



# TLC PRIVATE SCHOOL AND INSTITUTE

KINDERGARTEN • PRIMARY • SECONDARY

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## HEALTH AND SAFETY POLICY

### STATEMENT OF INTENT

The Directors believe that ensuring the health and safety of staff, pupils and visitors is essential to the success of the school.

We are committed to:

- Preventing accidents and cases of work-related ill health.
- Compliance with statutory requirements as a minimum.
- Assessing and controlling risks from curriculum and non-curriculum work activities.
- Providing a safe and healthy working and learning environment.
- Ensuring safe working methods and providing safe working equipment.
- Providing effective information, instruction, training and supervision.
- Consulting with employees and their representatives on health and safety matters.
- Monitoring and reviewing our systems and prevention measures to ensure they are effective.
- Setting targets and objectives to develop a culture of continuous improvement.
- Ensuring adequate welfare facilities exist throughout the school.
- Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

### ORGANISATION

#### 1.0 INTRODUCTION

1.1 In order to achieve compliance with the Directors Statement of Intent the school's management team will have additional responsibilities assigned to them as detailed in this part of the Policy.



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## 2.0 DIRECTORS

2.1 The Directors are responsible for ensuring that:

- The health and safety policy statement is clearly written and it promotes a positive attitude towards safety in staff and pupils.
- Responsibilities for health, safety and welfare are allocated to specific individuals and they are informed of their responsibilities.
- Individuals have sufficient experience, knowledge and training to perform the tasks required of them.
- Clear procedures are created to assess any significant risks and ensure that safe systems of work are implemented.
- Sufficient funds are set aside with which to operate safe systems of work.
- Health and safety performance is measured both actively and reactively.
- The school's health and safety policy and performance is reviewed annually.
- Any contracts awarded - such as cleaning, catering services and building works etc. – are tendered in accordance with appropriate standards.

## 3.0 THE PRINCIPAL

3.1 The Principal supports the Directors by ensuring that:

- This Policy is clearly communicated to all relevant persons.
- Appropriate information on significant risks is given to visitors and contractors
- Appropriate consultation arrangements are in place for staff.
- All staff are provided with adequate information, instruction and training on health and safety issues.
- Risk assessments of the premises and working practices are undertaken.
- Safe systems of work are in place as identified from risk assessments.
- Emergency procedures are in place.
- Machinery and equipment is inspected and tested to ensure it remains in a safe condition.
- Records are kept of all relevant health and safety activities e.g. assessments, inspections, accidents, etc.
- Arrangements are in place to inspect the premises and monitor performance.
- Accidents are investigated and any remedial actions required are taken or requested.
- The activities of contractors are adequately monitored and controlled.



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### **4.0 TEACHING/NON-TEACHING STAFF HOLDING POSTS/POSITIONS OF SPECIAL RESPONSIBILITY**

4.1 This includes the Senior Management Team, Head of Schools, Finance Manager, Caretaker, etc. They must:

- Apply the school's Health and Safety Policy to their own department or area of work and be directly responsible to the Principal for the application of the health and safety procedures and arrangements.
- Develop policies and procedures which identify the key risks in their areas of responsibility and the organisation and arrangements for managing those risks.
- Carry out regular health and safety risk assessments of the activities for which they are responsible and submit reports to the Principal.
- Ensure that all staff under their management are familiar with the health and safety procedures for their area of work.
- Resolve health, safety and welfare problems that members of staff refer to them and refer to the Principal or line manager any problems to which they cannot achieve a satisfactory solution within the resources available to them.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- Ensure, so far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and pupils to avoid hazards and contribute positively to their own health and safety.
- Ensure all accidents are investigated appropriately.

### **5.0 CLASS TEACHERS**

5.1 Class teachers are expected to:

- Exercise effective supervision of their pupils and to know the procedures in respect of fire, first aid and other emergencies, and to carry them out.
- Follow the health and safety procedures applicable to their area of work.
- Give clear oral and written health and safety instructions and warnings to pupils as often as necessary.
- Ensure the use of personal protective equipment and guards where necessary.



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- Make recommendations to their Principal or Curriculum Leader on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- Integrate all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with National Curriculum requirements for safety education.
- Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation.
- Report all accidents, defects and dangerous occurrences to the Principal or Finance Manager.

