

HEALTH & SAFETY POLICY

Prepared By: Peter Mepsted

Date Adopted: October 2016

Job Title: Health & Safety Manager

Status: Statutory

Authorised By: Kate Grant

Last Reviewed: August 2024

Job Title: CEO

Ratified: October 2024

Reviewed by: Katrina Walding

Next Review date: August 2025

Job Title: Facilities Manager

Version: 3.1

TABLE OF CONTENTS

1. Purpose	4
2. Definitions	4
3. Scope	5
4. The Policy	5
5. Risk Assessments	5
6. Accidents & Incidents	5
Reducing Risks.....	5
Requirements for recording incidents:	6
Serious injury or death and how to deal with these events	6
7. First Aid	6
8. Medication	6
Medication for pupils	6
Staff Medication.....	7
9. Hygiene & Infectious Disease Control	7
10. Equipment	7
Electrical equipment	7
Gym equipment	8
Display screen equipment.....	8
11. Maintenance & Repair	9
12. Sharps & Blades	9
13. Safe Handling and Use of Substances (COSHH)	9
General.....	9
Asbestos	10
Legionella	10
14. Personal Security	10
15. Manual Handling (including People)	11
16. Lifting Operations & Lifting Equipment (LOLER)	11
17. Working at Height	11
18. Traffic Movements	11
19. Provision & Use of Work Equipment (PUWER)	12
20. Noise	12
21. Personal Protective Equipment (PPE)	12
22. Responsibilities as Client /Contractors under CDM 2015	13
23. Contractors	13

24. Smoking	14
25. Driving	14
26. Fire Safety	14
27. Health and Wellbeing and Stress Management	14
28. New and Expectant Mothers	14
29. Site Security & Access	14
30. Lone Working	14
31. Pupil Off-site Visits	15
32. Implementation	15
Distribution	15
Training & Information	15
Consultation with Employees	16
Quality Monitoring	16
Roles & Responsibilities	16
33. Policy Review	19
34. Version History	20
35. Related Legislation & Guidance	20
36. Related Internal Documentation	21

1. Purpose

- 1.1 The purpose of this policy is to further our aim to provide a secure, safe, healthy and stimulating environment for all pupils, staff and visitors to Jigsaw CABAS® School. Stakeholders need to know that every measure will be taken to keep our pupils, staff and visitors safe.
- 1.2 We believe that the prevention of accidents and hazards is a key responsibility for every member of the Jigsaw CABAS® School community.
- 1.3 All staff, pupils and their representatives, and school governors will contribute to the implementation of this policy. The policy is based on guidance from the Department for Education (DfE) and the Health and Safety Executive (HSE).

2. Definitions

- 2.1 'The school' and 'Jigsaw School' means Jigsaw CABAS® School
- 2.2 CABAS® is an acronym for Comprehensive Application of Behaviour Analysis to Schooling
- 2.3 'The Trust' means Jigsaw School, Jigsaw Plus, Jigsaw Trust and Jigsaw Trading 2013 Limited (Café on the Park)
- 2.4 'Staff' or 'Staff member' refers to employees, fixed term consultants, bank workers, work experience participants and volunteers
- 2.5 An 'accident' is an unplanned, uncontrolled event, which causes, or could cause injury, damage or loss. In most cases accidents can be avoided and it is our intention to prevent such wherever possible.
- 2.6 An 'incident' is defined as something which happened that could have been dangerous, actions that are deemed as unwanted behaviour, an action which could cause damage, loss or injury. Examples could include:
 - Loss of amenities.
 - Behaviour by a pupil that challenges.
 - A stranger trying to gain access to the building.
 - An un-witnessed injury.
- 2.7 A 'near miss' is defined as a narrowly avoided accident
- 2.8 SMT is an acronym for School Management Team; and includes the Director of Education, Deputy Headteacher, Designated Safeguarding Lead and ABA Consultants.
- 2.9 ACM is an acronym for Asbestos-Containing Material and defined by the Health & Safety Executive as any material either known to contain asbestos, or presumed to contain asbestos.
- 2.10 ABA is an acronym for Applied Behaviour Analysis.
- 2.11 COSHH is an acronym for Control of Substances Hazardous to Health
- 2.12 Riddor is an acronym for Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

2.13 TMV is an acronym for Thermostatic Mixing valves

3. Scope

3.1 This policy applies to all staff members, pupils and their representatives, governors, visitors, volunteers, contractors, work experience participants and other stakeholders.

