



**KALEIDOSCOPE**  
Multi Academy Trust

# **HEALTH AND SAFETY POLICY**

**Approved by:**  
**Next Review:**

Kaleidoscope Trust Board  
November 2023

**Date:** November 2022

## 1.0 Statement of Intent

- 1.1 As a responsible employer, Kaleidoscope Multi-Academy Trust (KMAT) and its schools will honour its legal obligations, in particular the requirements of the Health and Safety at Work Act 1974 and associated regulations and codes of practice.
- 1.2 KMAT recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of employees, children and visitors so far as is reasonably practicable.
- 1.3 In compliance with the Management of Health and Safety at Work Regulations, risk assessments will be undertaken and arrangements will be made, where significant risks are identified, the necessary preventative and protective measures will be put into place so far as is reasonably practicable using a sensible risk management approach.
- 1.4 KMAT is committed to the prevention of accidents and ill health.
- 1.5 KMAT will work towards continual health and safety improvement.
- 1.6 To achieve these objectives, we will:
  - Conduct all our activities safely and in compliance with legislation and where possible and in accordance with best practice
  - Provide safe working conditions and safe equipment
  - Ensure that a systematic approach to identify risks is developed and implemented and sufficient resources are allocated to control them
  - Provide suitable information, instruction, training and supervision
  - Promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and welfare
  - Promote the principles of sensible risk management
  - Monitor, review and modify this policy and any arrangements as required.
- 1.7 All of KMAT employees have a responsibility to take reasonable care of themselves and others and to co-operate with their employer to ensure statutory duties and obligations are fulfilled.

Signed on behalf of the Trust:

Date:

Name:

Designation: Chair of Trust Board

## 2.0 Organisation – Roles and Responsibilities

### Kaleidoscope Multi-Academy Trust Board

- 2.1 The Trust has overall responsibility as the employer to ensure compliance with health and safety legislation and to ensure the health, safety and welfare employees, children, visitors and contractors and the self-employed.
- 2.2 The MAT is responsible for:
- determining the Trust's health and safety policy and its implementation
  - allocating sufficient funds for health and safety
  - establishing clear lines of responsibility and accountability for health and safety
  - periodically assessing the effectiveness of the policy and ensure that any necessary changes are made
  - identifying and evaluating risks relating to possible accidents and incidents connected with the Trust.
  - providing access to competent health and safety advice

### Chief Executive Officer (CEO)

- 2.3 Without limiting the responsibility of the MAT, the CEO and Headteacher/Executive Headteacher/Head of Schools of each academy, will generally oversee the day-to-day management of safety and implementation of this policy within KMAT schools.
- 2.4 The CEO and Headteacher/Executive Headteacher/Head of Schools will comply with Academy Trust's health and safety policy and in particular will:
- make him/herself familiar with any documentation and/or instruction referring to the health and safety arrangements for staff, building maintenance or operation of KMAT schools and maintain an up to date system of policies, procedures and risk assessments
  - work with trade unions and employee health and safety representatives and ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties
  - in the event of any hazard or risk to health and safety of any persons under their control, take appropriate action to control the hazard/risk
  - ensure the health and safety policy, procedures, action plan and risk management programme is implemented as an integral part of business, operational planning and service delivery
  - liaise with Local Governing Bodies
  - undertake monitoring and ensure the provision of adequate resources to achieve compliance
  - ensure that local procedures for the selection and monitoring of contractors are in place
  - take appropriate action under the KMAT disciplinary procedures against anyone under their control found not complying with health and safety policies and/or procedures
  - ensure that KMAT and its school have access to competent health and safety advice
- 2.5 In addition to their statutory duties, the CEO, Headteacher/Executive Headteacher/Head of Schools and teachers have a common law duty of care for children which stems from their position in law “in loco parentis”.

