

Health and Safety Policy

Version 2026.1



WILMSLOW
HIGH SCHOOL

Policy Type:	Governing Board
Managed by:	School Business Manager
Staff Lead:	Headteacher
Deputy Staff Lead:	School Business Manager
Date of Policy:	Autumn 2016
Review schedule:	Annually
Review records:	Jan 2018, Jan 2019, Mar 2020, Aug 2021, Nov 2022, Jan 2023, May 2024, June 2025, Jan 2026

1. Health and Safety Policy Statement

- 1.1.** Wilmslow School recognises its duty of care for the health, safety and well-being of its employees and students. It will take effective steps to ensure that this is achieved, so far as is reasonably practicable. In discharging this responsibility, it will consider its parallel obligations for the Health and Safety of visitors and others who might be affected by its operations.
- 1.2.** The provisions in this Policy are intended to ensure that Health and Safety is an integral part of the general process of risk management which the school operates. Thus, Health and Safety will be included in the school's review and planning process as an issue essential to the development and maintenance of the school's management systems.
- 1.3.** The purpose of the Policy is to:
 - provide the necessary authority and support for staff as they make their respective contributions to health and safety
 - set out duties and responsibilities
 - recognise the partnership necessary with Cheshire East Council to ensure that all statutory H&S duties are met
 - emphasise the importance of keeping hazards under control by assessing risks to individuals and property
- 1.4.** The Governing Body is committed to securing the health, safety and well-being of employees, pupils and others affected by the school's activities, including visitors and contractors. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also as a legal duty.

- 1.5.** All employees, regardless of seniority, have a duty to take care of themselves and others who might be affected by their actions or omissions. Staff should use equipment and working methods approved by their line manager/senior colleague. Recognising that new ventures may have unidentified health and safety issues, a review prior to implementation of any new venture is required.

2. Organisation and Arrangements for Implementing the Policy

21. Responsibilities

The Headteacher has overall responsibility for the implementation of this Policy. To facilitate this, the Headteacher has designated the School Business Manager to be the Health and Safety Coordinator and a named Health and Safety Governor has been elected (*see Appendix 1 for names of role holders*). Each designated person will recognise and accept a personal role in ensuring that arrangements for Health and Safety are effective within his or her respective area. These procedures are supported and monitored by the Operations Support Officer.

The Governing Board requires Health and Safety to be taken into account in the proposals which come before it and its subcommittees and will seek to encourage a positive climate in which Health and Safety can flourish.

22 Risk Assessment

The underlying process, which secures this Policy, is risk assessment. Assessments of known and anticipated risks will be made, with formal written assessment being made of those deemed to be significant, in conjunction with those affected. It will be the responsibility of the Head teacher (School Business Manager as designated Health and Safety Coordinator), Curriculum Team Leaders and line managers to ensure that relevant risk assessments are maintained and kept up to date. Where no guidance exists on a specific topic, staff will follow Cheshire East Council risk assessment process.

Employees with concerns should normally raise them with the Headteacher or Health and Safety Coordinator. However, the Governors welcome the support of trades unions in health and safety matters and staff should feel free to contact their trade union representative. Requests for external help should be raised initially with the Headteacher or Health and Safety Coordinator, who will seek advice from the Cheshire East Council Schools Health and Safety Adviser (see Appendix 1 for names of role holders), on any concerns of employees, which cannot be resolved locally.

23. Contractors and School Partnership

Contractors carrying out work for the School will be vetted for their Health and Safety performance. They will be required to act in accordance with this Policy and the School's specified local arrangements. Contractors will be required to assess the risk to anyone who might be affected as a result of the performance of the contract. In particular, they will be required to make appropriate arrangements with the Headteacher to ensure that the school's Governing Board and users are sufficiently and suitably informed and consulted on issues relevant to risk control.

24. External Users

External users of the facilities, including those under contract to the school or hiring the facilities, will exchange, where relevant, health and safety policies and procedures with the school and ensure that the health and safety of all school staff and users will be protected to a level which is reasonably practicable and equivalent in standard to the school. In particular, partners will be required to provide school staff and others who might be directly affected with sufficient guidance and advice on any risks or procedures which will be new or unusual in comparison with school's activities.