4. The Policy

4.1 Jigsaw School is committed to establishing and implementing arrangements which will ensure that staff, pupils and others who may be affected by our activities, will be safeguarded when on its premises or engaged in offsite activities and that the premises for which Jigsaw School is responsible are safe for all.

4.2 Jigsaw School aims to provide a safe and healthy working environment by:

- providing adequate control of health and safety risks arising from our activities
- consultation with employees on matters affecting health and safety
- providing and maintaining safe plant and equipment
- ensuring safe use, handling and storage of substances
- providing information and training on matters related to health and safety
- ensuring all staff are competent to carry out their tasks and to provide adequate training
- the prevention of incidents, accidents and cases of work related ill health to the extent possible
- the review and revision of this policy as necessary at regular intervals, or at least on an annual basis
- providing sufficient resources to fulfil the requirements of this policy

5. Risk Assessments

5.1 See separate Risk Assessment policy and pupil specific risk assessments are referred to in the Behaviour Management policy

6. Accidents & Incidents

Reducing Risks

6.1 Jigsaw School aims to reduce the risk of accidents by:

- Undertaking risk assessments for as many foreseeable risks as possible thereby identifying hazards and seeking to reduce or eliminate the risk to the extent practical given the likelihood and consequences of the risk.
- Ensuring that the premises are regularly checked and used properly
- Training staff and, as to the extent possible, the pupils to be aware of hazards and to identify and report hazards and risks.
- Encouraging staff and pupils to care about their environment and their colleagues.

- Appointing appropriately trained and experienced staff to oversee all health and safety matters
- 6.2 All accidents, incidents and near misses will be recorded and reviewed to identify any actions that can be taken to prevent the accident/incident recurring .
- 6.3 The Facilities Manager, Medical Administrator, Designated Safeguard Lead and Deputy Headteacher review incident and accident logs to ensure these have been completed accurately and monitor first aid use and patterns. Accident/injury trends are reported regularly to the full School Management Team and the Governors.

Requirements for recording incidents:

- 6.4 All accidents and incidents will be recorded in accordance with the Accident & Incident Flowchart.
- 6.5 Jigsaw School as an employer will comply with its duties under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995 (amended 2012) to report certain serious injuries, diseases, and dangerous occurrences directly to the Health and Safety Executive (see Section 6.x).
- Any work-related injury, either physical or mental, which results in unfitness for work for more than seven days, is also reportable to the HSE
- 6.6 The Facilities Manager and / or Health & Safety Consultant must be informed promptly of all accidents, incidences or injuries so that the RIDDOR guidelines can be met.

Serious injury or death and how to deal with these events

- 6.7 Jigsaw School will notify Ofsted and the relevant local child protection/safeguarding children agencies of any serious accident or injury to, serious illness of, or death of, any child whilst in their care, and act on any advice given.
- 6.9 Where appropriate Jigsaw School will notify the HSE in accordance with the requirements of RIDDOR regulations.
- 6.10 If the injury is deemed significant the Trust's insurers will be notified and HR will liaise with any staff involved or affected by the accident/incident to ensure their wellbeing is supported and that they are fit for work.

7. First Aid

- 7.1 The school has a separate First Aid policy which outlines the procedures and responsibilities. The policy can be found on the school's website and on the Jigsaw Home Page.

8. Medication

Medication for pupils

- 8.1 The school has a separate policy for the management and administering of pupil medication. The policy is available on the school's website and for staff on the Jigsaw Home Page.

Staff Medication

- 8.2 Staff bringing their own medication into Jigsaw School must store this securely in their personal lockers, locked pedestal drawer if the member has a dedicated office or in an envelope clearly marked with their name in the site's Medication Cabinet.
- 8.3 Staff must not carry medication on their person whilst onsite at Jigsaw School unless it is a prescribed emergency medication e.g. a nebuliser or auto injector, and has been authorised in advance by a member of the School Management Team and a specific risk assessment has been completed for the member of staff.
- 8.4 When taking medication during the day, staff must use the Staff Room, Wellbeing Rooms or Office to ensure privacy and to reduce the risk of exposing their medication to pupils.

