



**HEALTH
& SAFETY**
TRAINING, CONSULTANCY & ASSESSMENT

2022

Health and Safety Policy



THE
**PRIESTLEY
ACADEMY
TRUST**
BE THE CHANGE

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HEALTH AND SAFETY POLICY STATEMENT

1. The Priestley Academy Trust recognises its health and safety duties under the Health and Safety at Work Act 1974, the Management of Health & Safety at Work Regulations 1999 and accompanying protective legislation. The Head of the Trust and Chair of Trustees recognise that they have a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements and codes of practice.

2. The Priestley Academy Trust, so far as is reasonably practicable, proposes to pay particular attention to:

- a) The provision and maintenance of a safe place of work, a safe system of work, safe work equipment, and a safe and healthy working environment.
- b) The provision of such information and instruction as may be necessary to ensure the health and safety of its employees and others, and the promotion of awareness and understanding of health and safety throughout the workforce.
- c) Ensuring the safety and absence of health risks in connection with use, handling, storage and transport of all articles, substances and equipment.
- d) Making regular assessments of risks to employees.
- e) Taking appropriate preventative/protective measures as identified by risk assessments.
- f) Appointing O J Health and Safety Solutions Limited to assist in compliance with statutory duties.

3. In order that The Priestley Academy Trust can achieve those objectives, it is important that employees recognise their duty, whilst at work, to take reasonable care for the health and safety of themselves and of other persons. Employees should also co-operate fully with all The Priestley Academy Trust Schools or anyone else concerned, to ensure that their obligations are performed or complied with.

4. All employees of The Priestley Academy Trust agree, as a term of their contract of employment, to comply with their individual duties under the Health and Safety at Work Act 1974, and the Management of Health and Safety Regulations 1999 and other legislation, and to generally co-operate with The Priestley Academy Trust so as to enable it to carry out its duties towards them. The attention of all employees is drawn to the attached safety rules and procedures, and employees should recognise that failure to comply with their health and safety duties and obligations can lead to dismissal from employment. In the case of serious breaches, such dismissal may be instant without prior-warning.

5. This policy has been prepared in furtherance of section 2(3) of the Health and Safety at Work Act 1974 and binds all staff. We request that our customers and visitors respect this policy, a copy of which can be obtained on request.

Signed:  Head of Trust Date: 23 May 2022

Signed:  Chair of Trustees Date: 23 May 2022

RESPONSIBILITIES

The Governing Board

The Governing Board is responsible for ensuring that the Health and Safety Policy enables all The Priestley Academy Trust Schools to fulfil their legal duties. They will monitor conditions and the health and safety performance to determine whether the policy is adequately resourced, effective and is being developed to meet changing requirements.

The Governing Board will:

- Keep themselves apprised of changes in health & safety legislation.
- Ensure that systems are in place to review and up-date this Policy annually, when major staffing changes occur, or when new equipment is introduced
- Ensure sufficient arrangements, facilities and finances are available for fully implementing this Policy
- Take all measures to ensure that the premises are safe for everyone.
- Ensure they consider and address any potential health and safety implications of all their decisions before they are taken.
- Lead by example in all matters relating to health & safety.
- Ensure suitable people are appointed to implement this Policy on a day-to-day basis and that all employees with specific responsibilities for health & safety are competent to carry out the role and will be given sufficient time and resources.
- Receive and consider The Priestley Academy Trust Schools' annual report on health and safety performance against set objectives.
- Undertake an appropriate level of health and safety training relevant to their position.

Headteachers' Responsibilities for Health & Safety

All The Priestley Academy Trust Headteachers are responsible for ensuring that the Policy enables all The Priestley Academy Trust Schools to fulfil their legal duties and emphasises the determination to manage their activities so that standards of health and safety are continuously improved. They will monitor conditions and the health and safety performance to determine whether the policy is adequately resourced, effective and is being developed to meet changing requirements.

