



BLENHEIM
SCHOOLS

Health & Safety Policy

Akley Wood School

VERSION NO: EAGLE 1.0

Health and Safety Policy

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1.0 PART ONE – STATEMENT OF INTENT

Our Commitment

We are committed to protecting the health and safety of our employees, children, young people, adults, visitors, and others with whom we interact. This means that we will manage our approach to health and safety in a way that:

- Takes all reasonable steps to protect the health and safety of everyone.
- Complies with health and safety legal and regulatory requirements.
- Promotes a culture where we keep everyone safe and well.

As set out in our Health and Safety Policy, to do this we will:

- Monitor the implementation of the Health and Safety Policy through key performance indicators.
- Comply with our financial, legal, and moral obligations.
- Provide and maintain a safe and healthy environment for everyone.
- Focus on understanding risks and preventing harm; seeking the view of our employees to help us do this.
- Ensure that all of our employees understand the health and safety risks and controls that are relevant to them and understand their responsibilities for ensuring that OFG is a safe and healthy place to work.
- Ensure competent persons are appointed to assist in meeting statutory duties as required.
- Provide efficient health and safety management systems, supported by ongoing training.
- Make provision for suitable occupational health and wellbeing services for employees.
- Review the H&S policy and procedures on a regular basis (at a minimum every 3 years) to ensure alignment with business or regulatory change.

The company recognise that while we have an extra duty towards children, young people and adults, we must also balance the risk of an activity against

the benefits of the activity whether it is developing important life skills towards independence, learning social skills or strengthening self-esteem. We therefore endeavour to ensure that all the risks are considered within a sensible and caring balanced attitude towards achieving safety and wellbeing whilst realising the benefits for all.



On behalf of OFG's Executive Board of Directors, I confirm our commitment to protecting the health and safety of



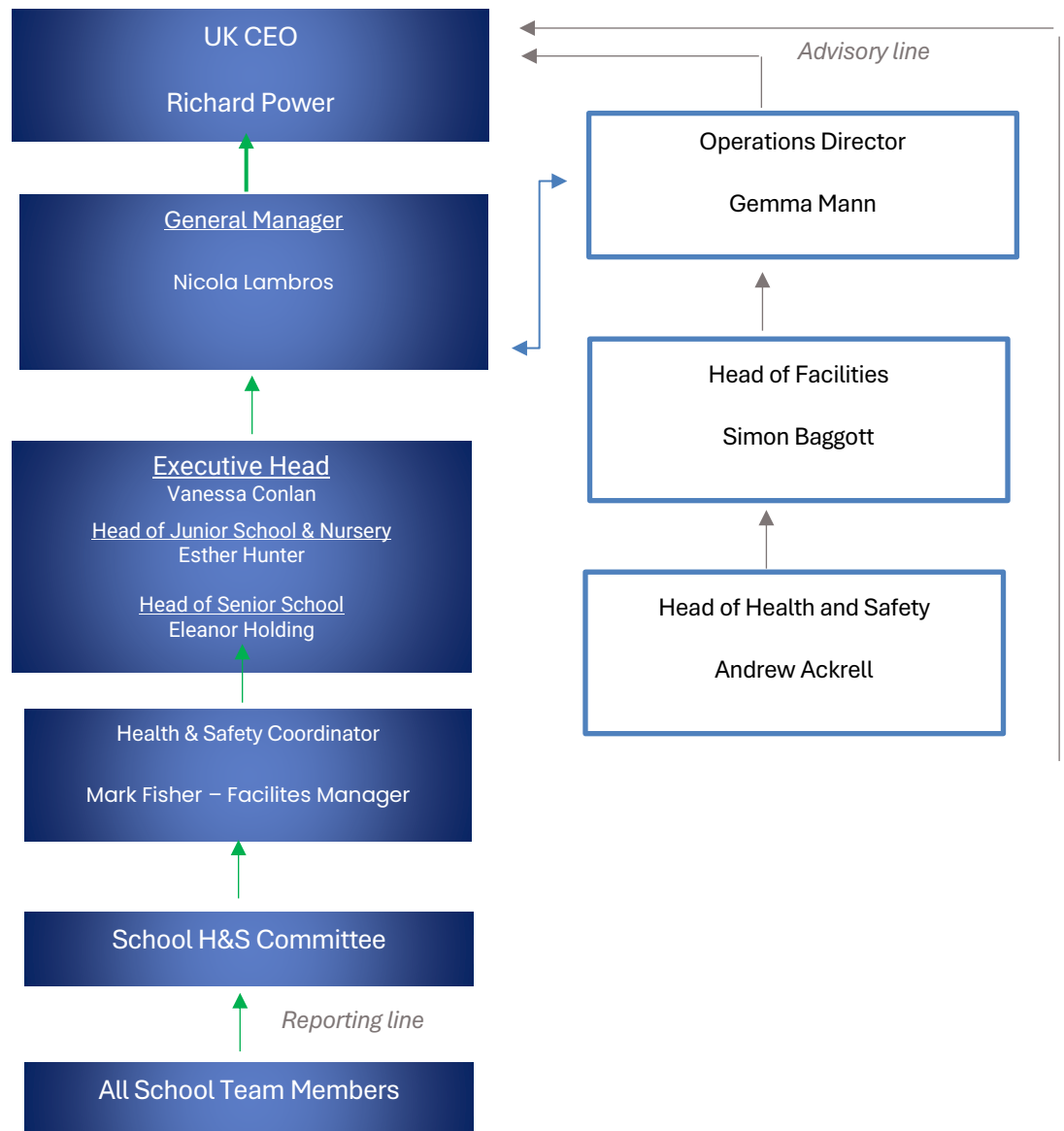
our employees and others wherever we operate.

