



Wilson's School

Health & Safety Policy

Date approved by Trustees: July 2025
Date for review: July 2027



WILSON'S SCHOOL

HEALTH AND SAFETY POLICY

Introduction

Wilson's School should be a safe and healthy learning environment, compliant with all applicable legislation. There is commitment, so far as is reasonably practicable, to ensure the health, safety and welfare of staff, pupils, contractors, visitors and others on school premises or affected by the school's undertaking.

All members of the school community have a role to try to prevent injury or the ill-health to others.

Statement of Policy

In meeting these aims, the School will, so far as is reasonably practicable:

1. provide and maintain plant and equipment and systems of work that are safe and suitable;
2. provide sufficient information, instruction, training and/or supervision as is necessary and relevant to promote the health and safety of its employees, pupils and visitors;
3. provide and keep the workplace in a condition that is safe and with minimal risks to health, including means of safe access and exit from the premises, and adequate facilities and arrangements for employees' and pupils' welfare;
4. ensure that significant workplace hazards have been assessed for risk and suitable controls and safe systems of work have been put in place;
5. provide avenues for employee involvement in the continuous improvement of health and safety throughout the school's activities.

This policy statement and the accompanying procedures will be reviewed regularly and updated as necessary by the School's Trust Board and at least every two years.

Health and Safety Organisational Arrangements

Executive Head and Trust Board

The health and safety culture of the School is determined by the Executive Head and Trust Board. They help the school to remain a safe and healthy environment by ensuring:

1. health and safety remains a priority and that, where relevant, decisions take account of, and comply with, legal duties as defined in the Health and Safety at Work etc. Act 1974;
2. systems are in place to minimise the risk to staff, pupils, contractors, members of the public and anyone else affected by the activities of the school;
3. the school has access to competent health and safety advice/advisors as noted in the requirement of Regulation 7 of the Management of Health and Safety at Work Regulations 1999 (currently Action HR Health and Safety Team for Kingston and Sutton);
4. suitable safeguarding procedures and controls are in place;
5. so far as is reasonably practicable, adequate resources are made available for new and emerging risks.

The importance the Executive Head and Trust Board place on health and safety is reflected through communication with staff and personal example.

Finance and General Purposes Committee

The Finance and General Purposes Committee of the Trust Board has the responsibility to oversee health and safety issues. Their duties include ensuring:

1. that sufficient resources are allocated to meet mandatory minimum standards of any legal requirements relating to health and safety;
2. that health and safety standards in the school are monitored and reviewed by receiving reports on health and safety related issues, improvements, inspections and considering the implementation of any recommended actions;
3. that the premises, buildings and equipment are adequately maintained and inspected;
4. that the school's risk matrix (which includes health and safety risks) is reviewed on a regular basis;
5. that improvements in health and safety are recognised.

Associate Leadership Team and Estates Meeting Group

The role of the Associate Leadership Team (ALT) and Estates Meeting Group in the day-to-day management of health and safety in the school is key. Their duties are to ensure:

1. where required, there are suitable risk assessments and accompanying procedures developed to meet the needs of the School;
2. there is (as appropriate) a training programme for managers and staff to provide them with the competence required to carry out their duties safely, minimising the risks to themselves, pupils and others who may be affected by the work they carry out;
3. review of information from the Health and Safety Lead and others involved with the day to day management of health and safety at the school to ensure on-going progress is being made in relation to health and safety practice at the school;
4. where appropriate, there is communication with staff, parents and pupils about health and safety issues and how they are being addressed;
5. active monitoring of health and safety performance and promotion of a positive culture by carrying out periodic health and safety tours of the workplace and setting a personal example.

