

Health & Safety Policy

Tewkesbury C of E Primary School & Pre-school



Approved by:	Full Governing Body
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Last reviewed on:	April 2025
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Next review due by:	April 2027
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Where the terms 'organisation' or 'school' are used throughout this policy, they include Tewkesbury C of E School and Tewkesbury C of E Pre-School. They also include the school's own extended services of Breakfast Club and Afterschool Club.

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1. Statement of Intent

Statement of Intent

This policy statement supplements the Gloucestershire County Council Corporate Health & Safety Policy Document. While Gloucestershire County Council holds ultimate responsibility for health and safety in schools, the school's Governing Board and Headteacher are delegated the responsibility for the local management of health and safety matters.

The Governing Board and Headteacher are committed to providing a safe and healthy working and learning environment for all staff, pupils, visitors and contractors. This includes ensuring that the premises are well-maintained, risk assessments are conducted and all relevant control measures are implemented, reviewed and monitored. In line with this, we aim to:

- Provide a safe, healthy working and learning environment.
- Maintain safe access and egress to and from the premises.
- Prevent accidents, work-related illness and ensure the mental well-being of both staff and students.
- Assess and manage risks related to curriculum and non-curriculum activities, including offsite visits.
- Comply with all statutory requirements and provide safe working methods and equipment.
- Offer effective information, instruction and training on health and safety matters.
- Continuously monitor, review and improve health and safety systems.
- Promote a positive culture of health and safety through clear communication with staff, pupils and stakeholders.
- Ensure resources, including finance, are allocated to effectively implement the policy.
- Incorporate sustainability practices within our health and safety operations.

The school is also dedicated to ensuring the safety and mental well-being of staff, pupils and visitors in the digital space, promoting safe online practices and addressing digital risks as part of our commitment to overall safety. **This includes safe use of online platforms, cybersecurity measures, and clear procedures for reporting digital safeguarding concerns.**

Furthermore, we will ensure that any external visitors or contractors are fully aware of and adhere to the school's health and safety expectations.

This policy will be implemented with the full cooperation of all staff and stakeholders. All members of the school community are encouraged to support the Governing Board and Headteacher's commitment to continuous improvement in health and safety performance.

2. Legislation

This policy is based on advice from the Department for Education on health and safety in schools and the following relevant legislation:

- **The Health and Safety at Work etc. Act 1974:** Sets out the general duties employers have towards employees, as well as duties related to lettings and ensuring a safe working environment for all school staff and visitors. [Link to the Act](#)
- **The Management of Health and Safety at Work Regulations 1992:** Requires employers to assess the risks to the health and safety of their employees and take steps to mitigate those risks. [Link to the Regulations](#)
- **The Management of Health and Safety at Work Regulations 1999:** Mandates that employers carry out risk assessments, make arrangements to implement necessary control measures, and provide appropriate information and training to staff. [Link to the Regulations](#)
- **The Control of Substances Hazardous to Health (COSHH) Regulations 2002:** Requires employers to control substances that are hazardous to health, ensuring proper handling, storage, and disposal. [Link to the Regulations](#)

- **The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013:** Specifies that certain accidents must be reported to the Health and Safety Executive (HSE) within specific timeframes and sets out the required record-keeping for such incidents. [Link to the Regulations](#)
- **The Health and Safety (Display Screen Equipment) Regulations 1992:** Requires employers to assess the safety of digital screen equipment, ensure appropriate ergonomics, and provide employees with an eyesight test if necessary. [Link to the Regulations](#)
- **The Gas Safety (Installation and Use) Regulations 1998:** States that any work on gas fittings must be carried out by a Gas Safe-registered engineer to ensure compliance with safety standards. [Link to the Regulations](#)
- **The Regulatory Reform (Fire Safety) Order 2005:** Mandates that employers must take general fire precautions, including conducting fire risk assessments, providing fire safety training, and maintaining equipment. [Link to the Order](#)
- **The Work at Height Regulations 2005:** Requires employers to ensure that appropriate measures are in place to prevent falls from height, including safety equipment and training. [Link to the Regulations](#)
- **The Equality Act 2010:** Ensures that all individuals, including employees and pupils, are not subjected to discrimination on the grounds of race, gender, disability, sexual orientation, or religion. The school must take steps to prevent discrimination and ensure that reasonable adjustments are made for pupils and staff with disabilities. [Link to the Act](#)
- **The Children and Families Act 2014:** Covers provisions regarding special educational needs (SEN), including the requirement to ensure children with disabilities or special educational needs have the necessary support in place for their health and safety. [Link to the Act](#)
- **The Education (Special Educational Needs) (SEN) Regulations 2014:** Ensures that provisions for students with special needs, including health and safety considerations, are integrated into the school environment. [Link to the Regulations](#)

