

# Winchester House School

## Health and Safety Policy

<b>Author/s</b>	Nominated Health and Safety Governor/ Group Health, Safety & Compliance Manager/Winchester House Director of Operations	
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<b>Approving Body</b>	Full Governing Body	
<b>Regulatory References</b>	Health and Safety at Work etc Act 1974	
	Various H&S related legislation	
<b>Next Review</b>	20 <sup>th</sup> February 2025	

### Document distribution:

ISI requirement to be available on request	•
ISI requirement to be on School website	•
StoweNet	•
ISI Portal	•

**This policy is considered a 'live' document and will be updated as statutory guidance is released.**



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## Part 1 STOWE SCHOOL

### HEALTH AND SAFETY POLICY STATEMENT

#### Background

The Health and Safety at Work etc Act 1974 places a duty of care on all employers in respect of the health, safety, and welfare of their employees. The Stowe Group's duty extends to pupils, visitors, contractors, and others who may be affected by the Group's activities. Overall responsibility lies with the School Governors, but day to day management responsibility is delegated to the School's Executive. Stowe Group, and its partners, gives the highest priority to ensuring that health and safety is treated as a collective responsibility, and seeks to achieve exemplary standards in compliance with the 1974 Act and other related legislation. Our commitment is to ensure that health and safety is embedded in all activities undertaken by the Group.

#### Responsibility

We have vested specific responsibilities for the overview of health and safety in one member of the Governing Body, the "Group Health and Safety Governor". This Governor will ensure that the Group's responsibilities are properly discharged through the appropriate person at each individual school. The Group Head of Estates Chairs the Group Health and Safety Committee meeting, which also includes the Group Health and Safety Governor, Group Health, Safety and Compliance Manager and the Operations Director from each Prep School.

Each School will also hold its own Health and Safety Committee meeting, which will meet once termly. These meetings are chaired by the Operations Director from each School and the Health and Safety Governor will also attend where possible. Each department within the School is represented on these committees, which is the formal channel for addressing health and safety issues. A termly report is reviewed by the Group Governing Body and our performance is subjected to independent audit at least every three years.

#### Policy

It is our policy, so far as is reasonably practicable, to ensure that:

Premises and facilities provided by the Group are maintained in a safe condition.

Equipment and procedures of work, together with arrangements for use, handling and storage of articles and substances for use at work, are safe and without risk to health.

Colleagues are informed, trained, and supervised to secure their safety and that of pupils who may be affected by their actions.

All working environments are safe and any risks to the health of colleagues, pupils, visitors, and others are minimised.

Adequate arrangements are made for the welfare of all colleagues.

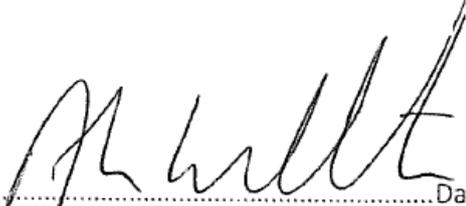
Duty of Colleagues

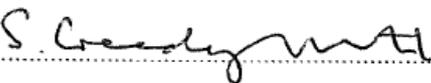
All colleagues have a duty to:

Take reasonable steps to ensure their own health and safety and that of others who may be affected by their actions or omissions at work.

Respect procedures and instructions given for the purpose of health and safety.

Report any concerns or breaches of the Health and Safety Policy to their Line Manager or to the Group Health, Safety & Compliance Manager.

Signed  Date: 7/2/24  
Head of Stowe Group .....

Chair of Governors  Date: 6/2/24  
.....

## **INTRODUCTION**

The prevention of accidents and ill health is one of the most important functions of management because:

Stowe Group does not want any employee or other person to suffer as a result of our work

Stowe Group as an employer is required to comply with all Health, Safety and Welfare legislation, and

Stowe Group recognises that accidents, unsafe and unhealthy working conditions can be a considerable drain on the financial resources of the School and demonstrate a lack of efficiency in the business.

This document has, therefore, been prepared to define the way that the Stowe Group intends to manage health and safety and to meet the requirements of Section 2(3) of the Health and Safety at Work etc Act 1974, which requires an employer to prepare a statement of general policy with respect to the health and safety of employees, others not in their employment but for whom they are responsible, and the organisation and arrangement set up to carry out the policy.

It has been drawn up taking into account the requirements of the Health and Safety at Work etc Act 1974 which are summarised as follows (*N.B. this is not a legal interpretation of the Act*):

*Employers must ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees and others not in their employment but for whom they are responsible by providing:*

*safe plant and equipment*

*safe means of handling and transporting articles and substances*

*adequate training, instruction, information and supervision, and*

*a safe place of work with safe access and egress.*

Employees must look after their own health and safety and ensure that they do not endanger others. They must also

co-operate with the employer to assist in meeting statutory requirements. No person must recklessly or wilfully interfere with anything provided for health and safety.

Failure to comply with the duties outlined in specific regulations for health and safety can lead to Prohibition or Improvement Notices which will interfere with the progress of work and/or lead to prosecution of the School, individual Governors, managers or employees with substantial fines for certain offences and even imprisonment.

**Note that the arrangements refer to appropriate legislation and guidance which must be applied to the Stowe Group. Each individual School or department may hold its own Health and Safety Policy outlining the relevant specific regulations, governing bodies and procedures which also must be followed. Any stand-alone Departmental Health and Safety documents must reflect this document.**

## **Policy Review**

This policy will be regularly reviewed, by the board of governors as necessary (but at a minimum of one year intervals). In conducting the policy reviews, due regard will be given to the following:

**Planning** - The elimination of risks in the workplace by careful selection and design of facilities, equipment and processes, together with effective control measures and training for employees.

If appropriate, the school will consider the risk to safety involved in:

- dealing with physical, chemical and biological hazards, such as machinery safety, chemical safety, asbestos in the school building, water quality, and the use of radioactive material;
- contractors in schools;
- vehicle movements within the school grounds;
- workplace arrangements, including housekeeping;
- school trips;
- centres licensed by the Adventure Activity Licensing Authority;
- work experience arrangements;
- violence to staff;
- school security;
- stress management;
- letting of school premises to outside bodies;
- pupils with special needs, i.e. manual handling;
- any other site specific issue, e.g. swimming pool etc.

**Organisation** - A review of the school's organisation including changes to ensure that responsibilities for health and safety are clearly defined at all times to all employees at every level.

**Control** - Ensuring that the safety requirements are implemented throughout the school by all employees and that training is regularly conducted in support of those standards.

**Monitoring and Review** - All job specifications will contain safety requirements and instructions highlighting health and safety responsibilities. Regular safety audits will be carried out and a safety report completed as deemed appropriate. These documents will form the basis for monitoring and review, to ensure that a satisfactory standard of health and safety is achieved.

## **ORGANISATION AND RESPONSIBILITIES**

### **Governors**

The person with overall legal responsibility for health and safety is the Chair of Governors for the Stowe Group, Mr Simon Creedy Smith .

### **Health and Safety Governor**

**Mrs Rowena Bolton** chairs the Governors' Health and Safety Committee. The committee meets at least twice a year, more often if required. **Mrs Rowena Bolton** will report to the Board of Governors on matters of health and safety.

### **Director of Operations**

The Director of Operations, **Mrs Katie Applin** , is the safety officer responsible for ensuring day-to-day implementation of this policy in liaison with the Head and heads of department. The Director of Operations is Chair of the School Health and Safety Committee.

### **School Health & Safety Committee**

#### **Area of Responsibility**

### **Health & Safety Co-ordinators / Heads of Department**

The head of each department has the following responsibilities:

- Implementation of this policy in his or her own department, and bringing it to the attention of all employees;
- Compliance with safety precautions that apply to his or her department, including the regulating of contractors and completion of risk assessments;
- Ensuring that all new staff entrants are properly inducted into the organisation, which must include an awareness of all precautions and procedures applicable to the job, and the emergency procedure;
- Ensuring that no person is permitted to work at any kind of machinery or hazardous task unless he or she has been properly and fully instructed in the use of such equipment;
- Ensuring that all staff are aware of the location of all fire-fighting equipment and alarm call-points in the department, and are conversant with its effective use;
- Ensuring that any legal requirements relating to the operation of the department are fully complied with, including (but not limited to):
  - inspection of all fire-fighting equipment;
  - safe use of electrical switches and circuits;
  - maintenance of all appropriate registers;

- necessary safety training for staff;
- statutory inspections of plant and equipment;
- provision of first-aid equipment;
- accident investigation; and
- arrangements for cleaning;
- Ensuring that any responsibilities delegated to subordinate staff are clearly identified;
- Ensuring that access to the premises by pupils, parents or other members of the general public is strictly limited to safe areas; and
- Ensuring that suitable arrangements are in place to safeguard the premises against intruders.

