



ST PETER'S

PREPARATORY SCHOOL

Health and Safety Policy

Updated on 04 April 2025
by Mr Dan Morris
(Director of Operations & Compliance)

Approved by Head:

Date: 28 April 2025

1. Health & Safety

Statement of Policy

The Owner of SPL Education Limited t/a St Peter's Preparatory School recognises and accepts his responsibility, on behalf of the company, to provide, as far as is reasonably possible, a safe and healthy workplace and working environment for all his employees, pupils and visitors to the School. The Health & Safety Policy should be read in conjunction with guidance issued by the Secretary of State, "Health and Safety: Department for Education Advice on Legal Duties and Powers for Local Authorities, Headteachers, Staff and Governing Bodies". A copy of this document is stored in the Health & Safety folder of the Compliance Google Drive, as well as explicitly shared with staff on Google Drive annually.

[See Appendix 1A](#) for the full statement of policy.

Safeguarding and promoting the welfare of children and young people is our highest priority. It is therefore the responsibility of the school to ensure that all staff are recruited in accordance with the statutory guidance in KCSIE Part 3 - Safer Recruitment and the regulatory requirements in the Independent Schools Inspectorate (ISI) Part 4 - Suitability of Staff, Supply Staff and Proprietors, as reflected within the school's Recruitment, Selection, Disclosures and Induction Policy. See [Recruitment, Selection, Disclosures and Induction Policy](#) for more information.

Overall Staff Responsibilities

No safety policy is likely to be successful unless it actively involves employees themselves. In this connection all employees are reminded of their own duties, under Section 7 of the Health and Safety at Work Act 1974, to take care in their work for their own safety and that of other employees, for the safety of pupils and the public, and to cooperate with the Head and their appointed person.

Appointed Person

The Director of Operations & Compliance is the appointed Health & Safety Officer for the School

Role of Appointed Person

- To identify current best practice and legal requirements.
- Plan and implement a health & safety / rolling maintenance programme that will meet current best practice and legal requirements.
- Timely reviews and updates of the H&S policy. Communicating changes in policy and procedures to staff.
- Chair the Health & Safety Committee (and termly meetings) ensuring it fulfils its role effectively.
- Review Health & Safety with the Owner on a termly basis.
- Provide a report for review by the Board of Reference at each of its regular meetings.

Educational Visits

The Director of Operations & Compliance is responsible for the following:

- Working with the Director of Co-curricular to ensure visits meet School requirements and risk assessments.
- Liaising with the Director of Co-curricular in the approval of activities and visits.
- Liaise with the SLT and MMT on the assessment and designation of Visit Leaders.
- Ensure appropriate training is in place.
- Organise emergency arrangements, where appropriate.
- Keep records of individual visits, alongside the Director of Co-curricular and Office Manager.
- Review systems/ monitor practice for visits.

Health & Safety Committee

There is a Health & Safety Committee that meets once each term. Its members comprise:

- Director of Operations & Compliance (Chair)
- Head
- Matron
- Head of Maintenance
- Head of Grounds
- Catering and Hospitality Manager
- Head of Science
- Director of Sport
- Art/DT Coordinator
- Deputy Headteacher and/or Heads of Phases

Role of Health & Safety Committee

- Review the H&S Policy, Risk Assessment Policy and other relevant policies relating to health and safety.
- Review documentation confirming that the required safety checks have been undertaken and any actions implemented.
- Review and implement any actions that result from a risk assessment or incident report.
- Discuss and agree how to manage practical implications of implementing an action.
- Report on the issues and management of risks in each of their departments.
- Review the impact of any legal changes or perceived changes in best practice that are under consideration for the School.
- Review trend reports on accidents and incidents as supplied from the log by the Director of Operations.
- Feedback to their colleagues on the matters discussed and actions agreed.

Oversight

The Owner meets with the Director of Operations & Compliance at least once, each term.