9. Hygiene & Infectious Disease Control

- 9.1 Jigsaw School promotes a high standard of health and hygiene in its day-to-day work with pupils. All classes are supplied with sanitising wipes which they are encouraged to use throughout the day. A member of the Facilities Team is available to support all reactive cleaning incidents and Deep Cleans and Sanitisation of classroom and other facilities can be arranged out of hours as necessary.
- 9.2 Routine cleaning of premises is undertaken by an external contractor who is responsible for maintaining their own compliance with all relevant Health & Safety legislation and requirements.
- 9.3 To prevent the spread of infection, staff should observe the Hygiene and Infectious Disease Control Procedures. This can be found on the Policies Home Drive under the Health and Safety section.
- 9.4 Jigsaw School will observe current legislation and good practice regarding food hygiene, and all teaching staff as part of their probation targets complete Food Hygiene & Allergen Training.

10. Equipment

- 10.1 Equipment and machinery should be maintained in accordance with the manufacturer's instructions and checked in accordance with agreed maintenance schedules or at least annually.
- 10.2 New equipment will be checked prior to purchasing to ensure it meets appropriate standards and is suitable for purpose in accordance procurement procedures.
- 10.3 All equipment should be stored appropriately and where relevant in secure storage labelled with the appropriate hazard signage.

Electrical equipment

- 10.4 All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely any damaged cables or plugs should be reported immediately to the Facilities Team.
- 10.5 All electrical equipment must be bought through the Procurement procedures to ensure this meets relevant standards.

- 10.6 Depending on the identified risk pupils or volunteers may be supervised when using electrical appliances.
- 10.7 Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- 10.8 All electrical equipment will be subject to an annual portable appliance test (PAT) undertaken by a competent person
- 10.9 Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment should only be undertaken by a competent person

Gym equipment

- 10.10 A Personal Trainer is required to induct staff supervising pupils who use the gym equipment in the usage of the machines. This induction is of similar standard to induction at a leisure centre setting and should be refreshed on an annual basis.
- 10.11 Staff have responsibility for ensuring that equipment is set up safely and guide pupils in safe and appropriate use.
- 10.12 Any concerns about the condition of the equipment, flooring or other concerns should be reported to the Facilities Manager.
- 10.13 The gym equipment is serviced on an annual basis
- 10.14 Gym rules will be on display

Playground Equipment

- 10.15 Whilst there is no legal requirement to provide playground inspection and maintenance programmes there is a legal and moral responsibility to care for the children using the site.
- 10.16 The playgrounds are visually inspected by the Facilities team everyday to ensure the equipment and the play areas are safe and free from litter and hazardous plants.
- 10.17 Every week the playground equipment, pathways and fences are checked over in more detail checkings for vandalism and wear and tear.
- 10.18 An annual inspection is carried out by a specialist, independent inspector who look for any signs of vandalism, minor and major wear, any longer-term structural problems, changes in Standard Compliance, risk assessment and **design** practice etc.
- 10.19 On a day to day basis any concerns with regards to the playgrounds should be reported to the Facilities Manager.

Display screen equipment

- 10.20 All staff who use computers daily as a significant part of their normal work should undertake a display screen equipment (DSE) assessment on a regular basis. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time. DSE Assessments should be reviewed and reassessed when changes occur for example a change of task, a change of workstation or equipment or a change in the user's circumstances.

- 10.21 Staff identified as DSE users are entitled to a specific eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use)

11. Maintenance & Repair

- 11.1 The Facilities Department has day-to-day responsibility for minor maintenance and repairs. Routine checks are in place that include buildings, ancillary equipment and vehicles.
- 11.2 Staff should report any faults with equipment or unsafe areas to Facilities who will respond, as soon as practical, to all reported incidents and where immediate repair is not possible the area will be made safe or secured.
- 11.3 Routine statutory and on-going major maintenance will be scheduled as appropriate.
- 11.4 Where works require the use of external contractors this will be authorised by the Facilities Manager and the Site Access and Security Policy requirements observed.
- 11.5 Works subject to 'Permit to Work' e.g., Hot Works require the issue of a permit from the Facilities Manager or Health & Safety Consultant.

12. Sharps & Blades

- 12.1 Sharps, blades, needles, scissors and syringes present a potential health and safety risk to pupils, staff and others on Jigsaw School premises and are kept out of reach of pupils unless otherwise determined by the Individual pupil Risk Assessment. Staff should comply with the 'Procedures for the use of Sharps by pupils'. Jigsaw School has a duty to ensure that every effort is made for the safe management of sharps, blades, needles and syringes and that procedures are in place to assist in the prevention of needle stick injuries.
- 12.2 Jigsaw School has a duty to ensure all staff are aware of the potential risk of infection should they receive an injury when attempting to handle certain hazardous items. All discovered sharps, blades, needles and syringes will be removed to a secure place prior to disposal. Disposal is carried out by a licensed contractor.

