



Health and Safety Policy

Parts 1 and 2

November 2023



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Amendment Record

All amendments to this Health and Safety Policy will be recorded below, along with information on the changes made.

Date	Section	Details of Amendments	Changes Made By:
September 2023	ALL	General review and update	Kirsty Dennett / Kevin Clarke



Part 1 - Health and Safety Policy Statement

The Governing Body of The Pilgrims' School attaches great importance to the health, safety and welfare of all those who form part of the School community, whether they be members of staff, pupils, visitors or contractors. The Governing Body is committed to reducing accidents, incidents and ill-health and looks for ways to improve continuously.

All staff at the School are aware they have health and safety responsibilities, and all are expected to play an active part in ensuring the highest health and safety standards for pupils, employees, visitors, customers and contractors are established and maintained. All those engaged to work at the School are expected to comply with the requirements detailed in this Policy.

The Policy highlights the need for all staff to be alert to risks and hazards and to seek to minimize these by planning work carefully and responsibly. The development of a safe mind set amongst those who work and study here is at the heart of the School's commitment to ensure that the highest standards of health and safety are met at all times.

All employees of the School are further expected to be constantly aware of the risks inherent in the management, care and education of children and to take all reasonable steps to identify, minimize and manage those risks. Those who are entrusted with positions of supervision, whether on School property or during trips and activities, should ensure pupils conduct themselves in accordance with all health and safety requirements and encourage them to approach their life at the School responsibly, being alert to risks and hazards.

This Health and Safety Policy is based on the requirements laid down in the Health and Safety at Work Act 1974 (HSAW), regulations made under this Act, Approved Codes of Practice and Guidance.

All who work at the School should make themselves familiar with the content of all School Policies, paying particular attention to their own areas of responsibility and operation.

They are also expected to apply the Policy conscientiously and thoroughly; where the meaning or expectation of any part of this material is unclear to an employee, it is expected that he or she will seek clarification of that material. Should any member of staff identify an area where improvement could be made, they should without delay contact their Line Manager or the Director of Finance and Resources, who holds responsibility for the coordination and management of health and safety.

Chair of Governors: Ian Power
For and on behalf of the Governing Body

Date: 24 November 2023



Part 2 - Organisation and Responsibilities

Introduction

This document confirms the responsibilities for the implementation of the Health and Safety Policy of The School. The Governors of the School have collective responsibility for health and safety. The Governor with specific responsibility for reporting on health and safety matters is Rupert Boissier, H&S Governor.

Whilst the overall responsibility for health and safety rests with senior management, it is the responsibility of every employee to play their part in providing and maintaining a safe place of work.

Management of Health and Safety

The School has developed a Health and Safety Policy to ensure high health and safety standards are achieved whilst also meeting the educational, community and commercial needs of the School. Details of the organisation and responsibilities are contained within this section and cover the following:

- The responsibilities of all staff
- The responsibilities of School bodies or committees, including the Governing Body, the Senior Leadership Team (SLT) and the Health and Safety Committee
- The responsibility of individuals, including various levels of management

By assessing each item of the Health and Safety Policy on a regular basis and acknowledging the status of each item, the School will ensure momentum is maintained and continuous improvement sought.

Ongoing Health and Safety Improvements

The School is committed to ongoing improvement and seeks to implement all items raised from annual audits and specific departmental inspections. It also includes the actions arising from key risk assessments, incident investigations and changes to operating procedures.

This plan identifies:

- The recommendations with priorities
- The proposed action and the person assigned to implement the action
- Proposed completion dates

The plan is updated when recommendations are implemented. It is reviewed regularly by the Health and Safety Committee to ensure that recommendations are progressed and to amend the actions and timescales where appropriate.



Organisation

The organisational arrangements for managing health and safety in the School are described in the following pages of this document. A flow diagram showing responsibility for health and safety management follows this section.

Responsibilities of All Staff

All School employees have a legal duty to look after their own health and safety and that of others who may be affected by their acts or omissions. They also have legal duties to co-operate with the School to enable the School to comply with any imposed duties and to properly use anything provided in the interests of health, safety and welfare.