Those with responsibilities under this policy are shown at Annex A.

Members of the Governors' Health & Safety Sub-Committee and of the School Health and Safety Committee are shown at Annex B.

### **Employees**

All aspects of health and safety remain a management responsibility. However a safe and healthy workplace can only be achieved with the full co-operation of every employee.

Employees have a legal duty to act responsibly and to do everything possible to prevent personal injury to themselves and to others. They must also safeguard all persons to whom the school owes a duty of care, namely people who may come into contact with their work; pupils, parents, visitors etc. To achieve this, employees must:

- be responsible for their own acts or omissions and the effect that these may have upon the safety of themselves or any other person;
- use safety equipment or clothing in a proper manner and for the purpose intended;
- not, intentionally or recklessly, misuse anything supplied in the interests of health and safety;
- work in accordance with any health and safety instruction or training that has been given;
- not undertake any task they have not been authorised to do and for which they are not adequately trained;
- report promptly to their department head, or the assistant Director of Operations, all hazards, potential hazards, defects in equipment and any shortcomings in the school's work systems or procedures;
- familiarise themselves with this policy.

In addition, Teaching staff are responsible for ensuring:-

- that the children in their care are given instruction and/or made aware of any relevant Health, Safety, or welfare matter, as listed under Staff Information.
- that pupils know that they are expected, at all times, to behave in a responsible, reasonable manner and are aware of the safety and well-being of their peers.
- that pupils know they are to report to a teaching member of staff any accident, injury, damage or dangerous occurrence they witness or sustain.
- that pupils know that they are to try to adhere to safety rules and regulations given to them by staff.

Staff must not be under the influence of alcohol or any other substance which may affect their ability to care for children. If a member of staff is taking medication which may affect their ability to care for children, they should seek medical advice.

The School has a responsibility to ensure that staff only work directly with children if medical advice confirms that the medication is unlikely to impair that staff member's ability to look after children properly and that medication held on the premises is securely stored and out of the reach of children at all times.

Employees are given the opportunity to consult on any issues which may affect their health and safety via their representative on the H&S committee. Representatives will actively encourage and seek out the views of those whom they represent and minutes of committee meetings will be made available to all staff.

Employees should not be in any doubt that the school will apply disciplinary procedures to any employee who is in breach of the school's health and safety policy. This includes any specific safe systems of work, instructions, training and procedures laid down for the protection of those involved in the school's operations, and for those who may become involved in them.

## **PROCEDURES AND ARRANGEMENTS**

### **Management of Health and Safety**

The school's governors have overall responsibility for the implementation of the policy and will ensure that sufficient finance provision is made available to support the policy.

In order to achieve the aims and objectives of the health and safety policy they will be brought regularly to the attention of the school's management team during management and board meetings.

The policy will be drawn to the attention of new employees when they start.

### **Risk Assessments (inc. annex C)**

Risk assessment is an integral part of school life and the School has a separate risk assessment policy. On an annual basis, or more frequently if circumstances change significantly, risk assessments of rooms (internal) and play areas (external) will be undertaken by staff. Remedial actions arising from these assessments will be reviewed and actioned by the Director of Operations. Copies of the assessments are held by the Director of Operations.

Risk assessments will also be carried out for school activities, with specific attention being paid to those deemed to be of higher risk such as science and DT activities. Copies of the assessments are held by the relevant head of department and the staff intranet with staff to be reminded annually of the need to refresh.

Risk assessments for catering staff and activities are the responsibility of the catering manager, employed by Holroyd Howe.

Young people and those who are pregnant will be subject to separate, specific risk assessments. Copies of assessments are held in personnel files.

Risk assessments will be carried out for maintenance, grounds and housekeeping activities. Copies of the assessments are held by the H&S representatives for housekeeping and maintenance / grounds and on the appropriate school portal .

### **School Trips**

All off site trips and visits, whatever duration, will be risk assessed prior to departure. The "School Journeys and Educational Visits policy" can be found in Staff Information and the relevant paperwork should be completed by the trip leader and authorised by the Deputy Head and Head or Director of Operations. Copies of the assessments are held in the school office.

### **Fire**

The school has a "Fire Safety Policy" and procedure documents which detail actions to be taken in the event of a fire, either during the normal school day or outside of these times. The policy and all procedures can be found in Staff Information and are reviewed on an annual basis.

Alarms and lighting are checked on a weekly basis by maintenance staff and recorded in the fire log book.

Alarms, lighting and extinguishers are serviced at least annually by Executive Alarms

### **Science Teaching**

The Health and Safety requirements of science teaching are the responsibility of the Head of Science. The school subscribes to CLEAPPS and uses its resources to control health and safety in the laboratory.

Two science laboratories have fume cupboards. These are maintained and serviced annually by Safelab.

Copies of relevant documentation are held by the Head of Science. Risk Assessments are available on **the staff information drive**.

All equipment is risk assessed prior to use and supervised throughout. All equipment and chemicals are stored in locked facilities unless in use as pupils are able to access the rooms independently during break time and enrichment slots.

### **Design & Technology Teaching**

The Health and Safety requirements of DT teaching are the responsibility of the Head of Art, Design & Technology.

The school recognises that DT machinery is covered by the Provision and Use of Work Equipment Regulations (PUWER98) and ensures that all of its equipment meets these regulations.

The DT room contains labelled emergency stop buttons, located throughout the room which stop machinery but not lights or extraction systems. It also contains one lockable master switch which will isolate all machinery in an emergency.

Activities which may produce hard or soft wood dust are controlled. Extraction systems are in place to ensure the level remains at the lowest level practicable and do not exceed a Workplace Exposure Limit (WEL) of 10mg/m<sup>3</sup>.

All equipment is risk assessed prior to use and supervised throughout. Access to the D&T room is prohibited unless a member of staff is present.

### **First Aid and Medical Provision**

The school has an appointed School Sister, a qualified nurse who is responsible for the management and administration of first aid for day pupils, boarders, staff and visitors to site.

Accidents are reported on accident forms which are collated and reviewed by the School Sister in conjunction with the Director of Operations. Forms are held by the School Sister.

The School Sister is responsible for reporting and managing any incidents which may fall under RIDDOR regulations.

A full first aid policy, administration of medication and homely remedies policies are available in Staff Information.

### **Grounds and Maintenance Staff**

The health and safety of the grounds and maintenance staff is the responsibility of the Director of Operations.

Grounds and maintenance staff are issued with PPE and instructed to wear / use it accordingly. PPE is regularly inspected and replaced as necessary. These items are located in a bucket inside the Grounds and Maintenance shed

Machinery is regularly inspected and risk assessments completed for users to ensure safe use. Training is provided as required. Items which do not meet safety regulations are removed from site for repair or disposal.

Pesticides used on site are subject to CoSHH assessment and training requirements.

Activities which fall outside the competence of the maintenance team are passed onto suitably qualified contractors – including, but not restricted to: tree surgery, electrical installations and modifications, boiler and gas maintenance, work requiring a chain saw.

### **CoSHH Regulations**

CoSHH requirements for science are the responsibility of the Head of Science.

CoSHH requirements for DT are the responsibility of the Head of Art & DT.

CoSHH requirements for both grounds and maintenance staff and housekeeping staff are the responsibility of the Director of Operations. All substances identified as hazardous to health have a CoSHH substance assessment form completed, which is kept with the suppliers' safety data sheet for said product. For housekeeping and maintenance, these are held by the H&S Co-ordinators. For teaching departments, these are held by the Head of Department. Hazardous substances are kept in locked cupboards.

Products which are new to the school should be assessed prior to use and staff instructed in the safe use of the product.

### **Electricity**

All school electrical equipment is PAT tested by an external contractor or in-house maintenance staff. Tested equipment is labelled with the test date and date for re-test. Faulty equipment is removed.

Whilst every effort is made to PAT test boarders' electrical equipment it is inevitable that some items are not on site when PAT testing is carried out. Boarding staff are

encouraged to be vigilant on this issue and to refer items for testing to the maintenance department.