## **6.0 THE CATERING MANAGER**

6.1 The Catering Manager is responsible for the safe operation of the catering facilities and must:

- Be familiar with the school Health and Safety Policy.
- Prepare risk assessments for all catering activities.
- Ensure that all kitchen staff are instructed and informed to work in accordance with these documents.
- Inform the Finance Manager or Principal of any potential hazards or defects.
- Be familiar with the current Food Safety legislation and the implications so far as the school is concerned.
- School staff must not use the catering facilities and equipment without the prior agreement of the Principal and Catering Manager.

## **7.0 CARETAKER**

- The Caretaker is responsible for ensuring the safe maintenance of the school premises and grounds and for ensuring cleaning standards are maintained.
- He will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the HSO.
- All staff are responsible for reporting any damage or unsafe condition to the caretaker by submitting a ticket at <https://help.tlccyprus.com/>



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## **8.0 HEALTH AND SAFETY COMMITTEE**

8.1 This committee will meet once per term as a minimum.

- The Committee will review all health, safety and security matters, including a review of policy at least annually.
- Details of Health and Safety Committee members can be found in the Employee Handbook.

## **9.0 SCHOOL HEALTH AND SAFETY REPRESENTATIVES**

9.1 The school safety representatives are: The Directors and Finance Manager.

Safety representatives have the following key duties:

- Investigate potential hazards and dangerous occurrences.
- Examine causes of accidents.
- Investigate employee concerns and complaints relating to health and safety.
- Make representation to the employer on matters arising out of the above functions.
- Carry out inspections of the workplace.

9.2 Safety representatives will be given access to information they are entitled to see, for example about accidents. They will also be allowed time off for training in accordance with negotiated agreements and will be given appropriate time and facilities to undertake their health and safety duties in order that they can play an effective role, in resolving any problems that need further action or in a review of procedures.

## **10.0 OBLIGATIONS OF ALL EMPLOYEES**

10.1 All employees must:

- Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons.
- Observe all instructions on health and safety issued by the Directors, School or any other person delegated to be responsible for a relevant aspect of health and safety.
- Act in accordance with any specific H&S training received.
- Report all accidents and near misses in accordance with current procedure.

### **TLC Private School Policies and Procedures**

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- Know and apply emergency procedures in respect of fire, first aid and other emergencies.
- Co-operate with other persons to enable them to carry out their health and safety responsibilities.
- Inform their Line Manager of all potential hazards to health and safety, in particular those which are of a serious or imminent danger.
- Inform their Line Manager of any shortcomings they identify in the school's health and safety arrangements.
- Exercise good standards of housekeeping and cleanliness.
- When authorising work to be undertaken or authorising the purchase of equipment, ensure that the health and safety implications of such work or purchases are considered.

## 11.0 OBLIGATIONS OF CONTRACTORS

- When the premises are used for purposes not under the direction of the Principal e.g. the provision of after school activities, then, subject to the explicit agreement of the Directors, the principal person in charge of the activities will have responsibility for safe practices in the areas under their control.
- All contractors who work on the premises are required to identify and control any risk arising from their activities and inform the Principal of any risks that may affect the school staff, pupils and visitors.
- All contractors must be aware of the school health and safety policy and emergency procedures and comply with these at all times.
- In instances where the contractor creates hazardous conditions and refuses to eliminate them or to take action to make them safe, the Principal or their representative will take such actions as are necessary to protect the safety of school staff, pupils and visitors.

## 12.0 PUPILS

12.1 Pupils, in accordance with their age and aptitude, are expected to:

- Exercise personal responsibility for the health and safety of themselves and others.
- Observe standards of dress consistent with safety and/or hygiene.
- Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.



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- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

## 13.0 PROCEDURES AND ARRANGEMENTS

### 13.1 Introduction

The following procedures and arrangements have been established within our school to eliminate or reduce health and safety risks to an acceptable level and to comply with minimum legal requirements:

The list provides a brief summary of all the key health and safety arrangements applicable to the school. More detailed policies and written procedures for a number of these areas are available in the Policies Folder on the One Drive.

**Accident and Incident Reporting** - All staff are required to ensure that all accidents are reported to the HOS and when necessary, to the Principal who will ensure that the accident is investigated and reported to the Directors. All incidents or near misses – i.e. something which has the potential to cause harm although it doesn't do so on this occasion – must also be reported so they can be investigated, and appropriate steps taken to prevent a more serious reoccurrence.

**Behaviour Management/Bullying** - All staff must be familiar with the school policies for behaviour management and bullying. Any incidents of unacceptable behaviour or bullying must be reported and dealt with in accordance with these policies.

**Contractors** - The Finance Manager is responsible for the selection and management of contractors in accordance with the school policy.

