

# Scoil Lua Naofa Health and Safety Policy



## **Introduction**

The school safety policy has been reviewed by the Board of Management in accordance with the Safety, Health and Welfare at Work Act 2005 and with the Health and Safety Authority (HSA)- *Safety and Health in Education Guidelines*. It is the policy of the Board of Management to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all staff and to protect students, visitors, contractors and other persons at the school from injury and ill health arising from any work activity. The successful implementation of the policy requires the full support and active cooperation of all staff, students, contractors and visitors to the school. The Board recognizes that hazard identification; risk assessment and control measures are legislative requirements, which must be carried out by the employer to ensure the safety, health and welfare of all staff. The Board of Management, as employer undertakes in so far as is reasonable practical to:

1. Promote standards of safety, health and welfare that comply with the provisions and requirements of the Safety, Health and Welfare at Work Act 2005 and other relevant legislation, standards and codes of practice;
2. Provide information, training, instruction and supervision where necessary, to enable staff to perform their work safely and effectively;
3. Maintain a constant and continuing interest in safety, health and welfare matters pertinent to the activities of the school;
4. Continually improve the system in place for the management of occupational safety, health and welfare and review it periodically to ensure it remains relevant, appropriate and effective;
5. Consult with staff on matters related to safety, health and welfare at work;
6. Provide the necessary resources to ensure the safety, health and welfare of all those to whom it owes a duty of care, including staff, students, contractors and visitors.

To these ends the Board is committed to ensuring the following;

- The design, provision and maintenance of all places in the school shall be safe and without risk to health.
- There shall be safe access to and from places of work.
- Plant and Machinery may be opened safely in so far as is possible.
- Work systems shall be planned, organised, performed and maintained so as to be safe and without risk to health.
- Staff shall be instructed and supervised in so far as is reasonably possible so as to ensure the health and safety at work of its employees.
- Protective clothing or equivalent shall be provided as is necessary to ensure the safety and health at work of its employees.
- Plans for emergencies shall be complied with and revised as necessary.
- The Board of Management will continually revise this statement as necessity arises, and shall be re-examined by the Board on an annual basis.
- Employees shall be consulted on matters of health and safety.

## **Relationship to Ethos**

This policy has been drawn up in consultation with staff, parents' representatives and the Board of Management and with reference to the school's mission statement.

This document sets out the safety policy of the school and specifies the means to achieve that policy. The successful implementation of the policy requires the full support and active

cooperation of all staff, students, contractors and visitors to the school. It is important to read the document carefully and understand your own role in the overall arrangements for health and safety in the school. Staff, parents and others are encouraged to put forward suggestions for improvements to the statement. This document should be considered in conjunction with other policies of the Board of Management, including;

- Critical Incident Policy
- Anti bullying policy,
- Administration of First aid /Medicines policy
- Substance abuse policy.
- Dignity at work policy
- Child Protection Policy

### **Rationale**

The Board of Management recognises and accepts not only its statutory responsibilities but also its obligations as an employer to direct, manage and achieve, in so far as it reasonably possible, the safety, health, and welfare at work of every employee, pupil and visitor alike.

The Board of Management believes that each employee accepts his or her legal and moral responsibilities for improving and maintaining safety, health and welfare in the workplace and for behaviour which does not jeopardise the individual's personal safety, health and welfare at work of that of others.

### **School Profile**

Scoil Lua Naofa caters for pupils between 4 and 13 years of age. It operates according to the rules of the Department of Education and Skills under the patronage of the Dioses of Kilalloe. At present there are 21 pupils. The staff consists of 3 teachers, 1 special needs assistant, a secretary and a caretaker.

From time to time other adults such as students, parents and coaches may work also work in the school. There is a schoolyard and pitch and occasionally the school uses the local parish hall for P.E and other activities. The hall is adjacent to the school.

There is one wheelchair accessible toilets in the school and the entrance to the school is also wheelchair accessible. The statement applies to the use of the school buildings, schoolyard and parish hall.