David Leatherbarrow

Outcomes First Group CEO September 2025



Health and Safety Execution



2.0 PART TWO – ORGANISATION

INTRODUCTION

The Board of Directors of Outcomes First Group Schools Ltd is responsible for ensuring the implementation of this Health and Safety Policy.

The Directors delegate responsibility for health and safety management to the General Managers and to the Executive Head/Head of School. They will ensure compliance with the law and arrange appropriate delegation as detailed in this part of the Policy.

EXECUTIVE HEAD/PRINCIPAL OR HEAD/PRINCIPAL OF SCHOOL WILL ENSURE:

- The promotion of a health and safety culture within the school and during educational visits and off-site activities in order to prevent accidents, work-related ill health and damage to property.
- That a clear written health and safety policy is developed from the approved Outcomes First Group model. The Policy will be implemented, communicated and reviewed annually and in light of any significant change, in accordance with legal obligations such as HSE, DFE and other appropriate guidance and updates from the Outcomes First Group.
- The effective management of health, safety and welfare of staff, pupil, including in the Early years, , contractors, visitors and others so far as is reasonably practicable.
- Adequate control of health and safety risks arising out of the school's activities.
- The provision and maintenance of safe premises, plant and equipment.
- Responsibilities for health, safety and welfare are allocated to those who are competent to do their tasks i.e. persons with sufficient experience, knowledge and training to perform the tasks required of them and sufficient time and resources to undertake the role.
- The establishment of a school H&S Committee which is representative of the operation and structure of the school and which meets at least termly.



- That arrangements are in place for the effective consultation with staff, nominated trade union representatives and pupils regarding health and safety matters.
- Clear procedures are created for risk assessment, the development of safe working practices and reporting of accidents, incidents, dangerous occurrences and near misses.
- The formulation of effective procedures for use in case of fire and/or the need for emergency evacuation of the school.
- Sufficient funds are set aside for health and safety management in accordance with the Statement of Intent.
- The school complies with its reporting and record keeping obligations.
- Accidents, incidents, absence and complaints pertaining to matters of health and safety are properly investigated, if required, and that the school co-operates with the relevant enforcement agencies such as the HSE, local authority and fire authority, if required.
- Inclusion of health and safety at staff/departmental/team meetings.
- Health and safety performance is measured both actively and reactively and measures are put in place to monitor the effectiveness of the health and safety arrangements in controlling identified risks.

