



**Broxbourne CE Primary School, EYFS & Extended
Schools (Voluntary Aided)**

Health & Safety Policy

Ratified by Governors	February 2026
Date for Review	February 2027
Signed Chair of Governors	

Dream, Believe and Achieve with God

PART 1. STATEMENT OF INTENT

The Governing Body of Broxbourne CE Primary School will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work etc. Act 1974 and other statutory and common law duties.

This statement sets out how these duties will be conducted and includes a description of the school's organisation and arrangements for dealing with different areas of risk. Details of how these areas of risk will be addressed are given in the arrangements section.

This policy will be brought to the attention of, and issued to, all members of staff via email. A reference copy is kept on the Staff drive under Policies.

This policy statement and the accompanying organisation and arrangements will be reviewed on an annual basis.

This policy statement supplements:

Hertfordshire County Council's (HCC) Health and Safety Policy as well as the School's Policies on Supporting Children with Medical Needs, First Aid & Medicine, Behaviour and other related policies.

PART 2. ORGANISATION

The Governing Body has overall responsibility for Health and Safety.

At a school level duties and responsibilities have been assigned to staff and governors as detailed below.

Responsibilities of the Governing Body

The Governing Body are responsible for ensuring health and safety management systems are in place and effective. They fulfil a strategic role in health and safety and are not expected to be involved in day-to-day management of the school.

As a minimum these management systems should adhere to the LA's Health and Safety policy, procedures and standards as detailed on the H&S pages of the Hertfordshire Grid and follow the HSE's 'Managing for Health and Safety' (HSG65)(hse.gov.uk), namely:

- **Plan**-set the strategic direction for effective H&S management.
- **Do**-ensure management systems deal with risks sensibly, responsibly and proportionately.
- **Check**-monitoring and reporting processes are in place to ensure the school is compliant.
- **Act**-undertake a formal review of health and safety performance.

A Health & Safety Governor has been appointed to receive relevant information, monitor the implementation of policies and procedures and to feedback health and safety issues and identified actions to the Governing Body.

The Governing body will receive regular reports from the Headteacher and School Manager in order to enable them to provide and prioritise resources for health and safety issues.

Where required the Governing body will seek specialist advice on health and safety which the establishment may not feel competent to deal with.

Broxbourne CE Primary School's Governing body provide competent health and safety advice via HCC's Health and Safety Team as required by the Health & Safety at Work Act 1974 Tel: 01992 556478 healthandsafety@hertfordshire.gov.uk

For the purposes of this document

- The Headteacher is Mr Paul Miller
- The Deputy Headteacher is Miss Chloe Clifford
- The School Business Manager is Mrs Lorraine Luckhurst
- The Resources Co-Ordinator is Ms Mary Jaques
- The Premises / Health & Safety Co-Ordinator is Mrs Janet Boguzas
- The Health & Safety Governor is Mr Ian Pedley
- Premises Assistants are Ms Mary Jaques and Ms Terri Bell

Responsibilities of the Headteacher and School Manager:

Overall responsibility for the day-to-day management of health and safety rests with the Headteacher and School Manager.

The Headteacher and School Manager have responsibility for:

- Co-operating with the LA and Governing Body to enable health and safety policy and procedures to be implemented and complied with.
- Communicating the policy and other appropriate health and safety information to all relevant people including contractors.
- Ensuring effective arrangements are in place to pro-actively manage health and safety by conducting and reviewing inspections and risk assessments and implementing required actions.
- Reporting to the Governing body on health and safety performance and any safety concerns/ issues which may need to be addressed by the allocation of funds.
- Ensuring that the premises, plant and equipment are maintained in a safe and serviceable condition.
- Reporting to the Governing Body any significant risks which cannot be rectified within the establishment's budget.

- Ensuring all staff are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensuring consultation arrangements are in place for staff and their trade union representatives (where appointed) and recognising the right of trade unions in the workplace to require a health and safety committee to be set up.
- Monitoring purchasing and contracting procedures to ensure health and safety is included in specifications & contract conditions.

Whilst overall responsibility for health and safety cannot be delegated the Headteacher may choose to delegate certain tasks to other members of staff.

Responsibilities of the Deputy Headteacher and all School Staff:

- Apply the school's health and safety policy to their own department or area of work and be directly responsible to the Headteacher and School Manager for the application of the Health and Safety procedures and arrangements;
- Ensure staff under their control are aware of and follow relevant published health and safety guidance (from sources such as CLEAPSS, AfPE etc.)
- Ensure health and safety risk assessments are undertaken for the activities for which they are responsible and that identified control measures are implemented.
- Ensure that appropriate safe working procedures are brought to the attention of all staff under their control.
- Take appropriate action on health, safety and welfare issues referred to them, informing the Head or School Manager of any problems they are unable to resolve within the resources available to them.
- Carry out regular inspections of their areas of responsibility and report / record these inspections.
- Ensure the provision of sufficient information, instruction, training and supervision to enable staff and children to avoid hazards and contribute positively to their own health and safety.
- Ensure that all accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated.
- Arrange for the repair, replacement or removal of any item of furniture or equipment which has been identified as unsafe.

