

Ewyas Harold Primary School



Health and Safety Policy Sept 2025

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Rationale

Our school is the working environment for many groups of individuals and plays host to many others. It is important, therefore, that a safe environment is established in which children and adults can work together with confidence. It is the responsibility of the Headteacher and Governing Body to ensure this is the case.

In order to promote this we must all take responsibility for being vigilant and be aware of possible risks. Children and adults should be encouraged to look out for themselves and one another and share any concerns they may have swiftly and appropriately.

We must also, however, be aware of the need to keep a balance between security and safety and the maintenance of a comfortable, welcoming learning environment. This policy aims to address and provide guidance on this balance, identifying individual and group responsibilities.

Aims

- 1) To provide a safe, secure and healthy working environment for staff and children.
- 2) To encourage everyone to take responsibility for being vigilant and to be aware of possible risks whilst also feeling confident and comfortable within their environment.

Objectives

- 1) Be vigilant around the school's premises for intruders finding a balance between challenge and confrontational behaviour.
- 2) Ensure there is sufficient information, instruction and supervision to enable all people and pupils to avoid hazards and to contribute to their own safety and health at work.
- 3) Maintain electrical equipment to an appropriate standard and ensure a safe environment for handling, storing and transporting items.
- 4) Administer appropriate procedures according to fire regulations.
- 5) Have procedures in place for the safe administration of medicines and for dealing with accidents and illness.
- 6) Have a procedure in place for reporting faulty equipment and near misses.
- 7) Maintain regular checks of the building and safety and security.
- 8) Be aware of the pressures on teaching staff and the possible effects which stress may have.
- 9) Give guidance on lone working and personal safety.
- 10) Lay down procedures to use if there is an accident.
- 11) Give guidance on the use of images.
- 12) Inform about what should be done in a case of emergency.

Informing people of this policy

This health and safety policy is kept electronically in Common Staff Drive for staff and on GovernorHub for governors. It is also available on the school website. All members of staff are made aware of the policy and know how to locate it.

New members of staff receive health and safety information as part of the induction policy.

It is the responsibility of the Headteacher to ensure that pupils are made aware of existing and new health and safety information.

Responsibilities of individual class teachers

The Health and Safety at Work Act 1974 requires governors and employees, according to their particular roles, to take the initiative on certain matters. The following list is a guide to the particular responsibilities that individuals have.

- a) Know the safety measures and arrangements to be adopted in their own working areas and ensure that they are applied
- b) Observe standards of dress consistent with safety and/ or hygiene and school policy
- c) Keep good standards of hygiene and cleanliness
- d) Know and apply the procedures in respect of emergencies
- e) Co-operate with other employees and the safety representative in promoting health and safety measures
- f) Report any hazard or breakage
- g) Follow health and safety instructions and use appropriate safety equipment and protective clothing
- h) Maintain safely tools and equipment
- i) Report any incidents or assaults
- j) Set a good example to the children in their care

- k) Supervise pupils and ensure that they know about emergency procedures and safety measures
- l) Ensure that pupils' bags, coats and belongings are safely stowed away
- m) Include all relevant aspects of safety in the curriculum according to the science and PSHE Curriculum.
- n) Make parents/ volunteers aware of safety procedures in the classroom/ work area
- o) Give clear instruction and warning as often as necessary
- p) Ensure that relevant risk assessments are completed and followed

Responsibilities of the Governing Body

- 1) Ensure the high profile of health and safety in relation to financial planning, personnel decisions and in-service training
- 2) Ensure that policies relating to health and safety are in place and updated regularly
- 3) Enable a member from the governing body to have a key monitoring role in relation to health and safety including a termly walk around the school building with the Health & Safety Officer and Headteacher as required
- 4) Approve as appropriate arrangements for residential trips according to LA guidelines using EVOLVE system
- 5) Ensure that safety standards for purchased goods and equipment are met and that items offered for sale by the school are safe
- 6) The governors recognise that it may on occasions be necessary to seek advice on specialist matters pertaining to health and safety and will consult the Health and Safety Co-ordinator of Herefordshire Council or such other persons as may be necessary.
- 7) The governors recognise the responsibilities to ensure that any significant risks arising from the work activities are assessed (as required under the Management of Health and Safety at Work Regulations 1992, the Control of Substances Hazardous to Health (COSHH) Regulations 1988, the Manual Handling Regulations 1992, and the Display Screen Equipment Regulations 1992)