NICEIC fixed electrical testing is carried out on a 5 yearly basis. Certificates of inspection are held by the Director of Operations.

### **Swimming Pool**

The school has a separate policy for its swimming pool, which can be found in Staff Information.

### **Use of School Facilities**

Where possible the school allows use of its facilities by third parties to increase community involvement and to earn letting income. Any lets to third parties will be outside of school hours and school use will always take priority and come under the management of Winchester House Trading Ltd.

### **Accident Reporting & Investigation**

The school places emphasis on prevention of accidents and incidents and requires staff to report all "near misses". It adopts a "no blame" culture and seeks to learn from such events in an effort to improve the health and safety of all.

Accidents are reported, via accident forms, to the School Sister. These are reviewed each term by the School Sister to identify trends that may need to be addressed.

Accidents which may fall under RIDDOR will be reported by the Director of Operations to the reporting authority. Investigation will be carried out by the Director of Operations, or delegated member of staff.

Serious accidents or trends are reported to the school Health and Safety Committee and the Governors' Health and Safety Committee.

### **Control of Legionellosis**

Annual survey and inspections are carried out by Rochester Midland Corporation Limited.

Weekly and holiday flushing schedules are maintained by the maintenance department. Records are held by the maintenance health & safety co-ordinator. A separate Legionnaires and Water Hygiene Policy was adopted as a Group document in January 24

### **Control of Contractors**

The school aims to restrict the number of contractors used on the site for maintenance and remedial work. All regular contractors will be required to complete a "Contractor Safety Questionnaire", to be held on file by the Support Operations Manager(annexe E). Contractors will be informed of hazards and potential hazards (e.g. asbestos) by the Head of Grounds and/or Maintenance prior to work commencing.

The Head of Grounds and/or Maintenance and / or the H&S Co-ordinator for maintenance will ensure adequate supervision is in place for any contractors on site and that any actual or perceived bad practice is reported to the Director of Operations and / or contractor's management.

Where possible, maintenance work by contractors will be carried out outside of normal school hours. During school hours there will be adequate supervision by maintenance staff of non DBS checked staff.

### **Noise**

The control and regulation of noise exposure affects mainly maintenance and grounds staff, DT teaching staff and music teachers. In all cases, it may be possible for staff to be exposed to long periods of high intensity noise.

If the workplace is intrinsically noisy, i.e. it is significantly noisier than one would expect from the sounds of everyday life, it is possible that the noise levels will exceed 80 dB. This is comparable to the noise level of a busy street, a typical vacuum cleaner or a crowded restaurant – you will be able to hold a conversation, but the noise will be intrusive.

Risk assessments will be initiated and held by the head of department. The School has implemented a programme of annual hearing tests for those deemed to be at most risk. Hearing protection will be provided where needed.

### **Display Screen Equipment (DSE)**

The Health and Safety (Display Screen Equipment) (DSE) Regulations 1992 (amended 2002) apply to any employee habitually (for periods longer than half the working day) using any type of display screen equipment for a significant part of the normal week. This includes work done outside the office, including work undertaken at home. DSE assessments of the workstation must be undertaken and this should form part of new staff induction if the member of staff is office based.

It is the School's intention to optimise the use and application of DSE within the organisation, whilst safeguarding the health, welfare and job satisfaction of those involved in operating such equipment.

When new display screen equipment is being selected, due consideration will be given to the health and safety aspects of its design. Before commencing work, DSE operators must adjust the workplace to suit their own needs as follows:

- adjust the height and position of the chair
- ensure that lighting is adequate and appropriate, whilst using curtains or blinds to avoid screen reflections
- ensure that the display screen is clean and adjust brightness and sharpness of image as necessary
- position all equipment, such as keyboards, to avoid awkward posture or movements. Particular care should be taken to avoid repeated stretching movements.

Employees should consult their Manager for advice concerning any problems which may arise with the use of DSE.

### **Working with Laptop Computers**

Laptops should be compact and easy to carry. However this results in design compromises, such as smaller keyboards and screens. This can make working positions less comfortable than a normal display screen in prolonged use. However, when using a laptop:

- the user should sit comfortably
- the screen should be angled so it can be seen clearly with minimal reflections
- the user should take frequent breaks if work is prolonged
- the laptop should be placed on a firm surface at the right height for keying

### **Eye and Eyesight Testing**

Under the Display Screen Equipment (DSE) Regulations, those employees classed as habitual users (over four hours per day) are entitled to request an eye test once a written DSE assessment has taken place. Such eye tests only need to be provided by the employer at approximately two yearly intervals, or as otherwise determined by the optician.

Where an employee wishes to undertake an eye test and proposes to seek reimbursement from the School, the tests must be specifically for DSE users and must be arranged with the knowledge of the School's Health, Safety and Compliance Manager. A form should be completed and taken to the optician. The optician will then provide the relevant information required by the School to process any expenses claim. The employee should then return the form to the Director of Operations.

### **Visual discomfort**

Where an employee experiences visual difficulties, and has reason to believe that these may be caused by work with DSE, the School will offer an eye and eyesight test after the DSE assessment has been updated.

### **Costs of testing**

The full cost of the eye test will be met by the School provided that the test has been agreed by the Director of Operations and the relevant form is completed prior to the appointment. Where an employee has arranged a test independently and without the knowledge of the School, even if the test is specifically related to display screen use, the School shall not be responsible for the costs incurred.

### **Supply of glasses**

Where glasses or replacement lenses are found to be necessary, specifically for the use of DSE, the School will contribute up to £70 towards the cost, on the production of appropriate receipt documentation. The School will not contribute towards the cost of bifocal or varifocal lenses. Request for funds must be made before going for an eye test.

### **Care and replacement of glasses and/or frames**

Employees are personally responsible for the safekeeping of glasses and/or frames and are expected to show the same degree of care as for any other item of School property. Where a change in an employee's vision is found and a different prescription is required, the School will bear the cost of replacement (subject to the maximum amount shown above) providing the procedures outlined above have been followed.

### **Manual Handling**

Maintenance, grounds and housekeeping staff should be the only staff within the school who are expected to undertake any potentially hazardous moving and handling tasks.

All maintenance, grounds and housekeeping staff are expected to attend bi-annual training to ensure the principles of safe manual handling are being adhered to.

Records of training are kept in personnel files.

### **Personal Protective Equipment**

Where PPE is identified as necessary, following risk assessment, it is provided and staff instructed to wear it. The School will also supply PPE to volunteers and part time/casual/temporary staff under the RA process.

PPE for pupils is required for subjects such as science and DT and it is the responsibility of the Head of Department to ensure all pupils wear PPE provided.

### **Slips and Trips**

Within the school environment three areas are the cause of most slips and trips – wet floors, uneven floors and trailing cables. Spillages are cleared quickly and floor mopping

is carried out outside of normal school hours as far as possible. "Wet Floor" signs are deployed following cleaning and removed once the area is dry.

Rooms are assessed at least annually for trailing cables that could present a trip hazard. Where possible, cables are fixed to walls.

Internal and External risk assessments are in place for Slips, Trips and Falls throughout the site.

### **Site Safety & Security**

The safety and security of pupils and staff is of utmost importance to the school and its Governors. Periodic security reviews will be undertaken and recommendations considered and acted upon where possible.

The safety of pupils on the main drive and in the pre-prep car park remains a serious concern. Older pupils are reminded regularly of the need for caution crossing the drive, younger pupils are escorted around the school site and across Manor Road.

Works vehicle use is restricted as far as possible during the school day as is the movement of cars in either car park. During drop off and pick up times the drives and car parks become especially busy, and a one-way system applies to help minimise risks. Vigilance by all staff is required at these times to ensure pupils remain safe.

Buildings are accessed by key pad control doors. Pupils and staff are reminded regularly to close doors behind them. Visitors, Governors and contractors are required to sign in at Main School reception and to wear a badge whilst they are on site - staff encouraged to challenge people that they do not recognise. Staff also wear identifiable name badges.

### **Asbestos**

Some school buildings are known to have, or are presumed to have, asbestos as part of their fabric. A full, management survey was carried out during 2021 and recommendations are being acted upon. The Head of Maintenance has a copy of the full report, a copy is also available in the Director of Operations office. An online copy is available on the Maintenance Sharepoint Site. Should structural building work be undertaken on site a refurbishment survey will be commissioned

All work on asbestos, including sealing and removal but excluding non-invasive work with asbestos cement must be carried out by a contractor licensed by the Health and Safety Executive (HSE).