Health and Safety Lead (HSL)

The Executive Head has appointed the Assistant Director of Finance as the Health and Safety Lead. The duties of the HSL are to ensure:

1. the effective implementation and compliance with school policy and relevant legislation impacting the School and to create a positive health and safety culture;
2. where relevant, information is received from managers on how risks have been assessed, what management action has been taken and any outstanding issues;
3. where relevant, suitable health and safety training for managers, staff and pupils is provided;

4. there are adequate arrangements for the selection, supervision and monitoring of contractors for work carried out on the behalf of the school;
5. liaison with the school's competent health and safety advisor on relevant matters and share good practice;
6. active monitoring of health and safety performance by carrying out periodic health and safety tours of the workplace;
7. adequate investigation and reporting of accidents and incidents;

Estates and Deputy Estates Manager

The role of the Estates and Deputy Estates Manager is important for ensuring the building, plant and fabric of the School is in good condition and safe for use. Their duties are to ensure:

1. arrangements are in place for health and safety inspections and maintenance of plant and equipment in line with statutory requirements and guidance and that adequate records are kept;
2. all maintenance and minor work arrangements are suitable and minimise the risk of accidents or ill-health;
3. the school is kept clean and tidy to reduce the risk of slip and trip accidents and that evacuation routes and exits are accessible;
4. that the contract cleaning company fulfils its responsibility to keep the site clean, reporting any faults to the cleaning supervisor or raising issues through the management chain if necessary.
5. adequate records for works carried out or arranged by the Estates Manager such as the inspection of equipment etc. and fire alarm tests are maintained;
6. there are adequate arrangements for the selection, supervision and monitoring of contractors for work carried out on the behalf of the school;
7. contractors are suitably monitored and have access to relevant information, such as the school's Asbestos Register.

Estates Meetings

Estates Meetings are held regularly during the school term time and involve the Executive Head , the HSL and the Estates Manager / Deputy Estates Manager with other Senior Leaders attending when relevant. As part of the encouragement of a positive culture, all members of staff are regularly reminded that they may raise any health and safety issues with the Estates Manager or the HSL at any time. The purposes of the Estates Meetings include:

1. consideration of concerns raised by staff in relation to health and safety matters and investigation and implementation of action where appropriate;
2. ensuring health and safety requirements are met;
3. discussing and agreeing actions for improving the health and safety practice in the school.

Staff

Members of staff within the school have responsibility for their own health and safety and that of pupils under their control. In particular, the duties of staff are to:

1. work safely for themselves, pupils and others, helping to create a positive health and safety culture in their work activities;
2. follow safe working practices, including any identified from risk assessments and keep their line manager up to date about any problems arising from the work;
3. take an active part in carrying out risk assessments and giving practical suggestions to improve safety and health;
4. ensure that they, and where relevant pupils, wear any necessary protective clothing or equipment for particular lessons or activities;

5. attend health and safety training as identified and agreed with their line manager and the HSL, including induction training;
6. where needed give assistance to pupils, contractors and members of the public to ensure their safety;
7. ensure they are familiar with the school fire procedure and their role in it;
8. make themselves familiar with all other emergency procedures and safety equipment on the premises and not intentionally or recklessly interfere or misuse anything provided for health and safety;
9. use equipment and materials in the way they are designed to be used;
10. maintain good standards of housekeeping and cleanliness in the activities under their control;
11. immediately report to the relevant staff member all illnesses, accidents, unsafe conditions, acts of violence, hazards or any other situation that may compromise health and safety;
12. immediately, if safe to do so and within their level of competence, remove serious hazards where there is imminent danger. Where they are not able to remove serious hazards, then they must immediately inform a manager as to the existence of the hazards so that the necessary action can be taken;

Pupils

The duties of pupils are to:

1. follow the guidance and procedures, such as fire evacuation procedures and the School's Code of Conduct, explained to them by staff;
2. not behave in a way which would put themselves or others in danger;
3. not interfere with, or misuse, any safety or fire equipment;
4. raise any health and safety concern with staff and report all accidents.

Volunteers

Volunteers are given the same protection as staff. Their duties are to:

1. follow the guidance and procedures, such as fire evacuation procedures and safeguarding, explained to them by staff;
2. not act in a way which would put themselves or others in danger;
3. raise any health and safety concern with staff and report all accidents.

