



Greek Primary School  
of London

2019-2020

## HEALTH AND SAFETY POLICY

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*Approved by: Proprietor Vasiliki Tsilogianni*  
*To be reviewed: November 2020*



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### **DISTRIBUTION OF COPIES**

Master Copy	Head teacher
Copy One office	Proprietor/Educational Counsellor/greek embassy-educational
Copy Two	Staff Room – all staff
Copy Three	School’s Website for Visitors, Contractors & Parents Viewing

### **HEALTH AND SAFETY POLICY**

#### **REVIEW PROCEDURES**

The Health and Safety Policy for the Greek Primary School of London will be reviewed regularly and revised as necessary.

Any amendments required to be made to the policy as a result of a review will be presented to the Educational Counsellor for acceptance.

### **HEALTH AND SAFETY POLICY**

#### **STATEMENT OF INTENT**

#### **GREEK PRIMARY SCHOOL OF LONDON**

The Greek Primary School of London recognizes that ensuring the health and safety of staff, pupils and visitors is essential to the success of the School.

We are committed to:



- a. Providing a safe and healthy working and learning environment.
- b. Preventing accidents and work related ill health.
- c. Meeting our legal responsibilities under health and safety legislation as a minimum
- d. Assessing all risks to anyone who could be affected by our curriculum and non-curriculum activities and putting in place measures to control these risks.
- e. Ensuring safe working methods and providing safe work equipment.
- f. Providing effective information, instruction, training and supervision.
- g. Consulting with employees and their representatives on health and safety matters.
- h. Monitoring and reviewing our safety arrangements and prevention measures to ensure they are effective.
- i. Setting targets and objectives to develop a culture of continuous improvement.
- j. Ensuring adequate welfare facilities exist throughout the school.
- k. Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable.

Health and safety management procedures will be adopted, and responsibilities appropriately assigned, to ensure the above commitments can be met. The proprietor, all staff and pupils will play their part in its implementation.

**Name: Vasiliki Tsiligianni Signature: \_\_\_\_\_**  
**(Educational Counsellor)**

**Name: Barbara Masourou Signature: \_\_\_\_\_**  
**(Head teacher)**

**Date            21/11/2019**



## **ORGANISATION**

### **1.0 INTRODUCTION**

1.2 In order to achieve compliance with the Statement of Intent the Head teacher of the School will have additional responsibilities assigned to them as detailed in this part of the Policy.

An organisational chart for H&S Management is attached at Appendix 1.

### **2.0 THE PROPRIETOR**

2.1 The Proprietor is responsible for ensuring that:

- a) The health and safety policy statement is clearly written and it promotes a positive attitude towards safety in staff and pupils.
- b) The Head teacher is aware of his/her health and safety responsibilities and has sufficient experience, knowledge and training to perform the tasks required.
- c) Clear procedures are created to assess any significant risks and ensure that safe working practices are adopted.
- d) Sufficient funds are set aside with which to operate safe working practices.
- e) Health and safety performance is monitored, failures in health & safety policy or implementation recognized, and policy and procedure revised as necessary.

### **3.0 THE HEAD TEACHER**

3.1 Reporting to the Proprietor, the Head teacher has the overall responsibility for ensuring that the Health and Safety Policy is effectively implemented and that proper resources are made available in order to achieve this.

- a) He/she will plan ahead as necessary to make human, financial and other resources available to secure a high standard of health and safety management, taking competent advice on matters of health and safety where relevant.
- b) He/she provides the final authority on matters concerning health and safety at work.



- c) The Head teacher will make decisions on health and safety issues based on a proper assessment of any risks to health and safety, and will ensure the control of those risks in an appropriate manner.
- d) In case of his/her absence, he/she delegates specific responsibility for the implementation and monitoring of the Health and Safety Policy to the Deputy Head teacher
- e) He/she is working in conjunction with Judicium Education Consultant and has the responsibility for implementing and monitoring the policy.
- f) He/she ensures 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 and their safety representatives.
  - All staff are provided with adequate information, instruction and training on health and safety issues.
  - Additional responsibilities for health, safety and welfare are allocated to specific individuals and they are informed of their responsibilities and have sufficient experience, knowledge and training to undertake them.
  - 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.

- j) A report to the Governing Body on the health and safety performance of the school is completed annually.