25. Inspection and Monitoring

- a) The Health and Safety Coordinator will undertake the necessary arrangements for procedures to be examined and workplaces to be inspected to ensure the precautions remain suitable and sufficient by conducting a whole school Annual Risk Assessment and Safety Review. Feedback from this process will be referred to the Governing Board.
- b) The school has adopted Smartlog since summer 2021. This is a cloud-based fire and health & safety compliance management software for business organisations and non-profit institutions.

26. Accident Reporting

- a) Accidents are recorded by trained staff using Medical Tracker (a web-based platform). If Medical Tracker is unavailable, a paper record is completed by the attending first aider (forms in First Aid), and keyed to Medical Tracker at the earliest opportunity thereafter, and the paper record securely disposed of.
- b) An accident must be recorded as soon as possible after any accident / incident occurs by the member of staff or first aider who deals with it.
- c) As much detail as possible should be supplied when reporting an accident
Information about injuries is retained securely using the Medical Tracker Software
 - Written (pre-Medical Tracker) and computerised records will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, or until the student / ex-student reaches the age of 25 and then securely disposed of.
- d) An injury that needs medical attention off site or involves time off work must be investigated by a competent person independent of the person in charge of the area or activity.
- e) The Cheshire East Health & Safety team advises the school as competent persons.

- f) The Headteacher and Health and Safety Coordinator should be advised of any injury requiring medical attention off site.

Every injury requiring medical attention off site should be reported using PRIME electronic reporting system and this should be completed by a member of the Medical Needs / First Aid Team.

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- g) The Headteacher and Health and Safety Coordinator should be advised that a report has been submitted.
- h) The Cheshire East Health and Safety team will monitor the report to determine whether it is a reportable injury, disease, or dangerous occurrence as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 legislation (regulations 4, 5, 6 and 7).
- i) Where necessary, Cheshire East Council will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.
- j) The attending First Aider will inform parents/carers of any significant accident or injury sustained by the student and any first aid treatment given, on the same day, or as soon as is reasonably practicable. This will preferably be by telephone but may be by email through Medical Tracker.

All head injuries/use of emergency inhaler/use of adrenaline must be reported on the same day to parents/carers and written after-care information provided.

Parents/Carers will also be informed as soon as is reasonably practicable if emergency services are called.

Any use of emergency inhaler, use of adrenaline or calling of emergency services should also be reported as soon as possible to the H&S Co-ordinator and always on the same day.

- 2.8 Training and development needs will be evaluated and appropriate briefing and training provided. Health and Safety training will be available to employees and training records maintained by the Health and Safety Coordinator.

Departmental Health and Safety Files are readily available to employees with relevant notes held on the Intranet for the employees concerned to refer to them.

Over and above the induction of all staff to health & safety issues, the Health and Safety Coordinator will hold a valid IOSH Managing Safely certification, or equivalent. In addition, the Headteacher will hold a valid IOSH Leading Safely certification, or equivalent.

3. Policy Review

- 3.1 This Policy will be reviewed annually. The Governing Body will receive a summary report covering key issues, based on the Annual Risk and Safety Review, at least annually.

Signed: Chairman of Governors

Signed: Headteacher

Date:

Training and Induction

Appendix 1: Named Individuals linked to Roles in Health and Safety Policy

Headteacher:	Mrs. Christina Kane
School Business Manager:	Mr. Patrick Hobbs
Operations Support Officer:	Mrs. Karen Theobald
Named Health and Safety Governor:	Danielle Timoney
CEC Schools Health and Safety Advisor:	Kim Broomfield

Reviewed: 26th January 2026

Signed: *C Kane* Headteacher

Date: 26th January 2026

Version Control

Version	Date	Notes
January 2026	26/01/2026	2.1 Health and Safety Governor has been elected 2.6 Accidents/Incidents changed to Accidents 2.7e Every injury should be reported using PRIME electronic reporting system 3.1 Policy will be reviewed annually Appendix 1: Named individuals updated