Role of Owner

The Owner is expected to:

- Satisfy himself that the School's Health & Safety policy and procedures are fit for purpose and implemented fully.
- Monitor the level and type of incident and accident recorded through the Health & Safety system and ensure the School has responded appropriately.
- Monitor the type, number and age of outstanding health & safety actions.
- Suggest improvements and agree priorities.
- Ensure that adequate resources are allocated to sustain safety within the School.

Board of Reference

The Board of Reference (See [Appendix 1C](#) for details about its composition) receives a termly report.

Role of Board of Reference

Members of The Board of Reference are not expected to have specific Health and Safety awareness but their input can be sought on the following:

- Incidents recorded on the school's accident/incident log.
- Perceived weaknesses in procedures and policy that have been identified amongst parents, their children and visitors to the School.
- Review trend reports on accidents as supplied by the Owner.
- Comment on the appropriateness and effectiveness of any action taken by the School.

Senior Leadership and Middle Management Team

The management team (see [Appendix 1D](#) for details about its composition) discuss any relevant Health & Safety matters at their weekly meeting.

Role of the Senior Leadership Team

The Director of Operations & Compliance (*appointed person for health and safety*) is a member of the Senior Leadership Team in order to ensure that health and safety and the management of risk is part of the management of the school. The Director of Operations & Compliance is responsible for ensuring that the health and safety risk management protocols are in place operationally.

Once each term the H&S committee reviews health and safety within the School with reference to accidents and incidents reported and overall risks identified. Individual members of the team may be given specific responsibility to oversee the implementation or monitoring of certain aspects of health and safety. Where appropriate, an issue of serious concern can be raised at any of the weekly SLT/MMT meetings.

Teaching Staff

The teaching staff of the School meets weekly, on a Tuesday. At the weekly staff meetings and during early morning daily briefings staff are kept apprised of incidents and accidents that occur and feedback is sought on general and specific concerns.

Teaching staff are also asked to fill in termly Classroom Monitoring Checklists.

Role of All Staff

Operations and Academic staff all have an important role to play in the day-to-day implementation of safe practices. Where appropriate, an issue of serious concern can be raised at any weekly meetings under the Health and Safety section. Teaching staff will be briefed on any new procedures and actions to be implemented at their weekly staff meetings, and other staff notified via their team meetings, daily staff briefing or emails.

All staff are aware that they have a responsibility in protecting the welfare of the pupils and other staff at St Peter's. All staff are regularly informed and updated of this, and, as part of their terms of employment, are informed through their job descriptions as is required within Safe Recruitment guidance.

Risk Assessment Statement of Policy

The School undertakes suitable and sufficient risk assessments in accordance with the Management of Health and Safety at Work Regulations 1999. All risk assessments are:

- Reviewed at least annually, or immediately following any significant change in procedure, equipment, staffing, or an incident;
- Conducted by competent persons with knowledge of the area being assessed;
- Stored securely and made available to all relevant staff;
- Communicated and reviewed as part of our risk control strategy.

Generic and specific risk assessments are governed by the [School Risk Assessment Policy](#), which sets out the review process and delegation of responsibilities.

Accident Reporting, Statement of Policy

The school reports incidents when required to RIDDOR [Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, 1995) using the online reporting process. Under the current regulations the school must report the following:

- a) Deaths
- b) Major injuries
- c) Work-related - Over-seven-day injuries - cases of over-seven day injuries are notified within fifteen days of the incident occurring using the appropriate online form.
- d) An accident causing injury to pupils, members of the public or other people not at work, due to a work activity;
- e) A specified dangerous incident where something happened which did not result in injury, but could have done.

A copy of the latest Health & Safety Executive (HSE) RIDDOR guidance is stored on the school computer system alongside the Health & Safety Policy & appendices

It is a policy of the School that any accident on the St Peter's campus or involving staff or children when on St Peter's business should be documented with the School's Management Information System, SchoolBase. The person dealing with or witnessing an accident should complete the log on SchoolBase.

