Health and Safety – our arrangements

Part 2: Organisation and responsibilities, and arrangements

Introduction

Schools where Norfolk County Council is the employer are encompassed under the NCC Health and Safety Policy (P611a), and NCC Health and safety organisation and responsibilities policy (P611).

This model document seeks to demonstrate how the employer implements its stated legal obligations (the health and safety policy / and arrangements), from the higher organisational level to the local delegated decision making and the arrangements implemented at a school.

The following responsibilities have been assigned at our school:

The Governing Body

Responsible for ensuring that suitable local organisational arrangements are in place for the management and control of health and safety within the school. We will ensure that:

- A written commitments statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils, and those we work with
- Local responsibilities for health, safety and welfare are allocated to specific people, and those people are informed of these responsibilities
- A lead governor for health and safety is nominated
- People have sufficient experience, knowledge, resource and training to perform the tasks required of them
- Clear procedures are utilised which assess the risk from hazards, identify controls and produce safe systems of work that are communicated clearly to everyone who needs to follow them
- Sufficient resources are allocated to maintain a safe and healthy work environment, and operate safe systems of work
- Health and safety performance is monitored and reported, and targets for improvement are set
- The school's health and safety arrangements are reviewed annually

© 2017 Norfolk County Council

- School staff are consulted on health and safety matters through arrangements agreed with the represented unions or other employee representatives

- School premises are maintained to ensure that associated safety risks are sufficiently controlled

- Our local management of health, safety and well-being considers the needs of anyone with a protected characteristic under the Equalities Act

Lead Governor for Health and Safety
The Lead Governor for health and safety has the following responsibilities:

- To be fully and visibly committed to the Our Commitments statement document - for health and safety

- To scrutinise and review local health, safety and well-being performance

- To provide support and challenge to the Headteacher and the Governing Body in fulfilling their respective local health and safety responsibilities

- To ensure that suitable risk assessments of the premises and working practices are carried out, documented and reviewed

The Headteacher
Responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with.

They will:
Be fully committed to the Governing Body 'Our Commitments', ensuring that a positive health and safety culture is demonstrated and promoted through their leadership.

Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to manage the health, safety and well-being risks to staff and any other people who may be affected by the school's activities.

- Monitor and review health and safety performance through:

- Undertaking health and safety inspections of work areas/practices in line with relevant policy / Safe systems of work
- Setting local health and safety targets and objectives through appraisals and other supervisory reviews
- Reviewing and learning from incidents.
- Monitoring local contracted work under their control for compliance

© 2017 Norfolk County Council

- Ensure that the management of health, safety and well-being in the areas under their control considers the needs of anyone with a protected characteristic under the Equalities Act

- Develop adequate local safe systems of work and procedures and ensure that they are implemented and monitored

- Ensure prompt action is taken to resolve any situations that may adversely affect the health, safety and well-being of staff or other people

- Ensure that they undertake all relevant training and staff are given adequate information, instruction, training, resource, and supervision to carry out their duties, paying particular attention to new/inexperienced staff and trainees

- Ensure that all plant and work equipment provided is appropriately selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests, examinations and maintenance.

- Ensure that accidents and incidents (including near misses and instances of abusive and violent behaviour) are reported and investigated, and the findings acted upon without delay

- Ensure information that may assist nominated safety representatives is provided to them

- When commissioning work through partners and contractors, ensure that they are selected and managed in line with statutory requirements and the relevant procurement and contract management processes

- Ensure that they seek timely assistance and advice where expert help is required from the NCC Health, Safety and Well-being team

- Report to the Governing Body at least annually on the school's health, safety and well-being performance

Health and Safety Coordinator/Premises Manager (Headteacher)
The Health and Safety Coordinator (or equivalent) has the following responsibilities:

- To coordinate and manage the local risk assessment process for the school

- To coordinate local performance monitoring processes

- To make provision for the inspection and maintenance of local work equipment

© 2017 Norfolk County Council

- To manage / assist in the keeping of records of all health and safety activities including management of the building fabric and building services in liaison with the school's appointed general property maintenance contractor and other contractors.

- To advise the Headteacher of situations or activities which are potentially hazardous to the health, safety and well-being of staff, pupils and visitors.

