory job or workload.
- Unpleasant relationships with colleagues or managers.

To every extent possible, we aim to recognise and address cases of workplace pressures that contribute to mental health issues.

We aim to:

- Treat mental illness seriously.
- Identify issues proactively and resolve them.
- Support employees who face mental health problems.
- Create pleasant workplaces in collaboration with managers, employees, unions and health experts.

VIOLENCE, AGGRESSION & CHALLENGING BEHAVIOUR AT WORK

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE will so far as reasonably practicable, examine all workplaces and activities under our control to assess the risks to the health and safety of employees, temporary workers, vulnerable persons or others concerning the risks from violence, aggression and challenging behaviour.

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE will identify situations which may expose our employees to violence or challenging behaviour and also identify those employees who may be at greater risk of such circumstances occurring or developing.

We will ensure arrangements are in place to protect our employees from violence or challenging behaviour whilst conducting their various tasks on behalf of the school. We will implement procedures to ensure the safety of employees who are required to work alone or unsupervised for significant periods of time.

Training, information and instruction will be given to all employees to ensure they fully understand the arrangements and procedures in place to protect them. Action will be taken immediately should a report and/or threat of violence or challenging behaviour (including verbal abuse) be reported. These arrangements and procedures will be maintained to ensure adequacy and suitability and will be amended or developed as necessary to ensure the wellbeing of our employees.

All persons who may be at an increased risk from violence or challenging behaviour are identified and receive appropriate training to deal with such situations. Training in the prevention and management of violence, aggression and challenging behaviour will be provided where it is considered necessary and employees are encouraged to report any threats, incidence of violence, aggression or challenging behaviours.

A formal system for reporting threat and/or incidents concerning violence, aggression or challenging behaviours is initiated and maintained. All employees are aware of the procedure for reporting violent or potentially violent incidents and action on reports of violence at work is taken immediately. Procedures are in place to deal with emergency situations.

Violence, aggression and challenging behaviour risk assessments will be undertaken by;

The HR Manager

Violence, aggression and challenging behaviours can be reported in confidence to;

The HR Manager

Where appropriate, support/counselling is offered to any employee who is subjected to violence at work which can be obtained from the HR department and external Occupational Health providers.

PREGNANCY

It is important to **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** that the health, safety and welfare of all our employees is safeguarded. We recognise our responsibilities under the **Management of Health and Safety Regulations 1999 Regulation 16** and realise that if any of our employees become pregnant, they must inform their manager/supervisor immediately. This can be verbally but must be followed up by a written confirmation from their doctor.

The management will carry out an individual specific risk assessment of the work that the employee does to determine any risks to her and her unborn baby that may arise from the work activities.

The risk assessment will be carried out by:

The HR Manager

Where the risks are significant then assistance or alternative employment will be provided.

Pregnant employees must not:

- Carry out manual handling tasks (Lifting and Carrying).
- Use or come into contact with any chemicals.
- Work at height (stand on stepladders, step ups etc).

Pregnant employees must:

- Work to the controls put in place by the risk assessment.
- Inform their line manager/supervisor of any problems or changes that may occur during their pregnancy so that the risk assessment can be reviewed.

To maintain a safe working environment for any pregnant employees a suitable rest area will be provided for them to rest if required.

Seating will be provided for the employee to carry out their work.

YOUNG PERSONS (AS WORKERS)

The Management of Health and Safety at Work Regulations 1999, Regulation 19 defines a young person as someone who is over the legal school leaving age of 16 years but has not reached the age of 18 years.

Due to of their lack of experience, maturity and lack of awareness it is essential that they are supervised at all times until they gain the required experience, maturity and awareness of the risks.

Full training will be carried out by:

The Lettings Manager

Any young person will be provided with all the information; instruction, training and supervision they require. They will also be provided with a mentor (responsible employee), who has accepted the responsibility of overseeing the young person.

Young persons will not be allowed:

- To carry out work that is beyond their mental and physical capability.
- To be exposed to substances that is toxic or carcinogenic.
- To carry out tasks that can involve risks be assumed is beyond their recognition.
- To be exposed to extremes of heat, cold, noise and vibration.

The young person must:

- Carry out all reasonable instructions given to them by their mentor.
- Refrain from horseplay or practical jokes.
- Report any thing that they feel unsure or unsafe about.

FOOD SAFETY

The Food Safety Act 1990 (as amended) and **The Food Hygiene (England) Regulations 2013 (as amended)**, set out basic hygiene requirements for all aspects of our food business operation. This includes our premises and facilities to the personal hygiene, cleanliness and food hygiene training for food handlers. The aim of this policy is to set the highest standards with regard to food hygiene where food is stored, prepared, served or consumed and provide safe and wholesome food to our customers.