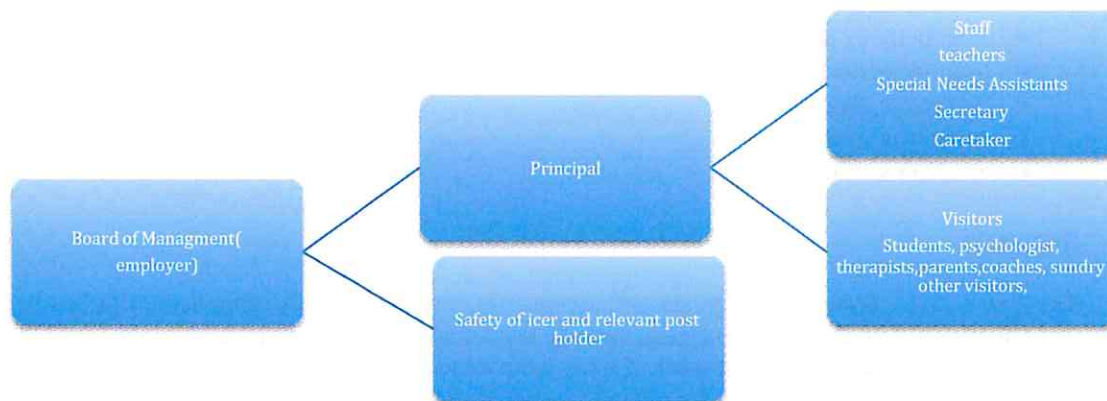
### **Resources for Health, Safety and Welfare**

The following resources are in place within the school;

- Fire extinguishers break glass units and a fire alarm system is in place in the school and are maintained annually in line with fire safety guidelines.
- A stocked first aid kit is kept in the secretary's office.
- There is a locked first aid cabinet in the staffroom for emergency medications needed by some pupils.
- Policies regarding behaviour in the school and the schoolyard, bullying and administrations of medicines are in place in the school.
- New employees are given induction on the health and safety practices in the school.
- Procedures are in place for the monitoring of visitors /workers to the school.
- Access to the school is carefully monitored and procedures are in place for the safe collection of children.
- Fire drills are carried out regularly and pupils are instructed in the safe evacuation procedures.

**Roles and Responsibilities**

The chart below shows the overall Safety Management structure and indicates the people with responsibilities for safety:



**Board of Management (Safety officer)**

Overall responsibility for safety and health matters rests with the Board of Management and the Board has nominated one of its members as safety officer. This officer shall monitor safety generally and operation of safety procedures within the school. . In addition, the Board will comply with its legal obligations as employer under the 2005 Act and will

- Ensure that the school has written risk assessments and an up to date safety statement.
- Guide and advise on all health, safety and welfare at work matters.
- Ensure that safety procedure are adequately communicated to staff
- Review the implementation of the safety management system and the safety statement at least annually or when changes that might affect workers’ safety, health and welfare occur.
- Set safety, health and welfare objectives.
- Receive regular reports on safety, health and welfare matters and matters.
- Allocate adequate resources to deal with safety, health and welfare issues.
- Appoint competent persons as necessary, to advise and assist the board of management on safety, health and welfare at the school.
- Arrange for the appointment of a safety rep within the school.

**Principal**

In consultation with the safety officer, the principal has responsibility for co-ordination of all safety and health matters including;

- Complying with the requirements of the 2005 Act;
- Managing safety, health and welfare in the school on a day-to-day basis

- Communicating regularly with all members of the school community on safety health and welfare matters. Bring any changes to the attention of staff.
- Ensuring all accidents and incidents are investigated and all relevant statutory reports completed
- Coordinating fire drills, training, etc. with the relevant post holder
- Ensuring that fire fighting equipment is tested annually.
- Carrying out safety audits with the safety officer and safety rep.
- Ensuring that all contracts provide a safety plan to the school before commencing work.

### **Relevant Post Holder/Safety Rep**

The responsibilities of the safety representative include ;

- Organising fire drills on a regular basis and updating evacuation plan as necessary.
- Bringing to the attention of the safety officer any items of health and safety that need attention
- Ensuring an adequate supply of first aid kits for use on school trips.
- As far as reasonably practicable, taking account of any representations made on the subject of safety by the employees.
- Supplying a copy of the Safety Statement, together with additional information or instructions as they become available, to all present and future staff.
- Affording all possible co-operation to inspectors and officials of the relevant bodies concerned with safety and health standards.

