



OLD VICARAGE SCHOOL

HEALTH AND SAFETY POLICY

Parts 1 and 2

Version 1.1

May 2025

CONTENTS



PART 1. HEALTH AND SAFETY POLICY STATEMENT

PART 2. ORGANISATION AND RESPONSIBILITIES

Organisation Diagram

AMENDMENT RECORD

All amendments to this Health and Safety Policy will be recorded below, along with information on the changes made.

Date	Section	Details of amendments	Changes made by:
December 2021	ALL	New Version and General Update	Jenny Adshead – Bursar Kevin Clarke The Culham Consultancy
May 2025	ALL	General revision and update	Jenny Adshead – Bursar Kerry Wise - Headteacher Kevin Clarke The Culham Consultancy

PART 1 - HEALTH AND SAFETY POLICY STATEMENT



The Proprietors of the Old Vicarage School attaches great importance to the health, safety and welfare of all those who form part of the School community, whether they be members of staff, pupils, visitors or contractors. The Proprietors are committed to reducing accidents, incidents and ill-health and looks for ways to improve continuously.

All staff at the Old Vicarage School are aware they have health and safety responsibilities, and all are expected to play an active part in ensuring the highest health and safety standards for pupils, employees, visitors, customers and contractors are established and maintained. All those engaged to work at the School are expected to comply with the requirements detailed in this Policy.

The Policy highlights the need for all staff to be alert to risks and hazards and to seek to minimize these by planning work carefully and responsibly. The development of a safe mind set amongst those who work and study here is at the heart of the School's commitment to ensure that the highest standards of health and safety are met at all times.

All employees of the School are further expected to be constantly aware of the risks inherent in the management, care and education of children and to take all reasonable steps to identify, minimize and manage those risks. Those who are entrusted with positions of supervision, whether on School property or during trips and activities, should ensure pupils conduct themselves in accordance with all health and safety requirements and encourage them to approach their life at the School responsibly, being alert to risks and hazards.

This Health and Safety Policy is based on the requirements laid down in the Health and Safety at Work Act 1974 (HSAW), regulations made under this Act, Approved Codes of Practice and Guidance.

All who work at the School should make themselves familiar with the content of all School Policies, paying particular attention to their own areas of responsibility and operation.

They are also expected to apply the Policy conscientiously and thoroughly; where the meaning or expectation of any part of this material is unclear to an employee, it is expected that he or she will seek clarification of that material. Should any member of staff identify an area where improvement could be made, they should without delay contact the Head of School or the Bursar who holds responsibility for the coordination and management of health and safety.

Kerry Wise
Head of School
May 2025

Jenny Adshead
Bursar
May 2025

PART 2 - ORGANISATION AND RESPONSIBILITIES



INTRODUCTION

This document confirms the responsibilities for the implementation of the Health and Safety Policy of The School. The Proprietors of the Old Vicarage School have collective responsibility for health and safety. The Proprietor with specific responsibility for reporting on health and safety matters is the Bursar.

Whilst the overall responsibility for health and safety rests with senior management, it is the responsibility of every employee to play their part in providing and maintaining a safe place of work.

MANAGEMENT OF HEALTH AND SAFETY

The School has developed a Health and Safety Policy to ensure high health and safety standards are achieved whilst also meeting the educational, community and commercial needs of the School. Details of the organisation and responsibilities are contained within this section and cover the following:

- The responsibilities of all staff
- The responsibilities of School bodies or committees, including the Proprietors, the Leadership Team (LT) and the Health and Safety Committee
- The responsibility of individuals, including various levels of management

By assessing each item of the Health and Safety Policy on a regular basis and acknowledging the status of each item, the School will ensure momentum is maintained and continuous improvement sought.

ONGOING HEALTH AND SAFETY IMPROVEMENTS

The School is committed to ongoing improvement and seeks to implement all items raised from annual audits and specific departmental inspections. It also includes the actions arising from key risk assessments, incident investigations and changes to operating procedures.

This plan identifies:

- The recommendations with priorities
- The proposed action and the person assigned to implement the action
- Proposed completion dates.

The plan is updated when recommendations are implemented. It is reviewed regularly by the Bursar to ensure that recommendations are progressed and to amend the actions and timescales where appropriate.

PART 2 - ORGANISATION AND RESPONSIBILITIES



ORGANISATION

The organisational arrangements for managing health and safety in the School are described in the following pages of this document. A flow diagram showing responsibility for health and safety management follows this section.

RESPONSIBILITIES OF ALL STAFF

All School employees have a legal duty to look after their own health and safety and that of others who may be affected by their acts or omissions. They also have legal duties to co-operate with the School to enable the School to comply with any imposed duties and to properly use anything provided in the interests of health, safety and welfare.