## School Leadership Teams

2.6 The leadership teams at KMAT schools, with support from the Trust CEO will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control. This will be done under the direction of the Headteacher/Executive Headteacher/Head of School. Any member of staff with supervisory responsibilities will:-

- make themselves familiar with and conform to this policy, including any instructions and requirements for safe methods of work
- identify new and existing hazards, initiate risk assessments, record the significant findings, implement any necessary control measures and review these to ensure that they remain relevant
- check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- inform, instruct, train, supervise and communicate with employees and provide them with equipment, materials and clothing as is necessary to enable them to work safely;
- complete a health and safety induction checklist for all new employees at the commencement of their employment
- report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence
- be responsible for aspects of health and safety included in their job description
- organise risk assessments where significant risks are identified and ensure as far as is reasonably practicable the implementation of any control measures
- ensure that all statutory registers and records are adequately kept
- ensure the reporting and investigation of all accidents
- ensure all persons under their control are aware of the reporting procedure

### **Trust/School Finance/Admin staff and Premises Staff: In addition to the responsibilities above, this group has specific duties:**

- To maintain an understanding of the Health and Safety Policy arrangements and their responsibilities detailed within them.
- To maintain an awareness of the relevant premises related health and safety legislation, issues and procedures
- To control contractors working on the premises and ensure that hazard information has been exchanged and suitable risk control measures implemented
- Ensuring adequate security arrangements are maintained
- Ensuring the general cleanliness of the premises and that adequate welfare facilities are maintained
- Arranging for regular inspection of the areas of the premises for which they are responsible; that workplace health and safety standards are in effective working order and that a safe means of access and egress is maintained.
- Ensuring that adequate fire safety arrangements and emergency procedures are implemented and maintained
- Ensuring that plant and equipment is adequately maintained
- Arranging for the regular testing and maintenance of electrical equipment
- Maintaining suitable records of plant and equipment maintenance and tests

- Ensure fire risks are formally assessed and adequate fire safety arrangements are provided, maintained, monitored and recorded including; fire risk assessments fire evacuation drills, fire officer inspections and the maintenance of fire extinguisher/blankets, emergency lighting, fire alarm (including detectors and sensors) and any other fire safety equipment devices
- Ensuring first aid requirements for the premises are formally assessed and adequate provision is provided, maintained and monitored
- Ensuring that all premise related hazards are adequately identified, assessed and suitable and sufficient control measures implemented and monitored
- Ensuring the adequate provision of health and safety notices and warning signs are prominently displayed and comply with the Health and Safety (Safety Signs and Signals) Regulations 1996
- Maintaining a health and safety file on the premises in relation to any construction work covered by the Construction (Design and Maintenance) Regulations 2015 and make this available to contractors upon request
- Ensuring that adequate systems are in place for the management of asbestos through the 'Local Asbestos Management Plan' and control of legionella and excessive hot water temperatures
- To respond promptly to a notification of a defect that could affect the health and safety of building occupants/visitors
- Liaison with other staff members where premises/equipment monitoring and maintenance responsibilities are held elsewhere within the school i.e. design and technology and science

## **All Staff**

2.7 All employees, agency and peripatetic workers and contractors must comply with the KMAT Health and Safety Policy and associated arrangements, in addition to any specific responsibilities which may be delegated to them. All staff are required to:

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior management to work safely
- comply with health and safety instructions and information and undertake appropriate health and safety training as required
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support the KMAT schools in embedding a positive safety culture that extends to children and any visitors to the site

## **Children**

2.8 All children are expected to behave in a manner that reflects each school's behaviour policy and in particular are expected to:-

- take reasonable care for their own health and safety and of their peers, teachers, support staff and any other person that may be at the school
- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare

- report to a teacher or other member of staff any health and safety concerns that they may have.

## **Lettings**

2.9 Each KMAT school has a Lettings Policy. The policy covers procedures for fire evacuation and security arrangements and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid. Persons/organisations letting the site must agree to:

- co-operate and co-ordinate with the school on health and safety matters
- agree to the terms of the lettings policy in relation to health and safety arrangements
- provide information relating to any additional risks or procedures which will be new or unusual to those of the school that may arise from their activities

### **KMAT will ensure that:**

- the premises are in a safe condition for the purpose of use
- the health and safety arrangements detailed in the lettings policy are fully explained and communicated to all individuals or groups letting a space/area of the school premises
- adequate arrangements for emergency evacuation are in place and communicated
- users are consulted on health and safety matters
- the school's health and safety arrangements are made available to shared users

## **3.0 Organisational Arrangements for Health and Safety**

3.1 The following arrangements will be adopted to ensure that KMAT fulfils its responsibilities and provide the foundation for securing the health and safety of employees and all users of the sites.