13. Safe Handling and Use of Substances (COSHH)

General

- 13.1 The Facilities Manager and/or the Health and Safety Consultant are responsible for identifying all substances that are potentially hazardous and that require a COSHH assessment and ensuring that such assessments are held.
- 13.2 Hazardous substances, materials, chemicals and cleaning liquids are only to be supplied by the Trust's nominated suppliers.
- 13.3 COSHH Assessments as appropriate or when a new COSHH product is used onsite, whichever is soonest.
- 13.4 A Material Safety Data (MSDS) sheet are saved on the Facilities drive.
- 13.5 Details of Hazardous substances in use at Jigsaw, their storage and the control measures are held in the COSHH File saved on the Jigsaw Home Drive.

- 13.6 When using a hazardous substance staff must ensure that adequate precautions are taken in accordance with the relevant COSHH assessment.
- 13.7 Staff must never attempt to use a hazardous substance unless adequately trained.
- 13.8 All hazardous substances are to be stored in the appropriate secure storage when not in use.
- 13.9 All hazardous substances, including bodily fluids and medication should be handled and disposed of safely using the appropriate procedures.

Asbestos

- 13.10 All Jigsaw School buildings have been certified as free from asbestos by an approved surveyor, however the asbestos survey is available from the reception team for all contractors to reference
- 13.11 Any item suspected of containing asbestos must be reported immediately to Facilities
- 13.12 Any intrusive work (e.g., removal of ceilings) may uncover unidentified ACM's and a pre-work Refurbishment and Demolition Survey by an authorised surveyor may be required before any such work is commenced. Any person (including Contractors) uncovering any material (e.g., pipe insulation, floor tiles) which cannot be definitively identified as not containing ACM, must cease work immediately and report this to the Facilities Manager.
- 13.13 If required, an Asbestos Management Plan will be completed, notified to relevant staff and made available to any contractors working onsite.
- 13.14 All members of the Facilities Team and the Director of Education will undertake Asbestos Awareness training and preferably training should be refreshed every 24 months.

Legionella

- 13.15 A legionella risk assessment is in place and reviewed annually. The Facilities Manager is responsible for ensuring that the identified operational controls are in place.
- 13.16 The risks from legionella are mitigated by:
 - Regular Temperature checks covering both hot and cold taps
 - Stored hot water should be no less than 60°C and therefore flow at no less than 60°C from the water heater with a return temperature back to the water heater achieving at least 50°C; TMV's fitted to all water delivery points in pupil areas
 - All cold-water supplied via mains
 - Biannual water sampling
- 13.17 The Facilities Manager and the Facilities Team will undertake regular training as appropriate

14. Personal Security

- 14.1 Staff working offsite must take the following precautions:
 - notify their destination to their line manager;

- contact their line manager on arrival, and notify when leaving, if appropriate;
- laptops, mobile phones or other valuables should not be carried in a manner that may draw attention.

14.2 Reference should be made to the Lone Working Policy for further information

15. Manual Handling

15.1 Manual handling is the movement of a load (both inanimate objects and people) by means of bodily force which includes lifting, supporting, carrying, putting down, pushing and pulling. All Staff are required to carry out Manual Handling training as part of their induction.

15.2 If an individual considers that to lift an item could result in injury or exacerbate an existing condition, they should seek assistance.

15.3 Jigsaw School has a duty under the Manual Handling Regulations 1998 to reduce the risk of manual handling injuries and provide guidance on the measures that should be taken to ensure safe lifting and carrying by staff.

15.4 Jigsaw School seeks to reduce manual handling risk to staff by undertaking risk assessments, having in place lifting aids and a workplace environment that has been ergonomically designed in addition to providing appropriate training.

15.5 Jigsaw staff are not trained in Manual handling of People and must therefore not move or handle pupils.

16. Lifting Operations & Lifting Equipment (LOLER)

16.1 All equipment identified as being used for 'lifting' within the Lifting Operations & Lifting Equipment Regulations are subject to regular checks and maintenance ('Thorough Examination').