Visitors

Visitors are provided with health and safety guidance when signing in at reception. Visitors will not be left unsupervised, especially when pupils are on site, without suitable safeguards in place.

Accident, Incident, Violence, Near Miss Reporting

The school investigates and records all accidents, incidents and near misses as appropriate, using an online accident reporting system within the required timescales.

Where a serious accident or incident happens, the school will inform its competent health and safety adviser for support and guidance.

Records of accidents/incidents involving children must be kept until the young person reaches the age of 21. Records may be kept for longer in line with other legislation (e.g. child protection / safeguarding and SEN). Report forms will be destroyed after these time scales.

Asbestos

The most recent Asbestos Management Survey was carried out in 2018 and a full re-inspection and report was carried out in 2025. The school has an Asbestos Management Plan in place that summarises how asbestos is managed across the school. The Assistant Director of Finance is the Asbestos Duty Holder and, with the necessary training, is responsible for maintaining the Asbestos Register and the Asbestos Management Plan and for carrying out the annual Asbestos Duty Holder checks of asbestos containing materials (to the extent they are safely accessible). The Estates Manager is responsible for ensuring the School's Asbestos Register is provided to all contractors and staff prior to starting any work on the premises that may damage or disturb asbestos and suspected asbestos containing materials.

Chemicals, Radioactive Materials and Harmful Substances

All chemicals and harmful substances will be suitably risk assessed and stored to minimise the risk.

Contractors bringing harmful substances onsite will be reminded of the need for suitable controls.

Where required the school will follow CLEAPSS guidance in relation to the use and storage of chemicals.

As a secondary school, the curriculum includes the use of radioactive materials in science classes. The school has a suitably trained Radiation Protection Supervisor onsite. Action HR Health and Safety Team provide a Radiation Protection Officer and CLEAPSS provides additional advice as the Radiation Protection Advisor.

CLEAPSS is an organisation that provides guidance and advice relating to Science, Art and D&T and relevant staff members have access to the CLEAPSS website and resources.

Contractors

The school is aware that it can delegate its responsibilities to contractors, but cannot remove its accountability; therefore only competent contractors will be used in line with the school's policy. The school takes into account the health and safety record of contractors as part of the selection decision. Health and safety practice of contractors is monitored and action taken where required.

For larger projects, a pre-task meeting will be held to confirm how contractors will ensure their safety and that of staff, pupils and others. This may include the need for segregating parts of the school. In the event of this, the fire procedures will be reviewed. There will be regular meetings

held between contractors and the HSL and/or Estates Manager to review the standard of health and safety onsite.

All contractors who work on the premises are required to identify and control any risk arising from their activities and inform the Estates Manager of any risks that may affect the school staff, pupils and visitors.

Contractors who are carrying out invasive work in areas are always given the Asbestos Register to read before starting any work on the premises that may damage or disturb asbestos and suspected asbestos containing materials.

Critical Incidents

The school has a set of procedures for critical incidents and emergencies as set out in its Major Incident & Emergency Plan; a copy is kept in the 'grab bag' in the Administration and Reprographics Offices.

Disability Access

The school has produced an Accessibility Plan; this can be found on the school website. In accordance with the Department for Education's guidance on statutory policies for schools, the Plan is reviewed every three years.

The school will comply with the Equalities Act, so far as is reasonably practicable. The school has an Equality Duty Plan and has set Equality Objectives. These documents are reviewed every four years and information on the progress in relation to the achievement of the equality objectives is published on an annual basis.

Electrical Hazards

A member of staff has been suitably trained to carry out Portable Appliance Testing (PAT).

PAT testing is carried out as appropriate for the equipment and its usage. PAT is undertaken as part of a rolling programme.

Electrical appliances from staff homes should not be used in school unless they have been visually inspected.

The school's fixed electrical installations are tested by a competent contractor once every five years as part of a rolling programme.