Responsibilities of employees

Under the Health and Safety at Work Act etc. 1974 all employees have general health and safety responsibilities. All employees are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in

undertaking their work.

- Comply with the school's health and safety policy and procedures at all times.
- Report all accidents and incidents in line with the reporting procedure.
- Co-operate with school management on all matters relating to health and safety.
- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare.
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager.
- Ensure that they only use equipment or machinery that they are competent / have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.
- Clarify any other specific school roles and responsibilities, e.g., where there are third parties/other services on site.

PART 3. LOCAL ARRANGEMENTS

Detailed information on the Governing Body's expectations are provided via Health and Safety – Hertfordshire Grid for Learning.

- Appendix 1 - Risk Assessments
- Appendix 2 - Offsite visits
- Appendix 3 - Health and Safety Monitoring and Inspections
- Appendix 4 - Fire Evacuation and other Emergency Arrangements
- Appendix 5 - Fire Prevention, Testing of Equipment
- Appendix 6 - First Aid and Medication
- Appendix 7 - Accident Reporting Procedures
- Appendix 8 - Health and Safety Information and Training
- Appendix 9 - Personal safety / lone Working
- Appendix 10 - Premises and Work Equipment
- Appendix 11 - Flammable and Hazardous Substances / COSHH
- Appendix 12 - Asbestos
- Appendix 13 - Contractors
- Appendix 14 - Work at Height
- Appendix 15 - Moving and Handling
- Appendix 16 - Display Screen Equipment (DSE)
- Appendix 17 - Vehicles on Site
- Appendix 18 - Lettings / Shared Use of Premises
- Appendix 19 - Stress / Wellbeing
- Appendix 20 - Legionella
- Appendix 21 - School Swimming
- Appendix 22 - Infectious Diseases
- Appendix 23 - Staff Trained in First Aid

Chair of Governors	Jackie King
Headteacher	Paul Miller
Deputy Headteacher	Chloe Clifford
School Manager	Lorraine Luckhurst
Premises / Health & Safety Co-ordinator	Janet Boguzas
Resources Manager	Mary Jaques
Health & Safety Governor	Ian Pedley
Premises Assistants	Mary Jaques / Terri Bell

RISK ASSESSMENTS

APPENDIX 1

General Risk Assessments

The school conducts and documents risk assessments for all activities presenting a significant risk. These are co-ordinated by the School Manager following guidance contained in the [Education Health and Safety Manual](#) and are approved by the Headteacher.

Risk assessments are available for all staff to view and are held centrally in the school office. These assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest. Staff will be made aware of any changes to risk assessments relating to their work.

Individual Risk Assessments

Specific assessments relating to staff member(s) or children are held on that individual's file and will be undertaken by the School Manager together with their line manager/class teacher. Such risk assessments will be reviewed on a regular basis.

It is the responsibility of all staff to inform their line manager of any medical conditions (including pregnancy) which may impact upon their work.

Curriculum Activities

Risk assessments for curriculum activities will be carried out by class teachers with the support of the School using the relevant codes of practice and model risk assessments detailed below.

Whenever a new course is adopted or developed all activities are checked against these and significant findings incorporated into texts in daily use

Broxbourne CE Primary has a subscription to [CLEAPSS](#) and their publications are used as sources of model risk assessment within Science, Art and DT.

See

- CLEAPSS technology site <http://dt.cleapss.org.uk/>;
- CLEAPSS science site <http://science.cleapss.org.uk/>
- CLEAPSS primary school's site <http://primary.cleapss.org.uk/>

In addition the following publications are used within the school as sources of model risk assessments:

- Be Safe! Health and Safety in primary science and technology, 4th Edition ASE- ISBN 978-0-86357-426-9
- Safe Practice in Physical Education, School Sport and Physical Activity 2024' Association of PE 'AfPE' <http://www.afpe.org.uk/>

OFFSITE VISITS

HCC has adopted the Outdoor Education Advisory Panel's (OEAP) [national guidance](#) for learning outside the classroom and offsite visits and all offsite visits will be planned following this guidance available via <https://oeapng.info/>

Responsibilities of key roles are outlined by the OEAP here:

[Visit leader](#)

[EVC](#)

[Headteacher](#)

HCC's policy for the management of Learning outside the classroom and offsite visits.

The LA's Offsite Visits Advisor must be notified of all level 3 trips, which include self-led adventurous activities, fieldwork trips to open or "wild" country, and all trips overseas. This will be done via the use of Evolve, the online notification and approvals system.

The use of Evolve is recommended for all visits. Broxbourne CE Primary School aims to use Evolve for all offsite visits. Relevant risk assessments, participants names, staff and accompanying adults are attached electronically as required. The School also have their own set of standard operating procedures and risk assessments for all activities.