16.2 Records of Thorough Examination are maintained by the Facilities Manager.

17. Working at Height

17.1 Staff members should only undertake work at height if they have received appropriate training.

17.2 Appropriate Work at Height risk assessments are undertaken and reviewed regularly and suitable work equipment is provided and regularly maintained.

18. Traffic Movements

18.1 All pupils arrive on site either by taxi or transported by parents/carers. No pupils arrive on foot or by public transport.

18.2 Areas around Jigsaw School premises are subject to traffic controls by other vehicles using Dunsfold Park and a speed limit of 5 miles per hour applies when driving towards and past the school.

18.3 The arrival and departure of pupils is closely supervised by staff and all vehicles are required to adhere to strict procedures.

18.4 Designated parking areas are provided for staff and visitors.

19. Provision & Use of Work Equipment (PUWER)

19.1 The Facilities Manager is responsible for identifying all equipment requiring maintenance and for ensuring maintenance procedures are drawn up.

19.2 The Facilities Manger is responsible for ensuring that all identified maintenance is implemented and recorded and that all equipment requiring external testing and certification is tested according to regulation and a record kept.

19.3 Any problems found with plant/equipment should be reported to Facilities Department.

19.4 Confirmation will be sought from the Facilities Manager that any new plant/equipment meets health & safety standards prior to purchase.

20. Noise

20.1 Noise has been described as unwanted sound, which may be distracting, annoying or cause physical damage to an individual (e.g. temporary or permanent hearing damage) and excessive noise levels can create a negative learning environment

20.2 Any member of staff detecting a potential problem should report this immediately to the Facilities Manager to enable noise readings to be undertaken. If the noise reading is below the first action value of 80dB(A) this should be recorded. No further action is required other than to ensure that there are no changes to the area, process or activity, or to take action if changes arise.

20.3 If the noise reading is above the first action value of 80dB(A), Jigsaw will continue monitoring to determine if the reading remains at this level consistently and if so, will make changes to reduce the noise level.

20.3 Work activities or processes where there is likely to be risk from noise exposure will be assessed by a competent person. The findings of the assessment will inform any action required.

20.4 An assessment will also be required where noise becomes intrusive for the majority of the working day, for example where a vacuum cleaner runs continuously throughout the day, or where employees have to raise their voices to hold a normal conversation when 2m away from each other

20.5 In many cases noise measurements will not be necessary and sufficient information regarding noise emissions may be obtained from equipment manufacturers and suppliers.

21. Personal Protective Equipment (PPE)

21.1. Where PPE is identified as a last resort (control measure) in a risk assessment the equipment selected should be appropriate for the task so as to ensure that it will provide

adequate protection and must be compatible with other equipment in use. The assessment will be reviewed if there is significant variation in the activity.

- 21.2 All PPE must be maintained in good working order, and any defect reported immediately to the relevant Supervisor, Facilities Manager or Health and Safety Consultant for repair or replacement.
- 21.3 Suitable arrangements will be put in place for the storage, cleaning and replacement of PPE.

22. Responsibilities as Client /Contractors under CDM 2023

- 22.1 The Trust will plan, manage and monitor construction work under their control to ensure that this is carried out without risk to health and safety so far as is reasonably practicable.
- 22.2 For projects involving more than one contractor, the Trust will co-ordinate their activities with others in the project team, and in particular, comply with directions given by the Principal Designer or Principal Contractor (as such terms are defined under CDM 2023).
- 22.3 Where the Trust are the only contractor on site, the Trust must take into account the principles of prevention, estimate the time required to complete the project and draw up the construction phase plan.
- 22.4 Where it is not possible to avoid identified hazards, the Trust will provide information in relation to the residual risk to the Principal Contractor or Principal Designer.
- 22.5 The Trust will:
- Appoint contractors with the appropriate skills, expertise and experience to undertake the relevant work.
 - Promote safe working methods by providing detailed information and instruction to all employees and consult them about matters that affect their health, safety and welfare.
 - Provide adequate information, as required, to the relevant parties to ensure the correct implementation of designs, in particular where design changes affect the risk environment on the site.
 - Comply with any directions given by the Principal Designer or Principal Contractor.
 - Comply with any obligations under the Construction Phase Plan.
 - Provide site induction (if not already provided by the Principal Contractor)
 - Prevent unauthorised access to site.
 - Provide welfare facilities for those working on the site (if not already provided by the Principal Contractor).