In particular all The Priestley Academy Trust Headteachers are responsible for:

- Setting a personal example at all times with respect to good health and safety practice.
- Having overall responsibility for the health and safety of employees working in all The Priestley Academy Trust Schools and of other persons who may be affected by all The Priestley Academy Trust Schools' activities.
- The development and continual improvement of all The Priestley Academy Trust Schools' health and safety performance by ensuring that an effective health and safety management system is implemented and maintained.
- Ensuring that the health and safety policy and associated procedures are effectively implemented, providing the necessary physical, financial and human resources required.
- Assigning responsibilities for the effective planning, organisation, control, measuring, monitoring, reviewing and auditing of the health and safety management system and its associated policies and procedures.
- Nominating a member of SLT for the role of health and safety champion within all The Priestley Academy Trust Schools.
- Ensuring health and safety is recognised as a core function and fully integrated into the activities of all The Priestley Academy Trust Schools with health and safety objectives being an integral component of school objectives.
- Assigning responsibilities for an annual report detailing all The Priestley Academy Trust Schools' health and safety performance against set objectives and to set objectives for forthcoming periods.
- Being kept informed of any significant health and safety failures, and of the outcome of the investigation into their causes.
- Authorising new and revised health and safety policy, procedure and guidance.
- Undertaking an annual health and safety tour.
- Ensuring that each Governor and employee has the appropriate level of competency in health and safety to enable them to effectively undertake their role.

All The Priestley Academy Trust Headteachers are responsible for ensuring that health and safety standards are maintained. In particular they will ensure the following matters are attended to:

- All personnel are aware of, and instructed in, their individual legal responsibilities, and that these are properly discharged.
- All work carried out, and all equipment complies with the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and the Provision and Use of Work Equipment Regulations 1998.
- All equipment is maintained in good working order, and any registered equipment carries valid certification.
- Information on safety, health and welfare matters is effectively communicated to all those concerned.
- All staff are conversant with all The Priestley Academy Trust Schools and Health and Safety Executive accident reporting procedure (RIDDOR).
- Adequate first aid facilities are available in accordance with current regulations, and suitable persons are trained in first aid to the required standard.
- Periodic statutory tests, inspections and maintenance of premises and equipment are carried out and records are properly maintained.
- Fire precautions and appliances are in place and are tested, maintained, and kept up to date with the latest legislative requirements.
- All staff are acquainted with the emergency evacuation and invacuation procedures and emergency plan.
- All new employees undergo induction training by a competent person and receive a written copy of School and health and safety rules and guidance.
- Staff are competent to carry out their work safely, and have received adequate information, instruction and training which is recorded in respect of each individual.
- A personal example is set by following School rules and procedures.

- Trained and competent supervision is provided for employees (particularly trainees).
- The activities of all contractors working on all The Priestley Academy Trust Schools' premises are monitored and recorded on a regular basis.
- All potential hazards, or reported hazards, are examined and evaluated and then eliminated or adequately controlled.
- Liaison is maintained directly with all The Priestley Academy Trust Schools' professional health and safety advisers (O J Health and Safety Solutions Limited) in respect of providing support in all areas of health and safety arrangements.

The following statutory notices are displayed:

1. A signed copy of the Health and Safety Policy Statement of Intent, Employers liability insurance certificate, Health and Safety Law poster, First Aid (notifying the names and locations of the first-aiders) and Fire procedures (with the assembly point)
2. Simple records and information are kept on the health and safety performance.
3. Health and safety improvement suggestions received from staff are given due consideration.

Senior Leaders

In their areas of responsibility Senior Leaders are responsible for health and safety individually and also, as members of the Departmental Team, collectively.

Senior Leaders are supported in these roles by Governors, all The Priestley Academy Trust Headteachers, Teachers, and other stakeholders. In their areas of responsibility, and in addition to responsibilities specified in other associated School policies and procedures, Senior Leaders are responsible for:

- Setting a personal example at all times with respect to good health and safety practice.
- The effective monitoring, review, development and continual improvement of health and safety performance.
- Ensuring that the health and safety policy and associated procedures are effectively implemented, providing the necessary physical, financial and human resources required.
- Ensuring they consider and address any potential health and safety implications of all their decisions before they are taken.