### **Employees**

Employees have a specific responsibility (section 13 of the safety and Welfare at Work Act, 2005) for their own safety and that of any person who may be affected by his/her acts or omissions while at work. All staff are required to;

- co-operate with school management in the implementation of the safety statement;
- inform students of the safety procedures associated with individual subjects, rooms, yard, hall or tasks
- ensure that all activities are planned so that they may be carried out safely.
- check classroom/immediate work environment to ensure it is safe and free from fault or defect
- Ensure that all electrical appliances are turned off at the mains before going home.
- Co-operate with the employer and any other person to such extent as will enable the employer or the other person to comply with any of the relevant statutory provisions.
- Use in such a manner as to provide the protection intended, any appliance, protective clothing, convenience equipment or other means or thing provided (whether for own use alone or for shared use) for securing fire safety, health or welfare while at work.
- Report without delay, any health and safety issues or concerns to the school Health and Safety representative or Health and Safety officer on the Board of Management. Work according to the premise of;

#### **Spot it, Sort it, Can't Sort it, Report it.**

- Never intentionally or recklessly interfere with or misuse any appliance, protective clothing, convenience, equipment or other means or thing provided in pursuance of any of the relevant statutory provisions or otherwise, for securing the safety, health or welfare of persons arising out of work activities..
- Attend such training as may be required by the Board of Management.
- Inform the principal if he/she is suffering from a health condition that adds to his/her own risk or that of others in the workplace.

### **Other school users**

Other school users such as students, parents, volunteers, visiting speakers, sales people and all other visitors must comply with school regulations and instructions relating to safety, health and welfare.

### **Large scale works contractors:**

Contractors must comply with statutory obligations as designated under the *Safety, Health and Welfare at Work Act 2005*, the *Safety, Health and Welfare at Work (General Application) Regulations 2007* and any other relevant legislation such as the *Safety, Health and Welfare at Work (Construction) Regulations 2006*.

- The Board of Management will make available the relevant parts of the safety, health and welfare statement and safety file to any contractors working in the school on behalf of the school.
- The Board of Management will provide to contractors the school regulations and instructions relating to safety, health and welfare.
- Contractors must make available relevant parts of both their safety, health and welfare statement and risk assessments in relation to work being carried out
- Contractors must make available their public liability insurance certificates before commencement of work.
- If the school is sharing a workplace with a contractor it will co-operate and coordinate school activities in order to prevent risks to safety, health and welfare at work.

### **Short duration, low risk, single contractor works involving routine maintenance, cleaning, decorating or repair**

Where this work involves a single contractor and where there are no particular risks present and task duration will not exceed 30 working days or 500 person days, to comply with safety, health and welfare requirements and to ensure this type of work is carried out safely with minimal disruptions, the following key points should be followed:

- The board of management must ensure that the contractor is competent. This means that the contractor is suitably qualified and experienced and is registered. For instance, an electrician should be registered with the Register of Electrical Contractors of Ireland (RECI) or the Electrical Contractors Safety and Standards Association (ECSSA).
- The contractor and the principal will meet before the project commences to ensure communication links are established before work starts and throughout the contract. The contractor must advise the principal about the likely duration of the work, any possible hazards, and how these will be addressed. The contractor must also provide the principal with a copy of its safety statement including any relevant risk assessments for the project to be undertaken. Likewise the principal will advise the contractor about necessary precautions which need to be considered, particularly if work is being carried out during school time.

### **Substantial building works, (e.g. extension to school building):**

Where substantial building work lasting more than 30 days or 500 person days is being considered, the Board of Management take on the responsibility of "client". The client (Board of Management) will

- appoint, in writing before design work starts, a Project Supervisor for the Design Process (PSDP) who has adequate training, knowledge, experience and resources;
- appoint, in writing before construction begins, a Project Supervisor for the Construction Stage (PSCS) who has adequate training, knowledge, experience and resources;
- co-operate with the project supervisors and supply any necessary information;

- notify the HSA of the appointment of the PSDP on Approved Form AF1 “Particulars to be notified by the Client to the Health and Safety Authority before the design process begins”;
- Retain and make available the safety file for the completed structure. The safety file contains information on the completed structure that will be required for future maintenance or renovation.