All employees have the following specific duties:

- To read and understand the School Health and Safety Policy and comply with the prescribed arrangements and objectives
- To take reasonable care of their own safety and the safety of students, visitors and others
- Not to interfere with or misuse, intentionally or recklessly, anything provided in the interests of safety
- To co-operate with School management to ensure compliance with health and safety legislation and best practice
- To use any machinery, equipment, substances, vehicles or safety devices in accordance with any training in the use of the equipment and instructions
- To report all accidents and incidents, hazards, dangerous occurrences and damage to plant, equipment etc., which they consider to be a serious and immediate danger to health and safety to the Headmaster or their Line Manager or the Director of Finance and Resources
- To use the necessary protective clothing and equipment
- To observe and follow all safe working practices
- To be actively involved consulting with employees on a regular basis



Duties of the Governing Body

The Governors have collective responsibility for the oversight of health and safety within the School. They will monitor the effectiveness of the implementation of the Health and Safety Policy and any associated procedures and will direct that it should be revised as and when necessary. The Governing Body will also provide strong health and safety leadership and will ensure all decisions reflect the commitment to provide a safe environment for all and will seek the active participation of employees and pupils in improving health and safety.

The aims of the Governing Body are to:

- Prevent accidents and ill-health arising from the School's activities, so far as is reasonably practicable
- Ensure compliance with all relevant health and safety legislation
- Ensure a safe environment is provided for all users of the School
- Actively promote and be fully involved in continuously improving health and safety

In particular, the Governing Body will ensure, so far as is reasonably practicable that:

- Sufficient and appropriate financial and other necessary resources are made available to meet health, safety and welfare requirements
- The effectiveness of the School's risk management is assessed regularly
- Health and safety is duly considered at each Governing Body meeting and when making senior management appointments
- A Governor is appointed with specific responsibility for reporting to them on health and safety
- Health and safety receives as much attention and strategic importance as any other aspect of the School's management
- The SLT are aware of their role and responsibilities in the effective management of health and safety and in providing leadership throughout the School
- The SLT have suitable training and instruction to enable them to take immediate action to prevent breaches in health and safety
- Arrangements are in place to ensure employees are given adequate information, instruction, training and supervision to allow them to carry out their tasks safely



Health and Safety Committee

The Committee comprises of the following staff members:

- Director of Finance and Resources
- Heads of Department
- Medical Staff
- The Culham Consultancy - External Health and Safety Adviser

The Committee will meet on a regular basis; the duties of the Committee include:

- Overseeing the implementation of the Health and Safety Policy in controlling risks so far as is reasonably practicable
- Assessing and leading the development of the 'Safety Culture' of the organisation, encouraging in particular an understanding of the importance of health and safety and personal responsibility
- Agreeing priorities, plus responsibilities, timescales and resources required for the development of Policies and Procedures in order to comply with legislation and the promotion of best practice throughout the organisation
- Directing and co-ordinating developments and revisions to Policies and Procedures
- Identifying matters that should be discussed at Governing Body meetings



Part 2 - Organisation and Responsibilities (Individual Responsibilities)

Governors Responsible for Reporting on Health and Safety

Responsibility for reporting on Health and Safety is currently a responsibility of the H&S Governor.

Responsibilities include, so far as is reasonably practicable, the following:

- Seeking to ensure that health and safety is given priority and importance by the Governing Body in its deliberations
- Consulting with the Headmaster, Director of Finance and Resources and Health and Safety Adviser
- Attending the Health and Safety Committee and seeking to ensure the Committee is working effectively to fulfil its responsibilities
- Receiving copies of all RIDDOR and major incident and accident reports and monitoring that appropriate action has been taken by the School
- Monitoring the School's Policies and Procedures to ensure they operate effectively

Director of Finance and Resources

The Director of Finance and Resources has been assigned executive responsibility to oversee health and safety management on a day to day basis, reporting directly to the Governor Responsible for Reporting on Health and Safety to the Governing Body.

