



Health, Safety and Welfare Policy

Policy Creation & Review

Author(s)	Sue Ferguson
Last review date	June 2024 <i>(expanded communicable diseases section)</i>
Ratified by Governing Body	June 2024
Previous review date	June 2023 <i>(removed COVID addendum & updated accident reporting)</i> June 2022 June 2021 September 2020 <i>(full update including legislation, specific facilities elements & COVID addendum)</i> January 2018 <i>(reference to other sites made more specific, reference to training entitlement, duplicated information removed)</i> October 2016 October 2014 June 2013
Next Review Date	June 2025

Please note that this policy also pertains to practise in our BaRD provision and Little Ellies Childcare. Therefore the term 'school' is used to cover all of these provisions.

Ellen Wilkinson Primary School

HEALTH AND SAFETY POLICY

1. Aims

Our school aims to:

- Provide and maintain a safe and healthy environment
- Act in accordance with the London Borough of Newham adopted a statement of policy on Health and Safety at work, which it issued to school (Health and Safety Management System File 1, SP005). Under the Fair Funding arrangements, the Authority retains the statutory duties as the employer of staff in community and voluntary controlled schools under the Health and Safety at Work Act 1974.
- Establish and maintain safe working procedures amongst staff, pupils and all visitors to the school site
- Have robust procedures in place in case of emergencies
- Ensure that the premises and equipment are maintained safely, and are regularly inspected

2. Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

[The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings

[The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees

[The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training

[The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health

[The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept

[The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test

[The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register

[The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff

[The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

The school follows [national guidance published by Public Health England](#) when responding to infection control issues.

Sections of this policy are also based on the [statutory framework for the Early Years Foundation Stage](#).

3. Roles and responsibilities

3.1 The Local Authority and Governing Body

London Borough of Newham (LBN) has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.2 The Governing Body

The governing board has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to the Headteacher.

The governing board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises.

The governing board as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Ensure that adequate health and safety training is provided
- Ensure that the school maintains, monitors and reviews Health and Safety policy and procedures when necessary amends it and the appropriate organisation, arrangements and procedures.

3.3 Headteacher

The headteacher is responsible for health and safety day-to-day. This involves:

- Implementing the health and safety policy
- Ensure that accredited safety representatives are consulted on relevant Health, Safety and welfare matters affecting employees they represent.
- Ensuring there is enough staff to safely supervise pupils
- Ensuring that the school building and premises are safe and regularly inspected
- Providing adequate training for school staff
- Reporting to the governing board on health and safety matters
- Ensuring appropriate evacuation procedures are in place and regular fire drills are held
- Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- Ensuring all risk assessments are completed and reviewed
- Monitoring cleaning contracts, and ensuring cleaners are appropriately trained and have access to personal protective equipment, where necessary
- Liaise with all partners to ensure Health & Safety & welfare procedures meets the needs of all 3 provisions (school, Little Ellies & Children's Centre)

In the headteacher's absence, the Deputy Headteacher assumes the above day-to-day health and safety responsibilities.

3.4 Health and safety leads

The nominated health and safety leads are Sue Ferguson (Headteacher) Janice Owen-Amadasun (Acting Headteacher), Janice Conner (Finance & Facilities Manager), Simon Sutton (Premises Manager), Sheleena Laskar (Little Ellies) & Naomi Ferron-Barnet (Children's Centre)

3.4.1 Little Ellies Manager Responsibilities

- To ensure staff have received appropriate training and follow agreed health & safety policy and procedures including logging of any minor accidents, incidents, near misses, assaults that have been reported and logged over the period by the provider.
- To fully investigate the above where appropriate and take remedial action required in consultation with the school
- To undertake and implement written risk assessments as required

Our risk assessment process covers adults and children and includes:

- Checking for and noting hazards and risks indoors and outside, and in our premises and for activities;
- Assessing the level of risk and who might be affected;
- Deciding which areas need attention;
- Developing an action plan that specifies the action required, the time-scales for action
- Establishing a person responsible for the action and any funding required.