Prior to carrying out any construction work the board of Management, as client will familiarise itself with its legal health and safety responsibilities, as detailed in the *Safety, Health and Welfare at Work (Construction) Regulations 2006*. The Board of management will follow the advice laid down in the technical guidelines published by the Department of Education and Skills (See appendix)

### **Risk Assessment**

The Board of Management is committed to identifying and eliminating any hazards in the school through a risk assessment and annual audit. The Board will make use of advice available from such sources as the Department of Education, relevant national authorities such as the National Authority for Safety Health and Welfare at Work and Dublin Corporation Fire Prevention Section. Where necessary, competent consultants and bodies with special skills and services may be used for training and to augment the internal audits. The Board through its risk assessment will;

- Identify the risks
- Evaluate the risk in proportion to the hazard
- Put in place the appropriate control measure to eliminate or minimise the risk
- Consult with employees

A detailed risk assessment of the various areas within the school is included in the appendices. The board of management may delegate the task of completing the risk assessment to the appropriate person for example the individual teacher of each classroom. There is no need to consider every minor hazard or risk that we accept as part of our lives

### **Fire safety/emergency procedures**

A Fire and Emergency Plan has been prepared covering the building. A copy of the plan is attached to this safety statement. The plan sets out the main emergency safety arrangements including: -

- The layout of escape routes for each floor of the building
- The location of the assembly points
- The location of the fire fighting equipment
- Special fire safety features of the building
- The routine for the practice of fire drills
- The routine for fire equipment inspections
- In all classrooms and at strategic locations, schematic maps are posted showing the advised evacuation routes.
- An adequate supply of fire extinguishers is provided and correctly sited to meet statutory and insurance requirements. Fire extinguishers are capable of dealing with any type of fire. (See appendix 1 for the location and inventory of fire extinguishers)
- All fire fighting equipment is inspected each year and is serviced by specialised contractors.
- Instruction is given in the use of Fire Extinguishers for specific materials/sources of fire “Break Glass” units are provided at strategic locations to raise the alarm.
- Fire extinguishers are available in the staff room.
- All fire exits are clearly marked and are visible to visitors.
- Fire drill will be held during each term i.e. at least three times a year. An evacuation procedure has been prepared and is given to each employee. Employees are reminded

to familiarise themselves with the procedures so that a fast and effective evacuation of the premises can be completed in the event of an emergency.

- All electrical equipment to be unplugged or turned off outside hours of the approved use of the school. Teachers are responsible for their own classrooms.
- Assembly areas are designated outside the buildings
- In the event of evacuation, each teacher will account for the pupils/personnel at the assembly area
- Smoking anywhere in the school building or school grounds is prohibited.

### **First Aid**

A separate First aid and medications policy is in place in the school. (see attached) Three of the teaching staff has been trained as occupational first aiders. They are Clare Galvin, Aileen Cahill, and Neasa Gurry. In addition, basic first aid training is made available to all staff every 2-3 years.

There is a comprehensive First Aid Box available in the secretary's office to deal with minor injuries. The following is a list of essential supplies:- plasters, cotton bandage, tape, disinfectant, antiseptic Wipes, scissors, magnifying Glass, tweezers. . Disposable gloves must be worn at all times when administering First Aid. The school secretary as necessary replenishes the first aid kit.

### **Infectious Diseases**

It is school policy to notify all infectious diseases to parents and staff. Risk will be minimised with adherence to sound principles of cleanliness, hygiene and disinfectant. Disposable gloves are provided for use in all first aid applications, cleaning jobs etc. Staff has been provided with separate toilets with hot water and cold water, a disposal unit and soap.

### **Accident Reporting and Investigation**

All accidents/near misses to persons (staff/contractor/visitors), however slight, must be recorded on the appropriate accident form. The Principal will be informed within 24 hours of all accidents and where possible all other accident reporting will be completed before the end of the day on which the accident occurred.

