



# Highlands

## School & Sixth Form

Dare to  
flourish

**Health and safety policy**

**APPROVED**

Governor Committee	Finance and Resources
Reviewed on	January 2026
Next review	January 2027

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## Section 1: introduction

This policy supplements and should be read in conjunction with the London Borough of Enfield, Schools Health Safety Framework Policy. It lays down the local organisation and arrangements established by the governing body to implement that policy.

The governing body is committed to high standards of health, safety and wellbeing and will take all reasonable steps to ensure the Education Children's Services & Leisure Health and Safety Framework Policy, and its health and safety procedures e.g. Health and Safety Manuals, Fire Log Book, Responsible Persons Premises Log etc are implemented. In view of this, the school's own safety policy has been devised to complement that of the Local Authority and provide those details that a Local Authority policy cannot.

The governing body recognises its responsibilities as set out in the Local Management of Schools Scheme. We will endeavour to ensure the Education Children's Services & Leisure department's Framework policy is implemented with regard to:

- a safe and healthy working environment with adequate control of health and safety risks arising out of the school's activities
- an effective local organisation to implement the policy
- full consultation with staff on matters affecting their health and safety
- effective communication throughout the school on health and safety matters
- provision of information, instruction and supervision
- ensuring staff are competent to carry out their work and meet their health and safety responsibilities; and the provision of adequate training and development
- obtaining competent advice when that is not available within the school
- risk assessments are undertaken and the necessary controls implemented
- the effective management of contractors
- effective monitoring and review of the implementation of the policy and health and safety performance adequate resources to implement this policy.

The governing body will review this policy annually.

Signed : 

Date : 21/1/2026

Chair of Governors :

MATT MILLER

## Section 2: Responsibilities

### ***2.1 Headteacher***

The Headteacher is responsible for the overall implementation of this policy throughout the school. This includes day-to-day responsibility for maintenance and development of safe working practices and conditions for all staff, pupils, visitors and any other person using the premises or undertaking activities under the school's control. In particular, the Headteacher will:

- (a) nominate a senior manager as health and safety coordinator
- (b) ensure subordinate managers meet their health and safety responsibilities
- (c) ensure the arrangements for consultation with staff are implemented and chair the safety committee
- (d) ensure effective communication of health and safety matters
- (e) ensure requirements with regard to staff competence are met
- (f) ensure health and safety standards, school health and safety procedures/codes of practice are implemented
- (g) ensure risk assessments are carried out
- (h) undertake risk assessments in relation to directly managed staff (e.g. stress risk assessments)
- (i) ensure health and safety monitoring is undertaken, including:
  - (i) incident reporting and investigation
  - (ii) specific equipment & premises inspections
  - (iii) termly inspections
  - (iv) monitoring of health and safety action plans
  - (v) health and safety in staff appraisals
  - (vi) ensuring an annual (or ongoing) report is provided to the governing body
  - (vii) make recommendations to the governing body in relation to external independent audits
  - (viii) report to the governing body any health and safety issues that cannot be resolved.

### ***2.2 Senior management team***

The senior management team will support the Headteacher with regard to the overall management of health and safety in the school. This includes:

- (a) providing leadership by ensuring health and safety is considered as part of every decision
- (b) considering the health and safety impact of new initiatives
- (c) informing the Headteacher about any health and safety issues that affect the school
- (d) agreeing strategic health and safety initiatives
- (e) monitoring the overall implementation of the schools health and safety policy in their areas of control and agreeing the annual health and safety report.

### ***2.3 School health and safety coordinator***

The health and safety coordinator is responsible for the overall coordination of health and safety throughout the school on behalf of the Headteacher. Responsibilities include:

- coordinating all aspects of health, safety and wellbeing policy and practice
- liaising with safety representatives and attending the safety committee
- disseminating health and safety information
- coordinating accident reporting procedures
- coordinating emergency evacuation procedures
- ensuring health and safety matters raised by staff are dealt with
- maintaining a central file of health and safety procedures and other relevant information;
- monitoring implementation of the policy by:
  - ensuring Heads of department undertake inspections
  - ensuring incidents are investigated
  - reporting 'reportable' incidents to the Health and Safety Executive.
  - managing the schools annual monitoring checklist
  - making recommendations to the Headteacher teacher about an independent audit
  - reporting health and safety issues that cannot be resolved to the Headteacher/governing body.