- Ensuring that the health and safety policy and associated procedures are brought to the attention of all employees and others as appropriate.
- Keeping up to date with changes to health and safety legislation, standards and good practice relevant to their service area's activities.
- Ensuring risk assessments for activities are undertaken, control measures identified and implemented, and the outcomes communicated to employees and others as appropriate.
- Ensuring that there are effective arrangements to receive, collate, and disseminate health and safety information.
- Ensuring that all accidents and incidents are reported, documented, appropriately investigated and preventative measures put in place to avoid reoccurrences.
- Ensuring that health and safety is appropriately considered at the planning stages (for example during the development or introduction of new methods of work, equipment, buildings etc).

Teachers

In their areas of responsibility Teachers are responsible for health and safety individually and also, as members of the Departmental Team, collectively. Teachers are supported in these roles by Governors, Headteachers, Senior Leaders and other stakeholders.

In their areas of responsibility, and in addition to responsibilities specified in other associated School Human Resources policies and procedures, all levels of Teachers are proportionately responsible for:

- Setting a personal example, at all times, with respect to good health and safety practice.
- The health and safety of employees and of other persons who may be affected by all The Priestley Academy Trust Schools' activities.
- The measurement, monitoring, review, development and continual improvement of health and safety performance.
- Ensuring familiarity with the health and safety policy and associated procedures and effectively implementing them, providing the necessary physical, financial and human resources required to do so and informing their line manager of any resource requirements.

- Not allowing work to commence or continue if it cannot be performed safely, until a safe method is identified and implemented.
- Ensuring that health and safety objectives are an integral part of their team delivery plans.
- Ensuring that they consider and address any potential health and safety implications of all their decisions before they are taken.
- Keeping up to date with existing and revised health and safety legislation, standards and good practices relevant to their activities.
- Undertaking risk assessments, identifying and implementing control measures, communicating the outcomes to employees and others as appropriate.
- Keeping themselves informed of all accidents and incidents that occur (ensuring that they are reported and documented), undertaking appropriate levels of investigation and implementing preventative measures to avoid a reoccurrence.
- Ensuring they inform all The Priestley Academy Trust Headteachers or Senior Leaders of any significant health and safety failures, and of the outcome of the investigation into their causes.
- Providing adequate levels of supervision as identified for pupils and others as appropriate.
- The provision of timely feedback to their Line Manager regarding any deficiencies in health and safety policies, procedures, plans, systems etc.
- The identification and subsequent provision of employees' health and safety training requirements.
- The identification and provision of employees' personal protective equipment requirements, ensuring its correct use.
- Providing arrangements to ensure employees and others (for example visitors, members of the public, contractors etc) have safe access and exits, at all-times, whilst on the premises considering any persons who may have additional requirements (for example wheelchair users, visually impaired etc).
- Undertaking appropriate health and safety inspections.

- Ensuring that transferred and new employees are informed of the hazards and risk control measures involved with the service areas activities.

School Competent Person

O J Health and Safety Solutions Limited have been appointed to the role of Competent Person and are responsible for advice on overall strategies for health, safety and welfare within all The Priestley Academy Trust Schools.

At unit level, they will provide advice to all The Priestley Academy Trust Schools as required in particular:

- a) Advice on interpretation of legal requirements.
- b) Assistance with strategy for implementation of the policy
- c) Provide investigations of serious accidents
- d) Revise the policy in the light of experience or legal change.
- e) Advice upon the visit of an Enforcement Officer.

All Employees

- Take reasonable care for the health and safety of themselves, and others who may be affected by their acts or omissions at work.
- Co-operate with management with regard to agreed health and safety arrangements and procedures.
- Know and keep to the rules and procedures relating to their work and report to their immediate supervisor all difficulties or hazards liable to endanger themselves or other persons.
- Not interfere with, or misuse, anything provided by the employer in the interest of health, safety and welfare.
- If involved in an accident resulting in, or which may have resulted in, injury report the details to all The Priestley Academy Trust Headteachers as soon as possible, and in all cases before the end of the day on which the incident occurs.
- Use equipment only when authorised and properly trained to do so.
- Fully familiarise themselves with all The Priestley Academy Trust Schools health and safety policies and associated procedures, seeking clarification from line managers where necessary.