- To ensure that staff are adequately instructed in health, safety and well-being matters about their specific workplace and the school generally.

Teaching and support staff holding positions of special responsibility
This includes Deputy Headteacher

They have the following responsibilities:

- Apply the school's Health and Safety - Our Commitments statement, and the relevant health, safety and well-being Codes of Practice / guidance to their own department or area of work and be directly responsible to the Headteacher for the application of the health and safety procedures and arrangements

- Carry out regular health, safety and well-being risk assessments / review of the activities for which they are responsible

- Ensure that relevant staff are familiar with the health, safety and well-being requirements for their area of work

- Resolve health, safety and well-being issues that staff refer to them, or refer to the Headteacher any matters for which they cannot achieve a satisfactory solution with the resources available

- Carry out regular inspections of their areas of responsibility to ensure that equipment, and activities are safe and record these inspections

- Ensure the provision of sufficient information, instruction, training, resource and supervision to enable other staff and pupils to avoid hazards and contribute positively to their own health, safety and well-being

- Investigate any incidents that occur within their area of responsibility

Teachers
Teachers are expected to:

© 2017 Norfolk County Council

- Exercise safe and effective supervision of their pupils, to know the related procedures, e.g., fire, first aid, control measures within lessons, and other emergencies and to implement them

- Follow the health, safety and well-being measures in their own teaching areas as described in the relevant procedures

- Give clear oral and written instructions and warnings to pupils when necessary
- Follow safe working procedures

- Require the use of appropriate protective clothing and machinery guards etc., where necessary

- Make recommendations to their Headteacher or manager regarding equipment needs and improvements to the site, plant, tools, equipment or machinery

- Integrate all relevant aspects of health, safety and well-being into the teaching process

- Report all accidents, defects, dangerous occurrences and near misses to their manager

Employee Consultation/Safety Representatives
The Governing Body believe that consulting employees on health, safety and well-being matters is important in creating and maintaining a safe and healthy working environment.

Safety representatives of trade unions recognised by Norfolk County Council will be consulted on all matters of health, safety and well-being that may affect staff and on the provision of related information and training. Non-union staff will also be consulted directly or via their nominated Safety Representatives.

Before making any decisions, which could have health, safety and well-being consequences for staff, the governing body will inform safety representatives about the proposed course of action and give them an opportunity to express their views and support the development.

All Staff
All staff have individual responsibility to take reasonable care for the health, safety and well-being of themselves and for others who may be affected by their acts or omissions. They must:

- Always comply with the school's health and safety - Our Commitments statement, and related procedures

© 2017 Norfolk County Council

- Co-operate with managers in complying with relevant health, safety and well-being systems of work and procedures

- Use all work equipment and substances in accordance with appropriate instruction, training and information received

- Wear, use, store, maintain and replace personal protective equipment as appropriate
- Not intentionally misuse anything provided in the interests of health, safety and welfare

- Take part in and contribute to health, safety and well-being inspections, risk assessments etc. as appropriate

- Report all accidents (personal injury and vehicle), ill health, incidents of abusive and violent behaviour, near misses, hazardous situations, general health and safety concerns, defective equipment or premises

- Attend all training relevant to their role

Pupils
Pupils, allowing for their age and aptitude, are expected to be coached and supervised where appropriate, in the following:

- Taking personal responsibility for the health and safety of themselves and others

- Observe all the health and safety requirements of the school and in particular the instructions of staff / supervision

- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety

- The school should also seek to engage with carers or parents as appropriate to support safe and healthy behaviours.

Specific arrangements for health and safety

The following arrangements have been adopted to ensure compliance with the Governing Body's - Our Commitments.

The following areas of activity should have named people allocated for that task following guidance and templates available on InfoSpace.

Lead Governor for Health and Safety

© 2017 Norfolk County Council

The lead governor with responsibility for scrutiny of health and safety performance is Antonio Baiao.

Incident management will be the overall responsibility of: Headteacher
First aid risk assessment and management of provision is the responsibility of: Headteacher

Risk Assessment
Risk Assessment of work-related activities, site safety, infection control and security will be coordinated by Headteacher. They will be responsible for ensuring the actions required are implemented.