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

This includes the educational staff and the cleaner. They must:

- a) Apply the school's Health and Safety Policy to their own classroom or area of work and be directly responsible to the Head teacher for the application of the health and safety procedures and arrangements.
- b) Develop policies and procedures which identify the key risks in their areas of responsibility and the organisation and arrangements for managing those risks.
- c) Carry out termly health and safety risk assessments of the activities for which they are responsible and submit reports to the Head teacher.
- d) Refer to the Head/Principal any health, safety and welfare problems to which they cannot achieve a satisfactory solution within the resources available to them.
- e) Carry out regular inspections of their areas of responsibility to ensure that equipment, furniture and activities are safe and record these inspections where required.
- f) Ensure, as 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.
- g) Ensure all accidents are investigated appropriately.

#### **5.0 SPECIAL OBLIGATIONS OF CLASS TEACHERS**

Class teachers are expected to:

- a) 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.



- b) Follow the health and safety procedures applicable to their area of work.
- c) Give clear oral and written health and safety instructions and warnings to pupils as often as necessary.
- d) Ensure the use of personal protective equipment and guards where necessary.
- e) Make recommendations to their Head teacher on health and safety equipment and on additions or necessary improvements to plant, tools, equipment or machinery.
- f) 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.
- f) Ensure that personal items of equipment (electrical or mechanical) or proprietary substances are not brought into the school without prior authorisation.
- g) Regularly check their classrooms for potential hazards and report any observed to the Head teacher.
- h) Report all accidents, defects and dangerous occurrences to the Head teacher.

#### **6.0 OBLIGATIONS OF THE CANTEEN MANAGER (in case there is one)**

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

- a) Be familiar with the school Health and Safety Policy.
- b) Prepare risk assessments for all catering activities.
- c) Inform the Head teacher of any potential hazards or defects.
- d) 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 Head teacher and Canteen Manager.



## **7.0 HEALTH AND SAFETY COMMITTEE**

The teaching staff of the Greek Primary School of London provides a forum for joint employer/employee discussions of health & safety matters. This school committee will meet twice a year as a minimum. All employees are encouraged to bring health & safety concerns to this committee.

- 7.1 The committee will review all health, safety and security matters, including a review of policy at least annually.
- 7.2 The committee will advise the Head teacher of any current issues in respect of Health, Safety and Security.

## **8.0 OBLIGATIONS OF ALL EMPLOYEES**

All employees must:

- a. Act in the course of their employment with due care for the health, safety and welfare of themselves, other employees and other persons.
- b. Observe all instructions on health and safety issued by the Proprietor and the Head teacher who are responsible for a relevant aspect of health and safety.
- c. Act in accordance with any specific H&S training received.
- d. Report all accidents and near misses in accordance with current procedure.
- e. Know and apply emergency procedures in respect of fire, first aid and other emergencies.
- f. Co-operate with other persons to enable them to carry out their health and safety responsibilities.
- g. Inform the Head teacher of all potential hazards to health and safety, in particular those which are of a serious or imminent danger.
- h. Exercise good standards of housekeeping and cleanliness.
- i. 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.

## **9.0 OBLIGATIONS OF CONTRACTORS**



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

## **10.0 PUPILS**

- 10.1 Pupils, in accordance with their age and aptitude, are expected to:
  - a) Exercise personal responsibility for the health and safety of themselves and others.
  - b) Observe standards of dress consistent with safety and/or hygiene.
  - c) Observe all the health and safety rules of the school and in particular the instructions of staff given in an emergency.
  - d) Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.



## PROCEDURES AND ARRANGEMENTS

### **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 Health and Safety Management File.

### **Accident and Incident Reporting**

All staff are required to ensure that all accidents are reported to the Head teacher or designated responsible person (First Aider) who will ensure that the accident is investigated and reported to the Health and Safety files as appropriate.

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.

### **Asbestos**

The School has signed a contract with "Global Environmental" in order to locate the presence and extent of any suspect ACMs in the building and assess their condition.

This specific company has carried out the inspection and provided documents in order to verify that they have inspected every room and area. The executive summary of the inspection stated that there were no positive samples of asbestos. The Head teacher is responsible for ensuring that the school Asbestos Log is read and signed by all contractors prior to starting any work on the premises.

### **Contractors**

The Head teacher is responsible for the selection and management of contractors in accordance with the school policy.

### **Curriculum Safety (*including out of school learning activities*)**

All teachers 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 Head teacher is responsible for ensuring that DSE assessments are completed for teaching staff who regularly use laptops or desktop PCs for more than two hours.

Regular laptop users will provide a display screen equipment self assessment.