All notification of accidents or dangerous occurrences to the enforcement authority (Health and Safety Authority) will be completed by the principal on Form IR1 or IR3 ([www.hsa.ie](http://www.hsa.ie)). Note: An IR1 must be completed if a person is away from their place of work for 3 consecutive days or more after the day of the accident.

### **Accidents on the yard/in the hall/ in classrooms**

The teacher who is supervising should complete the accident form, detail any actions taken and where necessary determine the underlying causes of the accident and identify the appropriate corrective action to avoid a recurrence. Where necessary the appropriate form will be forwarded to the insurance broker for the school.



### **Safety Instruction and Training**

In accordance with legislation the Board of Management commits to providing instruction, training and supervision to its employees in relation to health and safety at work. All employees will be: -

- Advised of the nature and location of fire equipment and instructed on how it is safely operated (this instruction to include a practical demonstration of fire extinguishers)
- Notified of any changes in safety procedures.
- Advised of the health and safety requirements as part of their induction training.

A record will be kept of all safety training.

### **Electrical Appliances**

Electrical appliances, machinery and kitchen equipment should only be used by competent persons. Arrangements will be made for all electrical appliances to be checked on an annual basis by a competent person, i.e. a maintenance person, the supplier or his agent.

Before using any appliances, the user should check that: -

- All safety guards which are a normal part of the appliance are fitted and are in working order
- Power supply cables/leads are intact and free of cuts and abrasions
- Suitable undamaged fused plug-tops are used and fitted with the correct fuse.

### **Photocopiers/laminators/IWBs**

Staff should be careful when using any of the above as injury may occur from moving parts and hot elements inside protective covers.

### **Chemicals, Solvents, Detergents.**

Members of staff using these materials should familiarise themselves with any hazard associated with the materials and precautions to be taken in the event of spillage, splashes etc. All such materials will be stored in clearly identifiable containers bearing instructions and precautions for their use. They will be kept in a locked storage area and protection for their use will be provided. Contract cleaners are employed in the school and they provide their own supplies for cleaning. These are also kept in a locked area.

Staff is not allowed to attend the premises or carry out duties while under the influence of illicit drugs or alcohol. Any staff member found breaking this rule will be liable to disciplinary procedures up to and including dismissal.

### **Welfare of staff**

To ensure the continued welfare of employees, a staffroom and cloakroom facilities are provided. Staff should co-operate in maintaining a high standard of hygiene in these areas. Staff members using the fridges are expected to remove any perishable uneaten food at the end of each week.

A dignity in work policy is in place in the school and the Board of Management is committed to providing a work environment free from harassment of any kind. The Board will ensure that any allegations of harassment are fully investigated and will dealt with in a fair and objective manner.

The Board acknowledges recent research by the ESRI that noted that stress, anxiety and depression are the second highest causes of work related illness in Ireland and are associated with the longest absence from work. Through the means of staff and peer support, Medmark and

Inspire(formally Carecall) staff will be supported through illness and or injury. In addition the school community will seek to develop a culture where a sense of belonging and connectedness is fostered.

**Communication of Policy**

Hard copies of this policy will be on display in the staffroom and in the school offices. Copies of the policy will be given to all staff members and will also be available in electronic form. It will be published on the school website.

The Board of Management will undertake a review of health and safety issues annually and any changes will be communicated to staff. Information will also be disseminated using the public address system, Aladdin, the internal whiteboard in the staff room and the public address system. Parents and guardians will receive updates via newsletters and text message.

**Concluding Comment**

The Safety Statement has been based on conditions existing in the premises of the school at the time of writing. The Board of Management is committed to playing an active role in the implementation of this occupational safety, health and welfare policy and undertakes to review and revise it in light of changes in legislation, experience and other relevant developments.

Signed:  \_\_\_\_\_

Date: 13/3/24

Chairperson.