### **Setting health and safety objectives**

3.2 The MAT schools and the Headteacher/Executive Headteacher/Head of Schools will specifically review progress of health and safety objectives at the termly meeting of the Local Governing Body. Where necessary health and safety improvements will be identified and included within each school's action plan.

### **Provision of effective health and safety training**

3.3 The Local Governing Body and the Headteacher/Executive Headteacher/Head of School will consider health and safety training on an ongoing basis based upon which personnel requires which training.

### **Provision of an effective joint consultative process**

3.4 The CEO will report to the Trust Board and Audit and Risk meetings outlining any identified health and safety issues and planned actions. The Audit and Risk Committee will also monitor the Kaleidoscope Compliance Tracker which each school completes 3 x per year.

## **Establishing adequate health and safety communication channels**

- 3.5 Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:
- senior leadership team meetings and staff meetings
  - provision of information relating to safe systems of work and risk assessments
  - training provided
  - communications with relevant specialist advisors and bodies
- 3.6 Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure as appropriate.

## **Financial resources**

- 3.7 The CFO will ensure that adequate resources are being deployed to ensure adequate health and safety management and control.

## **Specialist advice/support**

- 3.8 KMAT will ensure that access to competent technical advice on health and safety matters is procured to assist KMAT in complying with statutory duties and meeting health and safety objectives; KMAT will do this by;
- Accessing the services of a competent Health and Safety Advisor: Educating Safely LLP

## **4.0 Organisation (each school) - Other Arrangements**

### **Accident and assaults**

- 4.1 Apart from manually recording minor incidents in a designated book, all accidents, assaults and near miss incidents will be reported in the accident book within 24 hours of occurrence; RIDDOR reportable incidents, will be reported to the HSE within the required timescales, using EECLive. They will be checked by Educating Safely before being sent on by them.
- 4.2 All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, children etc.
- 4.3 Accident, assaults and near miss incidents across all Trust schools will be monitored at least 3x per year by the Trust ; identification of significant trends or major incidents will be reviewed, action points agreed and reported to the Trust Board on a termly basis.
- 4.4 Accident records will be retained for the following periods; Pupil's records will be retained for a period of Date of Birth + 25 years, employee records will be retained from the date of incident + 7 years and forms relating to work related ill health is current year + 10 years or longer (40 years where there has been potential exposure to asbestos; where radiation is the cause retention is last action + 50 years).

## **Audit**

- 4.5 Academy Trust's health and safety management will be audited on an annual basis. KMAT reviews this process as a positive assessment of our health and safety management system and takes appropriate action to continually improve health and safety across the Trust

## **Contractor management**

- 4.6 KMAT schools comply with the HSE's approved code of practice Construction (Design and Management) Regulations 2015' (L153) relating to the management and control of contractors will ensure that contractors have undergone CDM training. KMAT schools ensure that:
- roles of client, principal designer, designer, principal contractor, contractor are understood and formally allocated
  - competent contractors are used
  - clear specifications of works are drawn up by a competent person to include phases of the work, duration, separation of building and academy site, delivery times and locations, tapping into utilities, site security, fire and emergency coordination, fire escape routes, accident reporting etc.
  - pre-start meetings take place to discuss how works will be managed, responsibilities, codes of conduct and to assess new hazards that may be introduced to the site
  - key contacts are identified
  - regular update meetings take place throughout any works/projects
  - works are visually monitored and any concerns immediately reported
  - works are signed off and any associated certification and documentation is obtained
  - all staff/ children and other users of site remain in a safe environment for the duration of the works.
  - all contractors are given access to the asbestos register
  - all contractors to complete a contractor site induction sheet before work can proceed

## **Control of hazardous substances (COSHH)**

- 4.7 KMAT schools comply with the HSE's approved code of practice Control of Substances Hazardous to Health (L5) relating to the management and control of hazardous substances on site. KMAT schools will ensure:
- an inventory of all hazardous substances on site is kept and updated regularly
  - wherever possible non-hazardous substances are used and if this is not possible the least harmful substance is used
  - a COSHH risk assessment will be completed for all hazardous substances used and shared with relevant staff
  - wherever possible exposure to hazardous substances is prevented, where exposure cannot be prevented, a risk assessment will be carried out and controls measures implemented
  - where identified as part of the risk assessment, appropriate PPE will be provided to staff
  - any requirement for exposure monitoring or health surveillance will be carried out
  - sufficient information, instruction and training is given to staff to ensure full understanding of the hazards to health posed by substances in the workplace and the importance of control measures provided
  - training records are maintained for those who receive training