### ***2.4 Other managers***

Managers are responsible for implementing this policy in their area of control. This includes:

- ensuring staff meet their health and safety responsibilities
- consulting with staff on matters affecting their health and safety
- communicating health and safety information to staff
- assessing staff competence and ensuring appropriate training and development
- ensuring school-wide health and safety standards, and school health and safety procedures/codes of practice, are implemented
- ensuring risk assessments are carried out
- ensuring safe working procedures and codes of practice are prepared for activities under their control
- undertaking risk assessments in relation to directly managed staff
- implementing monitoring arrangements, such as:
  - incident reporting and investigation
  - specific equipment / premises inspections
  - termly inspections
  - the school's annual monitoring checklist
  - including health and safety in staff appraisals
- reporting any health and safety issues which cannot be resolved to the health and safety coordinator/Headteacher.

### ***2.5 All members of staff***

All members of staff are responsible for:

- taking care of their own health and safety and the health and safety of others affected by their actions
- co-operating with the governing body by following the schools safe working procedures and meeting responsibilities laid down in this policy

- reporting health and safety hazards and any inadequacies they identify in health and safety procedures to their line manager or the school health and safety coordinator
- undertaking any health and safety training/development identified as necessary
- using work equipment in accordance with safe working procedures, instructions and training
- not making unauthorised or improper use of equipment
- ensuring a risk assessment is undertaken when carrying out projects or new activities
- reporting health and safety incidents, and near misses, in accordance with the schools reporting procedures.

## ***2.6 Safety representatives***

Safety representatives do not have responsibilities under this policy. However, they have functions as laid down in the Safety Representatives and Safety Committees Regulations 1977 (SI 1977 No. 500). Reasonable time will be provided to enable safety representatives to carry out their functions subject to the demands of the service. This should be arranged with their line manager and the health and safety coordinator.

Where no union representative for safety is available under the Safety Representatives and Safety Committees Regulations 1977, the Health and Safety (Consultation with Employees) Regulation 1996 will apply and employees will be consulted directly as individuals or through elected health and safety representatives (known as “representatives of employee safety” in the Regulations), or a combination of the two.

## Section 3: Arrangement for implementing the policy

### ***3.1 Consultation with the local authority Health and Safety Committee***

There is an established health and safety committee for Children’s Services and Leisure, which meets termly. It is chaired by the Director of Education and includes management representatives and safety representatives elected by the staff. The committee facilitates consultation on schools’ issues, such as policy, strategy and guidance. It is also a forum where safety representatives can raise issues concerning health and safety and where unresolved issues can be addressed.

### ***3.2 Local consultation***

Line managers will consult directly with staff on health and safety issues relevant to a particular department or work area.

There is an established health and safety committee (“safe and sound committee”) for Highlands school, which aims to meet termly. It is chaired by the school business manager and includes management representatives and safety representatives elected by the staff. The committee facilitates consultation on local schools issues, such as policy, strategy and codes of practice. It is also a forum where safety representatives can raise issues concerning health and safety and where unresolved issues can be addressed.

### ***3.3 Health and safety procedures***

The Schools Health and Safety Team has drawn up health and safety procedures and arrangements

covering school-wide issues. These include the Health and Safety Framework Policy, Health and Safety Policies and health and safety guidance and procedures as drawn up as found on the Schools Traded Services site (the Hub), fire log book, responsible persons premises log, etc.

Further procedures following required control measures for the school are drawn up locally following risk assessment.

### ***3.4 Educational visits***

The role of the educational visits coordinator, and arrangements for seeking approval - both within the school and where appropriate from the LA, planning and safety during the visit, pre-visits, staff ratios, etc., is covered in the 'Guidance for off-site visits and related activities with EVOLVE', issued by the LA.

### ***3.5 Fire and emergency procedures***

The roles of all staff; how the evacuation will be conducted; arrangements for ensuring everyone has left the building etc., are highlighted in the [school's detailed evacuation procedures](#). The school manager will designate new staff to this document, as well as removing staff leavers, to ensure that any evacuation covers all areas.

Further information can be found in the school's [latest fire evacuation policy](#). School staff will undertake regular online training on fire procedures.

### ***3.6 Fire precautions***

Smoking is not permitted anywhere on school premises or grounds in compliance with Smokefree Law 2007.

Entrances and exits must be kept clear and unobstructed and rubbish should not be dumped in or outside of the building. Visibility panels in doors must not be covered. Fire doors must not be propped open or locked during school time.

### ***3.7 Lockdown procedures***

The school has a separate lockdown policy, and a lockdown speaker tannoy system installed, which will alert the whole school of a potential lockdown emergency. Staff and students should be regularly trained in what to do in the event of an emergency lockdown. A whole school lockdown practice drill took place in November 2025.

### ***3.8 Lone working***

Staff on site who may be working on their own or out of hours are made aware of the lone working policy.