3.4.2 Responsibilities of Children's Centre Managers

- To ensure staff have received appropriate training and follow agreed health & safety policy and procedures including logging of any minor accidents, incidents, near misses, assaults that have been reported and logged over the period by the provider.
- To fully investigate the above where appropriate and take remedial action required in consultation with the school
- To undertake and implement written risk assessments as required
- To fully investigate the above where appropriate and take remedial action required in consultation with the school.
- To undertake written risk assessments as required.

3.4 Staff

Responsibility on a day to day basis for Health and Safety is delegated to all staff including members of Little Ellies staff as indicated in the Council's Policy on Health and Safety at Work. Staff have a duty to take care of pupils in the same way that a prudent parent would do so.

Staff will:

- Familiarise themselves with Health and Safety Policy information and advice provided by the Council, School and Little Ellies as appropriate and take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- Cooperate with the school on health and safety matters including safety representatives and those with supervisory responsibility for implementing this policy
- Work in accordance with training and instructions
- Identify and take action on hazards either to remove them or reduce them to an acceptable level and report these Health and Safety issues to the appropriate person in accordance with the arrangements made.
- Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- Ensure that all accidents are reported and recorded in accordance with the Council's procedures.
- Model safe and hygienic practice for pupils
- To ensure that all accidents are reported and recorded in accordance with the Council's procedures.
- Understand emergency evacuation procedures and feel confident in implementing them

3.5 Pupils and parents

Pupils and parents are responsible for following the school's health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff.

3.6 Contractors

Contractors will agree health and safety practices with the headteacher before starting work. Before work begins the contractor will provide evidence that they have completed an adequate risk assessment of all their planned work.

Specific Aspects

4. Accredited Safety Representatives

Under the regulations on Safety Representatives, which became operative on 1st October 1978 recognised trade unions can appoint Safety Representatives

They are entitled to: -

- a) Investigate potential hazards and to examine causes of accidents.
- b) Investigate employee complaints
- c) Make representations to the employer on matters arising out of (a) and (b)
- d) Make representations to the employer on general matters affecting the health, safety and welfare at work of employees.
- e) Carry out inspections of the workplace
- f) Represent employees in consultations with the employer and with Inspectors of the Health and Safety/ Executive (HSE)

These functions are described in more detail in the Council's Statements of Policy on Health and Safety at Work

5. Site security

The Finance & Facilities Manager & Premises Manager are responsible for the security of the school site in and out of school hours. They are responsible for visual inspections of the site, and for the intruder and fire alarm systems.

Simon Sutton & Jan Conner are key holders and will respond to an emergency (if notified by Newham Security). Members of the SLT & the Cleaner in Charge are also key holders and will respond in the absence of the previous staff.

6. Evacuation Arrangements

- Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices. Fire risk assessment of the premises will be reviewed regularly.
- Emergency evacuations are practised at least once a term.
- The fire alarm is a loud continuous siren
- Fire alarm testing will take place once a week usually Thursday @ 8 am
- New staff will be trained in fire safety and all staff and pupils will be made aware of any new fire risks.
- The evacuation drill is held a minimum of once a term and at least annually for any lettings
- The site supervisor must check all call points located within the building on a weekly basis in accordance with the premises manager handbook and report and rectify faults accordingly.
- The school is responsible for ensuring that all fire frightening equipment is inspected annually and updated as appropriate via the borough SLA.
- Staff must familiarise themselves with all emergency procedures.