- information will also be given to others who may be affected, such as contractors, temporary staff and visitors
- only substances purchased through the academies procurement systems can be used on site
- substances are stored correctly in a COSHH proof cupboard or container and those that are no longer used are disposed of as per the substances safety data sheet
- COSHH risk assessments are monitored quarterly and reviewed annually

### **Dealing with health and safety emergencies - procedures and contacts**

- 4.8 As per legal requirements all dangerous occurrences and near miss incidents that are RIDDOR reportable incidents, will be reported to the HSE within the required timescale.
- 4.9 All incidents will be investigated in an attempt to identify the root cause: relevant local policies, procedures and risk assessments will be reviewed and revised as required. All premises related issues will be addressed in a timely manner. Any relevant learning from investigations will be communicated to relevant staff, children etc.

### **Defect reporting**

- 4.10 KMAT schools have a defect reporting procedure whereby any damage or defect to the premises, equipment or furnishings is reported. Defective equipment is isolated and labelled as defective to prevent use until replaced or repaired. Where premises defects are identified a dynamic assessment is carried out to decide whether an area should be isolated or cordoned off whilst awaiting repair.

### **Display screen equipment (DSE)**

- 4.11 KMAT schools acknowledge that staff who use DSE should have suitable equipment to undertake the tasks that they are required to carry out, knows how to safely use the equipment and have a DSE assessment which is reviewed at suitable intervals. KMAT schools ensure that:
- all static workstations used by staff meet the minimum standards required
  - equipment is maintained in good working condition
  - staff are aware of best practice in using DSE and issued with relevant information
  - staff whose roles require significant use of DSE are prioritised for individual assessment. This is a self-assessment based upon the HSE model.
  - assessments are reviewed by the Headteacher/Executive Headteacher/Head of School at least bi-annually, earlier if there are significant changes to equipment/layout individual health
  - the CEO has undertaken DSE training can provide advice where needed

### **Driving**

- 4.12 All staff that drive their own cars for work purposes must have a full UK driving licence, business insurance and maintain their vehicle in a road worthy condition.

### **Electrical systems and equipment**

- 4.13 KMAT schools maintain and service electrical systems and equipment in line with statutory guidance and best practice. Electrical systems (hard wiring) is periodically

inspected every 5 years by a competent contractor and records maintained; any remedial works recommended are acted upon in a timely manner.

- 4.14 Portable electric appliances have a portable appliance test (PAT) carried out, in line with HSE guidance 'Maintaining portable electrical equipment in low risk environments' (INDG236), by a competent contractor (Mears) with records maintained.
- 4.15 Formal termly workplace inspections are undertaken whereby all equipment is visually inspected. Staff are instructed to undertake a visual inspection of equipment prior to use and not to use any equipment that appears damaged or defective. If equipment is found to be defective, this should be reported to the Headteacher/Executive Headteacher/Head of School in the first instance.

### **Fire Safety**

- 4.16 KMAT is committed to providing a safe environment for both staff and children. Our schools manage the risk of fire by ensuring:
- a comprehensive fire risk assessment is in place, reviewed annually and any actions/improvements identified are progressed given consideration to risk and cost
  - a detailed fire and emergency evacuation plan has been developed that clearly details actions to be taken when a fire is identified or suspected, individual responsibilities and arrangements for safe evacuation, this will include the development of a Personal Emergency Evacuation Plan (PEEP) for any person requiring assistance in an evacuation.
  - statutory inspections are carried out on all fire related systems and equipment either by competent contractors or in house by trained staff
  - staff receive fire awareness training that is regularly updated and fire marshals receive role specific instruction
  - a fire drill is undertaken at least 3 times a year to practice evacuation arrangements and to ensure that the evacuation procedure is carried out successfully and as expected.
  - a fire log book is kept and maintained