Board of Management Scoil Lua Naofa

**Appendix 1**

**Health and Safety Training**

<b>Training</b>	<b>Who?</b>	<b>How often</b>
<b>Induction training</b>	All new staff	As necessary
<b>Manual handling</b>	Caretaker, Secretary SNA's ( as necessary)	
<b>Use of Fire extinguishers</b>	Selected staff	Every two years
<b>Emergency evacuation Training</b>	All staff	Annually
<b>First Aid Training</b>	Selected staff	Every two years

**Classroom Hazards**

<b>Hazards</b>	<b>Risk</b>	<b>Risk rating</b>	<b>Controls</b>
Spilled liquid	Injury due to slip/trip/fall	H	Spills dealt with immediately Absorbent materials located near high spill risk areas Absorbent materials located near high spill risk areas
Slip/trip	Injury from slip, trip or fall	H	High risk areas for slips, trips, and falls are identified and dealt with
Equipment stored away	Injury from slip, trip or fall	H	School equipment is stored tidily School bags stored tidily Pupil belongings on hooks or safely under desks Floors and access routes are kept clear
Floor mats	Injury from slips, trips and falls	H	M Heavy mats are used as necessary Mats and rugs are properly designed/fitted Mats are recessed into flooring where possible Weighted edges are used where possible or edges are fixed in place
Wet area (floors)	Injury from slips, trips and falls	H	All areas prone to constant wetting are identified Sinks are kept clear to avoid overflow
Cables/flexes	Injury from slips, trips and falls	H	Electrical outlets sited to avoid trailing cables No trailing cables and flexes
Damaged flooring	Injury from slips,	H	Poorly maintained or damaged floors or paving identified Repairs carried out and steps taken to prevent future

	trips and falls		damage
Floor cleaning	Injury from slips, trips and falls	H	<p>Where wet cleaning, detergent is used and water is at the right temperature</p> <p>Excess liquid is removed to assist the floor drying process. As far as possible, the floor is cleaned until dry</p> <p>A system is used to keep pedestrians away from wet/ moist floors, e.g. physical barriers</p> <p>Cleaning is organised to provide dry paths through areas being cleaned</p> <p>Warning signs are used</p>
Over used signs	Injury from slips, trips and falls	H	Where warning signs are used these are removed when no longer required
Shoes/footwear	Injury from slips, trips and falls	H	<p>Suitable slip resistant footwear is worn as needed</p> <p>Parents are reminded of the need to provide adequate footwear</p> <p>Children do not participate in PE without suitable footwear</p>
Damaged furniture	Falls and related injuries	H	Broken furniture removed from service until repaired or replaced
Liquid spills/burns	Liquid spills, burns	H	<p>All staff members utilise covered travel mugs/ flasks</p> <p>Students remain seated and are requested to exercise due caution when having hot drinks for lunch</p> <p>Pupils are not allowed to eat in unsupervised classrooms</p>
Defective electrics	<p>Electrocution</p> <p>Fire</p> <p>Burns from hot surfaces</p>	H	<p>Defective electrical equipment shall be clearly identified, labelled as out of use, and stored se Visual checks carried out as follows to prevent accidental use.</p> <p><b>Tools/appliance</b></p> <ul style="list-style-type: none"> <li>• On/off switch is working correctly</li> <li>• No signs of damage to casing</li> <li>• No loose parts or missing screws</li> <li>• Live parts are properly guarded so as not to be inadvertently accessible</li> </ul> <p><b>Cables</b></p> <p>Securely anchored to the plug with no signs of cuts, frays, brittleness, leads kinked or coiled, taped joints,</p>

			<p>overloading (overheating indicated by colour change or smell), cable cores not externally visible</p> <p><b>Plug</b></p> <p>Securely anchored, no sign of cracked casing, overheating, loose or bent pins</p> <p><b>Socket outlet</b></p> <p>No cracks or damage or sign of overheating</p> <p>Report defects to caretaker and principal to ensure all items are repaired or replaced.</p>
Sharp objects	Cuts/lacerations	H	<p>Childrens scissors used in all classrooms.</p> <p>Pupils are instructed in safe use of scissors, knives, cutters and staplers.</p> <p>Knives, cutters and scissors checked for damaged blades or handles once per term and disposed of if damaged.</p> <p>Knives, cutters and scissors counted out to students and counted back in at end of class.</p> <p>Knives are washed in sink separately from other items of equipment and never left soaking in sink.</p> <p>Knives, cutters and scissors stored separately to other equipment.</p>
Fumes from paint /glue	Respiratory irritation and problems	H	<p>When choosing chemical cleaners for use in the classroom the least hazardous product is purchased.</p> <p>Relevant employees are aware of the hazards and precautions that must be taken when using chemical products/materials, and have access to Safety Data Sheet (SDS)</p> <p>Chemical products/materials are labelled and stored safely in accordance with Safety Data Sheet (SDS) requirements</p>
Accessing high windows	Falls	M	Window pole or step ladder used to open windows at height that do not have opening mechanism at ground level
Accessing high noticeboards.	Falls	H	