6.1 Fire

In the event of a fire:

- The alarm will be raised immediately by whoever discovers the fire and emergency services contacted. Evacuation procedures will also begin immediately
- Fire extinguishers may be used by staff only, and only then if staff are trained in how to operate them and are confident they can use them without putting themselves or others at risk
- Staff and pupils will congregate at the assembly points. These are clearly marked and there is signage in every room to support this
- Class teachers will take a register of pupils, which will then be checked against the attendance register of that day
- The Office Manager will take a register of all staff
- Staff and pupils will remain outside the building until the emergency services say it is safe to re-enter
- The school will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

6.2 During other periods of occupation

- The Little Ellies Nursery Manager &/or Children's Centre Manager or other authorised person must direct the Fire Brigade on arrival to the scene of the fire and report if persons remain in the building.
- At all other times the site supervisor and/or Facilities Manager will direct the Fire Brigade on arrival to the scene of the fire and report if persons remain in the building (Ellen Wilkinson site only)

6.3 Bomb Threat/Serious Incident/Critical incidents

In the event of the above please refer to the Newham Guidance. This is available on the Google Drive/Critical Incident Critical incidents File (the one with the red sticker)

Evacuation locations are: The Globe or St Marks for all children within the premises (Ellen Wilkinson school pupils and staff, Little Ellies children and staff, Children Centre families and staff)

See Emergency Evacuation & Fire policies for further information

7. COSHH

Schools are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

Control of substances hazardous to health (COSHH) risk assessments are completed by the Premises and/or Finance & Facilities Manager and circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information. These are kept locked in cleaners cupboards which are clearly labelled.

Any hazardous products are disposed of in accordance with specific disposal procedures.

Emergency procedures, including procedures for dealing with spillages, are displayed near where hazardous products are stored and in areas where they are routinely used.

7.1 Gas safety

- Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer
- Gas pipework, appliances and flues are regularly maintained
- All rooms with gas appliances are checked to ensure that they have adequate ventilation

7.2 Legionella

- Water risk assessments are completed by the Premises Manager. They are also responsible for ensuring that the identified operational controls are conducted and recorded in the school's water log book
- This risk assessment will be reviewed every [frequency] and when significant changes have occurred to the water system and/or building footprint
- The risks from legionella are mitigated by the following: temperature checks, flushing through the system, heating of water, disinfection of showers, etc.]

7.3 Asbestos

- Staff are briefed on the hazards of asbestos, the location of any asbestos in the school and the action to take if they suspect they have disturbed it
- Arrangements are in place to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work

- Contractors will be advised that if they discover material which they suspect could be asbestos, they will stop work immediately until the area is declared safe
- A record is kept of the location of asbestos that has been found on the school site

8. Equipment

- All equipment and machinery is maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place
- When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards
- All equipment is stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

8.1 Electrical equipment

- All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely
- Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them
- Any potential hazards will be reported to the Premises Manager immediately
- Permanently installed electrical equipment is connected through a dedicated isolator switch and adequately earthed
- Only trained staff members can check plugs
- Where necessary a portable appliance test (PAT) will be carried out by a competent person
- All isolators switches are clearly marked to identify their machine
- Electrical apparatus and connections will not be touched by wet hands and will only be used in dry conditions
- Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment is only carried out by a competent person

8.2 PE equipment

- Pupils are taught how to carry out and set up PE equipment safely and efficiently. Staff check that equipment is set up safely
- Any concerns about the condition of the gym floor or other apparatus will be reported to the Premises Manager & the Wellbeing Lead

8.3 Display screen equipment

- All staff who use computers daily as a significant part of their normal work have a display screen equipment (DSE) assessment carried out. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time
- Staff identified as DSE users are entitled to an 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)

8.4 Specialist equipment

- Parents are responsible for the maintenance and safety of their children's wheelchairs. In school, staff promote the responsible use of wheelchairs.

9. Lone working

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties
- Site cleaning duties
- Working in a single occupancy office

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed then the task will be postponed until other staff members are available.

If lone working is to be undertaken, a colleague, friend or family member will be informed about where the member of staff is and when they are likely to return.

The lone worker will ensure that they are medically fit to work alone. Please see risk assessment for further information.

10. Working at height

We will ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work.