Responsibilities of the Headteacher

- a) To ensure that the school meets as far as is reasonably practicable, the requirements of the health and safety legislation
- b) To regularly review the safety and security of the school building during an annual Governors' meeting
- c) To undertake risk assessments as and when required and review regularly
- d) To put into practice and monitor the procedures described in associated policies i.e. first aid, emergency, fire, reporting of defects
- e) To act upon referrals from employees
- f) To ensure staff and pupils comply with agreed procedures
- g) To record and inform relevant external agencies as and when appropriate
- h) To ensure access to this policy and other health and safety information as legally required
- i) Advise and inform the Governing Body as to health and safety practice, legislation and compliance
- j) To ensure that appropriate logs and records of incidents are completed and acted upon
- k) To ensure policies and employees are updated as to new legislation and guidance
- l) To ensure that employees have adequate training and information to enable them to act upon health and safety recommendations
- m) To ensure that temporary/ supply staff are informed of health and safety practice
- n) To meet with the health and safety representative of the school/governing body as required to discuss health and safety issues and 'walk the school'
- o) To report on any audits/ inspections to the governing body' and follow-up any necessary actions
- p) To ensure that procedures are in place to ensure the safety of contractors and hirers
- q) To make sure that fire drills are held at least once per term and cover a variety of situations including the blocking of an exit, a child not registering and lunchtime evacuation
- r) To ensure that escape routes are kept clear and monitor on a daily basis for hazards and emerging issues effecting the health and safety of staff, pupils and visitors, immediately acting with a view to the highest priority the safety of all on site
- s) Ensure adequate first aid cover is provided

Responsibilities of visitors

Regular visitors and other users of the schools will be required to observe the safety rules of the school. The Headteacher, or her representative, will ensure that visitors are informed of health and safety matters which may affect them during their visit.

Parents helping out in school will be made aware of the health and safety arrangements by the teacher who they are working with.

The Governing Body and Headteacher have agreed that the following procedures/ codes of practice shall be followed within the school:

Defects

1. Any members of staff finding a defect in the building, furniture or equipment will take steps to remove the hazard or ensure that the risk is minimised and report the details immediately to the Headteacher or admin staff
2. The Schools Administrator, in consultation with the Headteacher, if necessary, will take steps to have the defect rectified; by contacting an approved contractor
3. Any member of staff discarding a faulty or electrical item must inform the Schools Administrators who will remove this item from the Electrical Appliance Register. The caretaker will remove the item from school use and dispose of appropriately.

Accident reporting

All serious accidents that occur on the site should be recorded on a Herefordshire Council accident form and the details forwarded immediately or as soon as is possible. All minor accidents should be reported in the minor accident book. Where necessary, parents/ guardians or other persons should be notified of the accident. Please see First Aid policy and procedures.

If the accident is serious, the Headteacher should be informed immediately and action taken to ensure the location of the accident is still safe to use.

Electricity

Electrical appliances are tested annually. Registers are kept in the schools office itemising each appliance and details of tests carried out. Electrical items received or purchased by the school are recorded in the register by the Schools Administrator. All defective items are removed or repaired.

Staff should be vigilant for:

1. Damage to plugs and switches
2. Damage to leads
3. Incorrectly fitted connectors
4. Coloured insulation of the internal wires showing at plug or appliance
5. Damage to outer case of equipment
6. Signs of overheating
7. Signs of liquid spillage or entry of foreign materials, ventilation ports not blocked
8. The appliance being used for the purpose it was designed for

Access equipment

Staff are reminded that they should only use approved equipment to put up displays and access higher level shelving. Consideration should be given to the appropriate clothing and footwear necessary.

Risk assessments

Risk assessments must be completed whenever there is the possibility that a hazard or danger might be encountered as part of a school activity. A list of risk assessments and pro formas are kept in the administration file in the school office.

Staff should inform the Headteacher if they notice that any risk assessment appears dated or does not deal with the potential risks encountered. Expectant mothers are risk assessed separately, as are every off-site visit.

Manual handling

All members of staff should be aware of manual handling activities involved in their day-to-day activities i.e. the movement of bundles of paper, the reorganisation of classroom furniture, the carrying of books, the movement of audio/ visual equipment, the movement of steel pans and music equipment.

Children should not be required to move heavy objects and should only move awkward objects with appropriate supervision.