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

### **Educational Visits and Journeys**

The Head teacher and the Educational Visit Coordinators (the teachers responsible for the educational visits) are 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 Head teacher is responsible for ensuring that the hard wiring system is inspected every year by a competent person (Electrician) and any identified remedial work is undertaken without delay.

The Head teacher will also ensure that all portable electrical equipment is tested in accordance with the timescales recommended by the Electrician.

All staff must be familiar with school procedures and report any problems to the Head teacher. Staff are reminded that they must not bring electrical equipment into school without the permission of the Head teacher.

### **Fire Precautions and Emergency Procedures**

The Head teacher is responsible for ensuring:

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

The Senior Preschool leader, Ms Anastasia Misirli, is responsible for the regular testing of the fire alarm and emergency lighting. In case of a finding she must report it to the Head teacher.

The Head teacher is responsible for the maintenance of exit/escape routes and signage.

The maintenance and inspection of the firefighting equipment is undertaken by CHUBB.

All staff must be familiar with the school Fire safety risk assessment, the school



emergency plan and evacuation procedures.

### **First Aid**

All teachers have been trained and are qualified First Aiders. The senior Preschool leader Ms Anastasia Misirli and the preschool teacher Ms Natalia Kartali are Pediatric First Aiders.

First Aid supplies are kept into the First Aid room, the Pre-school class, the staff-room and it is the responsibility of Mrs St. Koupadi and Ms M. Antoniou to ensure that stocks of supplies are kept up to date.

All staff must be familiar with the school arrangements for First Aid.

### **Hazardous Substances**

The Head teacher 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 a specific yellow metallic box, in accordance with the manufacturer's instructions and only used by the cleaner who has been trained in the safe use of the product.

All staff are reminded that no hazardous substances should be used without the permission of the Head Teacher.

### **Inclusion**

The Greek School of London (Primary and Pre-school) complies with the Local Authority of Ealing Borough policy for Inclusion and all teaching and support staff should be familiar with this policy and supporting guidance.

The Head teacher and the Pre-school Senior Leader is responsible for ensuring that there are adequate facilities and support staff to ensure the health, safety and welfare of any pupil with SEN.

All teaching staff must be given any information about a pupil's needs and receive such training as is necessary for them to be able to support the pupil's learning, social and personal needs.

The Head teacher and the Pre-school Senior Leader must ensure that all risk assessments for curriculum activities are adapted as necessary to ensure the safety of any pupil with SEN. No pupil should be excluded from an activity on the grounds of health and safety unless this is absolutely unavoidable.

Where it is considered essential to exclude a pupil from all or part of an activity this exclusion must be authorised by the Head teacher.

### **Lettings/shared Use of premises outside School Hours**

The Head teacher is responsible for ensuring that the use of the premises outside school hours by the Greek Orthodox Church School of St Nicholas is



managed in accordance with the school health and safety policy (first aid provision, fire and emergency arrangements and any restriction on use of facilities and equipment).

### **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 Head teacher of their location and intended time of departure.

Lone workers should not undertake any activities which present a significant risk of injury.

### **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 teacher if they believe a pupil to be carrying any unauthorized medicines/drugs.

The school policy for First Aid and Medicines provides detailed guidance and all staff should be familiar with this policy.

### **Maintenance and Inspection of Equipment**

The detailed arrangements for the maintenance and inspection of equipment are described in the site maintenance procedures under the control of the Head teacher. Where there are financial budgets for maintenance they must ensure that a schedule of planned preventative maintenance of all equipment is in place and record all maintenance and repair.

All faulty equipment must be taken out of use and reported to the Head teacher. Staff must not attempt to repair equipment themselves.

### **Manual Handling and Lifting**

The Head teacher 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 for assistance.

Pupils are not allowed to move or lift any heavy or unwieldy furniture or equipment.

In case there is Support staff who assist pupils with physical disabilities must be trained in the safe use of lifting equipment and handling techniques.



## **PE Equipment**

The Physical Education Teacher 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 teacher.

## **Personal Protective Equipment (PPE)**

Where the need for PPE has been identified in Risk Assessments, it is the Headteacher'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 such as latex/nitrile disposable gloves or protective masks must be kept clean and stored in designated areas. Staff must report any lost or damaged PPE to the Head teacher.

## ***Risk Headteacher's responsibility to ensure that potential hazards are identified and that risk assessments are completed for all significant risks in the school.***

The Head teacher is responsible for undertaking general risk assessments and risk assessments for maintenance and cleaning areas.