Fire Safety
A fire plan, fire risk assessment, and associated evacuation plans will be carried out and developed for the premises (including fire drills) by Headteacher. SENDCo will plan PEEP in consultation with the Headteacher

Manual Handling
Manual handling risk assessments will be carried out by Headteacher and SENDCo.

Computers and Workstations
Computer and workstation risk assessments (Display Screen Equipment- DSE) will be carried out by Headteacher.

Home Working
Assessment of the risks of staff working from home will be carried out by Headteacher.

Hazardous Substances
Headteacher will identify hazardous substances, and ensure that the appropriate assessments are available and implemented.

Behaviour Management
Assessment of the risks of abusive / violent behaviour (voluntary / involuntary) to staff / others will be carried out by SENDCo with Headteacher and Teachers. This assessment cross-refers to the school's behaviour policy and should consider behaviour related risks.

Lone Working
Assessment of the risks of lone working staff will be carried out by Headteacher.

Risk Assessment of Curriculum Activities
Risk Assessments for curriculum activities will be carried out by relevant Subject Leads.

© 2017 Norfolk County Council

School Caretaking and Site Management
Assessment of the risks to contractors (including Construction related activities - CDM) and others working at the site will be assessed by Headteacher. This should include consideration of all activities including working at height, potential 'hot works' and maintenance activities.

Driving for Work
Assessment of the risks of driving for business will be carried out by Headteacher.

Cash Handling
Assessment of the risks of handling cash will be carried out by Headteacher with Secretary.

Health and Well-being
Assessment of the risks relating mental health, new and expectant mothers, infection control, individual health factors and well-being will be carried out by Headteacher or by utilising support available through the Health, Safety and Well-being team.

Consultation with Employees
Union appointed safety representatives are N/A.

Consultation with employees not represented by a union is provided through briefings, consultations, support from HR.

Safe Plant and Equipment

Plant and equipment***** will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Governing Body.

*****Plant and equipment likely to need formal inspection and maintenance in a school premises includes:

Hot and cold-water services (legionella)
Condition monitoring of identified asbestos containing materials
Boilers and heating plant
Fire safety equipment
Electrical installations
Portable electrical equipment (PAT testing)
Catering equipment (appliances)
Gas installations and appliances
Lifting equipment
Local exhaust ventilation (LEV) equipment
Outdoor play equipment
Door closers / seals / Glazing and finger guards
PE equipment

© 2017 Norfolk County Council

Technology workshop equipment
Ventilation and air extraction systems
Swimming pool plant
Management of Radiation Sources

Routine local testing of emergency lighting, fire alarm call points, flushing of infrequently used water outlets and monthly water temperature monitoring will be carried out by the contractors or the Headteacher or Secretarial Assistant.

Any problems or defects relating to plant and equipment should be reported to the admin team, entered into the defects book and called through to NPS helpdesk or a contractor appointed to repair.

Information, Instruction and Training
Headteacher is responsible for all training.
Training may be face to face, eLearning modules, etc

Information and Advice
A Health and Safety Law Poster is displayed or the equivalent leaflet is available at each school. Health and safety advice is available from the headteacher/health and safety coordinator or by contacting NCC HSW team at healthandsafety@norfolk.gov.uk

Induction
Health and safety induction will be provided for all new employees and for work experience placement students by Headteacher.

Health and Safety Training
The Health, Safety and Well-being information on InfoSpace provides a framework for compliance. Anyone involved in the management of health, safety and well-being is required to be competent in their role. The law recognises that knowledge, skills and experience are very important in meeting competence requirements. In most cases, however, training will also be required to complete a person's competence, particularly in relation to following local Norfolk County Council procedures and practices.

In addition to individual knowledge, skills and experience, the training below is recommended to achieve competence in the role, as stated in this policy.

- Health and Safety Leadership for Headteachers and Managers
- Safe Management of Premises – General
- Safe Management of Premises – Asbestos
- Safe Management of Premises – Fire
- Risk Assessment – essential risk management
- Health and Safety Awareness for Governors (e-learning, via GovernorHub)

© 2017 Norfolk County Council

All training courses will need to be attended once every three years unless the relevant code of practice states otherwise.