23. Contractors

- 23.1 All contractors will be assessed prior to engagement and their work monitored to ensure safe working practices and competency of workmanship.

23.2 Contractors will agree their Health and Safety practices with the Facilities Manager (or nominated deputy) before work starts.

23.3 Before the commencement of works, contractors will ensure they have watched the Contractor Induction video and in addition provide evidence that they have suitably assessed the risks associated with the planned works.

23.4 Please refer to the Site Access and Security Policy. For further information

24. Smoking

24.1 Jigsaw School has a no smoking policy at all sites including e-cigarettes, other than within the designated outside smoking areas.

24.2 Please refer to the to the Smoke Free Policy for further information.

25. Driving

25.1 Reference should be made to the Driving Policy

26. Fire Safety

26.1 All staff are expected to abide by the Fire Safety Policy, Fire Safety Procedures and Fire Risk Assessments.

27. Health and Wellbeing and Stress Management

27.1 Jigsaw School is committed to ensuring that incidents of work-related ill- health are minimised and to implementing a positive culture of encouraging good health and wellbeing and will follow the principles of the HSE guidance “Managing the causes of work-related stress”

27.2 The HR Team, the Staff Voice Group and Mental Health First Aid Team collaborate on initiatives to encourage and support this commitment

27.3 Please refer to the Staff Wellbeing Policy for further information regarding the support available to staff.

28. New and Expectant Mothers

28.1 Jigsaw School will take all reasonable steps to safeguard the health, safety and welfare of women of childbearing age, new and expectant mothers, and of their unborn children.

28.2 Jigsaw School will assess the risks and implement the appropriate control measures where reasonably practicable, which may include a change in duties for expectant mothers.

28.3 Please refer to the Maternity Policy for further information

29. Site Security & Access

29.1 Reference should be made to Site Security & Access Policy

30. Lone Working

30.1 Staff working on their own in any Jigsaw School premise should ensure that external doors are secured, and regular telephone contact is made with their Line Manager.

30.2 Please refer to the Lone Working Policy for further information

31. Pupil Off-site Visits

31.1 Please refer to the Learning Outside the Classroom and Educational Visits Policy for further information

32. Implementation

Distribution

32.1 This policy will be publically available on the Jigsaw School website and visible to all staff via the Jigsaw common drive.

Training & Information

32.2 All new staff receive Induction training which includes a health and safety induction provided by the Facilities Manager or Health & Safety Consultant covering:

- employer's legal responsibilities and duty of care
- employees' legal responsibilities (to themselves and others, and co-operation with their employer)
- the significant risks identified from the risk assessments and control measures
- key health and safety staff
- the health and safety policy statement, organisation and arrangements
- fire procedures
- emergency arrangements
- accident, ill-health and other incident reporting arrangements
- first aid arrangements

32.3 Staff will receive regular Health and Safety Training, at least annually. This will be arranged and monitored by the Facilities Manager and relevant training records kept.

32.4 The Health and Safety Law poster is displayed at every Jigsaw School site, together with a copy of the insurance, liability, health & safety certificates and other relevant Health & Safety related information.

32.5 Health and safety advice is available from Line Management, the Facilities Manager and/or Health & Safety Consultant.

32.6 Staff will receive specific training as appropriate in respect of their role for example:

- Minibus Driving
- Managing Challenging Behaviour
- First Aid
- Medication Awareness, Management and Administration
- Safeguarding Children and Young Adults

- Fire Warden and Fire Awareness
- Undertaking Risk Assessments
- COSHH
- Working at Heights
- Gym Equipment Induction
- Food Allergies Awareness
- Food Hygiene and Safety
- Manual Handling
- Stress Management
- Investigating Accident & Incident

Consultation with Employees

- 32.7 Consultation with employees on matters affecting their health and safety will be provided by the Facilities Manager and Health & Safety Consultant via the Health and Safety Committee.
- 32.8 The Health and Safety Committee meets at least three times per year and includes representatives from each of the Trust's business areas. The minutes from the meetings are made available for all staff.

Quality Monitoring

- 32.9 To ensure safe working practices, daily inspections of the workplace and spot checks are undertaken, and near-misses, accidents and cases of work-related ill health are investigated.
- 32.10 Line Managers, the Facilities Manager and/or the Health & Safety Consultant are responsible for investigating accidents and work-related absence with support from the HR Team as appropriate, and for acting on investigation findings to prevent a recurrence as far as practically possible.