A documented food safety management system based on HACCP principles will be implemented and maintained, and that is suitable for our food business operation and understood by all food operatives and management who have a responsibility for food safety. This document is located in the school kitchen. A review of the food safety management system will be undertaken annually, or as new legislation is introduced or when significant changes are made to our food operations.

All staff that handle or prepare food will be provided with appropriate information, training, instruction and supervision. Staff will be issued with guidance on the essentials of food hygiene and where appropriate HACCP procedures prior to the commencement of employment.

The Person responsible for food safety is:

The Catering Manager/Head Chef

All food handlers have a responsibility to ensure that a high degree of personal hygiene and cleanliness is maintained when preparing food including wearing suitable, clean and where appropriate protective clothing. Food handlers must be in good health and should be made aware of the need and the procedure for reporting illnesses or diseases.

The person responsible for maintaining the food safety management system is:

The Catering Manager/Head Chef

FOOD ALLERGENS AND INTOLERANCE

The Food Information Regulations 2014 requires food businesses to provide allergy information on food sold unpackaged and allergenic ingredients in pre-packed foods. Food businesses must declare any of the 14 identified allergenic ingredients which are used in non-pre-packed or loose foods sold or provided to consumers.

We will ensure we provide suitable information concerning the ingredients used in the preparation of any food made, sold or provided to our consumers either written or verbally concerning any of the 14 listed allergens.

Under the **Food Information Regulations 2014** employees who work in the kitchen preparing food must receive suitable training on food allergies and intolerance prior to starting work in the kitchens. The training highlights steps to be followed to make sure good practice is used in the production of food by catering staff.

The Person responsible for ensuring compliance with the Food Information Regulations is:

Catering Manager/Head Chef

WORKING AT HEIGHT

The Work at Height Regulation 2005 (as amended) requires us to consider a number of key elements prior to carrying out any work that involves climbing from floor level.

We are required to suitably and sufficiently assess the risks involved in working at height. This will involve consideration of the following key factors:

- Consideration whether there is a specific need to work at height or can the operation or task be carried out using an alternative method.
- Identify and assess whether the equipment is suitable for the task involved and allows ease of access to the working area.
- Ensure the equipment used to access the work area is maintained and records retained.
- Ensure the employees are suitably trained to carry out the task and is their level of fitness acceptable for the task.
- If employees are required to access surfaces at height, then we must take into account the surface of sufficient strength to support the persons involved.
- The height involved must also be taken into account, as well as should a fall occur what is the employee likely to fall on or into. A secondary means of supporting the employee should he/she fall must be provided for the higher access tasks.
- If the task requires employees to work outside, then the weather conditions must be taken into account. If the weather conditions are adverse and likely to threaten the safety of our employees, then the task will be postponed until such time when it is safe to proceed.

We will carry out a risk assessment, taking into account the factors indicated above. If the work is beyond what we consider acceptable then we will call on the services of a specialist contractor to make the work zone easily accessible to our employees.

The person responsible for carrying out the working at height assessments is:

The Premises Manager

EDUCATIONAL VISITS

The Headteacher may delegate the task of co-ordinating educational visits but will ensure that the arrangements are reviewed prior to the commencement of the trip.

A risk assessment **must** be made for every visit.

In particular we will ensure that reputable companies are hired to transport children on school outings.

All trip applications must follow the documented procedure including adequate risk assessment and formal approval by the Deputy Headteacher.

The Trip Leader will ensure that adult: student ratios are in line with RPA guidelines or more favourable whenever possible.

The Trip Leader or Assistant will provide a checked medical box and other equipment necessary for the outing.

The Trip Leader or Assistant will be aware of any medical conditions which may affect any child during the outing. Necessary precautions to deal with problems should be taken.

The Trip Leader or Assistant must check that there is a signed consent form from the parent of each child taking part in any outing.

Review

Teachers are encouraged to review each visit both in terms of educational value and the safety performance; for example, did the coach company comply with the collection/pickup arrangements?

We will ensure that where the review identifies serious failings that we learn from that experience and consider finding alternatives.

HEALTH & SAFETY TRAINING

SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE recognises the duty to provide its employees with whatever training is required so that they can carry out their job in a safe manner. This will ensure they are protected from hazards and that they do not cause anyone to be harmed by their activities.

To ensure this is carried out the person below has been appointed to identify any training needs:

The Operations Manager & Line Managers

The type of training that will be provided is:

- Induction training for all new employees.
- Job specific training for all new employees or employee who transfers to other roles.