### **First-aid and supporting children' medical conditions**

- 4.17 Adequate first aid arrangements are assessed, maintained and monitored in schools and for all activities that they lead. KMAT schools ensure that:
- the number of first aiders and appointed persons meets recommendations and adequate cover is available to cover for annual leave and unexpected absences
  - all first aiders and appointed persons hold a valid certificate of competence, schools maintain a register of all qualified staff and will arrange re-training as necessary
  - at least one member of staff working in EYFS has received paediatric first aid training
  - first aid notices are clearly displayed around our schools
  - sufficient numbers of suitably stocked first aid boxes are available and checked periodically to ensure they are adequately stocked
  - a suitable area is available for the provision of first aid
  - staff are regularly informed of first aid arrangements within schools through induction and training
  - where first aid has been administered this is recorded in the first aid treatment book

- correct reporting procedures are followed including those required under RIDDOR regulations
- individual risk assessments have been carried out which consider first aid provision for lone workers and employees who travel in works vehicles that carry passengers.
- information, instruction and training will be provided to staff on any specific medical conditions of children and the procedures to follow in case of an emergency
- children with medical conditions will be cared for in line with the medical conditions policy
- medication shall be kept securely in line with the medical conditions policy

### **Glass & Glazing**

- 4.18 Schools will comply with the Workplace (Health, Safety and Welfare) Regulations 1992 and the Approved Code of Practice L24 as it relates to glass and glazing
- 4.19 Schools will survey its glass surfaces in doors, windows and door side panels for the presence of safety glass and where appropriate will make remedial actions to install safety glass or film and have it suitably marked to that effect

### **Grounds - Safety/Security**

- 4.20 Schools will ensure that there is safe access and egress from the buildings and grounds including balancing the need for security with the need for emergency escape. Schools will ensure that there is a regime for maintaining the grounds, perimeter demarcation (where owned) and equipment e.g. outdoor play equipment

### **Housekeeping – storage, cleaning & waste disposal**

- 4.21 Schools will ensure that there is suitable and sufficient storage including systems for ensuring that items are included on an inventory and checked periodically where necessary for safety.
- 4.22 Schools will ensure that there are systems in place for cleanliness, to minimise the accumulation of rubbish, for the removal and disposal of controlled waste and for the cleaning of spills/ wet floors to minimise the risk of slips. Schools will ensure that there is suitable and sufficient external waste bins secured from the risks of arson and tampering.
- 4.23 Where applicable and to accommodate the requirements of environmental legislation KMAT schools will arrange for suitable disposal/recycling of relevant items e.g. fluorescent lighting and waste electrical appliances.
- 4.24 Suitable arrangements will be made for the clearing of snow as part of winter preparedness.

### **Lone working**

- 4.25 Schools will ensure through risk assessment that all staff who work alone are given suitable instruction on lone working procedures including communications, emergency procedures and any restrictions during lone working e.g. work at height.

## Management of asbestos

- 4.26 KMAT schools comply with the HSE's approved code of practice 'Managing and working with asbestos, Control of Asbestos Regulations 2012, Approved Code of Practice & Guidance (L143). KMAT is committed to preventing exposure to asbestos fibres to all persons that enter onto its premises. Schools have a whole site asbestos 'management survey' (previously known as Type 2 survey) from which a local asbestos management plan (Lamp) has been developed. Asbestos registers across all sites will be kept up to date.
- 4.27 Annual inspections of all identified asbestos containing materials (ACMs) that are not encapsulated or in restricted access areas are undertaken and documented; where necessary more frequent checks of ACMs will be undertaken. Any concern relating to known or suspected ACMs are addressed as per the procedures detailed in each school's LAMP.
- 4.28 Prior to any works that will or has the potential to alter the fabric of the building; a 'refurbishment and demolition survey' (previously known as a Type 3 survey) will be procured in order to undertake a comprehensive assessment of the materials being disturbed prior to any works commencing. Where necessary works that are likely to disturb asbestos will be planned so as to avoid disturbance (re-routed) or the asbestos will be removed by competent licensed contractors prior to building works commencing.