- Report any defects in plant or equipment to their line management.
- Notify a member of their line management (or if not available another appropriate person) of any work situation having the potential for serious and imminent danger to health and safety.
- Notify their line manager of any matters / shortcomings relating to existing practices, procedures or protective measures which might give rise to risks to health and safety.
- Wear protective clothing and safety equipment as required reporting any defect to their line management.
- Suggest possible amendments to existing practices or procedures which could improve health and safety.
- Set a personal example at all times.

ARRANGEMENTS

1. Systems and Procedures

We recognise the importance of health, safety and welfare, and will adopt a systematic approach towards ensuring that a healthy and safe environment is provided and maintained for all employees and other persons who could be affected by our work activities.

Equally important is the need for constant alertness by all The Priestley Academy Trust Headteachers and employees in identifying and eliminating potential hazards wherever possible.

It is our primary objective that in conducting our activities, account must be taken by all parties of the need to:

- Formulate and maintain safe working systems, including work carried out during maintenance.
- Take all necessary steps to establish the causes of accidents and risks to health, which may occur, and to ensure that reasonable measures are taken to prevent recurrence.
- Ensure that no process, chemical or equipment is introduced unless it complies (where required) with statutory testing or examination requirements; also, to ensure that, so far as is reasonably practicable, the health and safety of employees etc. will not be affected.
- Provide proper and adequate induction and training to ensure that all employees are fully competent in safe working methods applicable to their work.
- Encourage the closest possible liaison between all The Priestley Academy Trust Schools and employees in matters relating to health and safety.
- Ensure that all legal requirements relating to our activities are fully complied with, and progressively improve upon the levels of health and safety performance.
- Consult with employees, and advise them of their legal duties and responsibilities, including the requirement to:
 1. Abide by safe working-systems
 2. Make use of facilities and equipment provided for their protection

3. Refrain from any act which could endanger themselves or others
4. Refrain from intentionally or recklessly interfering with, or misusing, anything provided in the interests of health, safety and welfare
5. Report any known defect, which could endanger the health or safety of themselves or others

2. Arrangements for Implementing Policy

2.1 Employee Consultation

Employee consultation is achieved as follows:

- Audits
- Safety Notice Boards
- Health and Safety briefings

2.2 Training Considerations

All The Priestley Academy Trust Schools recognise that safety training is an integral and important part of its overall safety policy and it will be given as a normal constituent of vocational training. No person will be employed on work involving any reasonably foreseeable significant risk unless they have received adequate training to help them understand the hazards involved and the precautions to be taken. All The Priestley Academy Trust Headteachers will ensure safety training is provided and it will be incumbent upon the employer to ensure that 'on-the-job' training is given to new employees or those new to a job.

2.3 Fire

A written risk assessment in accordance with the Regulatory Reform (Fire Safety) Order 2005 has been undertaken in respect of every Priestley Academy Trust building, and will be kept up to date. The control measures identified will be issued to relevant employees. Training and information will be given as necessary.

Detailed procedures for evacuations including exit routes and information on good practice are held, and available on request to any member of staff. Equipment- checks and evacuation drills will be held on a termly basis.

Staff will be trained in fire safety and the use of fire-fighting equipment. They will also be briefed on the role of individuals and the action to take in the event of a fire or other emergency.

2.4 Risk Assessment

The Management of Health & Safety at Work Regulations (1999) require employers to assess the risks to workers and anyone else who might be affected by their undertaking.

A risk assessment usually involves identifying any hazards present in an undertaking (whether arising from work activities or other factors e.g. the layout of the premises) and then evaluating the extent of the risks involved, taking into account all existing precautions, already in place.

The definition given in the above Regulation is as follows:

A hazard is something with the potential to cause harm - this can include substances, machines, methods of work and other aspects of the organization

Risk is the likelihood that the harm from a particular hazard is realised.

The extent of the risk covers the group of people, which might be affected by the risk i.e. the numbers of people who might be exposed and the consequences for them.