The member of staff planning the trip (visit leader) will submit all relevant paperwork and risk assessments relating to the trip to the school's Educational Visits Co-ordinator(s) (the School Manager and the School Secretary) who will check the documentation and planning of the trip and if acceptable refer the visit for approval to the Headteacher.

HCC recommends that the EVC should attend training and refresher training every 3 -5 years.

HEALTH AND SAFETY MONITORING AND INSPECTIONS

A formal inspection of the site will be conducted on a termly basis and be undertaken / coordinated by Lorraine Luckhurst/Janet Boguzas.

Inspections of individual areas/departments will be carried out by Teachers and the Health and Safety Coordinator.

In both cases the person(s) undertaking inspection will complete a report in writing and submit this to the Governing Body. Responsibility for following up items detailed in the safety inspection report will rest with the School Manager.

The governor responsible for Health and Safety will be involved in monitoring the school's health and safety management systems on an annual basis and report back at the full governing body meetings.

Advice and pro forma inspection checklists to assist the monitoring process can be found in the [Education Health and Safety Manual](#).

Inspections will be conducted jointly with the establishment's health and safety representative(s) if possible.

See Appendix 10 for details of monitoring premises compliance issues.

FIRE EVACUATION AND OTHER EMERGENCY ARRANGEMENTS

The headteacher is responsible for ensuring the school's fire risk assessment is undertaken and implemented following guidance contained in ['Fire safety risk assessment; Educational premises'](#) and the [Education Health and Safety Manual](#).

The fire risk assessment is located in the school office and will be reviewed on an annual basis.

Emergency Procedures

Fire and emergency evacuation procedures are detailed in the school's emergency response plan and a summary posted in each classroom. These procedures will be reviewed at least annually and are made available to all staff as part of the school's induction process. This training is supported by regular termly drills.

Evacuation procedures are also made available to all other users of the building (contractors / visitors/ hirers etc.).

Emergency exits, fire alarm call points, assembly points etc. are clearly identified by safety signs and notices.

Emergency contact and key holder details are maintained as part of the school's emergency response plan by the School Manager and updated to the LA via Solero.

The school has arrangements in place for the evacuation of people with specific needs and where required the SENCO or SEN Team are responsible for completing Personal Emergency Evacuation Plans (PEEPs) which are reviewed annually / sooner in the event of any significant changes.

Fire Drills

- Fire drills will be undertaken termly and results recorded in the fire log book.

Fire Fighting

- Staff must ensure the alarm is raised BEFORE attempting to tackle a fire.
- The safe evacuation of persons is an absolute priority. Staff may only attempt to deal with small fires, **if it is safe to do so without putting themselves at risk**, using portable fire fighting equipment.
- Staff are made aware of the type and location of portable fire fighting equipment and receive basic instruction in its correct use at induction.

Details of service isolation points (i.e. gas, water, electricity): Red push buttons in kitchen and main boiler house and levers on meters in kitchen, EYFS and outside Fox's Den.

Details of chemicals and flammable substances on site.

An inventory of these will be kept by the Resources Coordinator in the school office, as appropriate, for consultation. These are also held for teacher/child use of equipment and are kept by the Resources Manager. (See COSHH Appendix 11)

FIRE PREVENTION, TESTING OF EQUIPMENT
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The Headteacher and School Manager are responsible for ensuring that the school's fire log is kept up to date and that the following inspection / maintenance is undertaken and recorded in the fire log book located in the School Office.

FIRE ALARM SYSTEM

Fire alarm call points will be tested weekly in rotation. This test will occur on 8.00 am every Tuesday.

Any defects on the system will be reported immediately to the alarm contractor / electrical engineer, namely Scutum South East on 01279 420016 / 0800 7312361.

A fire alarm maintenance contract is in place with Scutum South East and the system tested 6 monthly by them.

FIRE FIGHTING EQUIPMENT

Weekly in-house checks are undertaken to ensure that all firefighting equipment remains available for use and operational.

Chubb (0800 321666) undertakes an annual maintenance service of all firefighting equipment.

Defective equipment or extinguishers that need recharging should be taken out of service and reported direct to Chubb (0800 321666).

EMERGENCY LIGHTING SYSTEMS

Emergency lighting will be checked for operation monthly in house and annually a full discharge test and certification of the system will be undertaken by Plowright Hinton electricians (01707 386121) and these tests recorded.

MEANS OF ESCAPE

The Premises Assistants make weekly checks for any obstructions on exit routes and ensures all final exit doors are operational and available for use.

FIRST AID AND MEDICATION

The school has assessed the need for first aid provision and identified the following staff to provide first aid (both on site and where required for trips/visits and extra-curricular activities).

TRAINED TO EYFS STANDARD (PAEDIATRIC FIRST AID, 2 days/ 12 hrs):

See Appendix 23

For school based early years providers under the EYFS at least one person who has a current paediatric first aid certificate must be on the premises and available at all times when children are present and must accompany children on outings.

TRAINED TO EMERGENCY FIRST AID AT WORK (1 day / 6 hrs):

See Appendix 23

OTHER TRAINING IN EMERGENCY FIRST AID (6 hr):

See Appendix 23

First aid qualifications remain valid for 3 years. The School Manager will ensure that refresher training is organised to maintain competence and that new persons are trained should first aiders leave.