Procedure in the Event of an Accident

See the flow chart in [Appendix 1F](#) for the simple steps to be taken in the event of an Accident occurring.

First Aid & Medication

The procedure involving first aid and medication is covered in the [Medical Policy](#).

Accident Reporting - Monitoring and Evaluation

Matron (or the person who witnessed the accident) files the details of each accident report on the School information system Schoolbase.

The Director of Operations & Compliance will regularly review the accidents that have occurred to establish trends, examples of good and bad practice and new risks that might require attention. From this, the Health & Safety Committee, Owner, Board of Reference and Senior Leadership Team receive a report outlining the accidents that have occurred during the term. They have the opportunity to note trends and to identify new risks and to comment on the actions necessary to manage such risks identified.

Incident Reporting, Statement of Policy

The School recognises the importance of documenting *near miss* incidents as early warnings for potential hazards. Near misses are defined as any unplanned event that could have caused harm but did not. These are reported using the online ticketing system or the Incident Report Form (see [Appendix 1G](#)).

- Reports are submitted to Matron or directly to the Director of Operations & Compliance.
- Incidents are reviewed for trends and added to the [Near Miss Log](#).
- If further controls are required, actions are assigned with follow-up checks.
- The Health & Safety Committee reviews logs termly to support preventative action and assess policy effectiveness.

Staff may raise health and safety concerns confidentially through the School's Whistleblowing Policy, which outlines protections and reporting routes where there is a perceived failure of safety management. Staff may also raise a Low Level Concern.

Definition of an Incident

An event or occurrence which, in the opinion of the person completing the report, could have led to an accident.

Procedure for Reporting an Incident

- Complete an Incident Reporting Form / health and safety ticket
- Hand this to Matron
- Matron / Director of Operations & Compliance to review frequency of this type of report and likely issues arising from it, discuss any issues of concern with suggested actions
- Director of Operations & Compliance to log and if required the Director of Operations & Compliance to arrange for implementation of any actions that result.

Fire Practice

The School holds regular fire practises as follows:

- Whole School practice once per term

The objective of holding fire practices is to ensure that in the event of a real fire we can safely and rapidly evacuate pupils and staff from School buildings, assemble at a safe point and account for everybody.

Practices are recorded in the fire book for inspection by visiting Inspectors or Fire Officers.

See also the School's standalone [Fire Prevention Policy](#), which outlines preventative measures, fire marshal duties, and equipment testing protocols.

See [Appendix 1H](#) for the detailed procedure notes.

Fire Alarm

The school has a fire alarm system. An instruction leaflet detailing how this operates and the location of fire sensors can be found in [Appendix 1J](#).

Fire Equipment

Fire equipment is serviced and maintained by Argos Fire Safety. They have given the School advice on the location and type of fire extinguisher and other fire control equipment it should hold. The location of fire control equipment can be found in [Appendix 1J](#).

Some staff have received training in the safe operation of fire extinguishers and are encouraged, where safe to do so, to tackle small fires with appropriate extinguishers. Untrained staff should not use extinguishers.

Emergency Lighting

The School has emergency lights and independently powered Exit signs located at strategic positions throughout the School. The location of emergency lighting can be found in [Appendix 1J](#).

Personal Protective Equipment (PPE) and Clothing

The School provides different PPE and clothing for use by staff and pupils. Catering, Grounds and Maintenance staff are provided with the appropriate equipment for jobs undertaken on school premises.

Maintenance Schedule

To promote the safe operation of equipment and the maintenance of a high level of fire protection the School has an inspection and [maintenance programme](#). This includes:

- The fire alarm system - including visual checking, alarm test sounding, emergency lighting and fire extinguishers
- P.A.T. testing electrical appliances - any privately owned appliances brought onsite must be P.A.T tested before they can be used.
- School boilers in Harefield and Peterhouse
- Kitchen equipment
- Grounds equipment
- All school vehicles
- School electrical system (including main fuse boxes)

The Director of Operations maintains an [Operational work schedule](#) that documents the details of these actions and maintenance procedures and ensures they take place at the correct time.