In addition:

- The Premises Manager retains ladders for working at height
- Pupils are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before working at height, staff are expected to conduct a visual inspection of equipment used to ensure its safety
- Only members of staff who have attended 'Working at Heights' training may use the tall steps and in doing so must ensure that the measures identified in the risk assessment are strictly adhered to.
- Access to high levels, such as roofs, is only permitted by trained persons
- See risk assessment for further details

11. Manual handling

- It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.
- The school will ensure that proper equipment is available in school, and that staff are trained in how to use them safely.
- Staff and pupils are expected to use the following basic manual handling procedure:
 - Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
 - Take the more direct route that is clear from obstruction and is as flat as possible
 - Ensure the area where you plan to offload the load is clear
 - When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

12. Off-site visits

When taking pupils off the school premises, we will ensure that:

- Risk assessments will be completed where off-site visits and activities require them
- All off-site visits are appropriately staffed
- Staff will take a school mobile phone, a portable first aid kit, information about the specific medical needs of pupils along with the parents' contact details
- For trips and visits with pupils in the Early Years Foundation Stage, there will always be at least one first aider with a current paediatric first aid certificate
- For other trips, there will always be at least one first aider on schools trips and visits
- See School Visits policy for further details

13. Lettings

This policy applies to lettings. Those who hire any aspect of the school site or any facilities will be made aware of the content of the school's health and safety policy, and will have responsibility for complying with it.

14. Violence at work

We believe that staff should not be in any danger at work, and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/headteacher immediately. This applies to violence from pupils, visitors or other staff.

Please see Personal & Site Security Policy for further details.

15. Smoking

Smoking is not permitted anywhere on the school premises.

16. Sun Safety

It is important to ensure that children and staff are protected from skin damage caused by the harmful ultra – violet rays in sunlight. In order to do this the following must be followed:

- Children and adults are encouraged to wear clothes that provide good sun protection, and use sunscreens where appropriate. This includes wearing appropriate sun hats.
- The school will not administer sun creams without parental agreement. Parents and pupils will be encouraged to bring in sun creams when appropriate.
- Outdoor activities will be scheduled where possible at times other than the middle of the day when the sun's rays are most harmful.
- Areas of shade will be provided whenever possible, and people encouraged to use them during breaks, lunch – hours, sports and trips. An inside area will be made available for children to come completely out of the sun on the hottest days.
- Sunbathing is discouraged.
- Regular reminders sent to children, staff and parents about sun safety through newsletters, posters, parents meetings, and activities for pupils.

17. Infection prevention and control

We follow national guidance published by Public Health England when responding to infection control issues and in line with Newahm's policies in this area. We will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable.

17.1 Hand Washing

- Wash hands with liquid soap and warm water, and dry with paper towels
- Always wash hands after using the toilet, before eating or handling food, and after handling animals
- Cover all cuts and abrasions with waterproof dressings

17.2 Coughing and sneezing

- Cover mouth and nose with a tissue
- Wash hands after using or disposing of tissues
- Spitting is unacceptable

17.3 Personal protective equipment

- Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
- Wear goggles if there is a risk of splashing to the face
- Use the correct personal protective equipment when handling cleaning chemicals

17.4 Cleaning of the environment

- Clean the environment frequently and thoroughly
- Primary schools may want to use the following statement instead of the above.
- Clean the environment, including toys and equipment, frequently and thoroughly

17.5 Cleaning of blood and body fluid spillages

- Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
- When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface
- Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below
- Make spillage kits available for blood spills

17.6 Laundry

- Wash laundry in a separate dedicated facility
- Wash soiled linen separately and at the hottest wash the fabric will tolerate
- Wear personal protective clothing when handling soiled linen
- Bag children's soiled clothing to be sent home, never rinse by hand

17.7 Clinical waste

- Always segregate domestic and clinical waste, in accordance with local policy
- Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins
- Remove clinical waste with a registered waste contractor
- Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection

17.8 Animals

- Wash hands before and after handling any animals
- Keep animals' living quarters clean and away from food areas
- Dispose of animal waste regularly, and keep litter boxes away from pupils
- Supervise pupils when playing with animals
- Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet

17.9 Pupils vulnerable to infection

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carer will be informed promptly and further medical advice sought. We will advise these children to have additional immunisations, for example for pneumococcal and influenza.

