



West Byfleet Infant School
We Belong, Inspire, Succeed

Health and Safety Policy

Our school vision is 'We Belong, Inspire, Succeed'. This reminds us daily that children need to feel safe and secure within the school community, have opportunities to inspire their interests and an enthusiasm for learning, as well as achieving success at all levels.

West Byfleet Infant School takes health, safety and welfare very seriously and adopts the Surrey County Council model policy as its basis. A written health and safety policy is a statutory requirement where an employer employs five or more people. It must be consulted on with the employees

A robust safety policy demonstrates to staff, pupils, and visitors that the organisation values their health, safety, and welfare.

The allocation of responsibilities and the recording of arrangements to implement the policy encourage a clear approach to the management of health and safety.

Member of staff responsible	Headteacher
Date Policy Produced	Sept 2017
Policy agreed/last reviewed	Spring 2024
Next review date	Spring 2025
Other Related Policies	Emergency Plan, Lettings Policy, Managing Children with Medical Needs, First Aid Policy
Is it a Statutory Policy?	Yes
Does it need Governor approval?	Yes - Chair of Govs and Head Teacher

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Health and Safety Policy

West Byfleet Infant School

Part 1:

Statement of general policy on health and safety

The Governing Body and Headteacher of West Byfleet Infant School will:

1. Recognise and accept their responsibilities to provide and maintain a safe and healthy environment, ensuring the welfare of all employees, students, and visitors.
2. Require all managers in the school community to act in accordance with the school's health and safety policy and procedures and require the same of persons that they supervise and take responsibility for.
3. The governing body and Headteacher will provide as necessary, sufficient policy, procedures, arrangements, and supervision, to ensure compliance with all relevant health and safety legislation, and will so far as is reasonably practicable ensure:
 - The maintenance of safe plant and safe methods of work without risks to health.
 - The safe use, handling, storage and transport of articles and substances
 - Effective information, instruction, training, and supervision to keep all staff, pupils, and visitors safe is readily available.
 - The premises for which they are responsible for have safe access and egress for all staff, pupils, and visitors
 - Adequate facilities and arrangements for welfare are provided
 - A positive health and safety culture is promoted, through communication and consultation with employees and their representatives.
 - The safety of visiting contractors, members of public and authorised visitors
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4. In support of the above, the governing body and Headteacher will ensure an adequate process for risk assessments for the school to be carried out and the significant findings shared with all relevant persons and incorporated into the school's health and safety procedures.

22/1/2024

Angela Woods.

Angela Woods Chair of Governors

22/1/2024

S. Clarke

Stacey Clarke, Headteacher

Part 2:

Organisation and responsibilities for health, safety, and welfare

The following health and safety organisational structure, and roles and responsibilities are approved by the governing body and Headteacher.

- Employer's responsibilities.
- Surrey County Council as the employer has a statutory duty in respect of health and safety in community and voluntary controlled schools to ensure that premises and people are healthy and safe.
- The responsibility is devolved to the headteacher who has day to day responsibility for staff, pupils, and others, as 'officer in charge' of the premises.
- The headteacher will ensure the overall implementation of this policy

The governing body

Responsibility for the health and safety of pupils lies with the governing body of the school either as the employer of school staff, or because it controls school premises (or both) and approves the health and safety policy of the school and monitors its successful implementation.

The governing body further ensures as administrators of the school's delegated budget that sufficient and appropriate resources are allocated to implement the health and safety policy.

1. The governing body will specifically ensure:
 - The provision of a healthy and safe site
 - Accidents/incidents are reduced to the lowest possible level
 - Training for Governors/staff
 - Revision of policy/procedure
2. Nominate a health and safety governor as the link between the governing body and the wider school community, who will stay up to date with school health and safety initiatives and inform the governing body accordingly.
3. Be informed and updated of Surrey County Council's health and safety policy and receive advice and support from relevant officers of the council, or advisors acting on their behalf. Ensure that health and safety is an agenda item on full governing body termly meetings and conduct a termly health and safety inspection with the People and Facilities Manager and report the findings to FGB, including
 - Accident/incident analysis
 - Relevant health and safety information received from the council or its advisors.
 - Any unsafe acts or conditions found on the school site
4. Facilitate any necessary review of the school's health and safety policy and procedure as may become apparent through the strategies above.
5. The governing body will take all reasonable measures to ensure that:
 - The premises and equipment on site are safe and do not put the health or safety of staff, pupils, or visitors at risk while they are on the premises
 - They will make adequate provision for maintenance of the school premises and equipment