The purpose of the risk assessment is to help the employer to determine what measures should be taken to comply with the employer's duties under the 'relevant statutory-provisions'. This phrase covers the general duties in the Health & Safety at Work Act (1974) and the more specific duties in the various Acts and Regulations associated with the HSW Act.

The risk assessment is there to guide the judgment of the employer as to the measures they ought to take to fulfil their statutory obligations.

All The Priestley Academy Trust Schools will review the risk assessment if there are developments that suggest that it may no longer be valid (or that it can be improved). In most cases, it is prudent to plan to review the risk assessments at regular intervals - the time between the reviews being dependent on the nature of the risks and the degree of change likely in the work activity.

Method

Risk assessments are to be undertaken by staff in varying departments. Additional assistance is provided by the external Health & Safety Advisor if required, using the current risk assessment form. Once completed, this information will be disseminated to relevant employees and the master filed for future reference.

Reviews to risk assessments as stated at the time of the initial assessment will be undertaken using the same form.

2.5 First aid

The Health and Safety (First-Aid) Regulations 1981 will be complied with and the recommended number of persons will be trained and certificated to the necessary standard. Qualified first aid personnel, having a current First Aid Certificate, must be provided in the following circumstances:

a) One Appointed Person - Where a site employs fewer than 20 persons (direct or sub-contract). b) First Aider - Where there are more than 20 persons on site collectively. c) The First Aid attendant may carry out other duties, however, must always be readily available.

The first aid attendant's name and location must be clearly denoted on or near the first aid boxes.

Details of the first aiders will be displayed prominently for the benefit of all employees and visitors, and brought to the attention of all new employees at their Induction stage.

Stock levels of items required under the Regulations will be checked at regular intervals and boxes will be kept secure, yet quickly available when required. Special arrangements will be made to provide cover where employees work away from School premises.

A register of certified first aiders will be maintained and a minimum level of cover will be provided at all times.

All The Priestley Academy Trust Schools will undertake a First Aid risk assessment as required by the regulations to ensure suitable and sufficient first aid provision will be provided at all times, to include out of hours activities.

2.6 Accident Procedure

Details of accidents will be recorded and where appropriate investigated by the management team or O J Health and Safety Solutions Limited. Employees are required to assist with any investigation of accidents and/or dangerous occurrences that take place within their work area.

All The Priestley Academy Trust Schools encourage all employees to record any accident or near miss even if it does not result in any missed time and the employee can still continue to carry on with their normal day to day work.

A record of all the accidents will be kept in the Business Manager's office and will be kept strictly confidential.

2.7 Statutory Notification of Accidents/Dangerous Occurrences

When a death, specified injury or dangerous occurrence has occurred, the HSE Incident Control Centre will be notified immediately and the accident report form F2508 will be completed online within 10 days. Others to be notified as soon as possible are, O J Health and Safety Solutions Limited and all The Priestley Academy Trust Schools' insurers.

Notifiable occupational diseases will be reported to the HSE Incident Control Centre online.

In the case of accidents involving employees who lose more than 7 days from their normal employment, the HSE Incident Control Centre will be notified within 15 days.

All reportable accidents or dangerous occurrences will be investigated, and a report issued. In their role as all The Priestley Academy Trust Schools' safety advisors O J Health and Safety Solutions Limited will assist with the investigation and give advice and guidance.

Action considered necessary to prevent a recurrence will be taken, and a report submitted to the enforcing authority.

2.8 Equipment and Maintenance

All new and existing equipment and facilities will be sufficiently designed, constructed and installed so as to be safe and without risk to the health and safety of employees.

An adequate planned maintenance system will be operated, and records maintained.

Safe systems of work will be used and updated, such that protection against foreseeable maintenance hazards is provided.

All legally required maintenance, testing and inspections will be carried out and records kept in accordance with statutory provisions, insurer and fire authorities approved codes.

Only qualified electricians are permitted to carry out work on electrical wiring and apparatus, using safe systems of work.