FIRST AID BOXES ARE LOCATED AT THE FOLLOWING POINTS:

Hall/Annex, Main entrance, Rabbit's Warren, Back Playground door, EYFS Unit, Medical Room.

Teaching Assistants are responsible for regularly checking (termly) that the contents of first aid boxes are complete and replenished as necessary.

AEDs (automated external defibrillators) **ARE LOCATED AT THE FOLLOWING POINTS: Medical Room and EYFS Unit.** This is checked by the Premises Assistant on a monthly basis for functionality. Modern AEDs self-test and will indicate a problem via a warning light / audible alarm.

Defibrillators are registered on The Circuit to ensure they are visible to local ambulance services.

Transport to hospital: Where a first aider considers it necessary, the injured person will be sent directly to hospital (normally by ambulance). Parents / carers will be notified immediately of all major injuries to children.

No casualty will be allowed to travel to hospital unaccompanied and an accompanying adult will be designated in situations where the parents/carers cannot be contacted in time.

Where there is any doubt about the appropriate course of action, the first aider will consult with the Health Service helpline (NHS Direct 111) and, in the case of a child with the parents/carers. The administration staff will follow a procedure to ensure any paramedic or ambulance accesses the school via the fastest route.

The school will follow the procedure for completion of incident/accident records in accordance with HCC guidance.

Emergency contact details for hospitals can be found in the School Manager's office and medical room walls.

Administration of medicines

All medication will be administered to children in accordance with the DfE document

[Supporting pupils at school with medical conditions](#). Detailed arrangements are provided in a separate school policy 'Supporting children at School with Medical Conditions' and 'First Aid and Medicine Policy'.

No member of staff will administer **any** medication (prescribed or non-prescribed) to children under 16 without a parent's written consent except in exceptional circumstances.

The School administration team is responsible for accepting medication and checking all relevant information has been provided by parents / carers prior to administering. Records of administration will be kept by the School Office team.

All non-emergency medication kept in school is held securely in a lockable cupboard in the school office with access strictly controlled. Refrigerated meds kept in clearly labelled container within the fridge with access strictly controlled. All children know how to access their medication. Under no circumstances will medication be stored in first aid boxes.

Emergency medication and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens are always readily available to children. Asthma inhalers and blood glucose testing meters are held in the classroom and adrenaline pens are kept in the School Office, in an unlocked cabinet and clearly labelled.

Broxbourne CE Primary School have chosen to hold an emergency salbutamol inhaler for use by children who have been prescribed an inhaler and for whom parental consent for its use has been obtained. The emergency inhaler would be used if the prescribed inhaler is not available e.g. empty / broken.

Broxbourne CE Primary School have chosen to hold an emergency Adrenaline auto injector (AAI) e.g. EpiPen for emergency use on children who have been prescribed one and for whom parental consent for its use has been obtained. This emergency AAI would be used where their own device is unavailable or not working.

In the event of a possible severe allergic reaction in a child without a prescribed device / parental consent, emergency services (999) would be contacted and advice sought as to whether administration of the emergency AAI is appropriate.

Allergy Action Plans and Medical Action Plans

Parents / carers are responsible for providing the school with up-to-date information regarding their child's health care needs and providing appropriate medication.

Allergy Action Plans and Medical Action Plans are in place for those children with significant medical needs e.g. chronic or ongoing medical conditions such as diabetes, epilepsy, anaphylaxis etc.

The plan is developed with the child (where appropriate), parent/carer, designated named member of school staff, specialist nurse (where appropriate) and relevant healthcare services. These plans will be completed at the beginning of the school year / when the child enrolls / on diagnosis being communicated to the school and will be reviewed annually in September by the School Administration team.

All staff are made aware of any relevant health care needs and copies of health care plans are available from the School Administration team.

Staff will receive appropriate training related to health conditions of children and the administration of medicines by a health professional as appropriate.

ACCIDENT REPORTING PROCEDURES

Accidents to employees

The Governing Body should be informed of **all** employee accidents, no matter how minor.

Employee accident / incident forms are to be retained for a minimum of 3 years.

Accidents to children and other non-employees (members of public / visitors to site etc.)

A local accident book held in the medical room is used to record all minor incidents to non-employees, more significant incidents as detailed below must also reported to HCC using the online accident reporting system hosted on Solero.

- Major injuries.
- Accidents where significant first aid treatment has been provided.
- Accidents which result in the injured person being taken from the scene of the accident directly to hospital.
- Accidents arising from premises / equipment defects.

Parents / carers will be notified immediately of all major injuries.

Child accident forms are to be retained for a minimum of 3 years after their 18th Birthday.

All Accidents

All major incidents will be reported to the Headteacher and the Governing Body / Health and Safety Governor. Parents/carers will be notified immediately of all major injuries.

Accidents will be monitored for trends and a report made to the Governing Body as necessary.