In addition, the school follows **the UK Health Security Agency (UKHSA)** when responding to infection control issues, including the management of infectious diseases, sanitation protocols, and the application of COVID-19 safety measures when necessary. [Link to UKHSA guidance](#)

Sections of this policy are also aligned with the **statutory framework for the Early Years Foundation Stage (EYFS)**, which includes guidelines on health, safety, and well-being for younger pupils. [Link to EYFS Statutory Framework](#)

3. Roles and responsibilities

3.1 The Duties of the Governing Board

The Governing Body has overall responsibility for ensuring compliance with this Health & Safety (H&S) Policy Document. In consultation with the Headteacher, the Governors will ensure that effective and enforceable arrangements are in place for the provision of health and safety throughout the school. This includes periodically assessing the effectiveness of the document, ensuring that necessary revisions are made and monitoring its implementation to ensure ongoing compliance.

3.2 The Duties of the Headteacher

The Headteacher has day-to-day responsibility for ensuring compliance with this Health & Safety Policy Document. In consultation with the Governors, the Headteacher will ensure that effective and enforceable arrangements are in place for the provision of health and safety throughout the school. This includes periodically assessing the policy's effectiveness, revising it as necessary and monitoring its implementation. The Headteacher will maintain the profile of health and safety within the school by developing safe working practices and conditions and will ensure that health and safety standards are maintained at all times.

3.3 The Duties of Employees

All employees have individual legal responsibilities to take reasonable care for the health and safety of themselves and for others who may be affected by their acts or omissions. Employees must comply with the school's Health & Safety Policy Document and procedures at all times, co-operate with school management to comply with relevant health and safety laws, use work equipment and substances in accordance with the training and instructions received, and report hazardous situations or defects in equipment to their immediate line manager. Employees are also required to report all incidents in line with the current incident reporting procedures, act in accordance with any specific health and safety training received and inform their line manager of any shortcomings in the school's health and safety arrangements. They should also exercise good standards of housekeeping and cleanliness.

3.4 The Duties of Pupils

Pupils, in accordance with their age and aptitude, are expected to exercise personal responsibility for the health and safety of themselves and others. This includes observing standards of dress consistent with safety and/or hygiene, adhering to all the school's health and safety rules and following staff instructions, especially in emergency situations. Pupils should also use (and not wilfully misuse, neglect or interfere with) anything provided for their health and safety.

3.5 The Duties of School Safety Representatives

The Governing Board and Headteacher recognise the role of Safety Representatives, who may be appointed by a recognised Trade Union. Safety Representatives will be allowed to investigate accidents, potential hazards, pursue employee complaints and carry out school inspections during directed time, but, wherever practicable, outside teaching hours. Safety Representatives are entitled to certain information, such as accident-related details and paid time away from the workplace to train for and carry out their health and safety functions. However, Safety Representatives are not part of the management structure and do not carry out duties on behalf of the Headteacher or Governing Board.

3.6 The Duties of Temporary Staff

Temporary employees are provided with information and guidance, including the Health & Safety Policy Document, fire and emergency procedures and other relevant policies. They are suitably inducted into their roles and are directly accountable to the Headteacher while on the school site.

3.7 The Duties of Teaching Staff

Teaching staff have a day-to-day responsibility for ensuring compliance with the Health & Safety Policy Document and for ensuring that all persons under their control are aware of the general health and safety requirements of the school and the detailed requirements for the activities they are involved in. Teachers are responsible for the immediate safety of pupils in their classrooms. Nominated teachers are responsible for their own classroom and associated equipment and must ensure that it is maintained to a high standard regarding health and safety matters.

3.8 The Duties of Teaching Assistants

Teaching Assistants have day-to-day responsibility for ensuring compliance with the Health & Safety Policy Document and are immediately accountable to the teacher in charge while the class is in session.

3.9 The Duties of Offsite Visit Coordinators (OVC)

The Offsite Visit Coordinator (OVC) ensures that standards for offsite activities and educational visits are followed. The OVC works with trip leaders to ensure that the aim of the educational visit is achievable and aligns with the school's objectives. The school refers to the Offsite Visits Manual on the SHE (Safety, Health and Environment) webpages to guide these visits.

3.10 The Duties of the School Business Manager/Site Manager

The School Business Manager and Site Manager have day-to-day responsibility for ensuring compliance with the Health & Safety Policy Document and taking effective action or immediately referring any health and safety issues to the Headteacher. This includes stopping any practices or the use of any tools, equipment, etc., that are considered unsafe.

3.10a Contractor Management

Contractors must sign in, provide risk assessments and method statements (RAMS), and comply with all school safeguarding and health and safety requirements. Contractors are supervised as appropriate, and any unsafe practice is stopped immediately.