Roles & Responsibilities

- 32.11 The School Governors have responsibility for the oversight of health and safety matters and will:
- Hold the Director of Education to account for matters related to health and safety and compliance with the Health and Safety Policy
 - Receive a termly Health and Safety report to include details of any RIDDOR reportable accidents or incidents, summary data on accidents and incidents and any trends, progress against any health and safety targets
 - Review the Health and Safety policy at least annually
- 32.12 The Director of Education is responsible for the day to day running of Jigsaw School, and is responsible for:
- Promoting a positive, open health & safety culture

- Ensuring that all staff understand and fulfil their responsibilities to ensure a safe working and learning environment and compliance with the Health & Safety Policy
- Ensuring that staff receive appropriate health and safety instruction and training
- Ensuring that sufficient resources are allocated to meet Health and Safety obligations
- Ensuring that there is a designated space for medical examination and treatment and the care of any staff or pupils who become unwell
- Ensuring that risk assessments are reviewed regularly

32.13 The School Senior Management Team will support the Director of Education in meeting health and safety obligations by:

- Ensuring that risk assessments adequately reflect the risks posed and are reviewed regularly
- Provide good example, guidance and support to staff on health & safety matters
- Maintain awareness of any new advances as regards to health & safety matters for schools
- Monitor incidents (including First Aid), accidents, and any facility issues
- Undertake investigations into accidents and incidents and liaise with relevant parties and make recommendations to avoid recurrence to the extent possible
- Meet regularly with the Health & Safety Consultant / Facilities Manager to ensure any health & safety and facilities issues are dealt with in a timely manner

32.14 The Facilities Manager with assistance from the Health and Safety Consultant is responsible for the day to day maintenance of facilities and the management of health and safety matters. The Facilities Manager will:

- Ensure that any work that has health & safety implications is appropriately prioritised
- Report any concerns and unresolved hazards in school to the School Management Team
- Ensure that all work under their control is undertaken in a safe manner
- Seek advice from other organisations and professionals such as Health & Safety Executive, safety advisers etc. as and when necessary
- Work closely with the School Management team to devise and implement safety procedures
- Ensure that any contractors on site are competent in health & safety matters and are made aware of any relevant risk assessments and / or hazards
- Ensure that daily health and safety checks of the facilities are undertaken, and any matters identified notified to relevant staff and rectified in a timely manner

- Ensure that facilities and cleaning staff are aware of safe working practices, especially regarding reporting hazards, the use of hazardous substances and manual handling
- Ensure that weekly fire alarm test and regular fire drills are undertaken
- Ensure that health & safety records, including incident, accident reporting, and logs are completed, kept securely and reviewed regularly, any trends identified and appropriate action taken
- Ensure that risk assessments are completed for activities on and off Jigsaw School site and that Local Authority and DfE guidance is followed for all trips and visits
- Prepare termly reports on health & safety and facilities issues to be presented to the Governors by the Director of Education
- Maintain awareness of any changes or developments within health and safety legislation or best practice and ensure that these are incorporated within the Health and Safety Policy as appropriate
- Ensure that the Health and Safety Policy and relevant procedures are reviewed at least annually

32.15 All Staff should:

- Be familiar with the Health and Safety Policy and all safety procedures
- Comply with the school's health & safety arrangements
- Take reasonable care for their own health and safety and that of others who may be affected by their actions
- Leave classrooms, communal areas, offices and playgrounds in a reasonably tidy and safe condition
- Supervise pupils and advise them on how to use equipment safely
- Make regular safety inspections of their areas of work and report practices, equipment or physical conditions that may be hazardous to their line manager and or the Health and Safety Manager
- Follow incident, accident and health & safety reporting procedures
- Only use equipment they are competent to use
- Follow safety instructions when using any equipment, dangerous substance or safety device
- Take and active interest in promoting health and safety and suggest ways of reducing risks
- Contribute to and highlight any gaps in the school's risk assessments.

32.16 All pupils, volunteers and visitors to Jigsaw School will be expected to take reasonable care for their own health and safety and that of others who may be affected by their actions.

33. Policy Review

- 33.1 This policy will be updated as necessary to reflect best practice and to ensure compliance with any changes or amendments to relevant legislation.
- 33.2 This policy was last reviewed in August 2024.