All employees have the following specific duties:

- To read and understand the School Health and Safety Policy and comply with the prescribed arrangements and objectives
- To take reasonable care of their own safety and the safety of students, visitors and others
- Not to interfere with or misuse, intentionally or recklessly, anything provided in the interests of safety
- To co-operate with School management to ensure compliance with health and safety legislation and best practice
- To use any machinery, equipment, substances, vehicles or safety devices in accordance with any training in the use of the equipment and instructions
- To report all accidents and incidents, hazards, dangerous occurrences and damage to plant, equipment etc., which they consider to be a serious and immediate danger to health and safety to the Head of School or the Bursar
- To use the necessary protective clothing and equipment
- To observe and follow all safe working practices
- To be actively involved consulting with employees on a regular basis.

DUTIES OF THE PROPRIETORS

The Proprietors have collective responsibility for the oversight of health and safety within the School. They will monitor the effectiveness of the implementation of the Health and Safety Policy and any associated procedures and will direct that it should be revised as and when necessary. The Proprietors will also provide strong health and safety leadership and will ensure all decisions reflect the commitment to provide a safe environment for all and will seek the active participation of employees and pupils in improving health and safety.

The aims of the Proprietors are to:

- Prevent accidents and ill-health arising from the School's activities, so far as is reasonably practicable
- Ensure compliance with all relevant health and safety legislation
- Ensure a safe environment is provided for all users of the School

PART 2 - ORGANISATION AND RESPONSIBILITIES



- Actively promote and be fully involved in continuously improving health and safety.

In particular, the Proprietors will ensure, so far as is reasonably practicable that:

- Sufficient and appropriate financial and other necessary resources are made available to meet health, safety and welfare requirements
- The effectiveness of the School's risk management is assessed regularly
- Health and safety is duly considered at each weekly staff meeting
- A Proprietor is appointed with specific responsibility for reporting to them on health and safety
- Health and safety receives as much attention and strategic importance as any other aspect of the School's management
- The Management Team of the School are aware of their role and responsibilities in the effective management of health and safety and in providing suitable leadership
- The Leadership Team have suitable training and instruction to enable them to take immediate action to prevent breaches in health and safety
- Arrangements are in place to ensure employees are given adequate information, instruction, training and supervision to allow them to carry out their tasks safely.

HEALTH & SAFETY COMMITTEE

The Committee comprises of the following staff members:

- Head of School – Kerry Wise
- Bursar – Jenny Adshead
- Office Manager – Zoe Smedley
- Kevin Clarke – Culham Consulting – External Health and Safety Adviser

The Committee will meet on a regular basis; the duties of the Committee include:

- Overseeing the implementation of the Health and Safety Policy in controlling risks so far as is reasonably practicable
- Assessing and leading the development of the 'Safety Culture' of the organisation, encouraging in particular an understanding of the importance of health and safety and personal responsibility
- Agreeing priorities, plus responsibilities, timescales and resources required for the development of Policies and Procedures in order to comply with legislation and the promotion of best practice throughout the organisation
- Directing and co-ordinating developments and revisions to Policies and Procedures
- Identifying matters that should be discussed in more depth by the Proprietors.

Health and safety matters are also discussed during Staff Team Meetings and issues are escalated as necessary.

PART 2 - ORGANISATION AND RESPONSIBILITIES



INDIVIDUAL RESPONSIBILITIES

BURSAR (RESPONSIBLE FOR REPORTING ON HEALTH AND SAFETY)

Responsibility for reporting on health and safety is the responsibility of the Bursar. Responsibilities include, so far as is reasonably practicable, the following:

- Seeking to ensure that health and safety is given correct levels of priority and importance
- Consulting with the Head of School and Health and Safety Adviser
- Receiving copies of all RIDDOR and major incident and accident reports and monitoring that appropriate action has been taken by the School
- Monitoring the School's Policies and Procedures to ensure they operate effectively.

The Bursar has also been assigned executive responsibility to oversee health and safety management on a day to day basis.

The Bursar responsibilities include so far as is reasonably practicable:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Working closely with the Head of School to seek to ensure risk reduction is promoted in all areas and disciplines of the School
- Supervising the operation of health and safety practices in key areas, including seeking to ensure that managers understand and accept their responsibilities
- Monitoring the effectiveness of the management system as regards estates and administrative work
- Ensuring risks are properly managed in order to minimise the liabilities to the School
- Seeking to ensure that health and safety responsibilities are clearly defined and allocated to the appropriate staff members
- Seeking to ensure in conjunction with the Health and Safety Adviser that the Health and Safety Policy is reviewed and updated on a regular basis, and that the document is available to employees
- Seeking to ensure all employees are adequately trained and experienced to carry out their Health and Safety responsibilities
- Ensuring liabilities are adequately covered by both Public and Employers Liability Insurance.

PART 2 - ORGANISATION AND RESPONSIBILITIES



HEAD OF SCHOOL

The Head of School is appointed by the Proprietors as having oversight for health and safety in all academic and co-curricular elements of the School and will work closely with the Bursar to seek to ensure the successful day to day management of health and safety.