Teachers will undertake risk assessments for their classroom and the playground and PE teacher for will undertake risk assessments for PE.

The teachers who are responsible for the Educational visits (EVC) will ensure that risk assessments are completed by all staff who organise and lead school visits.

## **Security/Violence**

The Head teacher 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 cleaner 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 the main entrance of the building.

If an intruder becomes aggressive staff should call 999.

Meetings with parents known to be verbally abusive or threatening in their behaviour should only be held in the staff room where assistance is available. The Head teacher 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 Head teacher.

### **Site Maintenance**

The cleaner is responsible for ensuring the safe maintenance of the school premises and grounds and for ensuring cleaning standards are maintained. She will undertake routine inspections of the site and report any hazards that cannot be dealt with immediately to the Head teacher.

All staff are responsible for reporting any damage or unsafe condition to the Head teacher immediately. Her job book is kept in the office and office staff will contact her by mobile if the matter is urgent.

### **Smoking**

It is illegal to smoke anywhere on the school premises or at the pavement in front of our school.

### **Staff Training & Development**

The Head teacher 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.

Health and safety will be a regular agenda item for staff meetings and on the September INSET day in each new school year.



## Stress

The Proprietor and Head teacher 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.

## Visitors

All visitors must sign in and out at the school entrance. 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. fragile roofs.

## Working at Height

The Head teacher is responsible for the purchase and maintenance of all ladders in the school.

All ladders conform to BS/EN standards as appropriate.

The Head teacher 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.

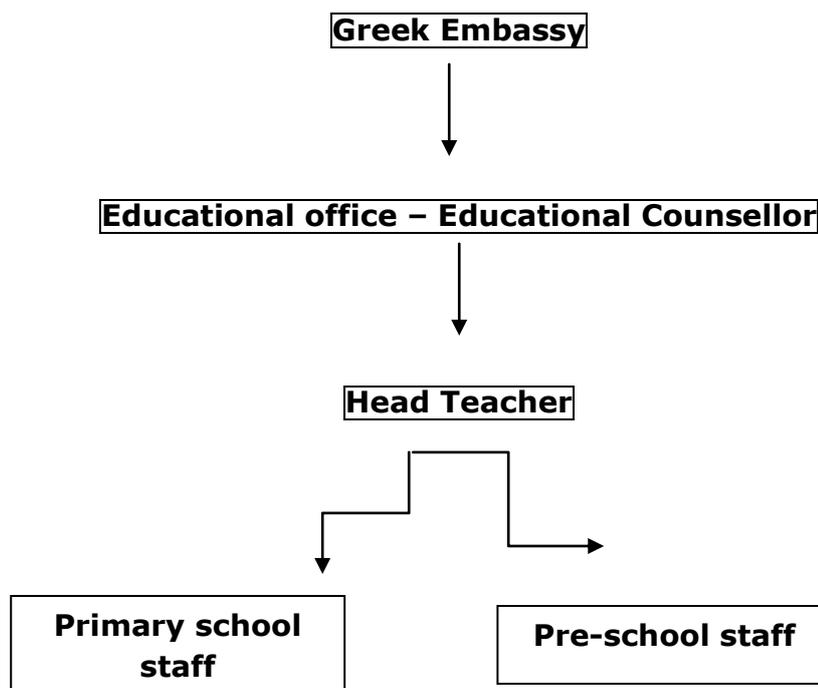
- **Standing on desks, chairs or other furniture is not permitted.**

Do not work at height when you are alone. If you are planning to use a step ladder ask the cleaner/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.**

### Appendix 1 – Organizational Chart





## **Appendix 2 – Supporting Policies and Procedures**

### **Supporting Policies and Procedures in Health and Safety Management Folder and on Intranet**

1. Educational Visits and Journeys
2. First Aid & Medicines
3. Managing Contractors
4. Safeguarding Policy (Child Protection)
5. Curriculum Specific Policies
6. Behaviour
7. Code of Conduct
6. Fire risk assessment and procedures



## HEALTH AND SAFETY POLICY

### Member of Staff Acknowledgement

I have read the school health and safety Policy and agree to follow the procedures outlined in the policy.

1. Employees Name: \_\_\_\_\_

Employees Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

2. Employees Name: \_\_\_\_\_

Employees Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

3. Employees Name: \_\_\_\_\_

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7. Employees Name: \_\_\_\_\_

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14. Employees Name: \_\_\_\_\_

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