THE SCHOOL H&S CO-ORDINATOR WILL SUPPORT THE EXECUTIVE HEAD/PRINCIPAL OR HEAD/PRINCIPAL OF SCHOOL AND SPECIFICALLY ENSURE:

- Maintained liaison with other specialist health, safety and fire safety roles appointed within the School, to co-ordinate compliance actions and risk assessment processes, and to provide a central point of contact.
- The dissemination of information relevant to health and safety compliance to all duty holders and other key parties within the School.
- The co-ordination of the School's H&S Meetings, conducted in accordance with the Terms of Reference for school H&S committee.
- Central co-ordination and access as a key point of contact for any accident, incident or near miss occurrence. Ensuring thorough investigation, review, recording of information and escalation has been conducted and final actions closed out.
- Support as the key contact in order to co-operate with any enforcement agency such as the HSE, UKHPA, local authority and fire authority, as required.



- Systems are established to allow all staff to receive adequate information, supervision and training relevant to their specialist area in liaison with the person responsible for maintaining the training log.
- Prompt evaluation and, where appropriate, action on health, safety and welfare concerns reported to them, or referral to the Head.
- Ongoing H&S compliance is monitored and any actions raised in internal audits, external reviews and inspections are appropriately dealt with.

HEADS OF DEPARTMENT AND MEMBERS OF THE SENIOR MANAGEMENT TEAM WILL SUPPORT THE EXECUTIVE HEAD/PRINCIPAL OR HEAD/PRINCIPAL OF SCHOOL AND SPECIFICALLY ENSURE:

- Application of the school's Health and Safety Policy in their own department or area of specialism.
- Development and dissemination of a departmental/team health and safety policy, if appropriate, detailing the particular roles and responsibilities for health and safety in that specialist area and the organisational arrangements in place..
- Familiarisation with current Regulations, Codes of Practice and Guidance appropriate to their specialist areas and with this Policy (this may require reading trade journals, ESIS, British Standards, CLEAPSS).
- Risk assessments of the activities for which they are responsible are carried out and reviewed as required.
- All staff under their control receive adequate information, supervision and training (both induction training and ongoing training) in health and safety matters relevant to their specialist area.
- All statutory notices and appropriate safety signs are displayed in their specialist area.
- Adequacy of first aid provisions, protective clothing and equipment, registers and log books are available for use in their specialist area.
- Machinery, equipment and substances are accompanied by adequate information on use and that use is restricted to named individuals where necessary.
- Prompt evaluation and where appropriate action on health, safety and welfare concerns reported to them, or referral to the H&S Coordinator or Head.



- Regular inspections are conducted of their areas of responsibility to ensure that equipment, furniture and activities are safe and these inspections are recorded where required.
- Monitoring of the health and safety of their department or area of responsibility (including records of risk assessments, health and safety related issues and complaints, and records of accidents) and if required attendance at termly H&S meetings.

ALL STAFF WILL SUPPORT THE EXECUTIVE HEAD/PRINCIPAL OR HEAD/PRINCIPAL OF SCHOOL AND SPECIFICALLY ENSURE :

- Co-operation with the Head, their Head of Department and their Line Manager on health and safety matters.
- Acting with due care for the health, safety and welfare of themselves, other staff and other persons at the School. Exercising effective supervision over those for whom they are responsible.
- Familiarity with the contents of this Policy and, in particular, the procedures in respect of fire, first aid and other emergencies.
- Observation of all instructions on health and safety issued by Outcomes First Group, the school or any other person delegated to be responsible for a relevant aspect of health and safety at the school.
- Implementation of safe working practices which comply with the approved Outcomes First Group and school policies and procedures and set a good example personally.
- Acting in accordance with any specific health and safety training received.
- Exercising good standards of housekeeping and cleanliness.
- Correct use of the system for reporting defects work spaces are kept tidy and in good order at all times.
- Tools and equipment, including vehicles, are in good condition (appropriate for their intended use and that adequate instructions for their use are provided. If tools or equipment are defective they are immediately taken out of use and the Line Manager or Head informed. Avoidance of introducing personal items of equipment (electrical or mechanical) into the school without prior authorisation.
- Use of protective clothing and safety equipment provided (when appropriate) ensuring these are kept in good condition.