Headteacher

As senior manager for the premises, and of all on and off-site school related activities, the Headteacher is responsible for the day-to-day management of health and safety. They will advise the Council/governors of any health and safety issue where their support or intervention, either through system or finance, is necessary and appropriate to affect the requirements of this policy. They will ensure that:

1. The contents of this policy is brought to the attention of all relevant persons.
2. A process for risk assessments is applied within the school
3. Appropriate control measures are implemented,
4. Assessments are monitored and reviewed as necessary.
5. There is a management system for monitoring the effectiveness of health and safety arrangements, which form part of this policy.
6. Appropriate staffing levels for safe supervision are in place.
7. An adequate schedule of inspection and maintenance is in place to ensure a place of work in a safe condition and a safe working environment. Inspection and maintenance will include:
 - The fabric of the building
 - Play equipment
 - Fire appliances
 - Boiler/heating systems
 - Portable electrical appliances
 - Water systems
 - Water features
 - First aid/medical facility and equipment
 - Premises staff equipment
 - Curriculum specific e.g., gymnasium
8. An adequate needs analysis of health and safety training is undertaken for school staff and sufficient resources are put in place to ensure appropriate training is carried out. Appropriate training may include:
 - Headteacher health and safety awareness
 - Health and safety induction training (all new and temporary staff including agency)
 - Emergency/fire training for the whole school community
 - First aid
 - Risk assessment
 - Health and safety coordinator
 - Manual handling
 - Working at height
9. Any further specific health and safety training identified by the training needs analysis as being necessary and appropriate will also be considered and carried out.
10. Adequate and easily retrievable health and safety training records are available and up to date.
11. The school secures and maintains an arrangement for obtaining competent health and safety advice as required by the Management of Health and Safety at Work Regulations 1999.
12. A termly health and safety report is provided to governors.
13. The school cooperates and participates in Surrey County Council's health and safety monitoring arrangements.
14. An Educational Visits Coordinator (EVC) is appointed and trained accordingly.
15. Contractors (including catering, cleaning, and grounds staff) and other authorised visitors to the school are appropriately managed and monitored.
16. Appropriate procedures are in place for the reporting, recording, investigation and follow-up of accident and incidents.

17. Emergency/fire arrangements are formulated and reviewed as necessary and tested at least termly.

18. The fire risk assessment is reviewed annually and/or whenever significant changes or building work might affect the means of escape.

The Headteacher is the responsible person as required by the Regulatory Reform (Fire Safety) Order 2005.

The Headteacher may delegate functions to other staff (e.g., a health and safety coordinator), who may be tasked with the health and safety administrative arrangements for ensuring the above responsibilities are complied with. The Headteacher will in any event retain the overall responsibility for ensuring that these responsibilities are carried out. Staff can report any Health and Safety concerns to the People and Facilities Manager.

Assistant Headteacher

The Assistant Headteacher will take on the above responsibilities in the absence of the Headteacher.

Managers

1. Managers in charge of curriculum areas/departments/staff are responsible to the Headteacher for ensuring the application of this policy within the individual areas that they control. Year Heads will ensure that:

- The school's risk assessment process is applied within their area and that control measures are implemented in accordance with the assessment and monitored and reviewed accordingly.
- All accidents and incidents occurring within their areas are reported, recorded, and investigated in accordance with the school's procedure.
- All persons they manage or are responsible for, are aware of their specific roles in case of fire emergency.
- Any equipment/appliance which has been identified as being unsafe is removed from service.
- Health and safety inspections are carried out within their areas of responsibility within a timescale agreed with the Headteacher, and a report is provided to them where necessary.
- The health and safety training needs of staff are identified and the Headteacher informed accordingly.
- Staff are properly consulted on any matters that may affect their health or safety whilst at work.
- New transferred and temporary staff, including agency workers, receive appropriate health and safety induction training.
- First aid provision is adequate.
- Pupils are given relevant health and safety information and instruction.

