



**HEDDON-ON-THE-WALL  
ST. ANDREW'S CE PRIMARY SCHOOL**

**HEDDON ON THE WALL  
ST ANDREW'S**



**C.E. PRIMARY SCHOOL**

**Health and Safety Policy**

**December 2025**

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## SECTION A

### General Statement of Policy

The health and safety of both staff and pupils has always been of paramount importance to the Board of Directors of Pele Trust and the Academy Committee of Heddon-on-the-Wall St. Andrew's CE Primary School.

The Academy Committee fulfils many of the functions of the employer and has general oversight of the day to day running of the school and the management of the delegated budget. The Headteacher is responsible for discipline and internal organisation of the School, and for the safe conduct of the staff and pupils and all School related activities.

Pele Trust have contracted Northumberland County Council (NCC) to provide specialist advice in relation to safety matters and many of the services requiring technical expertise.

The Health and Safety at Work Act requires an employer to publish a Health and Safety Policy setting out the employers' statement of intent, management organisation and detailed arrangements with regard to health and safety. The policy must be brought to the attention of each employee.

In order to comply with this requirement, the Pele Trust Health and Safety Policy Statement and the Schools' Health and Safety Manual (SHSM) is provided, along with several other supporting policy documents.

The SHSM can be found here:

[NCC Corporate Health and Safety Team webpage \(including access to the Schools Health and Safety Manual\)](#)

It should be noted that the SHSM refers to management structures relevant to NCC, however, in practice, and as set out in this policy, it is Pele Trust who are responsible for health and safety in the organisation however practices and procedures continue to be relevant.

Due to the differences in the internal organisation of schools, the SHSM is designed to provide generic advice. In view of this, the Trust and Schools own health and safety policy has been devised to provide details of the specific arrangements in place within the School. For ease, this School policy is cross referenced with the SHSM.

Pele Trust recognises its responsibility to provide a safe and healthy environment for staff, pupils, contractors and visitors to the premises and will take all reasonably practicable steps to fulfil this responsibility. Such matters include:

- a safe place of work and a safe working environment;

- safe plant and equipment;
- safe systems of work;
- safe access to and egress from places of work;
- the assessment of all significant risks associated with work processes, and the adoption of appropriate precautions;
- the provision of adequate information, instruction, training and supervision;
- adequate consultation with staff on matters relating to health and safety, and the fostering of a positive safety culture in the School;
- keeping abreast of legislation by obtaining advice from NCC and through persons competent in health and safety matters;
- a written system of safety management which includes:
  - the identification of needs and objectives, in order of priority;
  - the allocation of appropriate funds;
  - the integration of health and safety planning within the School Development Plan;
  - the regular monitoring of progress and safety performance, to be used in the planning process;
  - an annual review of the safety policy;
  - the inclusion of health and safety on the agenda of Academy Committee meetings, at least annually;
  - the inclusion of health and safety as a standing agenda item at regular staff meetings.

..... Chair of Board of Directors

Date .....

## SECTION B

### Safety Organisation

Key roles within Heddon-on-the-Wall St. Andrew's CE Primary School are identified below:

| <b>Title</b>  | <b>Name</b>   |
|---|---|
| Chair of Academy Committee  | Michelle Robson   |
| Vice Chair  | Robin Brims   |
| Academy Committee Member with Safety Responsibilities                           | Robin Brims   |
| Headteacher   | Andrew Wheatley   |
| Senior Leaders  | Hannah Abbott (EYFS & KS1), & Frankie O'Reilly (Deputy Headteacher & KS2)   |
| School Safety Co-ordinator  | Andrew Wheatley   |
| Subject Coordinators (and areas of responsibility, if not obvious)              | Hannah Abbott – Reading<br>Jenny March - Maths<br>Andrew Wheatley – Science<br>Emma Henney – Art, Design Technology<br>Damon McDonald – Computing<br>Lucy Robinson - PE |
| Coordinator - COSHH   | Heidi Gasser-Thompson   |
| Coordinator - Manual Handling   | Andrew Wheatley   |
| Coordinator – Fire and Emergency  | Andrew Wheatley   |
| Coordinator – First Aid   | Sarah Ziolkowski  |
| Site Manager/Caretaker  | Heidi Gasser-Thompson   |
| Kitchen Manager   | Wendy Champion  |
| Educational Visit Coordinator (EVC)   | Hannah Abbott   |
| Designated Safeguarding Leads   | Andrew Wheatley (DSL)<br>Frankie O'Reilly (Deputy DSL)<br>Hannah Abbott (Deputy DSL)  |
| Membership of the Safety Management Team (details to be inserted by the school) | Andrew Wheatley<br>Heidi Gasser-Thompson<br>Michelle Robson<br>Robin Brims  |

## **Roles and Responsibilities**

### **Board of Directors**

The Board of Directors of Pele Trust are responsible for instituting a health and safety policy on behalf of all Schools in the Trust, and for ensuring that health and safety regulations are followed.