- Health and safety training for all employees that have been given specific tasks in the policy and to allow all employees to carry out their jobs safely.
- Extra training and supervision will be provided for young people because of their immaturity and lack of experience.
- Training will either be provided in house where appropriate or by an accredited training provider.

All training will be recorded and retained with the employee's personal file.

The person responsible for maintaining the training records is:

The HR Manager

Health and Safety Training should include:

- Risk and CoSHH assessment training when applicable.
- Manual handling training as and when required.
- Use of Personal Protective Equipment (PPE) when issued.
- Use of Display Screen Equipment where necessary.
- Health and Safety awareness.
- Fire prevention and safe use of fire equipment.
- Any other training that may be relevant to their tasks or health and safety.

ALCOHOL, DRUGS AND SUBSTANCE MISUSE

Substance abuse, or impairment due to drugs and/or alcohol, is a major factor in causing accidents at work and **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** aim to eliminate that factor and ensure the safe and efficient running of the organisation. This can only be achieved with everyone's co-operation.

Under Section 7 '**Health and Safety at Work etc Act 1974**' employees have a legal duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. This includes ensuring employees take individual responsibility and do not present themselves for work whilst under the influence of alcohol, drugs or other substances which is detrimental to the safe and efficient running of the **School**.

The need to work without impairment is equally important whether working within the **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** and at any time when representing the company.

Employees must not consume alcohol or take drugs, other than on medical advice and in accordance with such advice or use any other inhibiting substance during working hours and whilst on the **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** premises, unless permission has been granted by the Headteacher.

Being under the influence of drink or carrying, supplying or taking illegal drugs and or substances will be dealt with under the Sebmata Alcohol Drug Abuse Policy.

If any type of drug/medication is used at work or prior to commencing work and it is believed that the negative effects of the drug/medication could still present themselves, employees must make the Headteacher aware of this fact.

The taking of drugs, alcohol and substance misuse over an extended period can be habit forming and lead to dependence. Dependence is recognised as an illness by **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** and any employee who believes that he or she may have, or potentially have, such a problem, is encouraged to discuss it with the Headteacher or a person in authority with whom the individual feels comfortable.

The **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** will provide support and advice on obtaining appropriate treatment and guidance for employees who may be affected by drugs, alcohol or substance misuse. The employee is expected to meet the cost of any treatment, but the company will be supportive and understanding during treatment.

Employees are provided with the necessary information and training with regards to this policy, which includes their duty to notify the Headteacher if they suspect that they or another employee has an alcohol, drugs or substance misuse problem.

The person responsible for ensuring this policy is implemented and adhered to is;

The HR Manager

GENERAL GUIDELINES FOR EMPLOYEES

- You must not commit or allow to be committed any act which may result in potential danger in any way.
- You must attend as requested any training course, meeting etc, designed to further the interests of health and safety.
- You must observe all laid down procedures concerning work activities, equipment, materials and substances.
- You must ensure you understand the Health and Safety Policy and familiarise yourself with safety information and instructions.
- You must observe all safety rules on and off the **SEBMAT & SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** property.

- You must comply with all written or verbal instructions given to you to ensure your personal safety and the safety of others.
- You must conduct yourself in an orderly manner at all times and not stray from responsible behaviour.
- You must dress with health and safety of yourself and others in mind.
- You must use the safety equipment and/or protective clothing provided.
- You must avoid improvisation in any form, which may create a risk to your safety or the safety of others.
- All employees are to obey the rules of **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** as contained in the Contract of Employment.
- You must not invite visitors onto **SLOUGH & ETON CHURCH OF ENGLAND BUSINESS & ENTERPRISE COLLEGE** premises without prior agreement from your Line Manager.
- If at any time you are unsure about duties you may be asked to perform, then you must inform your Line Manager.
- Co-operation is vital to ensure successful health and safety standards.
- Health and safety notices will be posted on notice boards from time to time you must ensure you view this information.
- No alcohol or non-medical drugs are to be consumed during working hours. Employees found to be under the effects of either will subject to disciplinary action.

AMENDMENT RECORD

Issue	Date	Reason for Change/Details	Changed By
03	19/9/19	Review and update	Mark Chapman
04	27/10/20	Annual review & update – Addition of Covid-19 to Biological Hazards	Mark Chapman
05	1/11/21	Annual review – Addition of Mental Health	Mark Chapman
06	14/11/2022	Annual Review – no amendments required	Glenn Hunt
07	28/11/2023	<i>Annual Review-No amendments required</i>	<i>Kerry Johnson</i>
08	23/2/2024	Reviewed and amendments in line with SEBMAT policies	Bev Stokes

DISTRIBUTION

Distribution is controlled by ...**The Operations Manager**