Key Contacts List

There are a number of key contacts when reviewing health and safety within the School:

- Health and Safety Executive
- Environmental Health Department
- South West Water
- DVLA / DVSA
- Fire Service (local)
- Fire and alarm monitoring service
- Fire extinguisher maintenance engineers
- Electrical maintenance engineer
- Fire alarm engineer
- Kitchen equipment engineers
- Grounds equipment engineers

Current contact details are maintained by the Director of Operations. Details can be obtained from them or the school office

Health & Safety Training Policy

The School has a policy of training staff to an appropriate level to ensure they have the right level of knowledge to assess and manage risks for themselves.

Health & Safety Training Approach

The School uses the following approaches:

- Staff inset for briefings
- Staff inset for training large numbers e.g. First Aid
- Distance / online learning (Educare) for individual knowledge e.g. food hygiene, fire marshalling, Paediatric First Aid, manual handling, working at heights, COSHH
- Issue of guidance documentation and codes of practice/risk assessments
- Courses e.g. P.A.T. testing course, life saving, chemical handling/COSHH

Health & Safety of Staff

• Pregnancy

It is the policy of St Peter's to provide a safe and healthy working environment for all employees, including particular measures to protect the health and safety of those who are pregnant or who have recently given birth.

The School carries out a risk assessment for such staff and puts appropriate measures in place to protect their health and that of their unborn child(ren).

• Work-related Stress

St Peter's recognises that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing workplace stress. The Head will talk with staff who have work-related stress issues whether entirely related to work or not and will deal with each case individually and agree with the member of staff suitable actions to be taken. These might involve contacting the school doctor, reducing responsibilities or working hours on a short term or long term basis. We also subscribe to HealthAssured.

• Violence to Staff

There are no circumstances in which violence towards any member of staff is acceptable, whatever form it takes, and no member of staff shall be expected to accept exposure to violent behaviour as being part of their job. Any member of staff, pupil or parent of the school, who perpetrates an act of violence against an employee or a pupil, will be subject to the appropriate disciplinary procedure.

• Control of Hazardous Substances

All staff should handle hazardous chemicals with care following guidance given in the [COSHH Policy](#) and the [Risk Assessment](#) for each substance. The school maintains an Asbestos Manual which is maintained by the Director of Operations & Compliance.

Health & Safety Food & Drink Welfare

- All kitchen staff have undertaken Level 2 Food Hygiene Training.

- All EYFS staff undertake Level 2 Food Hygiene Training.
- Fresh drinking water is available at all times from clearly labelled sources and is accessible for pupils and staff.
- Training in food hygiene is provided by the school's catering manager and via the school's nominate online training provider (currently EduCare) to all staff involved with preparing and handling food.

Monitoring Developments in Health & Safety

Information is obtained from the following sources:

- Membership of IAPS, BSA and ISBA means we receiving briefing notes on major issues
- We retain Stephens and Scown, solicitors, for advice on legal matters. They provide occasional notes on major changes.
- Broadsheet newspapers are a good source of developments.
- Subscription to industry forums such as 'Health and Safety Matters'
- Visiting appropriate websites (e.g. Health & Safety Executive)
- Government agencies provide notice on major developments in health & safety legislation.

Consultation arrangements with employees

The school will consult employees on health and safety. We do this by listening and talking to them about:

- health and safety and the work they do;
- how risks are controlled; and how to document this
- the best ways of providing information and training.

Consultation is a two-way process, allowing staff to raise concerns and influence decisions on the management of health and safety. Our employees are often the best people to understand risks in the workplace and involving them in making decisions shows them that we take their health and safety seriously.

Occupational Health

It is important that employees remain healthy and adopt safe practices which do not affect their wellbeing adversely. In particular, employees are encouraged to manage their work-related stress levels and to seek advice if they are finding this difficult.