Teaching staff (including supply)

Teaching staff are responsible for the health and safety of all pupils under their control and must ensure:

1. Effective and appropriate supervision of the pupils that they are supervising.
2. That appropriate safety instructions are given to all pupils prior to commencing practical sessions.
3. They are familiar with the school's health and safety policy and any arrangements specific to their own department.
4. That emergency procedures in respect of fire, emergency evacuation, emergency lockdown and security, and first aid are carried out.

5. Where relevant, that all personal protective equipment (PPE) is suitable and in good condition prior to issue and removed from use if found to be defective. PPE must be properly looked after and stored when not in use, e.g., in a dry, clean cupboard. If it is reusable it must be cleaned and kept in good condition.
6. Where relevant, safety devices such as machinery guards are in good condition, maintained and are used in accordance with good practice, following manufacturer's instructions to allow us to comply with safety legislation.
7. They report any defective equipment to the relevant person, such as the site supervisor/caretaker of the premises team.
8. All accidents and incidents are reported, including near misses, and the correct reporting procedure is followed.

Site manager/caretaker

The site manager/caretaker is responsible to the Headteacher/People and Facilities Manager and will ensure:

1. The removal from service of any item of furniture, apparatus, or equipment which has been identified as unsafe.
2. That any identified hazard is appropriately removed, isolated, or contained as necessary to prevent danger.
3. That periodic health and safety inspections are carried out at a timescale agreed by the Headteacher, paying particular attention to the building structure, services, access to/egress from the school, and the main circulation areas. These inspections may be carried out with others such as governors, health, and safety coordinator etc.
4. That persons they supervise only undertake work for which they are competent.
5. That any personal protective equipment issued to staff is suitable for the task and that training is provided in the correct use of the equipment.
6. That all staff work in accordance with safe working practices issued by the school, and the Council.
7. Ensure that all contractors on site are aware of the emergency evacuation procedures and have sight of the school health and safety policy as appropriate to their work
8. Ensure that all contractors view the asbestos register prior to commencing works that may involve working in areas with the potential of disturbing asbestos.
9. Inform all contractors of any known hazards which might affect them whilst at work.

Health and safety co-ordinator

1. The Headteacher may appoint or nominate a health and safety coordinator to carry out specific functions which may include:
 - Having an overview of the school's health and safety policy and arrangements, bringing amendments to the attention of the Headteacher where necessary.
 - Overseeing and supporting the school's risk assessment/risk management process and advising the Headteacher of any deficiencies.
 - Carrying out, with the Headteacher and others as appropriate, the school's accident/incident recording, reporting, and investigation arrangements.
 - Arranging termly evacuation drills and weekly fire alarm tests etc.
 - Advising the Headteacher and/or the Council of any defect in the state of repair of the building or its grounds, which is identified as being unsafe, and take whatever local action is necessary to minimise the risk until repairs can be arranged.
 - Arranging for the repair, replacement, or removal of any item of furniture or equipment which has been identified as unsafe.
 - Coordinating regular health and safety inspections, ensuring all areas of the establishment and all activities are covered.

- Reporting to the Headteacher any situation which is unsafe or hazardous to health and which cannot be remedied from readily available resources.
- Liaising with and monitoring, as far as is reasonably practicable, the activities of contractors (including catering, cleaning, and grounds staff), visitors and others on the site to ensure that any risks to the health and safety of staff and others are kept to a minimum.
- Ensuring that all senior managers (including Year Heads) are kept informed of the names and details of those persons appointed to provide competent health and safety advice.
- Carry out health and safety functions in school and maintain an overview of the health and safety organisation and management of the school, and report to the Headteacher accordingly.

All employees (including temporary and volunteers)

All employees are required to take care of their own safety and health whilst at work and that of others who may be affected by their actions.

Employees must also co-operate with the management of the school to ensure that all parties comply with their health and safety responsibilities. All employees must:

1. Participate in the school's risk assessment process and comply with findings.
2. Report any defects in the condition of the premises or equipment of which they become aware.
3. Report all accidents/incidents and near misses in accordance with the school's procedure.
4. Be familiar with the procedure to be followed in the event of a fire/emergency.
5. Make use of personal protective equipment provided for safety or health reasons.
6. Follow all relevant safe working practice and local rules.
7. Report any unsafe working practices to their line manager.