The Headteacher, or School Manager, will investigate accidents and take remedial steps to avoid similar instances recurring. Faulty equipment, systems of work etc. must be reported and attended to as soon as possible. Any relevant learning points will be communicated to relevant staff and children.

Reporting to the Health and Safety Executive (HSE)

The Headteacher is responsible for ensuring all RIDDOR reportable incidents are reported.

Incidents involving a fatality or major injury (to employees, [see specified reportable injuries from HSE](#)) will be reported immediately to the Health and Safety Executive (HSE) on 0345 300 9923 and the Education Health and Safety team on 01992 556478.

Incidents resulting in the following outcomes must be reported to the HSE via their online reporting system <http://www.hse.gov.uk/riddor/> within 15 days of the incident occurring.

- A child or other non-employee being taken directly to hospital for treatment and the accident arising as the result of the condition of the premises / equipment, due to the way equipment or substances were used or due to a lack of supervision / organisation etc.
- Employee absence or inability to carry out their normal duties as the result of a work-related accident, for periods of 7 days or more (including W/E's and holidays).

See the HSE information sheet '[Incident reporting in schools](#)' EDIS1 REV 3

HEALTH AND SAFETY INFORMATION & TRAINING

Consultation

The Governing Body meets termly to discuss health, safety and welfare issues affecting staff, children or visitors. Action points from meetings are brought forward for review by school management. Employees and/or their representatives will be consulted on all matters that affect their health, safety and welfare. Staff briefings are held each Friday and Health and Safety is a standing agenda item.

Communication of Information

Information and guidance on how to comply with the Governing Body's health and safety policy is given via the Health and Safety pages on the Grid.

The Health and Safety Law poster is displayed in the Staff Room.

The Governing Body provides access to competent H&S advice via HCC'S H&S team Tel: 01992 556478 as required by the Health and Safety at Work etc. Act 1974

Health and Safety Training

All employees will be provided with:

- a copy of and induction training in the requirements of this policy;
- update training in response to any significant change;
- training in specific skills needed for certain activities, (e.g. use of hazardous substances, work at height etc.) and
- refresher training where required.

Any new instructions or restrictions will be communicated to all staff via staff meetings and recorded in minutes and highlighted as part of the standard cycle of policy review.

Training records will be kept in the School Office. The School Manager is responsible for co-ordinating health and safety training needs and for including details in the training and development plan. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

The Headteacher will be responsible for assessing the effectiveness of training received and ensuring staff are competent to undertake their duties.

Each member of staff is also responsible for drawing the Headteacher's / line managers attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.

PERSONAL SAFETY / LONE WORKING

The school believes that staff should not be expected to put themselves in danger and will not tolerate violent / threatening behaviour to its staff.

Staff will report any such incidents to the Headteacher.

These incidents will also be reported to:

- the Local Authority
- the Governing Board.

Staff will report any such incidents to the Headteacher. The school will work in partnership with the LA and police where inappropriate behaviour/ individual conduct compromises the school's aims in providing an environment in which the children and staff feel safe.

Lone working

Staff are encouraged not to work alone in school. Work carried out unaccompanied or without immediate access to assistance should be risk assessed to determine if the activity is necessary.

Work involving potentially significant risks (for example work at height) must not be undertaken whilst working alone.

Staff working outside of normal school hours must obtain permission of Headteacher and register with the School Manager and sign in and out of the premises.

Where lone working cannot be avoided staff should ensure they have means to summon help in an emergency e.g. access to a telephone or mobile phone etc. Staff should ensure that someone is informed that they are working alone and is notified of their arrival and leaving times to always ensure their personal safety.

School staff responding to alarm call outs

Nominated key holders attending empty premises where there has been an alarm activation should do so with a colleague, if possible. They should not enter the premises unless they are sure it is safe to do so.

PREMISES AND WORK EQUIPMENT

All staff are required to report, to the School Manager, any problems found with the premises or plant/equipment. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair / disposal.

Where premises defects are identified a dynamic assessment is conducted to determine if the area should be isolated / cordoned off whilst awaiting repair.

The Resources Manager and School Manager are responsible for identifying all plant and equipment in an equipment register and ensuring that any specific training or instruction needs, personal protective equipment requirements are identified and relevant risk assessments conducted where required.

Planned maintenance / inspection

Regular inspection and testing of school plant and equipment is conducted to legislative requirements by competent contractors. Oversight if premises compliance issues is the responsibility of the school manager, this is achieved by the use of HCC compliance tracker.

Curriculum Areas

Subject Co-ordinators and Extended School Leaders are responsible for ensuring maintenance requirements for equipment in their areas are identified and implemented.

Electrical Safety

The Electricity at Work Regulations 1989 require electrical equipment in the workplace to be maintained, regardless of ownership (e.g. employee-owned, leased or hired).

All staff will conduct a basic visual inspection of plugs, cables and electrical equipment prior to use. Damaged /defective equipment must not be used and will be reported to the School Manager.