- Reporting of all accidents, incidents or near misses in accordance with current procedure.
- Assistance in the investigation of any accident, incident or near and take agreed corrective action.
- Where authorising work to be undertaken or authorising the purchase of equipment, the health and safety implications of such work or purchase are considered.
- If entrusted with responsibilities for specific aspects of health, safety and welfare they satisfy themselves that those responsibilities as appropriate are re-assigned in their absence. Such re-assignments must be approved by the employee's Line Manager.
- Minimisation of the occasions for lone working.
- No interference with or misuse anything provided to safeguard their health and safety.
- Members of staff are expected to be vigilant at all times but particularly where there are vehicles on site and when activity is taking place at height.
- Teaching staff should exercise effective supervision of pupils and give clear oral and written instructions and warnings to pupils as often as necessary. Integration of all relevant aspects of safety into the teaching process and, where necessary, provide special lessons on health and safety in line with Curriculum requirements for safety education.

PUPILS (IN ACCORDANCE WITH THEIR AGE AND APTITUDE) WILL ENSURE:

- Co-operation with the school staff on health and safety matters and in particular must follow the instructions of staff in the event of an emergency.
- Taking reasonable care for their own health and safety and that of others at the school.
- Observation of the school rules, standards of dress consistent with safety and/or hygiene.
- Correct use and no wilful misuse, neglect or interference with anything provided to safeguard their health and safety.
- Reporting of all health and safety concerns to the Form Tutor or Head.



VISITORS AND CONTRACTORS (including Hirers)

All visitors and other users of the school premises (to include third party contractors, peripatetic teachers, hirers, delivery people and visitors to the school) must:

- Co-operate with the school on health and safety matters and in particular follow the instructions of staff in the event of an emergency.
- Observe the rules of the school.
- Ensure that they comply with the school's signing-in/out visitors' and/or contractors' procedures and the appropriate means of access to and egress from the school site and the host arrangements whilst on site.
- Ensure that they are familiar with the school's fire and emergency evacuation procedures.
- Ensure that they have adequate information about the premises, plant and equipment (if appropriate and including the location of asbestos containing materials where intrusive works are to be conducted).
- All hirers of the school must, in addition to the responsibilities of visitors below, ensure arrangements are made for checking the security and condition of the premises and equipment used after the hirer or their staff vacate the site.



3.0 PART THREE – ARRANGEMENTS (PLANNING AND IMPLEMENTATION)

The following procedures and arrangements have been adopted to ensure compliance with the Statement of Intent. **The school should detail the organisational arrangements on the attached tables and should attach relevant documentation.**

Cognita Approved Policy and/or Guidance	Responsible Person / Department	Current Issue Date/Ref	Planned Review Date
Accessibility Plan	Operations Manager	09/25	09/26
Asbestos Management Plan	Operations Manager	09/25	09/26
Animal Safety in Schools Policy	Operations Manager	09/25	09/26
Business Continuity Plan	Operations Manager	09/25	09/26
CCTV Policy	Operations Manager	09/25	09/26
COSHH (Control of Substances Hazardous to Health) Policy	Operations Manager	09/25	09/26
Display Screen Equipment Policy	Operations Manager	09/25	09/26
Educational Visits Policy	Operations Manager	09/25	09/26
Facilities Management Policy	Operations Manager	09/25	09/26
Fire Risk Management and Strategy Policy	Operations Manager	09/25	09/26
First Aid Policy	Operations Manager	09/25	09/26
First Aid – Procedure for Dealing with Bodily Fluid Spillages	First Aid Coordinator	09/25	09/26
Head Injury & Concussion Policy	Operations Manager	09/25	09/26
Intimate Care and Toileting Policy	Operations Manager	09/25	09/26