### **Chief Executive**

The Chief Executive has overall responsibility for all matters relating to the health, safety and welfare of all staff employed by Pele Trust and for ensuring that members of the public who may be affected by any of its activities are not exposed to risks to their health or safety.

### **School Academy Committee Members**

At Heddon-on-the-Wall St. Andrew's CE Primary School the Academy Committee have agreed to oversee and monitor health and safety arrangements and to discharge their own responsibilities for health and safety performance in School. Some of the principle responsibilities are given below:

- Ensure that Headteachers have made adequate arrangements to discharge their responsibilities for health and safety within the school as detailed below;
- In conjunction with the Headteacher, provide a monitoring role for the School for health and safety performance;
- Ensuring that health and safety issues are covered at meetings of Academy Committees, either through a special meeting or a standard agenda item. This should include discussion of any safety reports or information issued to the Headteacher by the trust or the trust safety advisors.

The committee convenes every term. The meeting agenda is determined by the number of issues to be dealt with; it is set by the Headteacher and the Chair of the Academy Committee. Additional meetings may take place after serious incidents or where necessary.

### **Headteacher**

***(The following points are a summary; full details of roles and responsibilities can be found in Section D of SHSM)***

The Headteacher is responsible for the effective day-to-day management of School activities, including the safe conduct of staff and pupils. Assistance in this task is provided through the delegation of specific duties to those staff who comprise the management team, such as Senior Leaders and the Site Manager, where appointed.

The Headteacher, assisted by the management team, is required to:

- Establish a structured system of safety management, in accordance with trust guidance and the Schools' Health and Safety Policy Manual. This should be designed to identify safety requirements and objectives and set out clear priorities which are incorporated into the school budget planning process and, where appropriate, the School Development Plan;
- monitor and review safety performance regularly, and identify future needs in order to aid the planning process;
- implement a system for safeguarding all persons either on the premises, or involved in school activities, from risks which are reasonably foreseeable;
- co-ordinate any necessary safety arrangements with any contractors working on the site;
- implement such procedures as are necessary to comply with all health and safety legislation, in accordance with NCC guidance;
- provide regular reports on significant issues and general progress to the Academy Committee;
- foster the growth of a positive safety culture, in which all the staff share the aim of continuous improvement in health and safety.

### **School Management Team**

The School Management Team is assigned specific duties to assist the Head in the day-to-day management of the school, and deputise for the Head during any period of absence.

### **School Business Manager**

The Headteacher may delegate certain responsibilities to the School Business Manager in part or in full:

- To ensure that members of staff are aware of, and have access, to the school's health and safety policy;
- To ensure new or temporary staff are informed of their health and safety responsibilities and duties and that they are provided with the necessary information, documentation and support to allow them to carry out their duties safely;
- To liaise with the Headteacher and, where appropriate seek further advice on the implications of safety legislation, codes of practice and approved safe working procedures;
- The health and safety aspects, affecting the design and layout of new and reorganised working areas;

- The health and safety aspects of new plant, equipment and personal protective clothing;
- To ensure that periodic inspections of the premises, plant, tools, equipment and work activities are completed by departmental manager, reporting to the head teacher and other managers who have responsibilities for actioning health and safety reports;
- To assist management with the preparation of departmental safe working procedures and safety rules;
- To liaise, where appropriate, with the trust Health and Safety Advisors, Health and Safety Executive (HSE) Inspectors, Fire Safety Officers and Environmental Health Officers.

### **Subject Leaders** *(detailed information provided in Section D)*

The Subject Leader is responsible to the Headteacher for the safe management of the subject and for implementing specific School health and safety procedures relating to the subject area.