Staff are reminded about correct posture when lifting and carrying equipment. All staff should alert senior members of staff if they feel that an action they are involved with is having an effect on their physical health and well-being.

Educational visits

Off-site educational visits are an important part of school life. Children benefit enormously from the opportunity to experience residential visits and 'days out' at selected venues. However, it is crucial that these visits are prepared well in advance, that risk-assessments are completed and that parents, LA and school staff are involved in the preparation.

The Authorised Educational Visit Co-ordinator is the Administrator or Admin Assistant. The co-ordinator will help support the planning process of a school visit and will advise.

School staff must complete risk assessments for all visits/trips/events where children leave the school site – this includes venue as well as travel assessments.

Pre-site visits are always recommended in order that staff can feel sure about potential risks involved and prepare alternative arrangements in the case of inclement weather. Staff should also consult with colleagues who have previous experience of the venue or children involved.

All trip risk assessments must be sent to the EVC Lead person, who will then send them to the Headteacher for approval.

All residential visits need approval from the LA and governing body. Further details are included in our 'educational visits policy'.

PE equipment

PE equipment is inspected annually. The PE co-ordinator Sam Davies is responsible for overseeing this inspection and for keeping a weekly check of whether equipment is fit for purpose.

The PE policy outlines procedures for safe use of equipment. Careful consideration should be given to the use of apparatus. Staff should be particularly alert to the use of equipment with children with behavioural needs. It may be necessary for additional TA support to be given where there are concerns.

Use of the sports field

Before beginning any activity, staff should check the playing area to ensure that it is clear and ready for use. Let the Caretaker know if any concerns are identified.

Contractors and visitors

All contractors and visitors entering the premises are required to sign in and wear a visitors' badge. They are alerted to important health and safety information. In addition, contractors are advised there is low risk asbestos and where it is located; and then asked to sign to acknowledge that they have received this information.

Asbestos

An asbestos register is available and shown to contractors prior to work beginning. This should be signed to confirm. An asbestos risk assessment is available. Further information is contained in the LA asbestos policy.

Fire and lockdown drills

Fire and lockdown drills are held half termly and will on occasion include:

- the blocking of an exit
- the removal of a child to test effectiveness of register checks
- lunchtime drills

Responsibilities during fire drill

Headteacher/School Administrator	Supervision of evacuation Evaluation of procedures Training and guidance
School Administrator	Calling the fire brigade
Member of staff	Setting off and re-setting the alarm Recording time for evacuation and any relevant information following drill
Teachers (teaching assistant/ mid-day supervisor)	Roll call
School Administrator	Registers Checking visitors

Responsibilities for class teachers (or teaching assistants/ mid-day supervisors if class teachers not on site)

During the first day of school all class teachers should explain to children what the procedure is should the fire or lockdown bell sound. This should include information about:

- Exits to be used
- Assembly points

Action on discovering a fire or potential risk
 Keeping gangways clear
 Places of safety
 Procedures

Fire exit to be used – is the nearest available exit. Please also make a note of alternative exits should this one be blocked.

Assembly point

School playground; car park or field and front of school

The children will stand in registration groups. Where children have been in sets or working in other groups, they should return to their registration group for roll call.

Action on discovering a fire – children inform someone immediately and should never try to put a fire out themselves.

Keeping gangways clear – children should be reminded about hanging coats and bags out of the way

Reporting – registers will be taken out on to the playground by the School Administrator/Admin Assistant and then teachers should let the Administrator/Admin Assistant know that the classes are all present or if any child is missing.

The same procedure will be used in the event of another emergency where evacuation of the school building is needed. For further information see ‘Emergency procedure’ document.

Tests and checks

Weekly Caretaker / School Administrator / Admin Assistant	Test fire alarm systems and record – test alarm points on a rota
Monthly Caretaker / School Administrator / Admin Assistant	Check extinguishers are in the correct place.
Half termly / School Administrator / Admin Assistant / Headteacher	Fire and lockdown drill – on occasions to include the blocking of an exit, removal of a child and lunchtime evacuation
Annual Caretaker / School Administrator	Check emergency lighting and record in log and have checked
Annually	Test fire alarm system (Herefordshire Fire Protection Service) Annual inspection of fire extinguishers (Herefordshire Fire Protection Service)

Fire notices are contained in each room.

Lone working and personal security (Please refer to Lone Working Policy)

The LA, as a responsible employer, does not expect any employee to go into a dangerous situation for which he/ she is not prepared. If you think you may be exposing yourself to danger in entering a building or site you should not do so.