The Director of Finance and Resources responsibilities include so far as is reasonably practicable:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Working closely with the Headmaster to seek to ensure risk reduction is promoted in all areas and disciplines of the School
- Chairing the Health and Safety Committee
- Supervising the operation of health and safety practices in key areas, including seeking to ensure that managers understand and accept their responsibilities
- Monitoring the effectiveness of the management system as regards estates and administrative work
- Ensuring risks are properly managed in order to minimise the liabilities to the School
- Seeking to ensure that health and safety responsibilities are clearly defined and allocated to the appropriate staff members
- Seeking to ensure in conjunction with the Health and Safety Adviser that the Health and Safety Policy is reviewed and updated on a regular basis, and that the document is available to employees
- Seeking to ensure all employees are adequately trained and experienced to carry out their Health and Safety responsibilities
- Ensuring liabilities are adequately covered by both Public and Employers Liability Insurance



Headmaster

The Headmaster is appointed by the Governing Body as having oversight for health and safety in all academic and co-curricular elements of the School and will work closely with the Director of Finance and Resources to seek to ensure the successful day to day management of health and safety.

The Headmaster's responsibilities include so far as is reasonably practicable:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Promoting a proactive and continuing interest in health and safety matters throughout the School
- Providing positive and visible leadership to establish a strong health and safety culture throughout the organisation
- Regularly consulting with the Designated Safeguarding Lead and Deputy Head Pastoral
- Seeking to ensure the co-operation of all staff at all levels as regards working to this Policy
- Seeking to ensure that any changes in curriculum and also changes in systems of work on the pastoral side are considered for health and safety implications

Senior Leadership Team (SLT)

The Senior Leadership Team consists of the Headmaster, Director of Finance and Resource, Deputy Head and Second Master, Deputy Head Pastoral, Deputy Head Academic, Director of Studies, Head of Pre-Prep, Head of Wellbeing and Head of Juniors.

The Senior Leadership Team are responsible for:

- Ensuring the School's strategic direction is established and efficiently communicated to staff
- Ensuring measures are in place to monitor the health and safety performance within the organisation and to formally report to Governors regarding health and safety matters
- Ensuring the key risks to the organisation are identified, assessed and managed effectively and reviewed frequently
- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Promoting a proactive and continuing interest in health and safety matters throughout the School and ensuring a good example is set in managing health and safety matters
- Providing positive and visible leadership to establish a strong health and safety culture throughout the organisation
- Ensuring compliance with all necessary legislative requirements and promoting best practice wherever reasonably practicable
- Regularly consulting with the external Health and Safety Adviser

Heads of Departments

The Heads of Departments are responsible to the Headmaster for the implementation of the School's Health and Safety Policy relating to academic activities within each building, which includes:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Being an active member of the Health and Safety Committee
- Monitoring the effectiveness of the Health and Safety Policy in relation to academic, pastoral and co-curricular activities and reporting to the Headmaster as appropriate
- Consulting with the Director of Finance and Resources
- Seeking to ensure the co-operation of all academic and pastoral staff at all levels as regards working to the management system
- Completing termly reviews of health and safety in each building
- Seeking to ensure that all teaching staff understand their responsibilities and are given both the time and the encouragement to implement them
- Seeking to ensure that all activities, both educational and co-curricular, are carried out safely using the processes in the management system, especially including the pro-active use of risk assessments

Designated Safeguarding Lead and Deputy Head Pastoral

The Designated Safeguarding Lead and Deputy Head Pastoral is responsible to the Headmaster for monitoring and evaluating implementation of the School's compliance with the Independent Schools Statutory Regulations (and associated Government Guidance) and with Data Protection law. The role includes:

- Reading and understanding the School's Health and Safety Policy and checking compliance with the prescribed arrangements
- Being represented on the Health and Safety Executive Committee
- Monitoring the quality of documented procedures in relation to Safeguarding (ISSRs Parts 3&4) and working with the Director of Finance and Resources to ensure these procedures are implemented
- Monitoring and implementing suitable and sufficient levels of Health, Safety and Security (ISSRs Parts 3&5), to ensure procedures and practices reflect legal compliance as a minimum
- Undertaking training to meet the National Minimum Standards for Boarding
- Consulting with the Director of Finance and Resources, Headmaster and Heads of Departments
- Ensuring that procedural changes in academic, pastoral and co-curricular activities are considered for their health, safety and child protection implications

Housemasters

Housemasters have responsibility for the health and safety arrangements within their Houses, reporting directly to the Head of Pastoral Care.