Legionella Policy	Operations Manager	09/25	09/26
Lone Working Policy	Operations Manager	09/25	09/26
Manual Handling and Lifting Policy	Operations Manager	09/25	09/26
Prevention, Control of Infection and Communicable diseases Procedures	Operations Manager	09/25	09/26
Pupil Health and Wellbeing Policy	Operations Manager	09/25	09/26
Risk Assessment Policy	Operations Manager	09/25	09/26
Security Action Plan	Operations Manager	09/25	09/25
Security – Workplace Safety and Visitor Management Policy	Operations Manager	09/25	09/26
Serious Incident Reporting	Operations Manager	09/25	09/26
H&S Committee – Terms of Reference	Facilities Manager	09/25	09/26
Transportation of Students and Staff Policy	Operations Manager	09/25	09/26
Whole School Food Policy	Operations Manager	09/25	09/26
Working at Height Policy	Operations Manager	09/25	09/26
Working at Home Guidance	Operations Manager	09/25	09/26
Lettings Policy	Operations Manager	09/25	09/26
Safe Garden Guidance for Schools	Operations Manager	09/25	09/26



STANDARD RISK ASSESSMENTS

Cognita Approved Policy and/or Guidance	Responsible Person / Department	Current Issue Date/Ref	Planned Review Date
Administration and Cognita Office Areas (THM)	Facilities Manager	09/25	09/26
Administration & Faculty Office Areas	Facilities Manager	09/25	09/26
Arson	Facilities Manager	09/25	09/26
Art Class Rooms (AWH / THM)	HOA Arts (SR) Art Teacher (Jr)	09.25	09.26
Boiler Room & Fuel Tanks	Facilities Manager	02/25	09/25
Cleaning Activities	Facilities Manager	09/25	09/26
Contractors Working on Site	Facilities Manager	09/25	09/26
Dining Rooms	Facilities Manager	09/25	09/26
Drama Classroom	HoF Arts	09/25	09/26
Events	Operations Manager	09/25	09/26
External Grounds & Play Areas	Facilities Manager	09/25	09/26
EYFS Classrooms	Facilities Manager	09/25	09/26
General Caretaking Activities	Facilities Manager	09/25	09/26
General Classrooms	Facilities Manager	09/25	09/26
General Grounds Maintenance	Facilities Manager	09/25	09/26
IT Classrooms	HoF B&I	09/25	09/26
IT Technicians & Server Rooms	Facilities Manager	09/25	09/26
Kitchen	Facilities Manager	09/25	09/26
Learning Support & SEN Classrooms	Facilities Manager	09/25	09/26
Library	Facilities Manager	09/25	09/26
Lone Working	Operations Manager	09/25	09/26
Main Reception Area	Facilities Manager	09/25	09/26
Manual Handling	Facilities Manager	09/25	09/26
Medical – Bodily Fluids	First Aid Coordinator	09/25	09/26
Music Rooms	HoF Arts / Music Teacher	09/25	09/26

One to One Teaching	Facilities Manager	09/25	09/26
Reprographics Areas	Facilities Manager	09/25	09/26
Risky Areas	Facilities Manager	09/25	09/26
School Assembly Areas	Facilities Manager	09/25	09/26
Science Lab & Prep Rooms	HoF Science	09/25	09/26
Snow & Ice	Facilities Manager	09/25	09/26
Sports Halls	HoF Sport / Director Sport	09/25	09/26
Staff Rooms	Facilities Manager	09/25	09/26
Stairs & Communal Areas	Facilities Manager	09/25	09/26
Storage Rooms	Facilities Manager	09/25	09/26
Thunder & Lightning	Facilities Manager	09/25	09/26
Toilets & Welfare Areas	Facilities Manager	09/25	09/26
Traffic Management	Facilities Manager	09/25	09/26
Trigger Reduction Schedule	Facilities Manager	09/25	09/26
Work Related Stress	Facilities Manager	09/25	09/26
Working at Heights	Facilities Manager	09/25	09/26