All portable items of electrical equipment will be subject to formal inspection and testing (Portable Appliance Testing (PAT)) on an identified cycle (dependent upon the type of equipment and the environment it is used in).

All earthed equipment (class 1) and cables attached to such equipment will be tested annually.

This inspection and testing will be conducted by an approved contractor annually.

The Premises Co-ordinator and School Manager are responsible for keeping an up-to-date inventory of all relevant electrical appliances and for ensuring that all equipment is available for testing

Personal items of equipment should not be brought into school without prior agreement. Whilst most equipment phone chargers etc. will be very low risk basic visual checks on condition prior to use must be undertaken. Higher risk items of equipment will also be checked by the IT Technician and where relevant included in the schools PAT testing cycle].

A fixed electrical installation test (fixed wire test) will be conducted an approved contractor on a 5 year cycle. Records of these inspections and certification will be maintained and remedial works arising acted upon in a timely manner.

PE, External and Internal play equipment

External and Internal play equipment will only be used when appropriately supervised.

This equipment will be checked daily before use for any apparent defects by the member of staff supervising the activity. The Premises Assistant conducts and records a formal [termly inspection](#) of the equipment.

PE and Play equipment are also subject to an annual inspection by a competent person, currently Mr John Harrison.

FLAMMABLE AND HAZARDOUS SUBSTANCES (COSHH)

Every attempt will be made to avoid, or choose the least harmful of, substances which fall under the “***Control of Substances Hazardous to Health Regulations 2002***” (COSHH Regulations).

Within curriculum areas (in particular science and DT) subject leaders together with the Resources Co-ordinator are responsible for COSHH and ensuring that an up-to-date inventory and model risk assessments contained in the relevant national publications are in place. (CLEAPSS, Association for Science Education's "Topics in Safety" etc.)

In all other areas the establishment's nominated person(s) responsible for substances hazardous to health is the Headteacher.

They shall ensure:

- an inventory of all hazardous substances used on site is compiled and regularly reviewed.
- material safety data sheets are obtained from the relevant supplier for all such materials.
- If required, full COSHH risk assessments are conducted and communicated to staff exposed to the product/substance.
- all substances are appropriately and securely stored out of the reach of children.
- all substances are kept in their original packaging and labelled (no decanting into unmarked containers).
- suitable personal protective equipment (PPE) has been identified and available for use. PPE is to be provided free of charge where the need is identified as part of the risk assessment.

PPE

All staff required to wear PPE will be provided with suitable information, instruction and training in its use and will use PPE provided accordingly, reporting any defects to their manager.

Where persons may be affected by their use on site, the Headteacher and School Manager are responsible for ensuring that COSHH assessments are available from contractors (*this applies to both regular contracts such as cleaners and caterers and from builders, decorators, flooring specialists, etc*).

ASBESTOS

An asbestos survey, register and management plan is in place for the school in accordance with [HCC's asbestos policy](#). The school's most recent asbestos management survey was conducted in September 2025.

The school's asbestos log (including school plans, asbestos survey data and a site-specific register and management plan) is held by the School Administration Team.

The Headteacher will ensure that **all** school staff (and others such as catering and cleaning staff who may not be employed directly by the school) are made aware of the location of asbestos containing materials (ACM) within their work areas.

Under no circumstances must staff undertake any work which could disturb the fabric of the building or fixed equipment, e.g. affixing anything to walls without first obtaining approval from an Asbestos Authorising Officer. (Even stapling / pushing a drawing pin into ACM may result in the release of fibres into the air.)

In the event of any damage occurring to materials known or suspected to contain asbestos this will be reported to one of the school's asbestos authorising officers and the area immediately evacuated and closed / locked off. Broxbourne CE Primary School follows the incident management advice on the Hertfordshire Grid for dealing with an unplanned disturbance of asbestos-containing materials see <https://thegrid.org.uk/Restricted-assets/asbestos-incident-management-july-2023.pdf>

Professional advice will be sought and details of the incident reported to HCC's asbestos team asbestos@hertfordshire.gov.uk.

The school's asbestos authorising officers are the Headteacher, the School Business Manager and one Governor and refresher training is required 3 yearly.

Prior to **any** work commencing on the fabric of the building or fixed equipment (e.g. boilers, kilns etc.), either by contractors or school staff, one of the asbestos authorising officers **must** check the asbestos log and establish whether permission to work can be given.

The Headteacher / asbestos authorising officers shall ensure:

- That the asbestos log is consulted at the earliest possible opportunity and that **all** work affecting the fabric of the building or fixed equipment is entered in the permission to work log and signed by those undertaking the work.
- A visual inspection of asbestos containing materials remaining on site is conducted and recorded (legal requirement to do so annually as a minimum) as part of the school's asbestos management plan.
- The limitations of the management survey and areas of the building that have **not** been surveyed are understood and considered as part of the permission to work process e.g. areas above 3m in height, within ceiling voids (where panels / tiles are fixed), floor voids and ducts etc.
- All records pertaining to asbestos are effectively maintained and retained (legal requirement to do so for a period of 40 years).
- The school's asbestos management plan is kept up to date, reviewed at least annually and that any asbestos works (removal, new project specific surveys etc.) are notified to the LA via asbestos@hertfordshire.gov.uk.