**General Considerations**

Hazards	Risk	Risk rating	Control
Defective portable electrical appliances	Burns Electric shock Electrocution	<b>H</b>	See 'Classroom - No. 3 Portable Electrical Appliances'
Solvents and flammable materials	Asphyxiation, Explosion, Fire	<b>H</b>	Solvents and flammable materials are stored in metal cabinets. See 'General School Risk Assessments - No. 12 Fire (Classroom)'
Electrical faults	Electrocution Electric shock Fire		Equipment checked prior to use for faults  Electrical sockets not overloaded  All electrical faults reported to designated person. Defective electrical equipment shall be clearly identified, labelled as out of use and stored separately to prevent accidental use. Report defects to person in control of the workplace to ensure all items are repaired or insert 'See Classroom No. 3 Portable Electrical Appliances'
Restricted access/egress	Delays in exiting building safely in the event of a fire	<b>H</b>	Fire exit doors (including those located in classroom or office) checked weekly to ensure they open properly  Exit routes kept free from obstruction  School emergency evacuation plan has been developed which covers all areas, processes and identifies those people who may be at special risk e.g. visually impaired or those working in noisy environments. This plan has been brought to the attention of school users on a regular basis
Fire - Access/ Egress	Death or injury		All fire doors are marked with 'Fire door, keep closed' safety sign  All fire doors are be fitted with an automatic self-closing device (See Building Regulations 2006, Technical Guidance Document B, Fire Safety)
Fire	Fire causing death or injury	<b>H</b>	Fire extinguisher(s) in place, suitable for the fire type and serviced annually (at least 1 x 5 kg CO2 extinguisher)  All staff know how to raise the alarm and contact the emergency services. They should also receive training on how to use fire extinguishers and fire blankets

Poor lighting	Slips, trips, falls	H	External lighting is adequate and is switched on when evening events are planned such as meetings, parent/teacher meetings, school used by clubs or societies
Broken glass	Cuts	M	Broken glass should be removed. Replacement glass will be installed in buildings at the earliest opportunity
Slippery walkways due to Ice	Slips, trips, falls	M	Caretaker applies salt or grit in icy weather  Grit or salt available for walkways which are prone to ice  Pupils line up at the front of the building ( south side) if the yard is dangerous
Person being struck by vehicle	Injury	H	Assembly points for emergency evacuations are clearly marked and are not located in an area likely to be required by the emergency service  There are no vehicles allowed in the schoolyard except for deliveries. There are controls in place around appropriate times for visiting vehicles deliveries and collections
Handrails/steps	Slips, trips, falls	H	All steps have handrail on one side where necessary.  All steps from the yard are railed off
Doors requiring excessive force to open or close  Trip hazards including mats, broken tiles, holes in floor, trailing cables	Person being hit by the door /hand injuries  Delayed escape in event of a fire or other emergency	H  H	Operation of fire doors checked - See 'General School Risk Assessments - No. 12 Fire (general classrooms and offices)'  Delayed escape in event of a fire or other emergency

**Playground hazards**

Hazards	Risk	Risk rating	Control
Slips, Trips. Falls	Injury	H	pupils and staff informed of established school code of behaviour relevant to the playground  Playground supervision roster established and implemented