The contractor must confirm that he is aware of the asbestos regulations and any relevant approved codes of practice and the work must be carried out in accordance with the regulations and approved codes of practice.

The material to be removed/worked on must be clearly identified and the contractor must have a copy of the results of analysis of the material.

The contractor should provide a copy of his current HSE licence and indicate whether the work requires notification to the HSE.

The contractor must provide a copy of his written risk assessment and method statement.

The contractor must provide an assurance that he will take reasonable steps including signing to ensure that no persons other than his employees will enter any hazardous areas.

Following completion of the work, visual inspection and air monitoring should be carried out by an accredited laboratory. Clearance levels of less than 0.01 fibres per ml are required before any enclosure is removed. A copy of the laboratory's report must be provided by the contractor.

Periodic reviews should be undertaken to check that the complete asbestos management plan is working effectively and that relevant employees are fully apprised of its requirements.

A separate Asbestos Policy was adopted as a Group Policy in January 2024

### **Working at Height & Ladder Maintenance**

Any work at height is risk assessed prior to being carried out. Risk assessments must be committed to writing.

*Window cleaning* – window cleaning is carried by contractors. Checks will be made to ensure that the contractor is complying with relevant H&S legislation (MISC611-613).

*Ladders* - Ladders and stepladders are regarded primarily as a means of access. They should only be used as workplaces for short periods of time and then only if the use of more suitable equipment is not justified because of low risk and when the residual risk is adequately controlled. It is generally safer to use a tower scaffold or a MEWP (mobile elevating work platform).

The use of ladders is only permitted where the use of more suitable work equipment such as, tower scaffolds, podium steps, temporary stairs or MEWPs is not appropriate and:

The work can be reached without stretching

The ladder can be secured to prevent slipping

A good handhold is available (unless, in the case of a stepladder and when carrying a load, the maintenance of a handhold is not practicable).

Timber and aluminium ladders must conform to the appropriate British Standard or other standard i.e. BS 2037 or BS 1129 Class 1 – heavy duty. Class 3 ladders are intended for domestic use only and are not recommended for use at work.

Ladders (not stepladders) must be correctly angled (one out for every four up, i.e. approximately 75 degrees to the horizontal). Where ladders are used as a means of access they should extend approximately one metre above the access platform, unless some other adequate handhold is available.

Ladders must only be used on a firm, level surface and they should rest against a solid surface, not against fragile or other insecure materials such as plastic guttering or asbestos cement sheet. Ladders must be secured from falling: if a ladder cannot be secured by a physical fixture, then a second person must foot the ladder during use.

The top platform of a stepladder must not be used unless it is designed with handholds for that purpose.

Before using a ladder, it is the responsibility of the person using it to visually check that the ladder is safe to use, if in doubt advice should be sought from Maintenance or the Director of Operations.

A list of ladders in use in the school is held by maintenance and each ladder is checked each half term for suitability of use and wear & tear. Inspection records are kept by maintenance.

Where possible, roof work will be carried out by competent contractors.

### **Gas Safety**

No person is allowed to work on gas storage vessels or fittings (including appliances) unless they are competent and in membership of a "class of persons" approval by the HSE.

All gas appliances, installation pipework and flues are maintained by a contractor.

### **Kitchen**

Contract caterers are employed but the school remains responsible for the kitchen premises and equipment both of which are to be properly maintained. The catering manager is to inspect the premises on a termly basis and report any defects in a timely manner to the Director of Operations.

Environmental Health and other inspections and certificates are to be kept by the catering manager.

### **Smoking**

All school premises and vehicles are no-smoking areas and is indicated by signage displayed at the entrance to the school and in the school minibuses.

### **Minibus Driving , Private Cars and Insurance**

The School owns **three** 14 seater minibuses that are used regularly by staff to take pupils to and from School, for travel to games fixtures and for school trips.

Staff that drive a minibus on School business are required to undertake an independent minibus driver assessment periodically They are reminded, through the "Passenger Carrying Vehicles (PCV) & Driving on School Business Policy and Procedures document, that it is their responsibility to check the road-worthiness of the vehicle before leaving site using the CheckedSafe App.

The School has fully comprehensive insurance for both vehicles and personal accident insurance for all employees.

Staff who wish to use their cars on School business must be a registered driver for the School and provide documentary evidence to the Transport Manager confirming that they have business use insurance, a valid MOT and a copy of their driving licence.

All staff are informed of the cover provided through the School's insurers.

### **Inspections, maintenance & regular safety activities**

Competent persons must inspect, examine and maintain the following plant and equipment as necessary at appropriate intervals. Records of all activities must be retained for future reference.

Gas fired boilers and appliances – annual maintenance is carried out by an external contractor. Records are kept by the Director of Operations.

Electrical installations – five yearly examinations and tests are arranged by the Director of Operations. Records are kept by the Director of Operations.

Portable electrical appliances – inspections and/or tests are carried out in-house. Records are kept by the maintenance department.

Fire alarm systems (plus electromagnetic door releases etc.), emergency lights (including batteries and battery charging systems) and automatic fire detectors – annual examinations and tests are arranged by Executive Fire. Records are kept by the Director of Operations/ maintenance.

Fire extinguishers and other emergency fire-fighting equipment – annual examinations and maintenance are by an external contractor. Records are kept by the Director of Operations/ maintenance.

Fire alarm call points - weekly tests are arranged by maintenance. Records are kept by the maintenance department.

Emergency lighting – monthly tests are arranged by maintenance. Records are kept by the maintenance department.

Fume cupboards – annual thorough examinations are arranged by an external contractor. Records are kept by the Director of Operations.

The kitchen lift - thorough examinations and annual maintenance are arranged by an external contractor. Records are kept by the Director of Operations.

Trees – safety inspections are arranged by an external contractor. Records are kept by the Director of Operations.

Emergency electrical stop buttons – annual tests are arranged by the Head of Maintenance. Records are kept by the Director of Operations.

Gymnasium and PE equipment– annual examinations and maintenance are arranged by an external contractor. Records are kept by the Director of Sport.

Outdoor play equipment – annual examination and maintenance carried out by an external contractor. Records are kept by the Director of Operations.

Access equipment including scaffold towers and ladders/step ladders - examinations are arranged by the maintenance department. Records are kept by the maintenance department.

Guards, safeguards and safety devices fitted to work equipment (including machines) – annual examinations are arranged by the appropriate Contractor. Records are kept by the Director of Operations.

Actions to control legionella – annual inspection and follow up inspections are carried out by an external contractor. Records are kept by the Director of Operations/ maintenance.

ICT Ventilation & air conditioning – serviced and maintained by an external contractor. Records are kept by the Director of Operations.

Kitchen ventilation & ducts – serviced and maintained annually by a competent contractor. Records are kept by the Director of Operations.

Kiln servicing – serviced annually by an external contractor. Records are held by the Head of Art.

Fabric of building, fixtures & fittings, including items to reduce risk of trips and falls – annual inspections of fixtures and fittings are arranged by the Director of Operations. Records are kept by the Director of Operations.

### **Children and Young People at Work**

Where *young people/children are involved in work experience/are employed* we ensure that we comply with applicable employment and working hours legislation including restrictions on night working, additional rest breaks and the length of working days. We also undertake a specific risk assessment of the tasks which the young person/child is to be undertaking which takes into account their immaturity, inexperience and lack of risk awareness. The individual is provided with additional instruction and supervision as determined by the risk assessment.

In the case of employment/work experience of children, we comply with legislation and local byelaws placing restrictions on the type of work permitted and ensure that the findings of the risk assessment are shared with their parent or legal guardian prior to the placement/work starting.

### **Disabled Persons Including Temporarily Disabled**

Where we employ persons with disabilities, or where existing employees become disabled, we ensure that the workplace is adapted for their needs including arrangements to ensure their health, safety and welfare.

In the case of temporary disability such as a broken limb, it may be necessary to exclude the individual from our workplace if adaptations are not reasonably practicable in the short timescales involved. When individuals have been issued with a fit note by a doctor, they are not permitted to work unless either the date to which they have been signed as unfit to work has been reached or, if the fit note indicates they may be fit to work subject to conditions, that those conditions have been assessed and relevant changes have been made to meet them, if necessary using occupational health advice.