2.9 Electricity

Electrical equipment will be properly maintained to ensure that it is safe for normal use. All portable appliances will be examined prior to first use, then examined, and tested regularly thereafter.

A register of appliances will be produced and kept up to date. The findings of inspections and tests will be recorded. Only qualified electricians are permitted to carry out work on electrical wiring and apparatus using safe systems of working.

Where practicable, equipment will be switched off when not in use, or on leaving the premises. All cabling, plugs and connections will be properly organised, inspected, recorded and maintained to minimise any risks, in accordance with the Regulations.

Employees will not carry out maintenance on electrical equipment or plugs without prior authority and training. Employee's personal electrical apparatus is not to be used on School premises without prior permission.

The mains electricity supply will be inspected, and a certificate of test obtained from a "Competent Person", in accordance with the timescale laid down in the Regulations.

2.10 Premises

Environment, welfare and other related facilities will be maintained to the standard required by the Health and Safety at Work etc Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1992. Particular attention will be given to the general fabric, temperature, ventilation, purity of air and water supplies, lighting, sanitary conveniences and noise.

2.11 Manual Handling

In order to secure the health and safety of its employees, all The Priestley Academy Trust Schools propose, so far as is reasonably practicable, in consultation with all employees to:-

- Carry out an assessment of manual handling operations throughout all The Priestley Academy Trust Schools to identify high risk activities (see section on Risk Assessment) and endeavour to eliminate these activities wherever practicable: -
 - a) By removing the need for the operation
 - b) By automating or mechanising the operation
- Where manual-handling activities cannot be eliminated, detailed assessments of the risks considering in each case the task, the load, the working environment, and individual capability will be carried out.
- Ensure, wherever possible, that loads including those loads delivered from outside all The Priestley Academy Trust Schools are marked with sufficient information to facilitate safe handling.
- Provide general training on the principles of manual handling for all employees engaged in such activities, outlining the risks to health and how they might be avoided.

- Ensure that allocation of manual handling operations takes account of the individual circumstances of the worker concerned.
- Review the assessments should conditions change.

Information and Training

All The Priestley Academy Trust Schools will give sufficient information, instruction and training as is necessary to ensure the health and safety of workers carrying out manual handling of loads. This provision will also apply to those persons not in direct employment such as temporary staff.

2.12 Control of Substances Hazardous to Health (COSHH)

The requirements of the COSHH Regulations 2002 and other related legislation will be satisfied. All necessary precautions will be taken in the use, storage and transportation of any material or substance. The least hazardous type of any substance will be used in order to minimise any associated risk. There will be regular assessments and monitoring to ensure that this is achieved.

No new substances will be introduced into the workplace until the information regarding possible hazards and the necessary precautions to be observed have been fully evaluated by a competent person.

2.13 Contractors

It is the responsibility of the contractor/sub-contractor to ensure that their employees adhere to, and co-operate with, legislative and School rules in regards to health and safety whilst working on School premises. It is also the responsibility of the contractors/sub-contractors to ensure that the health, safety and welfare of all employees, students, visitors and others is not put at risk from their work activities and practices, and that safe systems of work are adhered to at all times.

Where contractors are to carry out work on site, they will be asked to provide evidence of health and safety competence in advance. Copies of risk assessments, COSHH assessments, method statements, or similar documentation, must be submitted and approved by the person responsible, as confirmation that risks to health and safety are being properly managed. All contractors will report to the prearranged designated person prior to commencing work.

The activities of contractors whilst they are on site will be monitored to ensure that their methods or work are safe, and do not put the safety of School employees at risk.

2.14 Visitors

The member of staff responsible for the visitor is also responsible for that visitor's safety and welfare, and, will ensure that all health and safety rules and procedures are followed.

2.15 Visiting other Locations

School employees are required to take all reasonable precautions to ensure their own health and safety when visiting other locations. They are required to observe the safety procedures of the host organisation, and to avoid any hazardous situation.

2.16 Drugs and Alcohol

The Priestley Academy Trust Schools' policy on alcohol is intended to be a positive approach towards maintenance of the highest standards of safety in the workplace. It is also intended to benefit the health & safety of each individual.