**Curriculum Safety (including out of school learning activities)** - All curriculum/subject leaders are responsible for ensuring that risk assessments are in place for curriculum activities where there is a potential risk to staff and pupils.

The risk assessments must be made known to all teaching and support staff and reviewed regularly.

**Display Screen Equipment** - The HSO is responsible for ensuring that DSE assessments are completed for administrative staff and teaching staff who regularly use laptops or desktop PCs.

Staff are reminded that laptops should not be used on laps, chair arms and other unsuitable surfaces.



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**Educational Visits and Journeys** - The Principal is responsible for ensuring that all school trips are managed in accordance with the school policy for Educational trips which all teachers must be familiar with.

**Electrical Safety** - The HSO is responsible for ensuring that the hard wiring system is inspected every five years by a competent person and any identified remedial work is undertaken without delay.

All staff must be familiar with school procedures and report any problems to the caretaker via <https://help.tlccyprus.com>. Staff are reminded that they must not bring electrical equipment into school without the permission of the Principal.

## 14.0 FIRE PRECAUTIONS AND EMERGENCY PROCEDURES

14.1 The Principal is responsible for ensuring:

- That a Fire Risk Assessment is completed and reviewed annually.
- That the school emergency plan and evacuation procedures are regularly reviewed.
- The provision of fire awareness training to all staff.
- That an emergency fire drill is undertaken every half term.
- The preparation of specific evacuation arrangements for staff and/or pupils with special needs.

14.2 The Finance Manager is responsible for:

- The formal maintenance and regular testing of the fire alarm and emergency lighting.
- The maintenance and inspection of the firefighting equipment.
- The maintenance of exit/escape routes and signage.

All staff must be familiar with the school Fire safety risk assessment, the school emergency plan and evacuation procedures.

## 15.0 First Aid

- First Aiders are listed in Appendix 2 of this policy.
- First Aid supplies are kept in the school receptions. The receptionists are responsible for ensuring that the stocks of supplies are kept up to date.
- All staff must be familiar with the school arrangements for First Aid.

## 16.0 Hazardous Substances

The HSO is responsible for ensuring that all cleaning and maintenance products that may be hazardous to health are assessed before being used. The substances must be stored securely in accordance with the manufacturer's instructions and only used





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by authorised persons trained in the safe use of the product. All staff are reminded that no hazardous substances should be used without the permission of the Principal. The HSO will complete an assessment for any authorised products. Products with low toxicity routinely used in the classrooms must be stored securely and only used by staff or older pupils under supervision. These will include such items as:

- Spirit based marker pens
- Aerosol paints

All the above should be used in a well-ventilated area. Substances used in science are assessed and used in accordance with the generic assessments.

## **17.0 Lettings/shared use of premises/use of Premises outside School Hours**

- The Principal is responsible for ensuring that any use of the premises outside school hours is managed in accordance with the school health and safety policy and lettings policy.
- The Directors are responsible for managing the arrangements for lettings, e.g. staffing requirements, first aid provision, fire and emergency arrangements, and any restriction on use of facilities and equipment.

## **18.0 Lone Working**

- Lone workers can be defined as anyone who works by themselves without close or direct supervision.
- Facilities and cleaning staff may be regular lone workers but teachers and other staff may also work in isolated classrooms/offices after normal school hours or during holiday times.
- Any member of staff working after hours must notify the Principal and Head of Schools of their location and intended time of departure.
- Lone workers should not undertake any activities which present a significant risk of injury.

## **19.0 Managing Medicines & Drugs**

- No pupil is allowed to take medication on the school site without a letter of consent from his/her parent/carer.
- Staff must notify the Head of Schools / Principal if they believe a pupil to be carrying any unauthorised medicines/drugs.
- The school policy for administration of medicines provides detailed guidance and all staff should be familiar with this policy.



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## 20.0 Maintenance and Inspection of Equipment

- All faulty equipment must be taken out of use and reported to the Caretaker via <https://help.tlccyprus.com/>. Staff must not attempt to repair equipment themselves.

## 21.0 Manual Handling and Lifting

- The Principal will ensure that any significant manual handling tasks are risk assessed and these tasks eliminated where possible.
- No member of staff should attempt to lift or move any heavy furniture or equipment themselves but must ask the caretaker for assistance.
- Pupils are not allowed to move or lift any heavy or unwieldy furniture or equipment.
- Support staff who assist pupils with physical disabilities must be trained in the safe use of lifting equipment and handling techniques.

