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POLICY HEALTH & SAFETY

"To live, learn and love with Jesus, being the best we can be"

St Theresa's Catholic School, operating as a Person Conducting a Business or Undertaking, under the Health & Safety Work Act 2015, will take all practicable steps to ensure the safety of staff, students, visitors and contractors by complying with relevant Health & Safety legislation, standards and codes of practice.

This is achieved by

- All staff having individual responsibility for health and safety and ensuring staff are consulted on and given the opportunity to participate in, health and safety management.
- All staff
 - Being informed of,
 - Understanding, and
 - Accepting their responsibility for Health & Safety, eliminating or minimising the potential for harm to people at their workplace, including contractors, other staff and visitors being informed of any results of our monitoring their work area, as well as being provided with appropriate orientation, training and supervision which will be recorded in the Health & Safety Staff training register.
- Ensuring union and other employee representatives are consulted regarding health and safety management.
- Ensuring the school has an effective method for identifying hazards and recorded in the Hazard Register. Significant hazards will then be controlled by:
 - Eliminating or isolating any hazard that arises out of the school or school environment likely to cause harm to staff, students or other people
 - Minimising the effects of hazards, if they cannot be practicably eliminated or isolated.
- Creating and maintaining a safe working and learning environment. This includes;
 - Providing facilities for staff health and safety at work
 - Supporting the rehabilitation and safe and early return to work for injured employees
 - Ensuring there is zero tolerance to bullying and effective procedures are in place for dealing with bullying
 - Developing and maintaining procedures around the safe and responsible use of the internet and related communication technologies for staff, students and visitors
 - Having effective procedures for the hiring and monitoring of contractors, ensuring they have comprehensive Health & Safety plans and procedures in place and being accountable for their safety and for that of other visitors.
- Having in place, plans and procedures for all foreseeable emergencies that may arise in the workplace (the Emergency Management Plan).
- Accurate recording, reporting and investigating of injuries.
- Board of Trustees commitment to:
 - As Health & Safety officers, our duties and responsibilities are to ensure compliance with all relevant health and safety legislation from Health & Safety Work Act 2015 and supporting regulations from 2016.
 - Continuous improvement in health and safety
 - Ongoing evaluation, review and updating of our compliance with our health and safety programme and this policy.

Ratified August 2017