They will identify clear short and long term priorities of the subject with regard to health and safety and provide this information to the Headteacher so that it may be included in the normal budget planning arrangements.

The Subject Leader will maintain a file of safety publications and guidance issued by any relevant bodies or professional associations, relevant to the subject. They will ensure that it is freely accessible to all relevant staff, and that all subsequent additions are brought to the attention of such staff, and added to the file, as appropriate. The Subject Leader will assist in the fostering of a positive safety culture within their subject area.

The Subject Leader will make appropriate arrangements for the periodic monitoring of safety standards, arrangements and progress towards identified objectives. They will report the results to the Headteacher, for incorporation in the regular review of safety matters and inclusion, where appropriate, in the School Development Plan and/or budget planning.

### **Kitchen Manager**

Kitchen Managers are directly responsible to the Headteacher for the safe organisation and work of the school kitchen, for reporting accidents, defects to the building or kitchen equipment and any other relevant matter to the Headteacher.

### **Site Managers and Caretakers**

The Caretaker is responsible to the Headteacher for the safe organisation and work of the caretaking function, and where appropriate, the cleaning function.

The Caretaker is responsible for the management of contractors on site, ensuring that appropriate safe working practices are in place and adhered to.

Caretakers will maintain a file of statutory guidance and records, safety publications and any other guidance issued by any relevant bodies or professional associations, relevant to the management of the site.

These staff are responsible for reporting and taking appropriate remedial action in relation to defects to the building or their equipment, and any other relevant matters to the School Business Manager or Headteacher.

### **All Staff**

All staff have a duty to take reasonable care of themselves and other persons who may be affected by their acts or omissions at work. Individuals also have a duty to co-operate with managers in order that the employer can fulfil its statutory duties. The Health and Safety at Work Act also makes reckless interference with or misuse of anything provided in the interest of health, safety or welfare an offence.

Health and safety legislation requires all staff to use all materials, equipment and facilities in accordance with the information, instruction and training which they have received. Furthermore, staff must observe site safety rules and all instructions on health and safety issued by the Headteacher or Subject Lead or any other person delegated to be responsible for a relevant aspect of safety. Individuals must also assist the trust and Inspectors of the Health and Safety Executive in their inspections and investigations

Staff must report immediately any:

- serious and immediate danger to health and safety, including any defects relating to facilities or equipment;
- matter which they, taking into account their instruction and training, would reasonably consider represents a shortcoming in the protective arrangements for health and safety;
- accident, near miss, violent incident or hazard, ensuring that an appropriate report form is completed.

### **Pupils**

Pupils, in accordance with their age and aptitude, are expected to:

- Exercise personal responsibility for the health and safety of themselves and others;
- Observe standards of dress consistent with safety and / or hygiene;

- Observe all the health and safety rules of the School and in particular the instructions of staff in an emergency situation;
- Not wilfully misuse, neglect or interfere with things provided for their health and safety.

## **SECTION C**

### **Arrangements**

#### **The Management of Health and Safety**

*(Section B and E1 of SHSM)*

The Management of Health and Safety at Work Regulations require that a thorough and modern system of safety management is adopted as described in the Health and Safety Policy Statement. Detailed arrangements and responsibilities of Schools are provided in section E1 of the SHSM. All Headteachers and Academy Committee Members should be aware of the content of this section arrangements for fulfilling these duties are documented here.

#### **Accidents, Near Misses, Violent Incidents**

*(Section F1 and F2 of SHSM)*

##### **Accident Procedure**

- In the event of an accident any member of staff is expected to ensure the scene is made safe and give comfort and aid to the injured person. A message must be sent to the School Office as an urgent action. An assessment of the injury should be made by the first aider at the earliest opportunity.

Should an ambulance be required it is usually summoned from the Main Office. If it is clear that the seriousness of the injury requires immediate medical attention, any member of staff should summon the ambulance by calling 999. Ideally this will be done using the School mobile phone to enable staff to provide information to the call handler. In this case, again, a message should be sent to the Main Office as soon as possible to allow plans to be made to meet the ambulance;

- In the event of serious injury or ill health to a pupil, the parent (or emergency contact) should be contacted immediately using the contact numbers held in the main office. A request to collect their child to take home or to hospital should be made, as appropriate. *Medical treatment or advice should not be delayed if parents or emergency contacts are not available;*
- In circumstances where a pupil needs to be taken to hospital immediately by ambulance and a parent is not available to accompany them, a member of the School staff should go to the hospital to await the arrival of the parent. On occasion, it may be necessary to take an injured pupil to hospital in a vehicle

belonging to a member of staff. Before this occurs, staff should ensure that their insurance covers this eventuality. Staff should be aware that hospital personnel will stabilise the casualty's condition until the parents arrive and give consent to further treatment;

- Pupils should only be sent home when a responsible person is present to take care of them. This would normally be a parent / carer, second emergency contact or close relative.