Curriculum/subject specific health and safety training
The NCC curriculum risk assessment document is used for learning activities.

Occupational Risks

- First Aid at Work and Emergency First Aid at Work
- Paediatric First Aid (for schools with children up to age 5)
- Moving and Handling People (provided by Norfolk Community Health and Care occupational therapy team)
- NCC Musculoskeletal Injuries Rehabilitation Service Referral training (provided by IPRS)
- Personal safety (tutor led)
- Norfolk Steps Step on or Step Up training

Site Management
Where relevant (subject to identified roles / responsibilities):

- Safe Management of Premises – General
- Safe Management of Premises – Asbestos
- Safe Management of Premises – Fire
- Risk Assessment – essential risk management
- Schools with swimming pools: Pool Plant Operators Certificate (Institute of Swimming): N/A
- Basic Tree Survey and Inspection (LANTRA): N/A

Health and Well-being

- Well-being Facilitators (or equivalent): Headteacher. Well-being Team.

Minibuses

- Norfolk County Council Minibus driver assessment: N/A

NCC Health and Safety e-Learning Courses
The courses below can be found via Norfolk Services for Schools. Current e-Learning courses available:

- Health and Safety and Fire Prevention Awareness
- Display Screen Equipment

© 2017 Norfolk County Council

- Supporting Evac Chair Users with Dignity
- Personal Safety
- Driving Safely for Work
- Understanding Mental Health

Training Records and Training Needs Identification
Health and safety training records are held by: Headteacher

Training needs will be identified, arranged and monitored by: Headteacher

Reporting and Investigation

All accidents, near misses and cases of work-related ill health involving employees (or non-employees where the injury is potentially caused by a deficiency in activity, equipment or premises) must be recorded.

In NCC schools **this should be made via the NCC OSHEN**s online incident reporting system. Deputy Headteacher records incidents.

Minor injuries to non-employees where first aid (only) is given will be reported on the First Aid Record of Treatment form (or equivalent).

Headteacher will investigate all incidents and act on findings to prevent a recurrence.

First Aid
First aid box/es is/are kept at: School Office, Medical Room, in classes.

The following staff are available to provide first aid: Anna Ward, Sian Greenwood, Lilly Sore, Abi Palmer, Stu Hillman, Helen Spencer Smith, Sue Bateman, Katherine Hopwood-Cann, Stephen Berry, Kelly Lockley, Amy Thorogood,

Supporting Pupils with Medical Conditions
Prescribed medication will be administered to pupils following guidance and documentation on Norfolk Schools.

Anna Ward and Lisa Foulger are responsible for management of administration of medicines to pupils.

Selection and Management of Contractors
Contractors and construction projects are selected, approved and managed by Headteacher and Governing Body. Contractors are appointed to fulfil compliancy servicing through BMP6

Management of Asbestos
The asbestos register and asbestos management plan are held at: School Office, and managed by: Headteacher

© 2017 Norfolk County Council

Educational Visits

Educational visits, including residential visits and any school-led adventure activities, will be organised following guidance produced by the Outdoor Education Advisers Panel and adopted by Norfolk County Council.

Occupational Health

Access to occupational health services is via NCC HR

Emergency Procedures – Fire and Evacuation

Escape routes are checked by: Headteacher - daily. All staff know escape routes must be kept clear.

Fire extinguishers are maintained and checked by: BMP6 contract – Churches Fire

Alarms are tested by: BMP6 contract – The Alarm Company

Emergency evacuation procedures will be tested once every term.

Monitoring

Routine inspections of the premises to ensure safe premises and working practices are followed will be carried out by Headteacher and Deputy Headteacher
Inspections of individual curriculum equipment and activities and work areas will be carried out by relevant Subject Leads or nominated staff.

Review of Policy

This document will be reviewed at least annually.

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. For these arrangements to be effective, employees throughout the school must play their part in creating and sustaining a positive health and safety culture and must take responsibility for their own well-being with the encouragement and support of their managers.

Name of Chair of Governors: Revd Lyn Marsh

Date: 23/09/25

Name of Headteacher: Jeannette Chaney

Date: 07/09/2025

Review date: September 2026

© 2017 Norfolk County Council