Health and safety Consultation

It is a legal requirement to consult with employees on health and safety issues. At WBIS individual and group staff meetings are appropriate forums for communication on health and safety matters and concerns. Alternatively, staff always have the opportunity to report any concerns directly to the People and Facilities Manager

Health and safety is a standing item on all staff meeting agendas.

Part 3:

Arrangements and procedures for health, safety, and welfare

1. Accident and near miss reporting, recording and investigation

The People and Facilities Manager will log an incident and/or report to SCC where applicable. All accidents are reported in the appropriate logbook located in the School Office or online accident / incident reports are made through OSHENS (surreycc.oshens.com/Login/Default.aspx) including reporting RIDDOR when required. Guidance is available on the Surrey Education Services website (surreyeducationservices.surreycc.gov.uk). Queries are directed to the SRM team at srm.hands@surreycc.gov.uk.

2. Asbestos

The People and Facilities Manager is responsible for the asbestos survey. Staff are briefed on the hazards of asbestos, the location of any asbestos in the school and the action to take if they suspect asbestos has been disturbed. 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, this is kept in the School Office. The asbestos survey is reviewed annually with the Asbestos Management Plan (AMP). The People and Facilities Manager monitors items identified in the register.

3. Contractors

The People and Facilities Manager and Caretaker are responsible for liaising with SCC and with the contractors, especially regarding timing of work that is being carried out in communal areas that may affect the safety of the children and staff. If there are any concerns regarding a contractor, this should be reported to the People and Facilities Manager immediately, who will then liaise with SCC. All contractors must sign in and out at the school office and are expected to wear a visitor's badge. All SCC contractors have been vetted by SCC regarding DBS and suitability to work in schools. Any contractors who are not SCC registered will be vetted by the People and Facilities Manager and asked to provide suitable ID. They will not be left unsupervised if children are on site. See above re rules regarding asbestos.

4. Control of Substances Hazardous to Health

The cleaners substances are all kept in a locked cupboard. The use of other hazardous substances is avoided wherever possible. If we needed to use a hazardous substance the Caretaker would complete a written COSHH assessment.

5. Curriculum safety

All teaching staff will be familiar with the school's health and safety policy, and complete risk assessment's specific to their own curriculum area prior to commencing hazardous activities. Prior to any hazardous activity or off site activity, the teaching staff responsible must undertake a suitable written risk assessment. These activities are limited to school trips within a reasonably local distance to the school, eg museums, farms, theatres etc and walks into West Byfleet.

6. Display screen equipment

The school follows HSE guidance. On commencement of contract, if applicable a DSE assessment should be completed and thereafter annually, unless there are any changes to use of equipment and location.

7. Electrical equipment

PAT Testing and inspection of electrical equipment is carried out by the Caretaker or a 3rd party contractor for the annual PAT test, including labelling equipment to confirm it has been tested and keeping a record of the inspection. The staff are expected to report any defective equipment to the People and Facilities Manager so that it can either be repaired or taken out of use. Children are not allowed to bring any electrical equipment into school and use of staff personal electrical items are discouraged, and must be PAT tested if used. The People and Facilities Manager/Caretaker will ensure that the fixed electrical wiring is inspected every 5 years.

8. Emergency procedures

The School reverts to its emergency procedures for bomb threats, evacuations, and other emergencies. These are clearly detailed in the Emergency Plan which is in the Staff Handbook, online and kept in the Emergency Bag in the Office. All staff have been sent a copy of this plan and asked to read it.

9. Fire precautions and procedures

The H&S Governor and the People and Facilities Manager undertake and review the fire risk assessment annually and conduct a fire and lockdown drill once a term. The Fire Evacuation Procedures are updated regularly and displayed clearly around the school and all staff understand and are trained in the procedures as part of their induction and during practice drills. All fire exits are clearly marked and maintained. The Emergency Plan details the full procedures to follow in case of an emergency or evacuation, or lockdown situation.

The Head Teacher has the responsibility of being the main fire marshal and will advise staff when it is safe to return to the building.

Assembly Point: Infant School Field

Offsite Evacuation Point: Fullbrook School

Maintenance of Fire Extinguishers: Chubb Fire and Security

Testing Fire Alarm: H&S Governor, People and Facilities Manager, Chubb Fire and Security

Testing Break Glass Point: Chubb Fire and Security

Testing Emergency Lighting: Chubb Fire and Security and Caretaker tests monthly and records

Testing Lockdown Alarm: Admiral Security

10. First aid

All staff are given First Aid Training through the school and the People and Facilities Manager is responsible for ensuring this training is up to date. She holds an up to date list of trained first aiders.