## 22.0 PE Equipment

- The Head of Physical Education is responsible for ensuring that all PE equipment is suitable and safe for the activities planned and the age and abilities of the pupils.
- Risk assessments have been completed for all PE activities and all staff must be familiar with these.
- All PE equipment must be visually checked before lessons and returned to the designated store area after use.
- Pupils must not use the PE equipment unless supervised.
- Any faulty equipment must be taken out of use and reported to the Head of Dept.

## 23.0 Personal Protective Equipment (PPE)

- Where the need for PPE has been identified in Risk Assessments, it is the Principal's responsibility to ensure adequate supplies of suitable PPE.
- Where a need for PPE has been identified it must be worn by any staff member or pupil who might be at risk of injury or harm to health.
- Any staff member or pupil who refuses to use the PPE will be subject to disciplinary action.
- PPE must be kept clean and stored in designated areas.
- Staff must report any lost or damaged PPE to the Principal.

## 24.0 Risk Assessments



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- It is the Principal's responsibility to ensure that potential hazards are identified and that risk assessments are completed for all significant risks in the school.
- The Principal is responsible for undertaking general risk assessments with the exception of the areas listed below.
- Subject Leaders will undertake risk assessments for their specialist areas.
- The HSO will undertake risk assessments for maintenance and cleaning.
- The Principal will ensure that risk assessments are completed by all staff who organise and lead school visits.

## **25.0 Security/Violence**

- The Caretaker is responsible for the security of the school site and will undertake regular checks of the boundary walls /fences, entrance points, outbuildings and external lighting.
- The Caretaker is also responsible for the security of the site during after school use and lettings.
- Staff must query any visitor on the school premises who is not wearing a visitor badge and escort them back to reception.
- If an intruder becomes aggressive staff should seek assistance.
- Meetings with parents known to be verbally abusive or threatening in their behaviour should only be held in the reception area of the school where assistance is available. The Principal should be notified in advance of these meetings where possible.
- Any incidents of verbal abuse or threatening behaviour by parents, visitors or pupils must be reported immediately to the Principal.

## **26.0 Smoking**

Smoking is not permitted anywhere on the school premises except in the designated area.

## **27.0 Staff Training & Development**

The Principal is responsible for annually assessing the health and safety training needs of all staff and for arranging any identified training.

All new staff will receive specific information and training as part of the school induction process.

All staff will receive fire awareness training on an annual basis. Staff given specific health and safety responsibilities and duties will be provided with the necessary levels of information, instruction and training to enable them to carry out these duties.



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Health and safety will be a regular agenda item for staff meetings.

## **28.0 Stress**

The school Director's and Principal are responsible for taking steps to reduce the risk of stress in the school by taking measures to ensure colleagues are supported through:

- An environment in which there is good communication, support, trust and mutual respect.
- Training to enable them to carry out their jobs competently.
- Control to plan their own work and seek advice as required.
- Involvement in any major changes.
- Clearly defined roles and responsibilities.
- Consideration of domestic or personal difficulties.
- Individual support, mentoring and referral to outside agencies where appropriate.

## **29.0 Visitors**

All visitors must sign in and out at the school reception desk. This includes parents and peripatetic teachers/specialists. A badge will be issued which must be worn at all times in school.

Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant. Visitors to the school will be made aware of the emergency procedures and other safety information as is relevant.

Contractors undertaking maintenance work on the school will be informed of the emergency procedures and any risks in their work area e.g. asbestos, fragile roofs.

## **30.0 Working at Height**

The Caretaker is responsible for the maintenance of all ladders in the school. All ladders conform to BS/EN standards as appropriate. The HSO is also responsible for completing risk assessments for all working at height tasks in the school. Staff are reminded that 'working at height' applies to all activities which cannot be undertaken whilst standing on the floor. If you need to hang decorations or displays, then a step stool or small step ladder must be used. Standing on desks, chairs or other furniture is not permitted. Do not work at height when you are alone. If you are planning to use a step ladder, ask the caretaker to help you erect it properly and have an assistant to hold the ladder steady and pass you the materials you need. Your knees should be no higher than the top platform of the ladder. Never overreach. Try always to keep one hand free on the ladder to steady yourself.

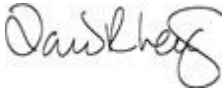
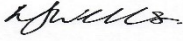
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<b>Signed: Principal</b> 	<b>Date:</b> <b>21<sup>st</sup> January 2021</b>
<b>Signed: Director</b> 	<b>Date:</b> <b>21<sup>st</sup> January 2021</b>