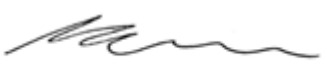


Health & Safety Policy

This policy is effective in all academies within the Learning without Limits Academy Trust

- Associated Policies:
- Child Protection and Safeguarding Policy
 - Code of Conduct
 - GDPR Policies and Guidance
 - Complaints Policy
 - Whistleblowing Policy
 - Disciplinary Policy
 - Employee Absence Management Policy
 - Safe Recruitment Policy
 - Acceptable Use Agreements; Staff and Students

Version	Created	Ratified	Review Date
2.0	June 2020	July	

Ratification and Adoption of Policy by the Trust			
Signed	Name	Role	Date
	Miranda Cannon	Chair of the Trustee Board	06/07/2020

1. Aims of this policy

1.1. LwLAT aims to

- x Provide and maintain a safe and healthy environment
- x Establish and maintain safe working procedures amongst staff, pupils and all visitors to our academy sites
- x Have robust procedures in place in case of emergencies
- x Ensure that our premises and equipment are maintained safely, and are regularly inspected

2. Scope of this policy

2.1. This policy applies to all the academies within the Trust and to all the staff, pupils and visitors at each academy.

2.2. This policy covers generic Trust-wide health and safety procedures only

2.3. Each academy has their own policies, procedures and risk assessments which take into account the particular context of each academy. A copy of these will be added as appendices to this policy.

3. Purpose of this policy

3.1. Our purpose is to achieve the highest standards of health, and welfare consistent with the responsibilities under the Health and Safety at Work Act 1974 and other statutory and common law duties.

3.2. The Trust is committed to developing a culture that is not risk averse but understands that risks must be effectively managed to e

- x Following the Trust's health and safety advice, on site and offsite, and for reporting any health and safety incidents to a member of staff.
- x Advising the school regarding pupils' medical conditions

4.6. Contractors

4.6.1.

10. Equipment

10.1. General equipment

10.1.1. All equipment and machinery is maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place

10.1.2. When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards

10.1.3. .

13. Manual Handling

- 13.1. 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.
- 13.2. Theacademywill ensure that proper mechanical aids and lifting equipmentare available in academy and that staff are trained in how to use them safely.
- 13.3. Staff and pupils are expected to use the following basic manual handling procedure:
x P Td 219DC q 2

- 17.1. We believe that staff should not be in any danger work, and will not tolerate violent or threatening behaviour towards our staff.
- 17.2. All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/Principal immediately. This applies to violence from pupils, visitors or other staff.

18. Smoking

- 18.1. Smoking is not permitted anywhere on trust or academy premises.

19. Infection Prevention and Control

19.1. Guidance

- 19.1.1. We follow national guidance published by Public Health England and the NHS when responding to infection control issues. In the case of a global pandemic we follow guidance published by the WHO Health Organisation. We will encourage staff and pupils to follow good hygiene practice, outlined below, where applicable.

- 19.1.2. Operational Risk Assessments will be carried out and reviewed regularly, as necessary.

19.2. Handwashing

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

19.3. Coughing and sneezing

- x Cover mouth and nose with a tissue or use the crook of your elbow.
- x Wash hands after using and disposing of tissues.

19.4. Personal protective equipment

- x 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)
- x Wear goggles or a face shield if there is a risk of splashing or contamination with blood/body fluids

20.2. Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- x 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
- x If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- x Slapped cheek disease (parvovirus B19) is a common viral infection that causes a red, itchy rash on the face and body. It is usually mild and self-limiting, but can be serious in pregnant women. Pregnant women should avoid contact with children who have the infection. Pregnant women should report exposure to antenatal carer and GP immediately to ensure investigation

22.2.1. RIDDOR guidance explains ‘employers’ must report incidents. The responsibility for recording and reporting accidents has been delegated to the Principal, in line with the scheme of delegation

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22.2.3. The Principal will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

22.2.4. Reportable injuries, at the principal's discretion

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