The Office Staff (primarily the Office Administrator) are responsible for keeping the office first aid supplies, the playground and classroom first aid supplies stocked and up to date. Minor injuries are dealt with by the teaching staff/LSAs, recorded in class communication books. More serious injuries are sent to the Office for medical attention and where necessary parents are texted or called to advise of the injury. In the case of a head injury a note is always sent home so that parents can keep any eye on the child or the parent is called. The Office Administrator is responsible for managing the medical requirements of the children.

In the event of a medical emergency, the office will summons the ambulance and parents. In the event that the parent has not arrived at school in time to go in the ambulance with the child, then a nominated member of staff (nominated by a senior member of staff) will go with the child to hospital. Cover for that member of staff will be agreed by the Head Teacher or Assistant Head in her absence. For further information please refer to our First Aid Policy.

11. Glass and glazing

Glass and glazing in school has all been provided by a designated Surrey County Council contractor and therefore complies with safety standards and is safety glass. Any work undertaken in this area is assessed by SCC or undertaken by their contractors.

12. Health and safety advice

The school receives competent H&S advice from SCC, Strictly Education, and from its H&S Governor who is a qualified Chartered Safety and Health Practitioner (CMIOSH, Dip2OSH).

13. Housekeeping, cleaning, and waste disposal

The school employs a team of cleaners on a contract and this is continuously managed to ensure that the school is kept clean. Rubbish is collected by Surrey County Council and Grundons and is kept in a separate waste area which is fenced off and away from the children. The school's caretaker manages situations as they arise regarding wet floors, disposal of glass and sharp objects, arrangements during bad weather and snow, gritting etc and manages the disposal of waste and waste bins. PHS come in on a contract to dispose of sanitary and medical waste.

14. Infection control (COVID-19)

The school follows national guidance published by Public Health England when responding to infection control issues and will encourage staff and pupils to follow this good hygiene practice. Arrangements for managing a range of common and important infections including COVID-19 are implemented with guidance available from SCC. The Headteacher is responsible for carrying out and monitoring safe procedures and risk assessments within the school, and communicating to staff, visitors and pupils following guidance changes. Please refer to our Infection Control Policy.

15. Jewellery

Removal of earrings is best practice and recommended for health and safety reasons at WBIS. All children should have the opportunity to take part in PE. If removal of earrings is not possible please ensure that they are taped on PE days to avoid snagging or pulling.

16. Lettings/shared use of premises

Please see Lettings Policy.

17. Lone working

Lone working is not encouraged at school. If staff do come into school on their own outside of school hours or during holidays then they should advise a family member so that someone knows they are in school and could raise an alarm if necessary.

18. Long term evacuation plan

Please refer to Emergency Plan.

19. Maintenance of equipment

There will be periodic inspection, examination and testing of the following equipment and carried out by the following:

Caretaker equipment - Caretaker

Electrical Items - Caretaker/SCC buyback

Servery equipment - Olive Dining

Boiler Room - Caretaker/SCC buyback

Extraction systems - Caretaker/SCC buyback

Legionnaire testing air supplies - Caretaker/SCC buyback

Fire extinguishers - Chubb

Fire alarm - Chubb

Smoke detectors - Chubb

Entry systems - Admiral Security

Lockdown alarm - Admiral Security

Panic alarm - Admiral Security

20. Management of medicines

Please refer to our *Managing Children with Medical Needs* policy.

21. Manual handling

Manual handling is discouraged and should be undertaken by the Caretaker, who has had manual handling training and has suitable equipment for the various tasks.

22. Personal Protective Equipment (PPE)

PPE is provided for staff who have to deal with children who are needing to isolate before being collected by parents. This is stored in the school office. Should the Caretaker require PPE this will be obtained as and when required.

23. Playground safety

The Caretaker inspects the playground, adventure trail and astro turf each morning to ensure it is clean and safe. Staff are responsible for removing any objects that might cause a problem in the playground. Litter bins are placed in obvious positions and children are encouraged to put all litter in the bins. The playground is well away from the pavement, at the back of the school and therefore the public have no sight of the children. Equipment is checked (RPII Inspection) at least annually in line with HSE guidance and the People and Facilities Manager, H&S Governor and Head Teacher do periodic site checks. Please refer to our Emergency Plan for emergency procedures. Staff are allocated to certain zones so that the children can be observed at all times.