Any employee who feels that they may have a problem relating to drugs or alcohol should immediately seek help from the Line Manager. This information will be treated in the strictest confidence. All Priestley Academy Trust Schools will endeavour to offer any assistance available at the time.

- Employees must not attend work whilst under the influence of alcohol or non-prescription drugs.
- Employees must not consume alcohol or drugs on the premises.
- Employees must not return to work after lunch breaks under the influence of alcohol or drugs.
- CONSUMPTION OF ALCOHOL IN BREACH OF THIS POLICY IS A DISMISSABLE OFFENCE.

2.17 Smoking Policy

All The Priestley Academy Trust Schools acknowledge that second-hand tobacco smoke is both a public and workplace health hazard and have therefore adopted a 'no smoking' policy.

Aims of the Policy

The policy seeks to:

Guarantee a healthy working environment and protect the current and future health of employees, customers and visitors.

- Guarantee the right of non-smokers to breathe in air free from tobacco smoke.
- To comply with health & safety legislation and employment law.
- Raise awareness of the dangers associated with exposure to tobacco smoke.
- Take account of the needs of those who smoke and to support those who wish to stop.

Restrictions on Smoking

Smoking is not permitted in any part of the premises including all outside areas.

Visitors

All visitors, contractors and service companies are required to abide by the no-smoking policy. Staff members are expected to inform visitors of the no-smoking policy. However, they are not expected to enter into any confrontation which may put their personal safety at risk.

2.18 Personal Protective Equipment

Where necessary, when items of protective equipment are issued, sufficient instructions and training must be given to ensure persons know when, where and how to use this equipment. All identification, issue and monitoring of PPE shall be the responsibility of the nominated Health and Safety Officer.

2.19 Working at Height

All The Priestley Academy Trust Schools recognise and accept their responsibilities under the Working at Height Regulations 2005 and shall as far as reasonably practicable ensure:-

- Working at height will be avoided where possible.
- All work at height is properly planned and organised.
- All work at height takes account of weather conditions that could endanger health and safety.
- Those involved in work at height are trained and competent.
- The place where work at height is done is safe.
- Equipment for work at height is appropriately inspected.
- The risk from fragile surfaces are properly controlled; and
- The risks from falling objects are properly controlled.

- Take account of the risk assessment carried out under regulation 3 of the Management of Health and Safety at Work Regulations 1999.

2.20 Display Screen Equipment

A specific assessment will be carried out in accordance with the Health and Safety (Display Screen Equipment) Regulations 1992. The following procedures will be followed:

- 1) "Users" of display screen equipment shall be individually identified by the Line Manager who will be responsible for collating self- assessment forms and assisting where necessary.
- 2) The nominated Health and Safety Officer shall ensure that all "users" have received sufficient instruction to allow them to operate the equipment provided, including the adjustment of screens, keyboards, chairs, footrests, blinds, etc. Particular attention should be given to minimising reflection and glare.
- 3) "Users" shall be entitled to request an appropriate eye and eyesight test. Where "Special" corrective appliances are needed; a special pair of spectacles for display screen work may be prescribed. Any cost arising from these tests and appliances will be borne by all The Priestley Academy Trust Schools.

2.21 Lone Working

Lone working will be avoided where possible at all times. In the event that lone working has to be undertaken a site- specific Risk Assessment taking this into account will be carried out prior to the work being carried out. A suitable means of communication will be provided to make contact with the lone worker on a regular basis and on completion of the task.

Certain tasks must not be undertaken by lone workers and are as follows:-

- Working at Height
- Live Electrical work / testing
- Working in confined spaces
- Working above water
- Working in extreme heat or cold
- Working on / with hazardous machinery or substances
- Or any other activity deemed to be dangerous by the site-specific Risk Assessment.

Lone Worker Competence

Only competent operatives will be allowed to undertake any lone working. New starters and apprentices are not permitted to undertake any lone working. Any additional training or equipment required for lone workers will be provided by all The Priestley Academy Trust Schools.

Revision Record

Revision Number	Date of Revision	Revised by