<p>Dangerous objects/substances in playground</p>	<p>Stick injuries/cuts/infections</p>	<p>H</p>	<p>Caretaker checks the playground for dangerous objects/substances.</p> <p>Use of protective gloves for removal of dangerous materials . Any glass etc. wrapped before disposal</p>
<p>Incident of sudden sickness/ injury in the playground</p>	<p>Illness, injury, trauma</p>	<p>H</p>	<p>Access assistance from nearest staff member</p> <p>Bring student to office and administer appropriate first aid</p> <p>Inform principal and decide on appropriate further action or medical referral. Complete accident report form for school records</p>
<p>Collection of Students</p>	<p>Access to students by inappropriate person, injury, trauma</p>	<p>H</p>	<p>Policy in place that requires all visitors to report to reception.</p> <p>Parents wait at reception until their child comes to them.</p> <p>Parents/ guardians inform the school if someone other than designated person is to collect student.</p> <p>Principal/Deputy Principal informed in advance if there are any visitors to the schools, e.g. guest speakers,/Psychologist or other therapists.</p>
<p>Aggressive or violent behaviour in the playground</p>	<p>Injury</p>	<p>M</p>	<p>Access assistance from nearest staff member on duty</p> <p>Send a responsible student to the staff-room to get further assistance</p> <p>Inform the principal</p>

			Follow established procedures in school's Code of Behaviour
<ul style="list-style-type: none"> <li>Students who present with special educational needs and/or disabilities (hearing or visual impairment)</li> <li>Students who may have limited working knowledge /fluency in English</li> </ul>	Injury or falls		<p>Have the suitability of the task risk assessed ( e.g. mobility teacher or visiting teacher )</p> <p>Ensure students understand teacher's instruction</p> <p>Ensure access/egress is not restricted</p> <p>Place signage in appropriate locations as directed by teacher .</p>

**Bullying**

Hazards	Risk	Risk Rating	Controls
Workplace bullying	<p>Effects on physical health, (e.g. raised blood pressure)</p> <p>Effects on mental health, (e.g. stress, anxiety, depression)</p> <p>Isolation Low morale</p>	<b>H</b>	<p>The school is committed to ensuring that the place of work is free from bullying and that all employees have the right to be treated with dignity and respect at work</p> <p>There is a written policy on the prevention of workplace bullying and all employees are aware of the policy and have access to this information</p> <p>Employees are aware of their responsibility in creating and contributing to the maintenance of a work environment free from bullying or from conduct likely to contribute to bullying.</p> <p>Allegations of workplace bullying are investigated fairly and thoroughly without reprisals for the complainant.</p> <p>Allegations of bullying are treated with fairness, sensitivity and respecting the need for confidentiality for parties concerned.</p> <p>Bullying at work by others such as parents or contractors, will not be tolerated and action will be taken to support the employee.</p> <p>A complaint of bullying which is found, following investigation, to be vexatious will be dealt with through the disciplinary procedure.</p> <p>Update and review the Dignity in work policy on an annual basis.</p>
Student	Damage to physical and		Update and review the school's anti- bullying policy on an annual basis.

bullying	mental health		<p>Employees are aware of their responsibility in creating and contributing to the maintenance of a work environment free from bullying or from conduct likely to contribute to bullying.</p> <p>Allegations of bullying are investigated fairly and thoroughly without reprisals for the complainant.</p> <p>A copy of the anti bullying policy is available to view on the school website..</p>
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**Staff Considerations**

**Pregnant/Post natal or breastfeeding staff**

Hazards	Risk	Risk Rating	Controls
Contact with chemical agents	Harm to unborn baby or breastfeeding mother	H	Pregnant, post-natal, or breastfeeding women are not exposed to chemical substances labelled: R40, R45, R61, R63 and R64, particularly where exposure levels are above a level which might cause harm
Contact with biological agents	Infection	H	If there is a risk of exposure to a highly infectious agent, pregnant, post-natal or breastfeeding women must avoid exposure
Long periods standing, movement or postures which are abrupt or severe or give rise to excessive fatigue	Varicose veins  Fatigue (mental and physical)	H	Pregnant, post-natal or breastfeeding women should have provision to sit whilst completing work activities
Pushing/pulling/ carrying heavy or awkward items	Strain or injury	H	Pregnant, post-natal and breastfeeding women are not required to lift, push or pull awkward or heavy items.