Equipment

All equipment and apparatus will be suitably installed, inspected and maintained. Staff members will check equipment before use, and any faults will be reported to the Estates Manager. A gas safety inspection is completed on an annual basis by a Gas Safe Registered engineer in relation to relevant equipment.

Pupils will be instructed on the safe use of equipment and suitably supervised dependent on the task and the equipment being used.

Known faulty equipment will not be used, even for short durations.

The School is aware of the importance of staff/pupil hygiene and will provide suitable cleansing materials.

Fire Safety & Evacuation of Premises

An up to date fire risk assessment will be kept in the fire safety emergency procedures box. The fire risk assessment is reviewed annually and action plans for improvement will be completed in a timely fashion.

All alarm tests, maintenance and fire drills are carried out and recorded. Competent contractors are used to inspect and maintain fire related equipment and systems.

Fire Procedures are reviewed at least annually and are circulated to all staff members and other users of the school site on a regular basis. New members of staff are instructed in the fire procedure and their responsibilities on commencement of employment. Regular reminders are provided to all staff.

Fire evacuation drills are carried out regularly.

A list of 'Sweepers' who 'sweep' the building when the fire alarm goes off to ensure everyone has left the building are included as part of the Fire Procedures.

A member of the Senior Leadership Team or Associate Leadership Team will act as the main point of contact to receive information about the building sweep and from those responsible for registering pupils and staff and keep the Fire Brigade up to date with the evacuation of the buildings.

First Aid – Automated External Defibrillators (AED)

The school has three AEDs.

They are located:

- at the bottom of the library steps, outside the Bowden Room and near the PE Department corridor (in the link corridor);
- in the Britton Centre in the corridor just outside the Fitness Suite
- in the corridor just outside the Medical Room.

The Primary First Aider carries out regular checks (and after use) to ensure the AEDs are in place and usable. AEDs are designed to be used by someone without any specific training by following audible, step-by-step instructions on the AED.

First Aid - General

There is a primary (and secondary) first aider on duty between 8am and 4pm on every school day. There are a number of other members of staff who have full First Aid at Work training and this includes those working in higher risk areas such as PE staff, kitchen staff, science staff, the Art & DT technician as well as subject teachers. There are also a number of staff members who have Emergency First Aid at Work training enabling them to have the confidence to take charge in an emergency first aid situation. A list of trained First Aiders can be found in the staff handbook on SharePoint and on information cards placed on walls around the premises. In addition there are first aid boxes located in various places around the school premises. The contents of the first aid boxes are maintained by the Primary First Aider. First aid is considered for activities being carried out by staff and pupils including for off site visits.

Fitness Suite (Staff Use)

Staff are permitted to use the Fitness Suite in the Britton Centre provided they have had an induction with an appropriately qualified person as determined by the school and in addition have signed to confirm that they will abide by the terms of use. The terms of use include the requirement that staff must never exercise alone.

General Site Safety

The Estates Manager ensures high standards of health and safety across the site by carrying out regular in-house testing, inspection and site checks including general checks to ensure walkways and travel routes are clear and that fire exits are not blocked.

Arrangements are in place to deal with snow and ice on external walkways and other external areas used by staff and pupils. A supply of grit/salt is on site during the winter months.

Relevant health and safety signs are displayed throughout the school site particularly evacuation directional signs and fire procedural signage as well as notices detailing First Aid arrangements. The legally required Health and Safety Law poster is displayed.

Advice is regularly given to staff about manual handling. Where tasks involve significant manual handling on a regular basis a risk assessment will be undertaken and appropriate training arranged.

Legionella

There is a Legionella Risk Assessment in place at the school. The assessment is carried out by a specialist water management company. Regular water testing is undertaken and records are kept.

Lifting Equipment

The scissor lift and the passenger lifts at the school receive the required regular inspection and maintenance visits under contract with competent contractors. Arrangements are in place to ensure that findings from inspections and where necessary recommendations are actioned.

Medical Suitability for Work and Medical Arrangements

The school has regard to the level of health and safety experience and competency required for a particular role when selecting staff. Training can be arranged for a member of staff where required.