We ensure that the needs of disabled staff are taken account of within risk assessments and if necessary, undertake an individual risk assessment for the work of the particular employee, taking into account their abilities and disabilities.

Relevant risk assessments will be reviewed at frequencies which take account of any change in the person's health condition.

### **Safe Hot Water and Hot Surface Temperatures**

We ensure that temperatures at hot water outlets accessed by more vulnerable persons are thermostatically controlled to prevent scalding. We also ensure that taps delivering water at unregulated temperatures are clearly marked, 'warning, very hot water' and are not located in areas accessible to vulnerable persons.

**HEALTH AND SAFETY ORGANISATION  
&  
DEPARTMENTAL RESPONSIBILITIES**

Safety & Fire Officer	<u>Director of Operations</u>
First Aid	Dep Head Pastoral
Boys Boarding	Boys House Parent
Girls Boarding	Girls House Parent
Housekeeping	Support Operations Manager
Catering	Catering Manager
Maintenance/Grounds	Head of Maintenance
Pre-Prep	Head of Pre-Prep
Mathematics	Head of Maths
English	Head of English
Science	Head of Science
Classics	Head of Languages
French	Head of Languages
Music	Director of Music
Sport/PE	Director of Sports
Information Technology	Head of ICT
Art	Head of Art
DT	Head of DT
Geography	Head of Geography
History	Head of History
Library	Head of History
Years 3 & 4	Head of Section
Learning Development	SENCO

**Appendix B**

# **Maternity Procedure and Risk Assessment**

*As part of an Employer's general duties, you must inform the employee about the preventative and protective measures implemented to reduce, remove, or control risk.*

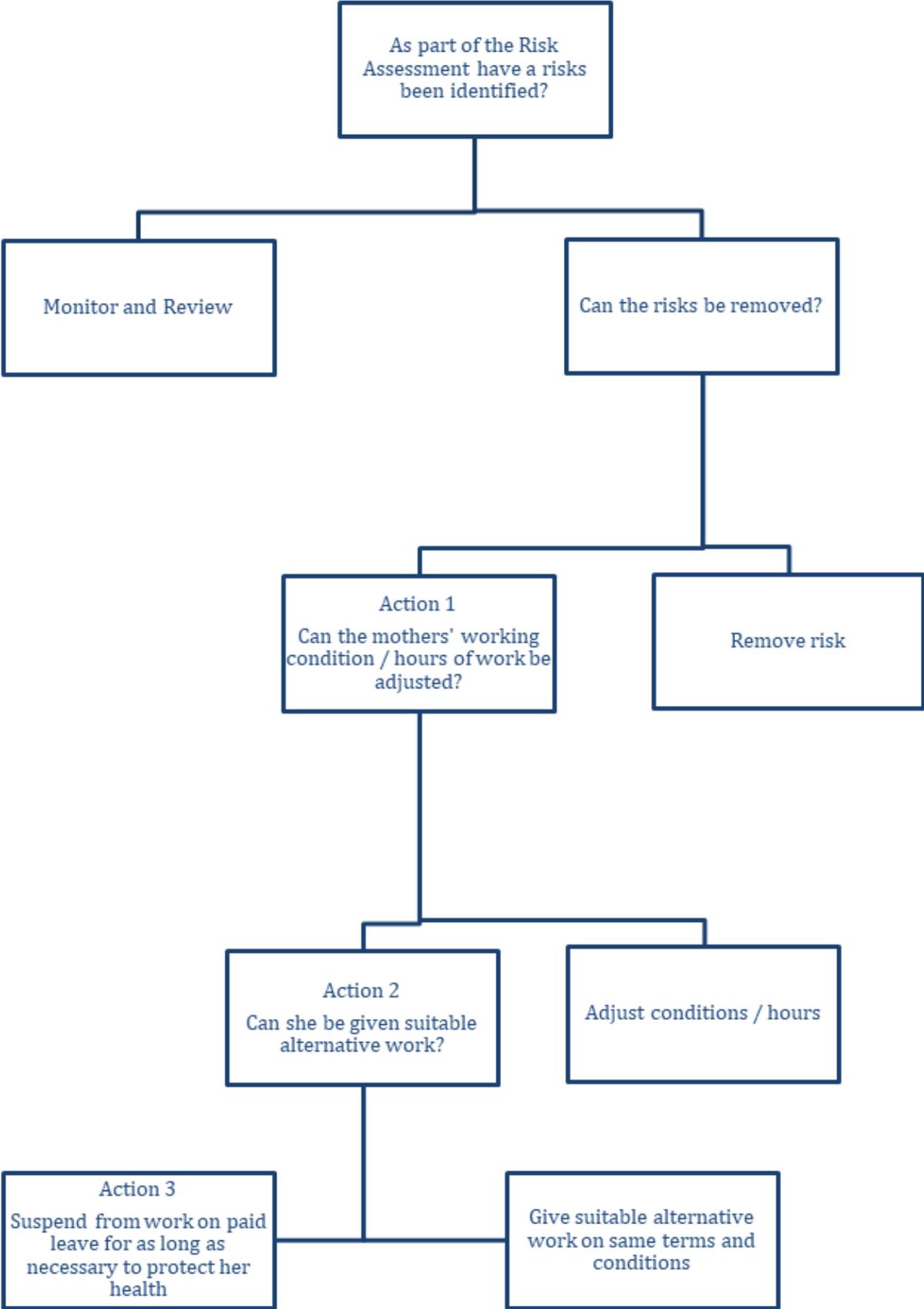
When you are notified that an employee is pregnant, is breastfeeding or has given birth within the last six months, you should update their workplace risk assessment to see if any new risks have arisen. If risks are identified you must take the appropriate action to reduce, remove or control them.

The following guidance and assessment (part two) should be undertaken with the employee and the employees Line Manager. The Group People Team and the Group Health, Safety and Compliance Manager should be informed of the completed document, and any further action that may need to be considered/undertaken. The assessment must be under review with formal review dates noted within the document.

This document is private and confidential and will only be shared with others on the permission of the employee.

Yes	Yes	Yes	Yes	N	N	N	N
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**You have been notified that an employee is pregnant, given birth in the last 6 months or is still breastfeeding.**



### Aspects of pregnancy which may affect work

There are pregnancies that may affect work and the impact will vary during the pregnancy. You will want to keep these effects under review, for example the posture of expectant mothers' changes to cope with increasing size.

Aspects of pregnancy	Factors in work
'Morning' sickness	Early shift work
Headaches	Exposure to nauseating smells (kitchen staff)
Backache, muscle injury	Standing/manual handling/posture
Varicose veins	Standing/sitting
Fainting, heat stress, haemorrhoids	Working in hot conditions
Frequent visits to the toilet	Difficulty in leaving job/site of work
Increasing size / comfort	Use of protective clothing / tight fitting uniforms
	Work in confined spaces
	Manual handling
Tiredness, stress	Overtime / evening work/ school trips
Balance	Problems of working on slippery, wet surfaces, using step ladders  Slips, trips, and falls

### Hazards that can affect the new and expectant mothers

Hazard	Potential harm
Biological hazards including Covid 19/mumps/chickenpox	Infection can be transmitted through placenta, breast feeding and close physical contact
Hepatitis B, HIV, Cytomegalovirus	Illnesses that can affect unborn child. Transmissions through contact with body fluids
Rubella	Cause harm to child if in contact with infected pupils
Ovine Chlamydiosis	Contact with infected farm animals can spread disease to unborn child.