Key holders responding to an alarm

Please note:

- 1) Always assume an alarm is genuine
- 2) If possible, speak to anyone who has drawn your attention to the alarm or incident to find out if they have any information about what may be happening
- 3) Take a torch
- 4) Take a mobile phone
- 5) Look outside your own home before going out in case someone is watching you leave
- 6) Tell someone where you are going and how long you are likely to be

If police are attending the incident then wait for the police to arrive before entering the site.

If the police are not attending:

- 1) Never confront an intruder or approach or enter a building if you think an intruder may be in there.
- 2) Call the police and wait outside

- 3) Do not enter or approach a building on your own if you are concerned for your safety
- 4) Check from outside of the school and at a distance to see whether there are any signs of an intrusion
- 5) Check whether there are any unexpected vehicles in the area
- 6) Make sure you have a mobile phone to summon help if necessary

Staff working alone in the building

If you are working alone in the building or in an isolated situation, take the following precautions:

- 1) Tell somebody where you are and what time you will be home
- 2) Ensure that entrances are secure – ensure that the main entrance is locked and that you can get out of another door in case of an emergency without using a key
- 3) If you are the last member of staff to leave ensure that the door through which you leave locks behind you
- 4) If anyone suspicious attempts to enter the building or you see or hear anything suspicious contact the police using the telephone in the Head Teachers Office, main office or mobile phone
- 5) Always be alert when leaving the building

Leaving an empty building

- 1) Carry out locking up and security checks from the inside of the building wherever possible
- 2) Start the locking up process while there is still staff inside the building
- 3) Set all alarms
- 4) Always be on the alert when leaving an empty building in case someone is waiting for you to do so

In the event of trespassers

Where a person is not immediately recognised as having legitimate reason to be on the school grounds they should be politely asked if they need any help. Assuming the person seems to have a valid reason they should be directed towards the office where they will be asked to sign in and out and be given a visitor's badge.

If it emerges that the person has no right to be on school premises then they should be asked to leave by the nearest exit and observed until they do so and the Headteacher should be informed.

If an intruder refuses to leave, becomes abusive or seems to present a threat to the safety of others the police should be called without delay.

If you feel in anyway threatened do not approach but find a safe place and call the police. Don't try to physically remove trespassers from the site or engage in arguments with them. Make your point, withdraw and call the police.

In the event of a break in on site

Remember personal safety is far more important than the protection of property.

- 1) Ensure that if children are still on site any available barriers e.g. magnetised doors, are put into operation
- 2) Alert colleagues who should call emergency services and seek assistance
- 3) Monitor the intruders and check their progress

In the event of an abusive parent/ adult

Make sure any meeting with any adult whom you suspect may turn abusive is conducted in a room that can easily be monitored and with members of staff within easy reach. It may be appropriate to request that an additional member of staff meets with the parent depending upon circumstances.

Should a parent/ adult become abusive they should be asked to leave the premises in a calm and non-threatening way. It might be appropriate for a member of staff to alert the police should the adult refuse to leave or if their behaviour is causing concern in any way.

If any incident has occurred, an incident form should be completed and it may be necessary to inform the governors and/ or LA for further action to be taken. Make sure you attend to your own emotional needs following any incident and seek help and support if necessary. In the case of an employee support should be offered following an incident.

Head lice

Head lice are a community problem that can be a particularly sensitive area within schools. We respect the concern that parents voice when children in the same class as their own remain in school untreated. However, the responsibility for ridding children of lice rests with parents. We will do our best to ensure that steps are taken to deal with the problem as it occurs.

No one with head lice will be made to feel embarrassed by their identification. Staff will at all times be considerate as to the need for sensitivity.

If an outbreak of lice is reported, the parent of the infected child is contacted. Parents of all children in the class are sent a letter asking them to check their child's hair. If children are repeatedly seen with head lice, parents will be contacted by phone and asked to collect their child so that others are not infected. In extreme circumstances a referral to Social Care may be made.

INTERMITTENTLY – The school nurse will be asked to set up a 'drop-in' session for parents to provide advice on treating head lice. On occasions, promotional material is made available to the school and is distributed or advertised at the discretion of the Headteacher.

First Aid

Please see the board to the left of the staffroom door for a current list of qualified first aiders.