ADDITIONAL RISK ASSESSMENTS

ADDITIONAL RISK ASSESSMENTS – SPECIFIC TO THE SCHOOL			
School Policy and/or Guidance <i>(Eg PE RAs, Ground equipment, Kiln, Keeping animals in schools, Sewing Machines, Specialist department equipment, outdoor activities including gardening, ECAs)</i>	Responsible Person / Department	Current Issue Date/Ref	Planned Review Date
Art – Pottery Kiln	HoF Arts	09/25	09/26
Bulk Fuel Storage	Facilities Manager	09/25	09/26
Christmas Temporary Arrangements	Facilities Manager	09/25	09/26
Dog Visits	Facilities Manager	09/25	09/26
Drama – Dry Ice for Stage Productions	HoF Arts	09/25	09/26
Drama – Stage Combat	HoF Arts	09/25	09/26
DT – 3D Printer	HoF B&I	09/25	09/26
DT – Band Sander	HoF B&I	09/25	09/26
DT – Band Saw	HoF B&I	09/25	09/26
DT – Circular Saw Machine	HoF B&I	09/25	09/26
DT – Classroom	HoF B&I	09/25	09/26
DT – Hot Glue Gun	HoF B&I / DT Teacher	09/25	09/26
DT – Laser Cutter	HoF B&I	09/25	09/26
DT – Pillar Drill	HoF B&I	09/25	09/26
DT – Scroll Saw	HoF B&I	09/25	09/26
Events	Event Lead / Ops Manager	09/25	09/26
External Fixed Play Equipment (WP)	Facilities Manager	09/25	09/26
Fencing Lessons	Fencing Teacher	09/25	09/26
Forest School – Activities	Forest School Lead	09/25	09/26

Forest School –	Forest School Lead	09/25	09/26
Forest School – Blackberry Picking	Forest School Lead	09/25	09/26
Forest School – Educational Walks	Forest School Lead	09/25	09/26
Forest School – Site	Forest School Lead	09/25	09/26
Gardening Club (WP)	Forest School Lead	09/25	09/26
Grounds – Tree Inspections	Facilities Manager	09/25	09/26
Grounds – Use of Padestrian Cylinder Mower	Facilities Manager	09/25	09/26
Grounds – Use of a Chainsaw	Facilities Manager	09/25	09/26
Grounds – Use of a Hedge Trimmer	Facilities Manager	09/25	09/26
Grounds – Use of a Strimmer	Facilities Manager	09/25	09/26
Grounds – Use f Ride On Equipment & Mowers	Facilities Manager	09/25	09/26
Keeping Animals in Schools	Facilities Manager	09/25	09/26
Maypole Dancing	Dance Teacher	09/25	09/26
Outdoor Learning – Open Fire	HoF Sport	09/25	09/26
Outdoor Learning Activities	HoF Sport	09/25	09/26
Pond Dipping	Facilities Manager	09/25	09/26
Sports – Badminton	HOF Sport / Director Sport	09/25	09/26
Sports – Changing Rooms	HOF Sport / Director Sport	09/25	09/26
Sports – Football	HOF Sport / Director Sport	09/25	09/26
Sports – Gymnasium	HOF Sport / Director Sport	09/25	09/26



Sports – Hockey	HOF Sport / Director Sport	09/25	09/26
Sports – Hosting Rugby Tournaments	HOF Sport / Director Sport	09/25	09/26
Sports – Indoor Games	HOF Sport / Director Sport	09/25	09/26
Sports – Netball	HOF Sport / Director Sport	09/25	09/26
Sports – PE Games & Athletics	HOF Sport / Director Sport	09/25	09/26
Sports – PE Sports Hall	HOF Sport / Director Sport	09/25	09/26
Sports – Rugby	HOF Sport / Director Sport	09/25	09/26
Sports – Tennis	HOF Sport / Director Sport	09/25	09/26
Sports Clubs	Director Sport	09/25	09/26
Staff Car Parking & Travel Between Sites	Facilities Manager	09/25	09/26
Tomahawk Axe Throwing	HOF Sport	09/25	09/26
Use of Passenger Lifts	Facilities Manager	09/25	09/26
Wind Speed Charts – Outdoor Activities	Facilities Manager	09/25	09/26





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