Chemicals – CLEAPPS guidance note PS13- substances	<p>R40 – Can cause possible irreversible effects</p> <p>R45 – May cause cancer</p> <p>R46 – May cause heritable genetic damage</p> <p>R49 – May cause cancer by inhalation</p> <p>R61 – May cause harm to unborn child</p> <p>R63 – Possible risk of harm to unborn child</p> <p>R64 – May cause harm to breastfeed babies/ may cause harm to unborn child</p>
Cleaning chemicals	Absorption through the skin
Ionising Radiation	In an unborn child, can cause genetic changes leading to abnormalities. New-born child contamination from nursing mother resulting in (possible) radiation sickness or cancer

**Part Two**

**RISK ASSESSMENT FORM**

**FOR PREGNANT/BREASTFEEDING/MATERNITY RETURNER LESS THAN 6 MONTHS AFTER BIRTH**

<b>Name of Employee:</b>	<b>Department:</b>
Job Title/Role Performs:	Expected Date of Birth:
Proposed Date of Maternity Leave/ Date Return from Maternity Leave:	<b>Date of first assessment:</b>

Hazard	Risk		Possible solution/Action required
	Yes	No	
<p>1. Does the employees job involve Manual Handling?</p> <p>Reaching?</p> <p>Stretching?</p> <p>Repetitive Twisting?</p> <p>Lifting/carrying loads?</p>			<p>Can a mechanical aid be used?</p> <p>Can the task be adapted or automated?</p> <p>Avoid this part of the job or reduce the length of time spent doing it.</p> <p>Can colleagues offer help with loads?</p> <p>Consider redeployment</p>
<p>2. Does the job involve:</p> <p>Standing for prolonged periods?</p> <p>Sitting for prolonged periods?</p> <p>Having a static Postures?</p> <p>Rapidly changing priorities?</p> <p>High degree of concentration?</p> <p>Working with DSE?</p>			<p>Rotate the individual into other tasks and roles.</p> <p>Can the individual alternate between standing and sitting to perform the task?</p> <p>Can the frequency of breaks be increased?</p> <p>Reduce the length of time spent undertaking the task.</p> <p>Consider redeployment</p> <p><b><u>A DSE assessment must also be undertaken as part of this assessment.</u></b></p>
<p>3. Do the work processes involve working with/in extremes of temperature?</p> <p>(i.e., hot environments or cold environments)</p>			<p>Avoid prolonged exposure to extremes of temperature</p> <p>Offer additional warm clothing for cold temperatures, Provide rest facilities and access to refreshments, and (warm) meals.</p> <p>Consider redeployment</p>
<p>4. Is the worker exposed to high volumes of noise e.g., 80dB (A) or more?</p>			<p>Avoid prolonged exposure to noise, use PPE and noise reduction methods as recommended by Noise at Work Regulations.</p> <p>Provide quiet rest facilities.</p> <p><b>It is best to avoid noise exposure in pregnant staff completely,</b></p>

			<b>therefore consider temporary redeployment as best option.</b>
<p>5. Is the worker exposed to shocks and vibration?</p> <p>Low frequency vibration</p> <p>Whole body vibration</p> <p>Single shocks (e.g., blow to stomach from attack or assault)</p>			<p><b>Avoid exposure to shocks and vibration. Consider redeployment as best option.</b></p> <p>A separate risk assessment <b>should</b> be undertaken for staff at risk from personal assault.</p>
<p>6. Is the employee working at heights?</p> <p>In confined spaces?</p> <p>Does the employee lone work?</p>			<p>Avoid working at heights/confined spaces in later stages of pregnancy i.e., 5 months onwards or before if the employee feels unable. <b>Consider redeployment as best option.</b></p>
<p>7. Is the employee working with Chemical Agents?</p> <p>e.g., Carbon Monoxide</p> <p>Lead and it's derivatives</p> <p>Mercury and it's derivatives</p> <p>Substances labelled R40, 45,46,49,61,63,64</p> <p><b>Please name the agents (and possible route of entry to the body), that the woman is exposed to in the course of her work.</b></p>			<p><b>Refer to local guidance and COSHH Assessments.</b></p> <p>It is best to eliminate the hazard all together, for the benefit of <b>all</b> workers. Where this is not possible each substance is subject to risk assessment. The control measure will depend on the risk assessment recommendations.</p> <p>Consider reducing the length of exposure, redeployment, and mechanical processes to reduce human exposure/ adapting the task.</p> <p><b>If in doubt avoid exposure.</b></p> <p><b>Chemicals used by the worker:</b></p>
<p>8. Is the employee working with biological agents?</p> <p>e.g., Micro-organisms</p> <p>Bacteria and Viruses</p> <p>Does the employee have direct contact with sick pupils?</p> <p>Is there any form of air pollution in the employees work area?</p>			<p><b>Refer to local guidance and Assessments.</b></p> <p>Each substance is subject to risk assessment. The control measure will depend on the risk assessment recommendations.</p> <p><b>If in doubt avoid exposure</b></p> <p>Consider reducing the length of exposure, personal protective equipment, redeployment, and mechanical processes to reduce</p>

<p>Is the workplace a Non-Smoking environment?</p>			<p>human exposure/ adapting the task for pregnant.</p> <p><b>List any Biological agents used by the worker:</b></p>
<p>9. Does the employee work hours that are causing her to feel fatigued?</p> <p>Are the hours unpredictable?</p> <p>Does the work involve working through the night?</p>			<p>Adjust working hours temporarily. Adjust/alter shift patterns</p> <p>Increase frequency of rest breaks. Avoid night shifts (however staff may prefer to continue working at nights if this is 'normal').</p>
<p>10. Can the worker take regular toilet breaks?</p> <p>Can the worker take regular rest breaks away from the work location?</p>			<p>Location of area to take a break</p> <p>Area to express milk (breastfeeding)</p> <p>Area to lay down if required</p>
<p>11. Does the employee undertake travelling or driving for large parts of her working day?</p> <p>Do they use public transport?</p>			<p>Adjust working hours temporarily. Adjust/alter shift patterns.</p> <p>Increase frequency of rest breaks. Avoid night shifts. Encourage the employee to discuss the issues with her line manager to find resolution.</p>
<p>12. Can the employee continue working in their workplace undertaking their current role?</p> <p>Can the employee control the pace of work?</p> <p>Does the employee work at home?</p>			<p>Consider working at home</p> <p>If not possible, can they carry out their role socially distancing from pupils and staff</p> <p>Provide PPE to support their role.</p> <p>Is a home working assessment required?</p>
<p>13. Are there any steep stairs or steps in the main area of work?</p> <p>Are the fire exits from the work location clear and available from the building?</p> <p>Does the employee need assistance to evacuate the building?</p>			<p>Avoid the route take alternative (does this affect a fire evacuation routes?) Ensure handrail is used</p>

From the above the Hazards noted are	Recommendation for Action	Date for Review

<p><b>Advice given by G.P./Midwife relevant to work situation to be taken into consideration (have they advised them of the work that they do that may include close contact with children):</b></p> <p><b>Does the employee have any pre-existing medical conditions?</b></p>	
<p><b>Does the employee give consent to alert the Schools Medical Team of the pregnancy?</b></p>	<p>Yes/No?</p> <p>This would be in case any first aid or assistance is required from them on site (or make them aware of an outbreak of infection on site).</p>
<p><b>Date for assessment to be reviewed</b></p>	<p>(Or sooner on request of the employee)</p>
<p><b>Assessors name:</b></p>	
<p><b>Assessors Signature</b></p>	
<p><b>Employees signature</b></p>	
<p><b>FUTURE REVIEWS:</b></p>	

Date of Risk Assessment:	
Reviewer name:	
Summary of Actions that have changed/ agreed	

<b>FUTURE REVIEWS:</b>	
Date of Risk Assessment:	
Reviewer name:	
Summary of Actions that have changed/ agreed	

**STANDARD REGULATIONS FOR THE HIRE OF  
WINCHESTER HOUSE SCHOOL**

**1. Applications**

All correspondence and applications for the hire of the School must be made to the Director of Operations.

**2. Hirer**

The Hirer must be over 18 years of age and shall be the person by whom the form of application for the hiring is signed. Such person shall be responsible for the payment of the fees and other monies payable in respect of the Hire and for the observance and performance in all respects of the conditions and stipulations herein contained and on the part of the Hirer to be observed and performed.

**3. Limitation of Hirings**

The School reserves the right to decline an application without giving a reason therefore.

**4. Right of Entry**

The School reserves to itself, and its officials, the right to enter at all times any part of the premises hired on producing evidence of their identity.

**5. Cancellation of Hiring**

The right is reserved to cancel any hiring, without notice, where the Director of Operations considers it necessary for any cause outside his control. In the event of any hiring being cancelled, the amount of the fee payable hereunder will be refunded to the Hirer, but the School shall not be held liable or required to pay compensation for any loss sustained as a result of, or in any way arising out of, the cancellation of the hiring.

**6. Hand Over of Premises and Equipment**

The School will provide a member of staff to hand over premises and equipment at the start of the hire, and to take back the same at the end of the hire. Instructions on the use of equipment will be provided during the hand over. If there is any doubt over the use of equipment, it is the Hirer's responsibility to ask at the hand over for specific instructions.

