

HEALTH & SAFETY GENERAL POLICY STATEMENT

As governors of Hereford Cathedral School we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all of our employees, pupils, contractors, visitors (including parents) and others who could be affected by our activities. In our role as employer we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered in an appropriate manner. The governors are committed to promoting the welfare of all in our community so that effective learning can take place. The policy applies to the whole School, including EYFS.

We fulfil our responsibility as governors of Hereford Cathedral School by appointing the Chairman of our General Purposes Committee with responsibility for overseeing health and safety.

Day-to-day responsibility for the operation of health and safety at the school is vested with the Headmaster. However, as governors, we have specified that that the school should adopt the following framework for managing health and safety. Due regard is given to the relevant H&S laws and the DfE's non-statutory advice [Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head Teachers, Staff and Governing Bodies \(2013\)](#).

- The governor overseeing health and safety attends the meetings of the school's health and safety committee termly and receives copies of all relevant paperwork.
- A report on health and safety covering: statistics on accidents to pupils, staff and visitors, staff training, fire drills, and all new or revised policies and procedures is tabled at each term's Health and Safety Committee meeting.
- The minutes of the Committee's discussion on health and safety are tabled at each meeting of the Governors' General Purposes Committee together with any other issues on health and safety that the committee chairman wishes to bring to the Governors' attention.
- The School shall maintain a specific Covid-19 risk assessment which will be updated as required and particularly in the event of regulatory changes. The RA will be presented to the Board after any significant revisions, changes to regulations or major changes to operating practices.
- The external fabric of the school, its plant, equipment and systems of work are surveyed and inspected regularly by competent professionals.
- These reports (as per point above) are considered by the General Purposes Committee and its recommendations (together with other defects) form the basis of the school's routine maintenance programmes.
- The school's adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to external inspection by the Environmental Health Officer (EHO). In addition, the catering manager arranges for an independent hygiene and safety audit of food storage, meal preparation and food serving areas three times a year, together with regular external deep cleaning and pest control services, and that the bursar reports on all these aspects to the General Purposes Committee.
- The school has fire risk assessments, carried out by a competent person which are reviewed every year for progress on completion of items in the action plan, and updated every three years, more frequently if significant changes are made to the interior of buildings or new buildings are bought or added. The Health and Safety Committee should review this risk assessment every time it is amended and submit a report to the General Purposes Committee.

- An external health and safety consultant reviews the overall arrangements for health and safety, including fire safety, the general state of the school, and reports on actions required with recommended timescales. The progress of implementation should be monitored by the Health and safety and General Purposes Committees.
- The school has a comprehensive policy in place for the training and induction of new staff in health and safety related issues which should include fire safety awareness for all and basic Control of Substances Hazardous to Health (COSHH), 'manual handling' and 'working at height training' when necessary. Health and safety training that is related to an individual member of staff's functions, such as science technician, will be provided in addition to the 'standard' induction training. First aid training and minibus driver training are provided to any member of the teaching staff who is involved with trips and visits and to selected members of the support staff. Occupational health and counselling services are available to all employees.

All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the head, the bursar and other members of the Senior Leadership Team ("SLT") in order to enable the governors to comply with health and safety duties. Finally, all members of staff are responsible for reporting any significant risks or issues to the bursar.

All employees are briefed on where copies of this statement can be obtained on the school's intranet. They will be advised as and when it is reviewed, added to or modified. Details of the organisation and arrangements for carrying out the policy are to be found in part two of this document.

Signed:

(ORIGINAL SIGNED)

P. WILCOCKS

Chair of Governors, for and on behalf of the Board

Date: 26 November 2021

Revised by H&S Committee 20 September 2021

Reviewed by GP Committee 1 October 2021, FGB 26 November 2021