## **Record Keeping**

### **School Accident Book / Form**

In the case of insignificant or minor injuries to pupils, which may only require that the pupil be comforted, the School records details of the injury and treatment rendered using the accident reporting form.

In order to comply with the requirements of the Data Protection Act accidents should be recorded in such a way that they remain confidential. Records should be kept by the School Business Manager or in the School Office. It is important that treatment rendered by the first aider is recorded.

It is important to indicate the responsibilities of staff when reporting accidents. The School Business Manager or Headteacher / senior member of staff should monitor records to identify accident trends.

Data relating to accident reports should be reported to the Academy Committee and if appropriate, to Directors.

### **Accident Investigation**

The School Business Manager or Headteacher should advise staff on the appropriate level of response.

A senior member of staff should undertake an investigation using form ACC2 if the incident is serious, complex or one which may have serious repercussions.

In the most serious cases the School should call in a Health and Safety Advisor. If appropriate, they will undertake a full accident investigation and take photographs and witness statements.

### **Reportable Injuries**

The Health and Safety Executive (HSE) should be notified of an incident immediately in the following circumstances:

- Death or 'specified injuries' in respect of employees;
- Death of a pupil;
- 'dangerous occurrences';
- 'occupational diseases';

- 'injuries to pupils or non-employees, arising out of or in connection with work activities, where the injured person is taken directly to hospital from the scene of the incident and receives treatment.

In the case of injuries to employees resulting in an over-seven days' absence from work, these should be reported to the HSE within 15 working days.

Refer to RIDDOR - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 via the HSE website for further details.

**All notifiable incidents can be reported to the HSE via their on-line reporting system with records of the report maintained.**

## **First Aid Arrangements**

### ***(Section F3 of SHSM)***

First aid arrangements are given below:

- A member of staff should be nominated to act as First Aid Co-ordinator. They should take on the responsibility for ordering items and replenishing first aid boxes and ensuring that certificates remain current;
- First aid boxes should be located in the Main Office, the science prep room and in accessible location around the School;
- Where possible a medical room should be available; supervision of this facility must always be a consideration. In more serious cases the child should be transferred to the care of parents as soon as possible;
- Other relevant arrangements or need for information may include:
  - arrangements for first aid training/emergency aid training;
  - arrangements for community association activities;
  - arrangements for parties on off site visits;
- The School Business Manager or Headteacher will maintain a list of trained first aiders;
- The Government publication [here](#) provides guidance on the provision of first aid to Schools, with specific reference in sections 43 to 46 re the number of first aiders recommended.

## **Health Matters**

### ***Policy on Supporting Pupils with Medical Conditions***

- The means of identifying pupils' medical needs should be established:
  - on the School website;

- by writing letters to parents;
  - on intake forms which require parents to identify medical needs.
- Staff should only administer prescribed medication with the agreement of the Headteacher and only when a parental consent form has been completed. The medication should only be administered during school hours where this is unavoidable;
  - Arrangements should be made for the storage of medication in School in a secure cabinet, usually in the Main Office. The exception to this is emergency medication, such as asthma inhalers or auto injector pens, which should not be locked away;
  - Medication should be suitably labelled with details of name and dosage;
  - All staff should know the location of pupils' health care plans, where they exist for more serious conditions. The arrangements for updating them should be agreed. Medical input to the individual health care plans should be sought from the School Health Service or specialist practitioners where appropriate;
  - Administration of non-prescribed Paracetamol tablets (500 mg) should be kept to a minimum, though it is permissible in certain circumstances, such as period pains and migraine. The following will still be required:
    - Parental consent;
    - Record of issue;
    - Details of any allergies.