- Where more invasive works and / or works which go beyond the limitations of the management survey are planned, a refurbishment / demolition survey will be commissioned to obtain a comprehensive assessment of all ACMs that could be affected prior to the works commencing.

CONTRACTORS

All contractors used by the school shall ensure compliance with relevant health and safety legislation, guidance and good practice.

All contractors must report to the school office/Reception where they will be asked to sign the visitors book and wear an identification badge. Contractors will be issued with guidance on emergency procedures, relevant risks, and local management arrangements.

The School Manager/Premises Co-ordinator is responsible for monitoring areas where the contractor's work may directly affect staff and children and checking whether expected controls are in place and working effectively.

School managed projects

The [Construction \(Design and Management\) Regulations 2015](#)¹ applies to all building, demolition, repair and maintenance or refurbishment work.

Where the school undertakes projects direct the governing body are considered the 'client' and therefore have additional statutory obligations. These projects are managed by the Headteacher and School Manager on the school's behalf who will ensure landlords consent has been obtained and, where applicable, all statutory approvals, such as planning permission and building regulations have been sought.

To ensure contractor competency the school uses a property framework contractor as a method of procuring works. These contractors have satisfied the Diocese that they understand and abide by health and safety regulations.

Contractors will be required to provide a construction phase plan, risk assessments and method statements detailing the safe systems of work to be used prior to works commencing on site.

Risk assessments and method statements shall be specific to the site and all aspects of the works to be undertaken. The school, contractors and any subcontractors involved will exchange relevant information regarding the work activities and agree the risk assessments.

¹ Such projects are notifiable to the HSE where the work exceeds 30 days or involves more than 500 person days of work. In such instances and/ or if there will be more than 1 contractor on site at the same time (in which case a principal designer and principal contractor must be appointed in writing by the client) it is recommended that an agent be used to work on the schools behalf.

WORK AT HEIGHT

Working at height can present a significant risk, where such activities cannot be avoided a task specific risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees authorised to work at height.

Storage above head height is minimised as far as possible, where this cannot be avoided only light-weight and rarely-used items are stored there.

When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto chairs etc.

Only those persons who have been trained to use ladders safely may use them. Basic instruction is provided to all staff who use ladders / stepladders, see <http://www.hse.gov.uk/pubns/indg455.htm>.

Formal training on work at height, use of ladders, mobile tower scaffolds etc. will be provided where a significant risk is identified as part of an individual's role.

The establishments nominated person(s) responsible for work at height is the Headteacher.

The nominated person(s) shall ensure:

- all work at height is properly planned and organised;
- the use of access equipment is restricted to authorised users;
- all those involved in work at height are trained and competent to do so;
- the risks from working at height are assessed and appropriate equipment selected;
- a register of access equipment is maintained, all equipment is regularly inspected and maintained with any defective equipment taken out of use until repaired / replaced
- any risks from fragile surfaces are properly controlled.

MOVING AND HANDLING

Generic risk assessments for regular manual handling operations are undertaken and staff provided with information on safe moving and handling techniques.

Staff should ensure they are not lifting heavy items and equipment unless they have received training and/or equipment in order to do so safely.

Those manual handling activities which present a significant risk to the health and safety of staff, will be reported to the Headteacher and School Manager and where such activities cannot be avoided a risk assessment will be conducted to ensure such risks are adequately controlled. A copy of this assessment will be provided to employees who must follow the instruction given when carrying out the task.

Paediatric Moving and Handling

All staff who move and handle children have received appropriate training (both in general moving and handling people techniques and specific training on any lifting equipment, hoists, slings etc, they are required to use).

All moving and handling of children has been risk assessed and recorded by a competent member of staff.

Equipment for moving and handling people (hoists, slings etc) is subject to inspection on a 6 monthly basis by a competent contractor.

DISPLAY SCREEN EQUIPMENT (DSE)

All staff who use computers daily, as a significant part of their normal work (*significant is taken to be continuous / near continuous spells of an hour or more at a time*) e.g. admin / office staff shall have a DSE assessment carried out.

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician (and corrective glasses if required specifically for DSE use).

Advice on the use of DSE is available via the Grid.

<p>VEHICLES ON SITE</p>

Vehicular access to the school is restricted to school staff and visitors only and not for general use by parents / guardians when bringing children to school or collecting them.

Access to the school must be kept clear for emergency vehicles.

The vehicle access gate must not normally be used for pedestrian access. Parents are requested to walk to school from either Winford Drive or Churchfields. Extended School parents and some disabled parents/carers have permission to drive along the tow path but not onto school premises. Parents and children are requested to enter Breakfast Club via the KS1 path and leave via the staff car park using the clearly painted lines. Parents may collect children from After School Club by entering and leaving via the staff car park. A line has been painted on the ground to clearly show drivers and pedestrians where it is safe for pedestrians to walk. Extra care must be taken at all times by all users.