Although these people can be requested for advice and support during the school day, it is asked that discretion is used as to the frequency and timing of any interruptions to their normal school duties.

First Aid Equipment

The first aid boxes are kept in the following locations:

Dulas classroom, first aid area, staff room and school office

They contain only approved equipment. They also contain latex gloves, which must be used for first aid treatment, particularly if blood is present. This is to eliminate the risk of HIV virus infection.

For the supervising of an out-of-school visit there is a first aid kit available – staff must ensure that this is taken on a trip.

First Aid staff and Cathy Chesworth should check and replenish stocks as necessary.

PROCEDURES

In case of concern about the health of an individual the following precautions should be followed:

- 1) the child is sent to a qualified first aider
- 2) the injury/ concern is checked and an assessment made of the level of treatment needed
- 3) a decision will be communicated to the class teacher and or Headteacher as necessary
- 4) parents are informed when necessary

Levels of action include:

- 1) treatment on school premises for minor ailments/ accidents - Minor Accident Book
- 2) treatment on school premises with a letter sent home informing parents of the nature of the incident/ accident – Minor Accident Book
- 3) parents contacted immediately – Accident Book – LA informed if sufficiently serious
- 4) if parents are unavailable and the injury is considered to be sufficiently serious then removal to hospital – Accident Book – LA informed
- 5) if a very serious injury or there is any uncertainty about the level of severity an ambulance will be called immediately and parent informed

In each case every attempt should be made to:

- 1) check the injury to the best of our ability
- 2) inform the relevant people in the case of more serious incidents. This includes: the Headteacher, the parents, the LA if necessary
- 3) keep accurate records of the injury, events leading up to the injury and actions subsequently
- 4) err on the side of caution
- 5) consider the needs of the child as central to all actions

Medication

Our schools will take reasonable steps to store medicines and make them reasonably available to children. There are, however, no legal or contractual requirements for teachers to administer medication. Where staff cannot administer medication or in the event that a child cannot manage, parents are offered the facility of coming in to school. If this is not possible, first aid staff may volunteer to help. Any member of staff volunteering should have the necessary training made available.

The following points should be noted where children are administering their own medicine:

- 1) There should be written instructions on the medicine container or from parents or other competent authority to indicate when the medicine is to be taken and how much a normal dose constitutes. Licensed medicines (eg Ritalin) must be secured in locked containers within a locked medicine cabinet.

- 2) Medicines should be kept in the locked medicine cabinet. The only exception is where children need the medication with them as with inhalers.
- 3) Periodic checks should be made to ensure that no medicines have been left in the cupboard beyond the period of administration. Whenever possible no medication should be discarded in school but rather sent home in the same way they were originally brought to school.
- 4) All medicines should be clearly labelled with the child's name on both the outer and inner containers where appropriate.
- 5) Children should not remove their medicines from the offices when doses are being taken
- 6) Two members of staff should observe a child taking their medicine whenever possible and sign to record that this has taken place

Where a first aider has volunteered to administer medicine:

- 1) Consent should be obtained from parents
- 2) All medication given should be documented
- 3) Two members of staff should sign, whenever possible, to say they have given the dose

Near misses reporting

Near misses should be reported to the Headteacher or teacher in charge in their absence.

Smoking and vaping

To help ensure that we offer pupils, staff and visitors a safe, secure and healthy environment our school has adopted a no smoking or vaping policy, which covers the school, playgrounds, car park and playing fields.

Swimming lessons

The 'duty of care' is shared between the class teacher and swimming teacher whilst the pupils are on the poolside.

• Medical considerations

Children with colds, open wounds, sores should be excluded from the water if appropriate. School medical records should be checked carefully and any relevant medical disabilities reported in writing to the swimming teacher. Children with asthma – staff should ensure that they bring their inhaler.

• Supervision

Children should go to the toilet, blow their nose and have clean feet before going onto the poolside. Children and teachers should not chew anything during the lesson. There should be no outdoor footwear on the poolside.

Children are not allowed to run on the pool surrounds and teachers must not turn their back on the class and engage in conversation.

All children and teachers must understand the pool emergency procedure.

• Class size

It is not expected that there should be more than twenty learners per teacher at swimming.

• Poolside

The lifeguard is there to ensure the safety of all pool users and should not be unnecessarily distracted.

In the event of a rescue being effected all teachers should assume responsibility for removing their class from the water and take direction from the pool staff or Duty Manager.