34. Version History

No.	Date	Amendment
1.1		
1.2	Feb 20	16.1 Manual Handling changes made for clarification 33 inserted section relating to pupil off site visits Updated policy and procedures locations
1.3	Jul 20	Appendices 2-5 added, separate documents
1.4	Feb 21	Amended to remain aligned with Trust Policy.
1.5	Mar 21	Updated to mirror Trust policy. Terminology and language tightened.
2.1	May 2022	Updated to reflect current practice
2.2	May 2023	Updated to reflect current practice and terminology
3.1	August 2024	Full policy review, updated to reflect current practice

35. Related Legislation & Guidance

Document	Location
Health & Safety at Work Act 1974	http://www.legislation.gov.uk/ukpga/1974/37/data.pdf
Employers' Health and Safety Policy Statements (Exception) Regulations 1975	http://www.legislation.gov.uk/uksi/1975/1584/made
Safety Representatives and Safety Committees Regulations 1977	http://www.legislation.gov.uk/uksi/1977/500/pdfs/uksi_19770500_en.pdf
Health and Safety (Consultation with Employees) Regulations 1996	http://www.legislation.gov.uk/uksi/1996/1513/made
Management of Health & Safety at Work Regulations 1999	http://www.legislation.gov.uk/uksi/1999/3242/pdfs/uksi_19993242_en.pdf
Education (School Premises) Regulations 1999	https://www.legislation.gov.uk/uksi/1999/2/pdfs/uksi_19990002_en.pdf
School Premises (England) Regulations 2012	http://www.legislation.gov.uk/uksi/2012/1943/pdfs/uksi_20121943_en.pdf
The Occupiers' Liability Act 1984	http://www.legislation.gov.uk/ukpga/1984/3/pdfs/ukpga_19840003_en.pdf
Manual Handling Regulations 1998	https://www.hse.gov.uk/pubns/indg143.pdf
Lifting Operations and Lifting Equipment Regulations 1998	http://www.legislation.gov.uk/uksi/1998/2307/made
Display Screen Equipment Regulations (1992)	http://www.legislation.gov.uk/uksi/1992/2792/made
Provision and Use of Work Equipment Regulations (1998)	http://www.legislation.gov.uk/uksi/1998/2306/made
Managing for Health & Safety (HSE) (HSG65)	https://www.hse.gov.uk/pUbns/priced/hsg65.pdf

36. Related Internal Documentation

Document	Electronic Copy Location
Fire Policy & Procedures	Common / MyJigsaw / Policies / School / Safeguarding, Child Protection, H&S
Safeguarding Children and Child Protection Policy	Common / MyJigsaw / Policies / School / Safeguarding, Child Protection, H&S
Risk Assessment Policy	Common / MyJigsaw / Policies / School / Safeguarding, Child Protection, H&S
Educational Visits Policy	Common / MyJigsaw / Policies / School / Operations
Behaviour Management Policy	Common / MyJigsaw / Policies / School / Operations
Accident and Incident Reporting Procedures	Operations / PAWS / Policies / Jigsaw School / Health & Safety / Procedures
First Aid Procedures	Operations / PAWS / Policies / Jigsaw School / Health & Safety / Procedures
Home to School Transport for Pupils Policy	Common / MyJigsaw / Policies / School / Operations
Emergency Procedures	Operations / PAWS / Policies / Jigsaw School / Health & Safety / Procedures
Sharps & Knives Procedures	Operations / PAWS / Policies / Jigsaw School / Health & Safety / Procedures
Site Security & Access Policy	Common / MyJigsaw / Policies / Trust / Operations
Driving Policy	Common / MyJigsaw / Policies / School / Operations
Smoke Free Policy	Common / MyJigsaw / Policies / Trust / HR
Managing & Administering Medication for Pupils Policy	Common / MyJigsaw / Policies / School / Safeguarding, Child Protection, H&S
Supporting Pupils with Long Term Medical Conditions Policy	Common / MyJigsaw / Policies / School / Operations
Hygiene and Infectious Diseases Procedures	
Lone Working Policy	Common / MyJigsaw / Policies / Trust / HR
Maternity Policy	Common / MyJigsaw / Policies / Trust / HR
Induction Policy	Common / MyJigsaw / Policies / Trust / HR
First aid policy	Operations / PAWS / Policies / Jigsaw School / Health & Safety