## Moving and handling

- 4.29 KMAT schools comply with the HSE's approved code of practice 'Manual Handling. Manual Handling Operations Regulations 1992 (as amended). Guidance on Regulations (L23).
- 4.30 Within KMAT schools there are a variety of moving and handling tasks that may be necessary; this could range from moving files to assisting an individual with mobility issues. Schools manage the risk associated with moving and handling tasks by ensuring that:
- moving and handling is avoided whenever possible
  - if it cannot be avoided, moving and handling is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
  - those undertaking specific moving and handling tasks have received appropriate training and training records are maintained
  - any equipment provided to assist with moving and handling tasks is maintained and serviced in accordance with statutory requirements
  - any defective equipment is taken out of use until repaired or is replaced
  - an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking moving and handling tasks, these may result in some moving and handling task being restricted
  - any accidents resulting from manual handling operations will be investigated to identify root causes and implement additional controls as required

## **Noise**

- 4.31 Schools will make arrangements for the assessment of risk, protection and other control measures where the noise levels reach the action values as detailed within the Control of Noise at Work Regulations 2005

## **Occupational health services and work-related stress**

- 4.32 KMAT acknowledges that there are many factors both work related and personal that may contribute to staff being absent from work through injury and ill health including stress.
- 4.33 KMAT will follow the principles of the HSE guidance 'Managing the causes of work-related stress' (HS(G) 218). The following arrangements are in place to locally manage staff health issues:
- employees are advised that it is their responsibility to inform their line manager, CEO, the Headteacher/Executive Headteacher/Head of School or another member of the senior leadership team of any ill health issues. The Headteacher will be informed
  - The Headteacher or line manager will meet and discuss the ill health issues with the employee and consider what actions could be taken to support the staff member and where appropriate assist in reducing stress levels
  - the member of staff will be offered a referral to an occupational health professional for advice and support, e.g. counselling, etc.
  - the member of staff will be advised that support can also be provided through their trade union
  - a series of regular review meetings will be scheduled to monitor ill health and stress levels where they have been identified
  - if it is identified that there is a high occurrence of staff ill health or stress within school the CEO will actively seek support to undertake a holistic assessment to identify what the possible root cause may be and implement a plan to improve the situation.

## **Off-site visits including school-led adventure activities**

- 4.34 KMAT schools adopt the National Guidance for the Management of Off-site visits and LOtC activities.

## **Risk Assessments**

- 4.35 Risk assessments are undertaken for tasks/activities where significant hazards have been identified or where there is a foreseeable risk of injury/ill health.
- 4.36 Within KMAT schools' various persons are tasked with the development of risk assessments based on their knowledge, experience and competence. Relevant staff will develop the risk assessments prior to consultation with all staff to which they are relevant prior to sign off. Risk assessments are accessible to staff at all times electronically on the Teacher drive and hard copy via academy office.
- 4.37 New and expectant mothers risk assessments will be conducted in line with HSE Guidance.

- 4.38 The Trust Risk Assessment Policy is available on the KMAT website and the Access HR system
- 4.39 KMAT schools comply with UK law on smoking in both indoor and external spaces. KMAT has a no smoking policy which extends to the limits of the curtilage of all of our sites. The policy extends to the used of substitute inhalers and all types of vaping devices including e-cigarettes. KMAT schools have signage on site and will ensure that persons seen smoking onsite are instructed not to do so.

### **Statutory Inspections**

- 4.40 KMAT schools ensure that statutory inspections are undertaken at required intervals for all plant and equipment required. These compliance checks are undertaken by Mears. A table detailing required inspections, date of last inspection, date of next inspection and who is undertaking the inspection has been developed and is monitored by the Headteacher/Executive Headteacher/Head of School and the Trust CEO.

### **Preventing workplace harassment and violence**

- 4.41 KMAT is committed to providing a safe and secure working and educational environment for staff, children and any other persons on its sites. Where applicable, in addition to the control measures identified in the site specific lone working risk assessment, the following procedures are in place:
- Staff are advised to:
    - avoid confrontation if possible
    - withdraw from a situation or escalating situation
    - arrange seating so that a clear escape route from the room to a place of safety is available. Sit near the door, or use a room with two doors
    - contact emergency services, as appropriate.
    - inform the CEO, Headteacher/Executive Headteacher/Head of School or senior leader if confrontation has taken place
  - KMAT will:
    - ensure the CEO, Headteacher/Executive Headteacher/Head of School or senior leader to attend the site of an incident on being informed of an incident, if considered necessary
    - have in place procedures for the reporting of incidents
    - offer counselling/ support through Occupational Health
    - debrief individuals following any incident
    - provide training on how to manage conflict and aggression as required
    - review the appropriate risk assessments following any incident.