## **7. Health and Safety**

A copy of the School's Health and Safety Policy Statement will be provided on the hand over. While the School is responsible for providing safe equipment etc, the Hirer is responsible, as the occupant, for its safe use, and for the health and safety of their staff and visitors. Any faults or damage to school equipment, giving rise to a health and safety concern by the Hirer, must be reported to the Director of Operations as soon as is reasonably practicable.

## **8. Preservation of Order**

The Hirer is responsible for the preservation of good order during the letting of the School premises and for any damage that may be done to the School property in consequence of the letting or which would not have been done if the letting had not taken place.

The Hirer is responsible for keeping noise to reasonable levels.

At any hiring to which members of the public are admitted, the Hirer shall provide an adequate number of stewards who shall be present throughout the hiring.

In the event of any such damage, the School may make it good and the hirer, by the acceptance of the hiring subject to these Regulations, will thereby be deemed to have undertaken promptly to pay the cost of such reparation, and shall, where the deposit referred to in Regulation 18 is less than the amount which in the reasonable opinion of the Director of Operations is needed to cover the damage, pay to the School at the end of the Hire the amount of such shortfall.

## **9. Care of Premises**

No nails, tacks, screws, etc shall be driven into any walls, floors, ceilings, furniture or fittings. It is a condition of the letting that the wearing of stiletto heels, by those using the premises, shall not be permitted.

## **10. Intoxicating Liquor**

Intoxicating liquor shall only be consumed on School premises if written approval has been obtained from the Director of Operations. If it is intended to sell intoxicating liquor on the premises it is the Hirer's responsibility to obtain and abide by the necessary licence.

## **11. Licensing**

The premises shall not be used for cinematography exhibitions, public music or music and dancing, boxing, wrestling or stage play purposes for which a statutory licence is required to be granted by any relevant licensing authority, unless such a licence has been so

granted in respect of the premises and the Hirer shall strictly obey and observe all the requirements laid down in the licence.

#### **12. Seating Accommodation**

The seating accommodation provided is limited to the number of chairs, the property of the School, that are on that part of the School premises (which are included in the Hire) on the day of the Hire. Further provision may be made by the hirer at his own expense, subject to the approval of the Director of Operations.

#### **13. Gaming**

No gaming is allowed.

#### **14. Prohibition on use of Certain Rooms**

Certain rooms may not be hired.

#### **15. Time Limits for Hiring**

In special circumstances and for reasons that appear to her to be reasonable and proper, the Director of Operations may extend the term of the period of Hire.

#### **16. School Furniture and Equipment**

School furniture (other than chairs for use in halls) shall not be moved except by arrangement. Where it is agreed that furniture may be moved, it is to be returned to its original location before the end of the period of Hire. If School employees are required to return furniture and equipment to their correct locations, the cost will be charged to the Hirer.

#### **17. Copyright**

a. The Hirer shall comply with all the provisions of the Copyright Act 1956. If the Hirer shall fail to do so any permission previously granted by the Director of Operations

to use the school premises shall be immediately cancelled and the School shall have the right to recover fees, charges or any other payments referred to in these Regulations.

b. The Hirer shall indemnify the School from and against all actions proceedings, costs, claims, or demands whatsoever, arising out of the performance of Copyright Works on School premises.

## **18. Electrical Systems**

Any alteration or addition to the School lighting or electrical heating systems is strictly forbidden, except with the written consent of the Director of Operations. Consent may be subject to conditions, which the Hirer will be required to observe and, where necessary, the consent of the electricity supply undertakers.

## **19. Stage and Spot Lighting**

If stage lighting and spotlights are required, it must be clearly stated on the application form. A competent person must carry out the operation of spotlights and dimmers.

## **20. Fees and Charges**

a. The Hirer shall pay to the Director of Operations with, and in addition to, the scale charges appropriate to the hiring, such amount by way of deposit as may be determined by her. In the event of damage occurring during the hiring, this deposit, or the requisite part thereof, will be applied on account or in satisfaction, as the case may be, of any sum due from the Hirer in respect of the cost of making good any damage which occurs during the hiring. Any balance not so applied will be returned to the Hirer.

b. The School reserves the right to refuse access to the premises hired if the whole of the fees have not been paid or if these regulations have not been complied with.

c. The School also reserves the right to refuse to accept payment by cheque.

## **21. Security**

The Hirer will be responsible for the security of all premises hired and for locking the main gates during the hours of darkness.

## **22. Cancellation/Postponement of Hiring**

Hirers will be allowed to cancel or postpone bookings on the following conditions: if fourteen or more days' notice is given half fees will be payable and, if less than fourteen days, full fees will be payable, unless in either case the premises are fully re-booked.

## **23. Indemnity**

The Hirer shall indemnify the School against all actions, proceedings, claims and demands whatsoever which may arise as a result of the hiring.

#### **24. Entertainment Programme**

The Hirer shall, if called upon to do so by the Director of Operations, furnish for approval a copy of the programme of any entertainment to be given during the hiring and, in that event, no entertainment shall be given except in conformity with a programme that has been approved by the Director of Operations. Failing approval of a programme, the hirer will be allowed to cancel the hiring without payment.

#### **25. Hypnotism**

No person shall give any exhibition, demonstration, or performance of hypnotism in the premises hired.

#### **26. Children's Entertainment**

The following provision of Section 12 of the Children and Young Persons Act 1993 must be strictly complied with:

"(i) Where there is provided in any building an entertainment for children, then, if the number of children attending the entertainment exceeds one hundred, it shall be the duty of the person providing the entertainment to station and keep stationed, wherever necessary, a sufficient number of adult attendants, properly instructed as to their duties, to prevent more children or other persons being admitted to the building, or to any part thereof, than the building or part thereof can properly accommodate, and to control the movement of the children and other persons admitted while entering and leaving the building or part thereof, and to take all other reasonable precautions for the safety of the children.

(ii) Where the occupier of a building permits, for hire or reward, the building to be used for the purpose of an entertainment he shall take all reasonable steps to secure the observance of the provisions of this section."

#### **27. Office Machinery**

The School will allow the use of a facsimile machine at the cost of 7p per page, including VAT, and the use of a photocopier at a cost of 4p per copy including VAT. The use of the facsimile machine will be logged by the Hirer and will be payable, together with other office machinery costs, at the end of the hiring.

## **28. Hirer's Insurance**

The Hirer is to provide evidence that he holds public liability insurance and that his cover includes an extension to cover his liability for damage to leased and rented premises.

## **29. Limitation of School's Liability**

The School under no circumstances whatsoever shall accept any liability arising out of accidents causing personal injury (whether fatal or otherwise), however caused, to any persons accepting the facilities provided under these Regulations and contemplated thereunder, including drivers, owners and passengers and vehicles of any sort attending the premises in connection with this agreement SAVE in respect of liability for death or personal injury arising from the negligence of the School. Nor does the School accept any liability for any personal possessions of any persons accepting the facilities provided under these Regulations.

## **30. Miscellaneous**

- a. Unless otherwise specified in the Agreement, the School will provide all bedding but not towels.
- b. If the Hirer is allowed to use the Swimming Pool, it is a condition that safety regulations are adhered to at all times and that the Hirer is responsible for providing lifeguard cover.
- c. If the Hirer is allowed to use the Sports Hall, it is a condition that safety regulations are adhered to at all times and appropriate non-marking footwear is worn, and that the Hirer is responsible for providing suitable and sufficient trained supervision.
- d. If the Hirer is allowed to use the Astroturf, it is a condition that safety regulations are adhered to at all times and appropriate footwear is worn, and that the Hirer is responsible for providing suitable and sufficient trained supervision.
- e. If the hirer is allowed use of the kitchens, and/or equipment pertaining to food preparation and/or service, it is a condition that any equipment shall be used in the manner that it is intended and that the Hirer is responsible for providing suitable and sufficient trained supervision throughout the period of hire.

- f. Smoking is not permitted anywhere on site.

**Appendix C(ii)**

**WINCHESTER HOUSE SCHOOL**

**SPORTS HALL HIRE**

**DOCUMENT OF COMPLIANCE – CODE OF PRACTICE**

The following should be adhered to:

1. Respect the fabric and equipment of the Sports Hall.
2. Non-marking footwear to be worn.
3. Clean footwear to be worn in changing rooms, Sports Hall and lobby.
4. No food to be taken into the Sports Hall.
5. Participants to be wearing clothes suitable to the activity.