LETTINGS / SHARED USE OF PREMISES

Lettings are managed by the Governing Body following HCC and Diocese guidance. See Premises Hire Policy.

<p>STRESS / WELLBEING</p>

The school and governing body are committed to promoting high levels of health and well-being and recognise the importance of identifying and reducing workplace stressors through risk assessment, in line with the HSE's management standards.

The school will

- demonstrate good practice through a step-by-step risk assessment approach, ensuring the systems in place to support school staff are reflected in a risk assessment.
- Allow assessment of the current situation using pre-existing data, staff surveys etc.
- Promote active discussion with staff and their union representatives, to help decide on practical improvements that can be made.

The school's wellbeing / mental health lead is Miss Chloe Clifford.

Detailed systems are in place within the school for responding to individual concerns and monitoring staff workloads e.g. performance management, mentoring, personal development plans, membership of an Employee Assistance Programme, access/referral to Occupational Health etc.

LEGIONELLA

A water risk assessment of the school was completed in October 2025 by Bison Assist.

The premises assistants are responsible for ensuring that the identified operational controls are being conducted and logged.

This risk assessment will be reviewed where significant changes have occurred to the water system and/ or building footprint.

The risks from legionella are mitigated by basic operational controls and thus the following checks are undertaken and recorded.

- Monthly temperature checks on sentinel outlets (those nearest and furthest away from calorifiers);
- Bi-annual full inspection and an annual interim inspection are carried out by authorised contractors.

The cold-water storage tanks have been taken out and replaced with direct mains feed to lower the risks.

All records relating to the management of Legionella are kept for 5 years.

SCHOOL SWIMMING

Primary School Swimming

These will be planned as an offsite visit in line with the School's policy. The School will obtain a copy of the pool's standard operating procedure (PSOP), sometimes referred to as a normal operating procedure (NOP) and emergency action plan (EAP) which identify the safety arrangements for the host pool.

In addition, the School will obtain assurance over:

- The level of training of the swimming teacher(s) (Swim England Level 2 Teaching Swimming (formerly ASA Level 2)).
- Children / swimming teacher ratios.
- Rescue / lifeguard provision provided.
- Changing provision / arrangements.

INFECTIOUS DISEASES

The school follows UKHSA guidance 'Health protection in education and childcare settings' and the recommended exclusion periods for specific infectious diseases detailed in this guidance.

Risks for new and expectant mothers will be assessed and reviewed frequently, they will be notified of any known cases of infectious diseases that they may have been in contact with and that can affect pregnancy e.g., chickenpox, measles, rubella, slapped cheek etc. in order they can seek medical advice.

In the event of an outbreak the school will review and reinforce existing baseline infection prevention and control measures.

This will include:

- encouraging all staff and students who are unwell not to attend the setting.
- ensuring all eligible groups are enabled and supported to take up the offer of national immunisation programmes including coronavirus (COVID-19) and flu
- ensuring occupied spaces are well ventilated and let fresh air in
- reinforcing good hygiene practices such as frequent cleaning
- considering communications to raise awareness among parents and carers of the outbreak or incident and to reinforce key messages, including the use of clear hand and respiratory hygiene measures within the setting such as E-Bug

Specialist advice from UKHSA East of England Health Protection Team will be sought in the event of any outbreak or serious or unusual illness as listed in Chapter 4 of 'Health protection in education and childcare settings' for example:

- a higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection or diarrhoea and vomiting.
- evidence of severe disease due to an infection, for example if a pupil, student, child, or staff member is admitted to hospital.
- more than one infection circulating in the same group of students and staff for example chicken pox and scarlet fever.

STAFF TRAINED IN FIRST AID

First Aid for Schools Trained Staff (valid to May 2028)

Mrs Emily Andrews
Ms Terri Bell
Mrs Sue Buckland
Mrs Helen Cartwright
Mrs Karen Catlin
Miss Chloe Clifford
Mrs Jen Conway
Mrs Charlotte Cooper
Ms Gema Del Rio-Ferrari
Mrs Mandy Forrester
Ms Tessa Gallagher
Miss Lily Hawthorne
Mrs Victoria Hind
Ms Mary Jaques
Mrs Sarah Laing
Mr Paul Miller
Miss Lucy Phillips
Ms Kerry Sexton
Miss Kayleigh Sibthorpe
Ms Alana Swash
Mrs Alison Tonge
Mrs Jenny Wood
Mrs Songul Yol

Paediatric First Aid Trained Staff (valid to June 2028)

Mrs Amanda Costello
Mrs Joanna Davidson
Mrs Guler Kocak
Ms Cheryl Mills
Mrs Garima Nevatia
Mrs Peyman Ozbaris
Mrs Gemma Pedlar

Emergency First Aid at Work Trained Staff (valid to June 2028)

Mrs Claire Brislin
Mrs Lisa Draper
Ms Susie Hammond
Mrs Chloe Harvey
Mrs Jenny Horner
Mrs Faye Roberts
Mrs Becky Watson