



Health and Safety at Work etc. Act 1974

## **THIS IS THE HEALTH AND SAFETY STATEMENT OF**

### **Hill Top Academy**

#### **Our statement of intent is:**

- Implement the requirements of Exceed Learning Partnership Health and Safety Policy;
- to make adequate arrangements for the health, safety and welfare of staff and pupils;
- to provide adequate control of health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- co-operate with Exceed Learning Partnership and Clear Risk Management in matters related to health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction, and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

**Signed:**

**Principal Mrs N Clark**

**Signed:**

**Chair of Governors Mr K Binks**

**Date: September 2025**

**Review date: September 2026**

# HEALTH AND SAFETY POLICY

## RESPONSIBILITIES

Overall responsibility for health and safety within the establishment is that of:

**Mrs Clark Principal**

**Mr Binks Chair of Governors**

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

**Name: Mr Tinkler**

**Responsibility: Health & Safety Governor**

All employees have to:

- co-operate with supervisors and managers on health and safety matters;
- not interfere with anything provided to safeguard their health and safety;
- take reasonable care of their own health and safety and of others; and
- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

## **ARRANGEMENTS**

### **HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES**

**Risk assessments will be undertaken by:**

**Mrs Clark and staff undertaking activity**

**The findings of the risk assessments will be reported to:**

**All staff**

**Action required to remove/control risks will be approved by:**

**Mrs Clark I and staff undertaking activity**

**The person responsible for ensuring the action required is implemented is**

**Mrs Clark and staff undertaking activity**

**Checks that the implemented actions have removed/reduced the risks will be carried out by:**

**Mrs Clark and staff undertaking activity**

**Assessments will be reviewed:**

**In the event of an accident, annually or when the work activity changes, whichever is soonest.**

## ARRANGEMENTS

### CONSULTATION WITH EMPLOYEES

**Employee Representative(s) are:**

**N/A**

**Consultation with employees is provided by:**

**Agenda item on staff weekly meetings**

**Staff briefing and noticeboard**

**Training Days**

# ARRANGEMENTS

## SAFE PLANT AND EQUIPMENT

Identifying equipment/plant, which will need maintenance is the responsibility of:

Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

Ensuring effective maintenance procedures are drawn up is the responsibility of:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

The person responsible for ensuring that all identified maintenance is implemented is:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

Problems with plant/equipment should be reported to:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

Checking plant and equipment health and safety standards before purchase is the responsibility of:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

# ARRANGEMENTS

## SAFE HANDLING AND USE OF SUBSTANCES

Identifying substances which need a COSHH assessment is the responsibility of:

Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

The person(s) responsible for undertaking COSHH assessments is/are:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

Ensuring that all actions identified in the assessments are implemented is the responsibility of:

Miss Jeffery  
Facilities Team  
Mellor's Catering  
Countrywide

The person responsible for ensuring that relevant employees are informed about COSHH assessments is:

Miss Jeffery  
Facilities Team  
Mellor's Catering  
Countrywide

Checking that substances can be used safely before they are purchased is the responsibility of:

Miss Jeffery  
Mr Elliott  
Facilities Team  
Mellor's Catering  
Countrywide

Assessments will be reviewed:

In the event of an accident, annually or when the work activity changes, whichever is soonest.

# ARRANGEMENTS

## INFORMATION, INSTRUCTION AND SUPERVISION

The Health and Safety Law poster is displayed at:

Reception

Health and safety advice is available from your HandS Safety Risk Adviser:

Clear Risk Management  
01302 346813

Supervision of young workers and trainees will be arranged/ undertaken/monitored by:

Mrs Hodgson

Ensuring that our employees working at locations under the control of other employers, are given relevant health and safety information is the responsibility of:

Mrs Hodgson or Miss Jeffery

# ARRANGEMENTS

## COMPETENCY FOR TASKS AND TRAINING

Induction training will be provided for all employees by:

Local SLT Induction  
Any member of SLT dependent on position

Job specific training will be provided by:

Clear Risk Management

Health and Safety Training Requirements:

Asbestos/Legionella training

First Aid training

Fire Awareness / Fire Warden training

Working at Height / Safe Ladder use

Manual handling

Educational Visit Training

Training records are kept:

In Health & Safety Document Management file

Training will be identified, arranged and monitored by:

Mrs Hodgson



# ARRANGEMENTS

## ACCIDENTS, INCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

### Locations of First Aid Boxes:

Staff Room  
First Aid Room  
Foundation Stage  
Toilet Area  
School office

### The first aiders are:

All support staff are first aid trained, various teaching staff area and all midday supervisors.  
There is always at least one member of staff in each classroom first aid trained