24. Risk assessments

The Headteacher is responsible for ensuring risk assessments are undertaken, reviewed and actions carried out, including individual risk assessments for staff. Please see appendix A attached for a list of assessments that support these arrangements.

25. School trips/ off-site activities

Off site trips are very limited at the Infant School. Approval for all trips must be given by the Head Teacher. The staff responsible for the trip must undertake a full risk assessment and planning reconnaissance before taking the children on a trip and ensure that there is an emergency arrangements/first aid provision in place eg Operations Duke, list of children's emergency numbers, allergies, special needs etc. Written parental authorisation must be given in order for child to go on the trip and the correct ratio of adults to children provided.

26. Site security/ visitors

Visitors report to the secure school office by buzzing the locked door to be let in. They sign in using the online Inventory System which issues them with a visitor's badge and asks them to read the comprehensive safeguarding notice. They are also shown the fire evacuation procedure, including lockdown and emergency evacuation procedures and advised of the mobile free zones. Visitors from outside agencies are requested to show their identity badges and wear them while on site.

27. Smoking

The school is a no smoking site.

28. Staff consultation

Termly reminders are made to the staff to ensure health and safety remains a key focus for all staff. See H&S Consultation section above.

29. Staff health and safety training

As part of their induction, new staff are given a full induction pack which details the H&S policy and arrangements. They are also briefed on H&S by the People and Facilities Manager and their Line Manager and undertake an Occupational Health Review by Team Prevent from SCC.

30. Staff well-being / stress

The Headteacher actively promotes a good work-life balance and this remains an area of focus for the school in looking at improving the health, safety, and wellbeing of all staff members. The school has a wellbeing champion who manages initiatives such as wellbeing buddies, governor wellbeing partners for Teaching staff, staff wellbeing days, wellbeing events such as Zumba, yoga etc. The school participates in the SCC EAP and all staff are given information on this when they join in their induction packs. Occupational Health is managed by Team Prevent and any issues referred to them.

31. Vehicles on site

The school has a small, securely locked car park and staff are allowed to park their cars in the allocated spaces. They are given a code to the security gate for access. The car park is not accessed by the children and there is a coded security gate for staff to access the car park from the office and playground. Large deliveries are controlled by the office staff and the caretaker via the CCTV and intercom. Vehicles are not allowed to drive into the playground during playtimes and this is controlled by the caretaker.

32. Violence/school security

All staff and visitors access the school via the school reception area. All staff sign into school via the online Inventory system and wear security lanyards. The access into the school is via a security coded keypad door that can only be opened to visitors by the office staff. All visitors must sign in and out of school via the inventory system and must wear the printed visitor's badge. All entry points into the school have a keypad and remain locked at all times. The school has a visitor's code of conduct which must be adhered to along with a clear safeguarding notice for visitors to read.

33. Water management (Legionella)

To comply with legislation surrounding water management as detailed in the COSHH Regulations and Approved Code of Practice L8, a water risk assessment is undertaken by an external specialist periodically, and when significant changes have occurred to the water system and/or building footprint. The external specialist is responsible for ensuring that the identified operational controls are conducted and recorded. The risks from legionella are mitigated by the following control measures e.g., monthly temperature checks, weekly flushing of outlets and emergency eye washes, cleaning and descaling of shower heads and taps etc. This is organised by the Caretaker.

34. Working at height

Work at height **should be avoided wherever possible** and wherever a suitable alternative course of action is available. It is generally not required or encouraged by staff at school. Work at height (mainly Caretaker) should never be carried out alone and should always be supervised. Training is provided for staff (ie Caretaker. All other staff have working at height instruction during induction training. If considerable working at height is required, specially trained contractors are used. The Caretaker must keep a record of all ladders and formally inspect them on an annual basis and record this.

Appendices

Appendix A: Risk assessments and guidance

List of risk assessments, policies, and procedures to complement this policy, which are available from the Health and Safety area on Surrey Education Services hub:

Emergency Plan

First Aid Policy

Managing Children with Medical Needs

Lettings Policy

Snow Policy

COSHH

Snow policy

Hot Weather Policy