### ***3.9 Defibrillators***

The school has two defibrillators on site, one is based in reception and one in the PE department corridor. The school has assessed how long it would take to deploy the defibrillator to different areas of the school - [this document indicates those approximate timings](#).

### ***3.10 Risk assessments***

The health and safety procedures referred to above were drawn up on the basis of an assessment of the risks. Some require further detailed assessment of the activity (e.g. display screen equipment, educational visits); in these cases the relevant member of staff must undertake the assessment. Others

are generic risk assessments and where activities comply with the assessment there is no need to record a separate assessment. Where an activity differs from the generic assessment, the person responsible for the activity must ensure there is a re-assessment to account for these variations. Where this is minor it may be no more than adding a simple local variation to the generic assessment.

Heads of department and other line managers are responsible for ensuring risk assessments are drawn up and implemented for activities carried out under their area of control. For many such activities, line managers should arrange for a departmental health and safety procedure to be drawn up as a generic assessment, although, again, local variations may be needed when it is necessary to deviate from the generic assessment.

Formats for general risk assessment are available from the school's policy and guidance on risk assessment and includes specific guidance and advice. Staff should look at risk assessments in the all staff shared area, and speak to the School Manager for further advice.

### ***3.11 Personal emergency evacuation plans (PEEPs)***

PEEPS will be put in place for those students and staff who may have limited mobility, e.g. in a wheelchair, or on crutches. Any queries about these should be raised with the School business manager.

### ***3.12 Other policies***

This policy should be read in conjunction with the following school policies:

- Safeguarding policy
- Visits and trips policy
- First aid and medical policy
- Lockdown policy
- Emergency plan
- Lone working policy

Appendix: Individuals with specific responsibilities in the policy and access to information on health and safety

Responsibility	Name
Headteacher	Vincent McInerney
Senior management team	Mia Lloyd – deputy head Tom Hurst – deputy head Anna Toouli – senior assistant head Aygul Husseyin – associate deputy head Armenay Jeynes - assistant head Sue Czupich – School business manager Vicky Tsoni - SENCO Siobhan Hutchinson - assistant head Rachel Halstead - associate assistant head Kathleen Hurford - associate assistant head Will Edwards - associate assistant head
Health and safety coordinator	Sue Czupich – School business manager
Other managers <i>(include Headteachers of department, non teaching managers, such as the bursar, premises manager, and educational visitors coordinator)</i>	Sue Czupich – School business manager Naomi Brand - Office manager John Gambrell - Site manager Louise Harbour Cooper - Head of technology Ponam Lakhani - Director of Science Oto Otuokon – Finance manager Will Edwards – Educational visits coordinator/assistant head Jenny Mawer – Admin for Visits and Trips George Avann - Head of PE
Safety representatives	Karl Tuton – NEU for teaching staff Keeley McCalmont - NASUWT for teaching staff Davinia Maple - Unison rep for support staff Emma Mehmet - Unison rep for support staff
First aiders	<a href="#">Our first aiders are listed here.</a>
Location of first-aid boxes	Science Design and technology Food Technology Learning Support PE

	Medical Room Main Office
Details of nearest hospital	Chase Farm hospital (walk in) - 020 8375 2999 Barnet hospital (A&E) - 020 8216 4600 North Middlesex hospital (A&E) - 020 8887 2000
Fire Safety manager/evacuation officer	Sue Czupich – school business manager (Deputy – Naomi Brand, office manager)
Fire safety	Site manager / school business manager
Location of fire log	Site office
Fire assembly point	Tennis courts and astroturf
Time of weekly fire alarm tests	Site team conduct fire alarm tests every Thursday evening at 8pm
Procedures reporting hazards (name or other contact arrangements)	Sue Czupich – School business manager
Legionella trained person	John Gambrill – Site manager
Premises Manager	John Gambrill - Site manager

Documents relating to this policy are listed below along with the locations in which they can be found:

<b>Document</b>	<b>Location</b>
<b>Fire Log Book</b>	<b>Site office</b>
<b>School Policies</b>	<b>All Staff Shared area under Section 1.20</b>
<b>First Aid Book</b>	<b>Medical Room/School Office</b>
<b>COSHH Assessments</b>	<b>FM office/Science/Technology Offices</b>
<b>Accident /Incident Reporting Guide (IR1)</b>	<b>School Office</b>
<b>Risk Assessments</b>	<b>Health and Safety – on All Staff Shared area</b>
<b>Responsible Persons Premises Log</b>	<b>Site office</b>
<b>Educational visits guide</b>	<b>School Office</b>
<b>Legionella Risk Assessment</b>	<b>Site office</b>