• Emergency evacuation

The fire alarm is the signal to evacuate. Staff must evacuate the pool and assemble swimmers by the nearest fire exit. Under no circumstances should children be taken to the changing areas to collect their belongings. Teachers are responsible for ensuring their class is fully accounted for by taking a register.

• All parents...

- will be asked for permission for the taking of photographs by the media.
- will be reminded that assemblies and concerts may be photographed and videoed and as such any concerns they have should be expressed to the organiser prior to the event. Parents will be asked to refrain from

taking photographs or videos where it is known that permission has not been given for one of the participating children.

- will be reassured that videos and photographs taken within school by school staff will be used for educational purposes and that care will be taken that images respect the self-esteem of the children concerned and are not used to illustrate sensitive or negative issues.
- will be reminded not to share photographs or videos of school events on social media.

● On entry to our school...

Parents will be informed of school policy and permission requested for use of photographs and videos within the establishment.

● Annually...

Parents will be reminded of school policy and requested to contact school if they should wish to make amendments to their original consent form.

● Should the situation arise...?

Parents will be asked prior to specific events if they are happy for their child's picture to be taken by the media for use as agreed between the newspaper and the school.

Health and well-being of staff

In order to help prevent stress and to provide the best working environment for the health and well-being of staff we recommend:

- 1) that times of meetings be negotiated and are aimed at limiting the length of time and frequency with which staff need to remain in school
- 2) that length of meetings is agreed and where possible adhered to
- 3) that notice is given of cancellations
- 4) that consideration is always given to time scale to enable a reasonable amount of time to be given for completion of a task before the deadline
- 5) that deadlines can be negotiated in extenuating circumstances
- 6) that consideration is always given to workload and that no individual, regardless of level of authority, is expected to complete an unreasonable amount in a limited time
- 7) that where possible INSET days also allow for inter-phase/ year work and meetings
- 8) that PPA is regular and reliable

Stress

Hopefully, the practices recommended above should help prevent stress. In some cases this may not happen and staff should be alerted to some common effects of stress. These may include

- 1) high level of anxiety
- 2) low self-esteem
- 3) inability to concentrate
- 4) being more prone to accidents
- 5) headaches/ migraine
- 6) depression
- 7) panic attacks
- 8) chest pains
- 9) stomach problems
- 10) relationship problems

Colleagues should be alert to signs of stress in themselves and one another and should take steps to address these as they occur.

Methods for dealing with stress might include:

- 1) sharing concerns with colleagues
- 2) prioritising workload
- 3) learning to say 'no'
- 4) taking up a new hobby or sport
- 5) sharing feelings with people at home
- 6) ensuring that some time every week is set aside for relaxation

- 7) discussing responsibilities with the Headteacher and perhaps negotiating deadlines
- 8) pay attention to diet and ensure that you eat healthily and regularly

It is important that we create in school an environment which welcomes the sharing of problems and concerns and offers support and advice as needed. If symptoms persist staff should contact a GP and concerns should be discussed with the Headteacher. Staff insurance allows access to support groups and all staff are made aware of how this can be done.

Fitting in with families

Every employee at our school has demands outside of the work place which will on occasion place pressure upon them and are likely to lead to differences in work practice. It is important that we recognise this and support colleagues in managing these demands. This may include:

- 1) being flexible about requests for attendance at funerals,
- 2) enabling support for ageing relatives and children with medical appointments
- 3) enabling staff to attend significant important events in respect of children i.e. Christmas concerts, first day at school
- 4) attempting to accommodate staff preferences for early starts/ late starts, early finishes/ late finishes

(Please also refer to Leave of Absence policy)

It is expected that wherever possible staff will make arrangements around the school day but where this is not possible we will attempt to support them in meeting the demands of home and school. This could involve unpaid leave or swapping PPA time. We would also request that staff take responsibility for ensuring that when they are absent cover arrangements ensure the continued smooth running of the school. This can be done in agreement with the Headteacher and accepting that the roles and responsibilities of the individual continue to be met to the full.

Where staff become aware that they are pregnant, it is recommended that the Headteacher is informed as soon as possible in order that appropriate safeguards and risk assessments can be put in place.

Monitoring arrangements

The governors will call for annual reports on:

- accidents/ incidents
- results of internal or external health and safety inspections
- complaints
- summary of 'walk about' information from health and safety link Governors

Policy review

Reviewed : Bi-annual