## **Building, Site Maintenance and Commissioning Services Independently**

*(Section E3, G3, H3, J1, J2 of SHSM)*

- The Headteacher is in charge of the maintenance of the School site and its buildings. All staff have a responsibility to notify the Caretaker of any defects. The Caretaker is responsible for arranging repairs;
- The Caretaker is responsible for liaison with contractors on site in order to co-ordinate any necessary safety precautions during the progress of any building / site maintenance.

## **Maintenance and Testing of Equipment**

*(Section E1, G1 of SHSM)*

With regard to the above, appropriate arrangements need to be in place and person(s) identified to ensure that:

- internal School procedures are established and followed;

- full records relating to statutory testing are maintained. These will include:
  - Annual safety tests of 240v portable electrical appliances (**L4 of SHSM**);
  - 5 yearly fixed wiring inspection (**L4 of SHSM**);
  - Fire safety checks (**Section 5 of the Fire Log Book**);
  - Water hygiene test (**H8 of SHSM**).

RCD testing will also be carried out and the results recorded.

## **Fire Safety and Emergencies**

### ***(Fire Log Book)***

- The Headteacher should ensure that the fire risk assessment in Section 4 of the Fire Log Book is completed for each building and reviewed annually. Several parties should be involved in the completion of this task;
- The Fire and Emergency Co-ordinator (nominated by the Headteacher) is responsible for devising and co-ordinating fire drills and maintaining records in the Fire Log Book, such as fire drills and fire alarm tests;
- Fire drills should take place each term;
- The following arrangements for fire precautions should be in place to ensure that:
  - Flammable liquids are stored in a locked metal cupboard;
  - Fire doors are always closed and never wedged open;
  - Waste materials are collected daily and are stored in a secure area until collection by the Council;
  - Electrical equipment not in use is always isolated from the mains;
- Issues arising out of inspections undertaken by the NCC Fire Safety Officer are actioned quickly;
- The Caretaker is responsible for weekly testing of fire and emergency systems within the school, including the alarm systems, emergency lighting and building egress points.

## **Safeguarding**

Most Schools have security systems in place including fence lines, locks and door access systems which afford authorised access only and allow movement between different parts of buildings at specific times. In addition, many Schools have adopted signing in systems and issue visitors' badges to authorised visitors.

All vehicle movements on site should be subject to a detailed risk assessment.

All individuals who have unrestricted access to pupils are subject to Enhanced DBS arrangements and details are maintained in the School Central Register. Trained Designated Safeguarding Leads are available within School.

Such measures enable Schools to be secure and safeguard staff and pupils against the risks of unauthorised entry to specific site areas and School buildings.

## **Risk Assessment**

### ***(Section E6 of SHSM)***

A written assessment of all activities that involve a significant risk to health or safety should be produced, in which the hazards, risks and necessary precautions are identified. A review may also be needed following an accident or when the activity changes.

With regard to teaching, in many cases standard national texts and model risk assessments are provided by organisations such as CLEAPSS, AfPE and DATA. Where relevant these should be adopted, adapted and implemented.

Where appropriate, the precautions detailed in the risk assessment should be transcribed into relevant working documents, such as a lesson plans or worksheets. Risk assessments should be indexed for easy retrieval.

Manufacturers' safety data sheets should be obtained for all hazardous products used in school (except where 'haz-cards' are provided by CLEAPSS for Science chemicals). Risk assessments should also be completed for activities involving hazardous chemicals. Further information is contained within the COSHH section of the SHSM (***Section H1***)

## **Manual Handling**

### ***(Section L1 of SHSM)***

A written assessment of all manual handling tasks likely to involve risk of injury should be produced. Wherever reasonably practicable, procedures and practices should be changed to eliminate or otherwise reduce manual handling tasks.

Manual handling training is provided to staff where appropriate.

## **Display Screen Equipment**

### ***(Section L2 of SHSM)***

Staff who are using computer workstations regularly and for a significant part of their working day (defined as 'computer users') should be provided with a suitable workstation which is ergonomically designed to minimise the stresses and strains of this type of work. In practice this requires the provision of adjustable furniture to provide optimum support and comfort for the user and a clear screen display which is set up to avoid unwanted reflections.

All defined 'computer users' should complete a self-assessment of their workstation which is then passed to a trained workstation assessor to be verified. Each School should have at least one member of staff who is suitably trained in carrying out DSE workstation assessments. All workstations must be assessed periodically and new workstations must be assessed before being put into use.