3.11 The Duties of Volunteers and Parent Helpers

Volunteers and parent helpers are provided with information and guidance, including health and safety, fire and emergency procedures, and other relevant policies. They are directly accountable to the teacher in charge while on the school site and must comply with all health and safety regulations.

4. Site security

The School Business Manager and Site Manager are responsible for the security of the school site both during and outside of school hours. They are tasked with performing regular visual inspections of the site to ensure its security and safety. This includes overseeing the intruder alarm and fire alarm systems to ensure they are functioning correctly.

Staff Responsibility

All staff are expected to challenge any strangers on the school premises. If staff notice anyone who is unfamiliar or not authorised to be on site, they should ask for identification and inform the School Business Manager or Site Manager immediately.

5. Fire

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices throughout the school. The fire risk assessment of the premises will be reviewed regularly to ensure it remains up to date.

Emergency Fire Drills

Emergency fire drills will be practised at least once a term to ensure that all staff and pupils are familiar with the procedures, these will be timed and logged.

Fire Alarm

The fire alarm will sound as a loud, continuous bell to signal the need for immediate evacuation. Fire alarm testing will take place once a week to ensure it is functioning properly.

Fire Safety Training

New staff will receive fire safety training as part of their induction. All staff and pupils will be made aware of any new fire risks or updates to evacuation procedures.

In the Event of a Fire:

- The alarm will be raised immediately by whoever discovers the fire and emergency services will be contacted without delay. Evacuation procedures will begin immediately following the alarm.
- Fire extinguishers may only be used by staff who have received training in their safe operation and who are confident in using them without putting themselves or others at risk.
- Staff and pupils will congregate at the designated assembly points. The assembly points are located at the KS2 playground and KS1 playground.
- Class Teachers will take a register of pupils, which will then be checked against the attendance register for that day.

- The Office Team will take a register of all staff and visitors on site to ensure that everyone is accounted for.
- Staff and pupils will remain outside the building until the emergency services confirm that it is safe to re-enter.

Special Arrangements for Evacuation:

The school will have special arrangements in place for the evacuation of individuals with mobility needs. Fire risk assessments will take particular attention to those with disabilities. A Personal Emergency Evacuation Plan (PEEP) will be developed for any child or individual requiring specific support during an evacuation.

5.1 Lockdown / Invacuation Procedures

The school maintains a lockdown (invacuation) procedure for incidents requiring pupils and staff to remain inside the building. Lockdown drills are carried out periodically, and all staff are trained in the procedure as part of their induction.

6. CoSHH (Control of Substances Hazardous to Health)

Where hazardous substances are used, risk assessments are completed and circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

Our staff use and store hazardous products in accordance with instructions on the product label. All hazardous products are kept in their original containers, with clear labelling and product information.

Any hazardous products are stored in locked cupboards/areas to prevent pupil access.

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

Safety data sheets are used for hazardous materials.

6.1 Gas safety

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

6.2 Legionella

- A risk assessment is reviewed annually, and a full reassessment is completed at least every two years or when significant changes occur to the water system or building.
- The risks from legionella are mitigated by the following: monthly temperature checks, heating of water, disinfection of showers, etc., which are recorded following the checks.

6.3 Asbestos

- Staff are briefed on the hazards of asbestos, the location of any asbestos in the school and the action to take if they suspect they have disturbed it
- Arrangements are in place to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work
- Contractors will be advised that if they discover material which they suspect could be asbestos, they will stop work immediately until the area is declared safe
- A record is kept of the location of asbestos that has been found on the school site

7. Equipment

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

- All equipment is stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

7.1 Electrical equipment

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

7.2 PE equipment

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

7.3 Display Screen Equipment (DSE)

- The majority of employees within the school are not considered to be DSE users. Those that are will have appropriate (e.g. adjustable) equipment
- All staff who use computers daily as a significant part of their normal work have a DSE assessment carried out. 'Significant' is taken to be continuous/near continuous spells of an hour or more
- DSE assessments are reviewed annually and where equipment changes, office layouts change or there are staff changes
- The school refers to SHE guidance

7.4 Specialist equipment

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

7.5 Glass and Glazing

A risk assessment has been carried out for all glazing on site to ensure it complies with current safety standards. There is a system in place to ensure all broken glazing is reported to the site team and that the area is made safe immediately and repairs carried out as soon as possible. Glazing is also assessed during a regular site inspection.

8. Lone working

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties

- Site cleaning duties
- Working in a single occupancy office

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

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

The lone worker will ensure that they are medically fit to work alone.

There will be designated days in the school holidays when the site is open to try and avoid the need for lone working.