More information on this area can be found at <http://www.hse.gov.uk/pubns/ohindex.htm>

Workplace safety for staff, pupils and visitors

We all have a duty to safeguard our own and others' health and safety. The school's risk assessment process identifies and manages relevant risks, but we encourage all staff, pupils and visitors to report any concerns to the Director of Operations, so they can be quickly addressed. See also the [supervision policy](#) and staff duty rota, published in the main staff room.

Lone Working

The School acknowledges the increased risk to staff working alone, particularly during evenings, weekends, or holidays. To mitigate risk:

- Staff should notify the school office or a member of SLT if working outside normal hours (07:30 - 18:15).
- A sign-in/out process should be followed, including estimated time on site.
- Staff should carry a mobile phone and know the location of the nearest call point or alarm.
- High-risk lone working (e.g. on ladders, with chemicals) is **not** permitted without prior assessment and supervision.

Guidance on lone working is available from the Director of Operations & Compliance.

Site Security

Our school occupies a very rural site in a tranquil and peaceful setting. However, it is necessary to maintain vigilance and premises in order to ensure the safety of all who live on, work, or visit our site. To this end, there is a [Visitor policy](#) in place to ensure correct procedures are followed to maintain security. Any unidentified person on site should be challenged politely and escorted to the school office to sign in and be issued with a correctly coloured lanyard and visitor's badge. Suspicious activity should be reported immediately to the school Reception. The four digit numeric code for access codelocks is changed at intervals to ensure that only the immediate school community are aware of the number and can access secure locations on the school site.

Selecting and Managing Contractors

External contractors who are appointed to work on the school site are selected carefully by the Director of Operations, in consultation, where necessary, with other SLT members and /or Head. Contractor staff are either checked for suitability by their employer, or supervised whilst on site when pupils are present. Regular visitors have documented recruitment checks.

All external contractors must:

- Provide Risk Assessments and Method Statements (RAMS), where appropriate, before work begins;
- Comply with the School's safeguarding procedures and Health & Safety protocols;
- Be supervised if working during term time when pupils are present, unless prior safer recruitment checks have been completed;
- Be briefed on site-specific fire safety procedures and emergency contacts;
- Wear a visible ID, where safe to do so, and be signed in at Reception.

The School retains the right to halt works where safety procedures are not being followed.

Smoking or Vaping on site

St Peter's operates a complete no-smoking or vaping policy onsite. Employees are encouraged not to smoke or vape, as this is a proven health hazard, both to the smoker/vaper and to others. Employees who must smoke or vape are required to leave the site. Those caught smoking or vaping on-site may be subject to disciplinary proceedings.

On site vehicle movements

Care and vigilance is needed as staff and pupils move around the site, as vehicles enter and leave. Any vehicle movement around school is risk assessed as part of a dedicated [Traffic Onsite Risk Assessment](#), and changes in outcomes are relayed to staff and pupils as necessary.

Manual Handling

Staff are expected to assess the risk before lifting, carrying, or moving loads. Key points:

- Always consider weight, size, distance, and posture.
- Where possible, use mechanical aids (e.g. trolleys or castors).
- For shared lifting, agree signals and movement plan in advance.
- Do not lift alone if the load is bulky, awkward, or heavy.

The School provides Manual Handling training and access to guidance documents. High-risk areas (e.g. catering, maintenance) have task-specific assessments completed and reviewed annually.

Health and Safety Emergencies

In the case of any emergency, the first point of contact should be the school reception, unless urgent medical attention is needed, in which case dial 999. The school office will coordinate information and can summon the appropriate staff or external agencies as necessary.

Additionally, the school has [Disaster/Emergency plan procedures](#) overseen by a Disaster Recover team which includes the MMT, SLT and the owner. This details suggested procedures for a variety of scenarios and lists relevant contacts.

Revision History		
Date Revised	Changes	Reviewed By
03 Apr 2025	Added raising anonymous concerns through whistleblowing policy, lone working section and reviewed manual handling section.	Dan Morris (Dir. of Operations)