Pre-employment work health assessment questionnaires are undertaken by means of a confidential questionnaire via the school's selected Occupational Health provider. Confidential medical details are held in the strictest confidence and will only be disclosed to the school with the prior consent of the staff member. However, information such as restrictions on particular types of work, or special precautions necessary for health and safety reasons, will be provided to the school to avoid putting the employee or others at risk. Where a staff member becomes pregnant or suffers from a health condition which is likely to affect their work, they should notify the school as soon as possible to enable discussion of any special precautions which may need to be implemented.

Where required, staff have access to information regarding correct workstation set up to reduce the likelihood of pain or discomfort associated with working at a desk.

Medication

The school has a Supporting Pupils with Medical Conditions policy document. A Health Care Plan is completed for children with a health issue, and any medication administered to children is covered in that policy and procedure. The school requires parents to complete an Agreement for School to Administer Medication form before any staff member can assist or supervise a pupil when taking medications.

School Visits

All off-site visits and activities must be run in accordance with the School Visits Policy and Procedures. The school has an Educational Visit Coordinator who will provide guidance on school visits and trips.

The school has access to a trained, independent Outdoor Education Visit Officer (currently Mick Bradshaw) and has a robust procedure to manage visits.

Security

There are security gates to the main pedestrian entrance and car park entrance. Authorised users are able to open the automatic gates. All other visitors to the school site are required to request entry via intercom or to report at reception. There is one single access point to the school premises via the main Reception. Visitors are required to sign in, read the briefing notes, and wear a visitor badge. The warden is responsible for the opening and closing of the site and there is a written locking and unlocking procedure. Regular checks of the school perimeter are undertaken.

All staff and pupils are asked to report any strangers onsite not suitably identifiable by a visitor badge.

Smoking, Vaping & E- Cigarettes

Smoking, vaping and the use of e-cigarettes is not permitted anywhere on the school premises and grounds.

Staff are not allowed to smoke in any school vehicle.

Stress

The school is aware that stress can be an issue in all professions.

There is a school wide stress risk assessment that is reviewed regularly. The assessment gives details of the controls put in place to help all staff manage stressful situations, including access to free confidential advice and if necessary counselling via the Employment Assistance Programme.

Where an individual member of staff has been identified as suffering from sustained stress, an individual stress risk assessment will be carried out with them.

Vehicles

The school has two minibuses and an MPV. They are maintained and checked regularly. A list of authorised drivers is maintained and drivers must produce their driving licence on an annual basis in order to stay on the list. Full details of the conditions on becoming an authorised driver and the safety checks performed on the vehicles are contained in the Minibus and MPV Policy, Procedures and Risk Assessment document.

Violence / Aggression Against Staff

The school will not tolerate violence or aggression towards staff. The school has a legal duty to protect its staff from violence and aggression, as they have the right to have a safe workplace and be free from the aggression of others. Any incident of violence or aggression will be appropriately reported. Staff rarely make home visits to pupils' homes and on the occasion when this takes place it is carefully planned.

Working at Height

The Estates Manager is responsible for the purchase and maintenance of all ladders in the school.

All ladders conform to BS/EN standards as appropriate.

Suitable working at height procedures are in place and suitable training is provided where relevant.

Staff are reminded that 'working at height' applies to all activities that cannot be undertaken whilst standing on the floor.

Staff are instructed that a step stool or small step ladder must be used to hang decorations or displays. Standing on desks, chairs or other furniture is not permitted.

Working at height when alone is not allowed.

Appendix 1
Health and Safety at Work: Key Staff

Executive Head	Nathan Cole
Trustees responsible for Health & Safety	Finance and General Purposes Committee Chair: Mr M Creamore
Health and Safety Lead	Steven Delaney Assistant Director of Finance
Director of Finance	Maryam Tavakoli 020 8773 7681
Estates Manager	Ronan Mulcahy 020 8773 2931
Action HR Health and Safety Officer	David Charles 020 8770 5023