9. Working at height

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

In addition:

- The Site Manager retains ladders for working at height
- Training will be provided where required
- Pupils are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- Access to high levels, such as roofs, is only permitted by trained persons

10. Manual handling

It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.

The school will ensure that proper mechanical aids and lifting equipment are available in school, and that staff are trained in how to use them safely.

Staff and pupils are expected to use the following basic manual handling procedure:

- Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
- Take the more direct route that is clear from obstruction and is as flat as possible
- Ensure the area where you plan to offload the load is clear
- When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

11. Offsite visits

The school complies with DfE guidance and the GCC standards for offsite visits.

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

- Risk assessments will be completed where off-site visits and activities require them
- All offsite visits are appropriately staffed

- Staff will take a mobile phone, a portable first aid kit and information about the specific medical needs of pupils, along with the parents'/carers' contact details
- For school trips and visits, we will aim to always have at least one first aider with a current paediatric first aid certificate. All other staff on the trip, will have up-to-date basic first aid training.

12. Lettings

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

13. Violence at work

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

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

Pupils will have a behaviour management plan/risk assessment where required that is shared with all the relevant staff.

All incidents of aggression or violence are recorded using the school's reporting system and staff involved are offered debrief and wellbeing support.

14. Smoking

Smoking is not permitted anywhere on the school premises.

15. Slips/Trips/Falls

The school recognises the main cause of accidents is slips, trips and falls. It is the responsibility of each teacher to ensure that their classroom has clear traffic routes and that exit routes are kept clear.

The site manager and head cleaner ensure regular inspection of communal areas.

All hazards, obstructions, spillages, defects or maintenance requirements are reported to the Headteacher or School Business Manager.

All employees are expected to be vigilant and aware of possible hazards. Food spills are cleared immediately. Cleaners are briefed not to leave hazards such as wet floors without warning signs.

If there is ice or snow, the site manager will salt/grit the necessary areas before other staff and pupils arrive on site.

16. Infection prevention and control

We follow national guidance published by **the UK Health Security Agency (UKHSA)** when responding to infection control issues. We will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable.

16.1 Handwashing

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

16.2 Coughing and sneezing

- Cover mouth and nose with a tissue or sneeze into elbow

- Wash hands after using or disposing of tissues
- Spitting is discouraged

16.3 Personal protective equipment

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

16.4 Cleaning of the environment

- Clean the environment frequently and thoroughly

16.5 Cleaning of blood and body fluid spillages

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

16.6 Laundry

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

16.7 Clinical waste

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

16.8 Animals

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

16.9 Pupils vulnerable to infection

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carers will

be informed promptly and further medical advice sought. We will advise these children to have additional immunisations, for example against pneumococcal infection and influenza.

16.10 Exclusion periods for infectious diseases

The school will follow recommended exclusion periods outlined by **UKHSA** in 'Guidance on Infection Control in Schools and other Child Care Settings'.

In the event of an epidemic/pandemic, we will follow advice from **UKHSA** about the appropriate course of action.

17. Cleaning

A cleaning schedule is in place which is monitored by the head cleaner and School Business Manager.

All waste is disposed of according to appropriate health and safety guidelines.

Deep cleaning is undertaken on a regular basis where necessary.

18. New and expectant mothers

Risk assessments will be carried out whenever any employee or pupil notifies the school that they are pregnant.

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

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to their antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal carer and GP as this must be investigated promptly

19. Occupational stress

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

Systems are in place within the school for responding to individual concerns and monitoring staff workloads. The Vision and Values committee discuss this at every meeting, as does the governing board.

20. Accident reporting

20.1 Accident record book

An entry in the Accident Book will be completed as soon as possible after an accident occurs, by the member of staff or first aider who deals with it.

As much detail as possible will be supplied when reporting an accident.

Records held in the first aid/accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

20.2 Reporting to the Health and Safety Executive

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

The headteacher 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. These will be reported using 'SHE Assure'.

Reportable injuries, diseases or dangerous occurrences are listed on the SHE webpages.

20.3 Notifying parents

The first aider, office staff or headteacher will inform parents of any accident or injury sustained by a pupil and any first aid treatment given, on the same day, or as soon as reasonably practicable.

20.4 Reporting child protection agencies

The headteacher will notify GCC of any serious accident or injury to, or the death of, a pupil while in the school's care.

20.5 Reporting to Ofsted

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

21. Training

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

Health and safety advice is obtained from Safety, Health & Environment (SHE) 01452 425350
she@gloucestershire.gov.uk www.gloucestershire.gov.uk/she

22. Monitoring

This policy will be reviewed by the headteacher every two years.

At every review, the policy will be approved by the governing board.

23. Links with other policies

This health and safety policy links to the following policies:

- First aid
- Risk assessment
- Supporting pupils with medical conditions
- Accessibility plan
- Administering medicine