**All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept:**

**In the First aid Room**

**The person responsible for reporting accidents, diseases and dangerous occurrences to Clear Risk Management is:**

**Miss Jeffery**

## ARRANGEMENTS

### MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will undertake:

Legionella testing  
Asbestos inspection  
Termly Visual H & S inspection  
Establishment Hands Service Inspection  
PAT testing  
Fixed appliance electrical testing  
Extraction fans maintenance  
Property Services Condition Survey  
Prioritised programme of risk assessment  
Boiler room annual inspection  
Gulley and Gutters checked and cleaned  
Pest control  
Sports and Gym equipment maintenance

The person responsible for investigating accidents is:

Mrs Clark

The person responsible for investigating work-related causes of sickness absences is:

Clear Risk Management

The person responsible for acting on investigation findings to prevent a recurrence is:

Clear Risk Management

# **ARRANGEMENTS**

## **ASBESTOS RISK MANAGEMENT**

**The Responsible Officer for asbestos management is:**

**Mrs Clark & Mr Elliott**

**The Asbestos Risk Management file is kept in:**

**School Office**

**Site plans showing the location of asbestos containing materials (ACM's) are kept in:**

**School Office**

**Ensuring that contractors are made aware of the location of ACM's and that they sign the relevant permit to work is the responsibility of:**

**A member of the Office Staff or Site Manager or any responsible person who would meet and greet the Contractors**

**Asbestos risk assessments will be undertaken by:**

**DMBC**

**Visual inspections of the condition of ACM's will be undertaken by:**

**Mr Elliott**

**Records of the above inspections will be kept in:**

**Admin Office/Parago**

# ARRANGEMENTS

## LEGIONELLOSIS MINIMISATION

The two 'Nominated Persons' for Water Management at the premises are:

Mrs Clark  
Mr Elliott

Risk assessments detailing on-site tasks for the minimisation of *Legionellosis* risk are kept in:

Water Management Arrangements Folder

The person responsible for carrying out the on-site tasks set out in the above assessments is:

TECS and Mr Elliott

Record showing that the above on-site tasks have been undertaken are kept in:

Water Management Arrangements Folder

# ARRANGEMENTS

## WORK AT HEIGHT

All work at height in the establishment must be authorised by:

Mrs Clark

Risk assessments for working at height are to be completed by:

Miss Jeffery & all members of staff

Equipment used for work at height is to be checked by and records kept in:

Health and Safety  
Governor

Establishment Management File

# **ARRANGEMENTS**

## **EDUCATIONAL VISITS**

**Off-site educational visits must be authorised by:**

**Clear Risk Management and Governors**

**The Educational Visits Co-ordinator(s) is/are:**

**Mrs Clark**

**Risk assessments for off-site visits are to be completed by:**

**Group Leader**

**Policy, Procedures & Guidance for Educational Visits are kept in:**

**Staffroom**

**Details of off-site activities are to be logged onto Evolve by:**

**The lead of the visit**

# ARRANGEMENTS

## EMERGENCY PROCEDURES – FIRE AND EVACUATION

The person responsible for ensuring that the fire risk assessment is undertaken and implemented is:

Mrs Clark, Mr Elliott & Miss Jeffery

Escape routes are checked by/every:

All staff

Daily

Fire extinguishers are maintained and checked by/every:

Firesolve  
Visually Inspected by Mr Elliott

Annually  
Termly

Alarms are tested by/every:

Mr Elliott Premises Manager  
Chubb

Weekly  
Bi-Annually

Emergency evacuation will be tested:

Termly

## APPENDICES

List here any other policies relevant to health and safety e.g. *Medicines Policy, Educational Visits Policy etc.*

**CYPS Policy and Guidance Handbook**  
**Emergency Response Guide**  
**Safeguarding Policy**  
**Safeguarding Audit**  
**Lockdown Procedure**  
**Disaster Recovery Procedure**  
**Educational Visits Policy**  
**Display Screen Equipment Procedure**  
**Emergency Procedures**  
**Events Procedure**  
**Fire Safety Procedure**  
**First Aid and Medicines Procedures**  
**First Aid at Work Procedure**  
**Intimate Care Procedure**  
**Laptop and Tablet Procedure**  
**Lettings Procedure**  
**Lone Working Procedure**  
**Midday Supervisor Procedure**  
**Missing Child Procedure**  
**Nappy Changing Procedure**  
**Snow and Ice Procedure**  
**Gritting Plan**  
**Use of Chemicals at Work Procedure**  
**Use of Sunscreens Procedure**  
**Working at Height Procedure**