The cost of reimbursement of eye tests for users and the provision of corrective spectacles, where deemed necessary solely for DSE use, will be met by Pele Trust.

## **Machinery and Work Equipment**

### ***(Section G1 of SHSM)***

All new machinery and work equipment should be selected through assessment to ensure that it is appropriate for the intended purpose. All such equipment must be maintained in safe working order, usually by a specialist contract via an SLA or other such contract.

## **Educational Visits**

All School trips are planned by a competent Trip Leader. The details relating to the planning process are entered into the County Council's Evolve system which the Trust continues to use for risk assessment purposes. These details are then checked by the appointed School's Educational Visits Co-ordinator (EVC) who has undertaken the recognised training course.

The EVC must ensure that suitable and sufficient risk assessments are in place and a complete Evolve submission has been made for both Category 1 and Category 2 visits. Additionally, the EVC should ensure that members of staff are aware of, and have access to the Code of Practice for Off-Site Educational Visits. Where necessary, advice can be sought from the County Council's Health and Safety Adviser (Educational Visits).

All Category 1 visits must be approved by the Headteacher.

In the case of Category 2 visits, following approval by the Headteacher, the School's submission is assessed by the Health and Safety Adviser (Educational Visits) before final approval is made by the Headteacher for the visit to go ahead.

Category 1 and Category 2 visits must not proceed unless these approvals have been provided.

## **Outdoor Play Equipment and PE Equipment *(Section G5 of SHSM)***

The School play / PE equipment is checked regularly by School staff and inspected at least annually by a competent contractor. Written records of these inspections are maintained.

Any actions identified in the equipment inspection reports are to be reviewed and the appropriate remedial action taken, depending on the nature and severity of the fault. Where necessary, equipment is taken out of use temporarily until repairs are completed.

Further details about outdoor play equipment can be found in section G5 of the SHSM. This guidance should be followed when planning the installation of any new equipment. An independent commissioning inspection should be undertaken prior to the equipment being brought into use.

Likewise, similar arrangements are in place for the inspection and maintenance of PE / Gym equipment. A contract is in place with a qualified contractor to undertake a formal inspection of this equipment.

## **Information and Training**

### ***(Section E2 of SHSM)***

Staff will be provided with appropriate information and training to enable them to undertake and supervise School activities. Examples of such activities include the safe use of substances, machines and other items of work equipment. Training requirements for staff are identified via a training needs analysis which would also consider any specialist safety training requirements.

Training needs should be prioritised in an annual training plan and costed to allow appropriate allocation of the School's training budget.

## **Personal Protective Equipment (PPE)**

### ***(Section L7 of SHSM)***

Where PPE is identified as a control measure in a risk assessment the equipment selected must be appropriate for the task. This ensures that it will provide adequate protection and is compatible with other equipment in use.

The assessment should be reviewed if there is a significant change in the activity.

All PPE must be maintained in good working order, and any defect reported immediately to the Headteacher, for repair or replacement.

If required disposable RPE is used, provided that this is suitable for purpose and worn in line with the manufacturer's instructions. The cost of all PPE is covered by the School.

## **Subject Areas**

Each subject area within the School may have health and safety arrangements that are unique. Where appropriate, Subject Co-ordinators may submit a summary of key issues and procedures for inclusion in the School Safety Policy. Topics may include:

- How safety is planned and managed within the subject;
- Where safety information is filed;
- Special safety rules and training requirements;
- Responsibilities of certain individuals with regard to safety tasks or functions;
- Liaison with regard to safety tests and inspections;
- Maintenance of plant and equipment;
- Provision of protective equipment.

Those subject areas which involve a higher degree of risk, such as DT and Science, may require their own health and safety policy. In certain cases, CLEAPSS provides standardised documentation which may be adapted by the School.

| <b>Review Date</b> | <b>Changes made</b>   | <b>Ratification Date by Academy Committee</b> |
|--------------------|---|---|
| <b>25/11/2020</b>  | <b>Policy Template created by Pele Trust Central Team</b>                                       |   |
| <b>10/12/2020</b>  | <b>Policy Template approved by Pele Trust Directors</b>   |   |
| <b>08/09/2022</b>  | <b>Policy Template amended with School name and details</b>                                     |   |
| <b>01/12/2025</b>  | <b>Policy Template updated to reflect changes to staff and Academy Committee member details</b> |   |
|                    |   |   |