The Head of School's responsibilities include so far as is reasonably practicable:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Promoting a proactive and continuing interest in health and safety matters throughout the School
- Providing positive and visible leadership to establish a strong health and safety culture throughout the organisation
- Regularly consulting with the Designated Safeguarding Lead
- Seeking to ensure the co-operation of all staff at all levels as regards working to this Policy
- Seeking to ensure that any changes in curriculum and also changes in systems of work on the pastoral side are considered for health and safety implications.

SENIOR LEADERSHIP TEAM

The Senior Leadership Team consists of the Head of School, Bursar, Head of Pre-Prep and Designated Safeguarding Lead.

The Senior Leadership Team are responsible for:

- Ensuring the Schools strategic direction is established and efficiently communicated to staff
- Ensuring measures are in place to monitor the health and safety performance within the organisation and to formally report to Proprietors regarding health and safety matters
- Ensuring the key risks to the organisation are identified, assessed and managed effectively and reviewed frequently
- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Promoting a proactive and continuing interest in health and safety matters throughout the School and ensuring a good example is set in managing health and safety matters
- Providing positive and visible leadership to establish a strong health and safety culture throughout the organisation
- Ensuring compliance with all necessary legislative requirements and promoting best practice wherever reasonably practicable
- Regularly consulting with the external Health and Safety Consultant.

PART 2 - ORGANISATION AND RESPONSIBILITIES



DESIGNATED SAFEGUARDING LEAD

The Designated Safeguarding Lead is responsible to the Head of School for monitoring and evaluating implementation of the School's compliance with the Independent Schools Statutory Regulations (and associated Proprietors Guidance) and with Data Protection law. The role includes:

- Reading and understand the School's Health and Safety Policy and checking compliance with the prescribed arrangements
- Being represented on the Health and Safety Executive Committee by the Deputy Head of School Pastoral
- Monitoring the quality of documented procedures in relation to Safeguarding (ISSRs Parts 3&4) and working with the HR Manager to ensure these procedures are implemented
- Monitoring and implementing suitable and sufficient levels of Health, Safety and Security (ISSRs Parts 3&5), to ensure procedures and practices reflect legal compliance as a minimum
- Consultation with the Bursar and Head of School.
- Ensuring that procedural changes in academic, pastoral and co-curricular activities are considered for their health, safety and child protection implications.

OTHER FUNCTIONAL MANAGERS

This section refers to the managers of functions not specified above.

Their health and safety responsibilities include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Actively promoting hazard awareness and safe working practices within their Departments and teams
- Undertaking and reviewing risk assessments and designing appropriate risk control systems (e.g. Safe Systems of Work) for all work activities
- Providing information, instruction and training to staff, seeking to ensure in particular that they understand their responsibilities for health and safety
- Supervising the activities of staff seeking to ensure they are complying with School policies and safe working practices and monitoring the operation of control measures within the department
- Leading regular discussion amongst their team regarding potential health and safety issues and resolving or reporting matters as appropriate.

PART 2 - ORGANISATION AND RESPONSIBILITIES



TEACHING STAFF

Teaching Staff will be responsible for ensuring that all agreed and necessary health and safety measures are observed and applied.

In addition to their normal supervisory role they will have specific duties to:

- Read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Inform, instruct and train pupils as necessary in the identification and avoidance of hazards and the safe performance of their work
- Seek to ensure that health and safety rules and procedures are, where appropriate, observed e.g.: use of guards and other safety equipment, wearing of protective clothing, safe handling of hazardous substances including observing COSHH Assessments
- Seek to ensure that any unsafe practices are identified and appropriate remedial action is taken
- Recommend any necessary improvements or changes to seek to eliminate hazards and to seek to identify and eliminate potential accidents
- Continually stimulate a knowledge, interest and awareness of health and safety by discussions with colleagues and pupils.

SCHOOL MEDICAL STAFF

School Staff who receive First Aid Training will ensure all accidents, incidents, illnesses or medical conditions are managed effectively to minimise the potential impact.

Health and safety responsibilities include:

- To read and understand the School's Health and Safety Policy and comply with the prescribed arrangements
- Ensuring all medicines are correctly stored and administered and access to anything harmful is restricted
- Maintaining accurate records of all accidents and illness
- Reporting serious injuries and illness to the Head of School when appropriate.

EXTERNAL HEALTH AND SAFETY ADVISER

Health and safety advisers act in a purely advisory capacity, communicating directly with the Bursar. Responsibilities include the following:

- Carrying out a regular health and safety inspections reporting the results to the Bursar who will present to the Proprietors Meeting
- Providing competent health and safety advice where requested
- Ensuring The School is updated with any changes in health and safety legislation
- Investigating incidents when requested.

PART 2 - ORGANISATION AND RESPONSIBILITIES



STATUTORY REQUIREMENTS

Visits by Enforcing Authorities

The Health and Safety at Work Act is enforced by inspectors appointed by the Health and Safety Executive (HSE) who have the discretion to visit the School at any time to confirm that the regulations are being properly applied. It is School policy that all members of staff co-operate fully with Enforcing Authority Inspectors, affording them such information as is necessary for them to carry out their duties.

ORGANISATIONAL DIAGRAM