### **Water hygiene management**

- 4.42 KMAT will comply with the HSE approved code of practice 'Legionnaires' disease - The control of legionella bacteria in water systems' (L8).

KMAT will:

- employ an external person with relevant knowledge and competence to obtain initial advice on any necessary actions

- employ a competent external contractor to provide a suitable survey/risk assessment; with the risk assessment being reviewed at least every two years or whenever there is reason to suspect it is no longer valid
- Address any remedial actions identified by the survey including dead leg removal or drain down
- employ a competent external contractor to undertake water sampling and routine cleaning, maintenance and disinfection of water systems and thermostatic mixing valves (TMV's) as applicable
- ensure regular flushing of little used outlets is completed by a competent individual on a weekly basis
- employ a competent person to undertake monthly monitoring of water systems including temperature readings

### **Working at height**

4.43 Schools will follow the principles of the HSE guidance 'The Work at Height Regulations 2005 (as amended) A brief guide' (INDG401). Schools use a variety of access equipment for working at height tasks including ladders, step ladders and kick stools. KMAT schools ensure that:

- work at height is avoided whenever possible
- if it cannot be avoided, work at height is properly planned, has a relevant risk assessment, is carried out by competent staff and carried out in a manner which is, so far as is reasonably practicable, safe
- those undertaking work at height have received appropriate training and training records are maintained
- all access equipment (ladders, step ladders, tower scaffolds etc.) is identifiable and inspected as required
- any equipment provided to assist with working at height tasks is maintained and serviced in accordance with statutory requirements
- any defective equipment is taken out of use until repaired or is replaced
- an individual risk assessment will be completed for all new or expectant mothers and staff with identified medical conditions that may be affected by undertaking working at height tasks, these may result in some working at height tasks being restricted
- any accidents resulting from working at height will be investigated to identify root causes and implement additional controls as required

### **Workplace inspections**

4.44 Schools recognise the importance of undertaking regular formal workplace inspections to ensure that the premises remain a safe working and educational environment for staff and children. A formal termly workplace inspection is undertaken by a competent person with findings documented and any actions allocated with remedial actions. The termly inspection findings are reviewed with actions monitored for close out at the health and safety committee. It is recognised that termly inspections alone will not keep a premises safe and there is an expectation that staff will report any defects/damage to premises and equipment as per the academy's defect reporting procedure.

### **Monitoring and review**

4.45 This Health and Safety Policy together with the associated procedures and health and safety performance, will be reviewed by the Trust Board every 2 years.

4.46 In order to substantiate that health and safety standards are actually being achieved, KMAT will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

4.47 KMAT will use different types of systems to measure health and safety performance:

#### **Active monitoring systems**

- spot checks and termly site inspections will be undertaken and records maintained
  - documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
  - appropriate statutory inspections on premises, plant and equipment will be undertaken
  - where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health.
  - A nominated trustee will meet with the Headteacher/Executive Headteacher/Head of School on a termly basis to monitor the implementation of this policy
- Reactive monitoring systems
- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property, etc.

#### **Reporting and response systems**

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- Health and Safety Governor, Local Governing Body/MAT and Senior Leadership team will all receive and consider reports on health and safety performance

#### **Investigation systems**

- investigations will be implemented for incidents proportionate to the severity of the incident. The investigation will incorporate systems to identify both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated where complaints relating to occupational health and safety are to be recorded and investigated
- where accidents/incidents and assaults with the potential to cause injury, ill- health or loss are to be reported, recorded and appropriately investigated

#### **Third Party Monitoring/ Inspection**

- KMAT schools will be subject to third party inspection and monitoring, as part of Ofsted requirements. Actions arising from third party audit/inspection will be incorporated within Trust/schools' action plans with appropriate target dates for completion.



## COVID

4.48 While restrictions have eased (1 April 2022) regarding covid-19, the Trust still owe a duty of care to all those who may be affected by it's acts and omissions. Therefore, it is important that

- Cleaning arrangements are still in place to deal with those who may be/are affected by covid-19
- Ventilation is still considered where thermal comfort allows and during breaks/lunch in classrooms
- Those who may be in closer contact with covid-19 are protected