Hirers should also note the following:

1. Hirers are to provide their own equipment e.g. balls, bats, rackets etc.
2. There will be no admittance to Sports Hall office, therefore you must provide your own first aid equipment and mobile phone.
3. Changing rooms are not lockable, therefore can accept no responsibility for possessions lost.
4. The club that is hiring the Sports Hall must accept responsibility for any accidents that occur.
5. The Sports Hall is a No Smoking area.
6. Payment for usage of the hall is to be made in advance.
7. Please arrive no earlier than 15 minutes before booking time and leave the premises promptly at the end of sessions.
8. Spectators are allowed on the balcony but must not go beyond roped off area.
9. Young children who are not participating must be supervised.
10. A booking/letting can be terminated with immediate effect if the person/persons using the Sports Hall do not comply with the code of practice.

I have read and understood the code of practice.

Signed .....

Name of Club .....

Position within the Club .....

**Appendix C(iii)**

## **Astroturf - Hire Agreement**

Hirer:

Contact:

Phone:

Email:

Commencement:

Completion:

Day & Time:

Cost:

**I understand that I / The Club will be invoiced each half term for booked sessions, regardless of whether they are used.**

**I / We will supply a copy of my / The Club's public liability insurance.**

**I / We agree to abide by the conditions of use, as outlined, and understand that our booking may be terminated without refund if the conditions of use are broken.**

I / We understand that bookings made for a future half term will not be honoured if there is an outstanding invoice for sessions to date.

Signed:

Date:

Conditions of Use:

- No food to be taken inside the perimeter fence
- Drinks allowed in the viewing area only and not on the pitch
- **Flat soled footwear, or astroturf specific footwear only to be worn**
- Clean footwear to be worn on the pitch, changing footwear inside the perimeter fence if possible
- Dividing nets to be returned to their storage bags if used
- **Goals and equipment to be returned to the side of the pitch at the end of the session**
- Users to arrive at the pitch at the agreed start time and no earlier
- The pitch to be vacated promptly at the booked finish time
- Users to be courteous to all School neighbours at all times
- Any damage to be reported immediately to [katie.applin@winchester-house.org](mailto:katie.applin@winchester-house.org)

**STOWE GROUP**

**THE CONSTRUCTION (DESIGN AND MANAGEMENT)**

**REGULATIONS 2015**

**NOMINATED CONTRACTOR AND CONTRACTORS**

**HEALTH AND SAFETY COMPETENCY**

**ASSESSMENT/ QUESTIONNAIRE**

Version 1.0 Jan 2024

**Date:**

.....

**Company Title and Address:**

.....

**Line of Work:**

.....

**1.00 HEALTH AND SAFETY POLICY**

- 1.01 Please enclose a copy of your latest policy statement, organisation, and arrangements, as required under the Health and Safety at Work etc Act 1974? Companies with less than five employees are not required by law to have a policy statement but would be expected to sign up to the School's 'Aims and Objectives', a copy of which is available on request.
- 1.02 Please give the name and title of the person in your company responsible for coordinating health and safety matters and reporting on these to your Senior Executive?
- 1.03 Please indicate the methods you adopt to promote and enforce your company Health and Safety Policy at sites?

**2.00 SAFETY SURVEILLANCE AND ADVICE**

Please give name, title and qualifications of your competent person who has been appointed in accordance with Regulation 7 of the Management of Health and Safety at Work Regulations 1999? This may be your Safety Officer, Advisor or Consultant.

**3.00 HEALTH AND SAFETY TRAINING**

- 3.01 Please give details of what health and safety training has been given or would be given to your Managers and Foremen involved in the project (identify any specialist training for scaffold inspection, confined space working etc)?

- 3.02 Please give details of what health and safety training has been given or would be given to the operatives involved (identify any specialist training for plant and equipment etc)?
- 3.03 Please enclose a copy of your company Safety Handbook issued to your employees?

#### **4.00 ACCIDENT INVESTIGATION AND RECORDS**

- 4.01 Please attach your company accident statistics for the year-to-date, and the previous year, and indicate their basis?
- 4.02 Please give details of your procedure for investigating and reporting accidents, dangerous occurrences, or occupational illnesses?
- 4.03 Please attach a copy of your company Accident Report Form?

#### **5.00 SAFETY PERFORMANCE AWARDS**

Please give details, with dates, of any awards received (e.g., RoSPA, British Safety Council, IOSH, HSE)?

#### **6.00 MEMBERSHIP OF SAFETY GROUPS**

Please give membership details of groups such as RoSPA, British Safety Council, local industry safety groups, IOSH etc?

#### **7.00 HEALTH AND SAFETY EXECUTIVE NOTICES OF PROSECUTIONS**

Please give details of any improvement or prohibition notices issued, or prosecutions against your company, or sub-contractors to your company, by the enforcing authorities?

## **8.00 PLANT AND EQUIPMENT MAINTENANCE AND INSPECTION**

Please give details of the procedures undertaken to ensure that plant and equipment, for use on site, are kept in a safe condition?

## **9.00 SAFE SYSTEMS OF WORK**

9.01 Please give brief details of any laid-down safety procedures or permit to work systems that you have developed?

9.02 Please give details of all substances used in your work operations that are classified as hazardous to health and attach a copy of the assessment as required under statutory regulations (e.g., COSHH, Control of Lead at Work, Control of Asbestos etc)?

9.03 Please give details of your formal system for monitoring and auditing the safety of your systems of work at sites?

9.04 Please attach a copy of your company Site Inspection Report Form?

## **10.00 CONTRACTORS**

Please give details of how you assess the competency and health and safety record of companies with whom you place contracts and the means to ensure that sub-contractors comply with your own safety policy?

### **11.00 SAFETY COMMUNICATIONS**

11.01 Please give details of your systems for communicating safety information (e.g., bulletins, memorandums etc)?

11.02 Please give details of the structure and frequency of safety meetings held with members of staff/site representatives?

### **12.00 FURTHER INFORMATION**

Please include any other relevant information we should have to assist us in assessing the capability of your company to effectively control risks to the health and safety of your employees and others who may be affected by your work operations?

### **13.00 STAFF ON SITE**

In order to comply with Keeping Children Safe In Education (2020), all contractors must provide the School with the following details for all personnel they anticipate working on the School site.

Staff will be expected to **bring and show photo ID, and a copy of their Enhanced DBS certificate (a company email with the Enhanced certificate can be accepted)** on the first day during their site Induction. Failure to provide this may mean they are not able to remain on site to undertake the work.

This list is not exhaustive as names may alter and need to be updated as different personnel are sent to site.

<b>Surname</b>	<b>Previous/ Maiden Name</b>	<b>All given Names</b>

**All information received will be held in compliance with the Data Protection Act and will not be shared with a Third Party.**

**14.00 INSURANCE**

14.01 **Public Liability Insurance.** Please attach a copy?

Insurer

.....

Policy Number

.....

Limit of Indemnity

.....

Renewal Date

.....

**14.02 Employer’s Liability Insurance.** Please attach a copy?

Insurer

.....

Policy Number

.....

Limit of Indemnity

.....

Renewal Date .....

Company email for renewal

.....

14.03 **Professional Indemnity Insurance.** Please attach a copy (and email company email address so annual updates can be requested)?

Insurer  
.....

Policy Number  
.....

Limit of Indemnity  
.....

Renewal Date ..... Company email for renewal  
.....

14.03 **Have any claims against any of these insurances been made in the last five years? Yes/No**

If **Yes**, please give details:

**15.0 Declaration**

Signed:  
.....

Name of Signatory (block capitals):  
.....

Position in Company (block capitals):

.....

On behalf of (name of company):

.....

Contact Phone Number

.....

E-mail address:

.....

Date:

.....

Completed forms to be returned addressed to the relevant member of the Stowe Group at the relevant School site as noted below:

**Stowe School**

Stowe Estates Department  
Stowe School  
Buckingham  
MK18 5EH  
01280 8182400

**Swanbourne House School**

Swanbourne House School  
Swanbourne  
Buckinghamshire  
MK17 0HZ  
[office@swanbourne.org](mailto:office@swanbourne.org)

**Winchester House School**

Winchester House school

High Street

Brackley

Northamptonshire

NN13 7AZ

[office@winchester-house.org](mailto:office@winchester-house.org)