Their duties include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Actively promoting hazard awareness and safe working practices amongst pupils and house staff
- Leading regular discussion amongst the house staff regarding potential health and safety issues and reporting matters as appropriate
- Carrying out all necessary precautions and control measures regarding fire safety e.g. instructing pupils and house staff about alarm systems and evacuation procedures, having evacuation practices at the agreed frequency, checking that fire doors are kept closed at night and that escape routes are unobstructed at all times
- Monitoring bedrooms to seek to ensure the correct use of electrical equipment
- Undertaking and reviewing risk assessments, implementing suitable control measures for off-site house trips and liaising with appropriate staff to ensure that any issues are addressed

Director of Operations

The health and safety responsibilities of the Director of Operations role include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Actively promoting hazard awareness and safe working practices
- Undertaking and reviewing risk assessments (e.g. safe systems of work) for all work activities, including areas such as: use of machines and work equipment, COSHH, Noise, Hand Arm Vibration, Manual Handling, Working at Height
- Leading regular discussion within the Director of Finance and Resources regarding potential health and safety issues and resolving or reporting matters as appropriate



Maintenance Staff

The health and safety responsibilities of the maintenance team include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Actively promoting hazard awareness and safe working practices
- Ensuring all equipment used in the School is safe, without defects and regularly maintained and serviced in line with the manufacturer's recommendations
- Undertaking and reviewing risk assessments (e.g. safe systems of work) for all work activities, including areas such as: use of machines and work equipment, COSHH, Noise, Hand Arm Vibration, Manual Handling, Working at Height
- Leading regular discussion within the Director of Operations regarding potential health and safety issues and resolving or reporting matters as appropriate

Other Functional Managers

This section refers to the managers of functions not specified above.

Their health and safety responsibilities include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Actively promoting hazard awareness and safe working practices within their Departments and teams
- Undertaking and reviewing risk assessments and designing appropriate risk control systems (e.g. Safe Systems of Work) for all work activities
- Providing information, instruction and training to staff, seeking to ensure in particular that they understand their responsibilities for health and safety
- Supervising the activities of staff seeking to ensure they are complying with School policies and safe working practices and monitoring the operation of control measures within their department
- Leading regular discussion amongst their team regarding potential health and safety issues and resolving or reporting matters as appropriate



Teaching Staff

Teaching Staff will be responsible for ensuring that all agreed and necessary health and safety measures are observed and applied.

In addition to their normal supervisory role they will have specific duties to:

- Read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Inform, instruct and train pupils as necessary in the identification and avoidance of hazards and the safe performance of their work
- Seek to ensure that health and safety rules and procedures are, where appropriate, observed e.g.: use of guards and other safety equipment, wearing of protective clothing, safe handling of hazardous substances including observing COSHH Assessments
- Seek to ensure that any unsafe practices are identified and appropriate remedial action is taken
- Recommend any necessary improvements or changes to seek to eliminate hazards and to seek to identify and eliminate potential accidents
- Continually stimulate a knowledge, interest and awareness of health and safety by discussions with colleagues and pupils

School Medical Staff

The School Medical Staff will ensure occupational health matters, such as policies, procedures and facilities required to maintain a healthy working environment, plus responses to major medical situations e.g. epidemics.

Health and safety responsibilities include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Ensuring all medicines are correctly stored and administered and access to anything harmful is restricted
- Maintaining accurate records of all accidents and illness
- Reporting serious injuries and illness to the Headmaster when appropriate



External Health and Safety Adviser

Health and safety advisers act in a purely advisory capacity, communicating directly with the Director of Finance and Resources. Responsibilities include the following:

Carrying out regular health and safety inspections reporting the results to the Director of Finance and Resources who will present to the Governing Body.

- Providing competent health and safety advice where requested
- Ensuring the School is updated with any changes in health and safety legislation
- Investigating incidents when requested



Part 2 - Organisation and Responsibilities (Statutory Requirements)

Visits By Enforcing Authorities

The Health and Safety at Work Act is enforced by inspectors appointed by the Health and Safety Executive (HSE) who have the discretion to visit the School at any time to confirm that the regulations are being properly applied. It is School policy that all members of staff co-operate fully with Enforcing Authority Inspectors, affording them such information as is necessary for them to carry out their duties.



Part 2 - Organisation and Responsibilities (Diagram)