17.10 Communicable Diseases

In the case of potentially communicable diseases the DFE & PHA latest advice will be followed using the links below

- [What infections are, how they are transmitted and those at higher risk of infection - GOV.UK](#)
- [Managing specific infectious diseases: A to Z - GOV.UK](#)
- [Managing outbreaks and incidents - GOV.UK](#)
- [Preventing and controlling infections - GOV.UK](#)
- [Children and young people settings: tools and resources - GOV.UK](#)
- [Specific settings and populations: additional health protection considerations - GOV.UK](#)
- [Guidance on infection control in schools and other childcare settings](#)

Posters with key information are also displayed in the medical room

17.11 Exclusion periods for infectious diseases

The school will follow recommended exclusion periods outlined by Public Health England, and Newham's policies and procedures. In the event of an epidemic/pandemic, we will follow advice from Public Health England about the appropriate course of action.

18. New and expectant mothers

- Risk assessments will be carried out whenever any employee or pupil notifies the school that they are pregnant.
- Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:
- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal care and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly

19. Occupational stress

We are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment.

Systems are in place within the school for responding to individual concerns and monitoring staff workloads.

The Staff Information Handbook has further details and contacts in this regards

20. Accident reporting

21.1 Accident records

- Accidents to children are logged on Medical Tracker by the first aider who deals with it , which is also copied to the parents
- In addition a Local Authority accident form is completed if external medical attention is needed.
- The LA form is completed for any adult or visitor who has an accident onsite (adult or child).
- As much detail as possible will be supplied when reporting an accident
- Analysis of injuries and accidents is reviewed termly to identify any patterns of incidents that may need further investigation/action
- Records held will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of

21.2 Reporting to the Health and Safety Executive

The Finance & Facilities Manager will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The online system will send these to the Local Authority who will advise the school on reporting these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries. These are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding)
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days
- Where an accident leads to someone being taken to hospital
- Where something happens that does not result in an injury, but could have done
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
 - An electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here:

How to make a RIDDOR report – <http://www.hse.gov.uk/riddor/report>

21.3 Notifying parents

Parents in EWPS will receive an email with details of any accident or injury sustained by a pupil and any first aid treatment given, on the same day, or as soon as reasonably practicable.

Parents in Little Ellies will be informed by the key worker and will need to sign the accident log to show this has taken place

21.4 Reporting child protection agencies

The Headteacher will notify Newham MASH of any serious accident or injury to, or the death of, a pupil in the Early Years Foundation Stage while in the school's care.

See Early Help, Safeguarding & Child Protection Policy for further details

21.5 Reporting to Ofsted

The Childcare Manager and/or the Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil in Little Ellies while in the provision's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

22. Training

Our staff are provided with health and safety training as part of their induction process.

- Certain posts and responsibilities may require further specific Health and Safety training such as COSHH, manual handling etc. This should be agreed as part of induction arrangements.
- Staff may also be required to undertake further training such as fire warden and first aid training relative to their role and responsibilities to support the creation of a safe working environment for themselves and other users.
- All training certificates must be given to the main office so that copies can be taken for personnel files and to ensure that training is refreshed at the appropriate time.
- Any member of staff can request further H&S training related to their role at any point, this request should be made to their line manager.

23. Monitoring

This policy will be reviewed by the Headteacher every year. At every review, the policy will be approved by approved by the Governor's Finance & Premises Committee and in the case of major updates by the full Governing Body

24. Links with other policies

This health and safety policy links to the following policies and procedures:

- First Aid Policy, Protocols & Risk Assessment
- Risk assessment
- Medical Needs, Asthma & Allergens
- Intimate Care
- Accessibility plan
- Personal and Site Security
- Emergency Evacuation & Fire
- Infectious & Communicable Diseases
- Staff General Information Handbook

25. Whistleblowing

Please refer to the whistle blowing policy which provides protection for workers when disclosing information which may be regarded as confidential.