





Lumen Learning Trust

Learning together for a brighter future

Health, Safety and Welfare Policy

DATE APPROVED BY LUMEN LEARNING TRUST	04/03/2026		
REVIEW DATE [Annual]	04/03/2027		
SIGNED EXECUTIVE PRINCIPAL	Mary Ellen McCarthy 	DATE	04/03/2026
SIGNED CHAIR OF DIRECTORS	Jo Roberts 	DATE	04/03/2026

Lumen Learning Trust puts the children's needs at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

We recognise that good health, safety and welfare are integral to our organisational and business performance and we see health and safety as a key management responsibility.

We are also firmly committed to young people learning through challenge and adventure. We believe that young people should understand what risk means so that they can make informed decisions about risk in their own lives. We will provide learning opportunities where risk is reduced to an acceptable level. Zero risk is not an option as this would mean doing nothing at all, which in itself would be dangerous. Sensible risk management will allow us to do these worthwhile things; rarely will it prevent a worthwhile activity.

We recognise and accept our responsibilities as defined in the Health and Safety at Work etc Act 1974 and associated legislation to:

- provide and maintain a safe and healthy working environment, ensuring the welfare of all employees, young people and their families and any other persons who may be affected by our work activities
- act in accordance with the general health and safety policy provided by Surrey County Council Risk Management and require the same of all managers and the persons they supervise and take responsibility for.

Our aim is excellence in health and safety, by means of continuous improvement of standards and systematically removing the cause of accidents, incidents and ill health, by:

- assessing and controlling risks
- ensuring safe working methods
- providing safe and healthy workplaces
- providing effective information, instruction, training and supervision
- promoting a positive health and safety culture, through communication and consultation with employees and their representatives.

The key resource in our organisation is our workforce and to achieve a successful safety culture we need the active participation of all employees.

Organisation and Responsibilities for Health, Safety and Welfare

The following H&S organisational structure, and roles and responsibilities are approved by the Directors of Lumen Learning Trust

1. The Directors & local Governing Bodies

The Directors approve the H&S Policy of the Trust and monitors its successful implementation. The Trust Directors, through the Business and Management Committee which has representatives from each school further ensures, as administrators of the schools' budgets that sufficient and appropriate resources are allocated to implement the H&S Policies. The Business and Management Committee will specifically:

- 1.1 Include Health and safety targets in the relevant development plans as necessary. Targets may include:
 - Provision of facility for health and safety purposes.
 - Reductions in accidents/incidents.
 - Training for Directors/Governors/staff, and
 - revision of policy/procedure
- 1.2 The Business and Management Committee will stay up to date with school and Lumen H&S initiatives and inform the Trust Directors accordingly.
- 1.3 Be informed and updated of Lumen Learning Trust' H&S Policy, and receive advice and support from relevant Officers of SCC or Advisers acting on SCC behalf as well as other relevant bodies for example the DfE Risk Protection Arrangement (RPA).
- 1.4 Ensure that H&S is an agenda item on the Business Management Committee agenda. This report should include information on:
 - Relevant H&S information received from SCC or other relevant body
 - Suggestion on future H&S initiatives.
- 1.5 Facilitate any necessary review of the H&S policy and procedure as may become apparent via the strategies above.

2. Headteacher

As Senior Leader for the premises, and of all on and off-site school related activities, the Headteacher is responsible for the day to day management of H&S. The Headteacher will advise SCC/Directors/local Governors of any H&S issue where their support or intervention, either via system or finance, is necessary & appropriate in order to affect the requirements of this policy. In particular the Headteacher will ensure that:

- 2.1 The contents of this policy are brought to the attention of all relevant persons.
- 2.2 A process for risk assessments is applied within the school, and that:
 - All appropriate areas/activities are covered;
 - Appropriate control measures are implemented, and that assessments are monitored and reviewed as necessary.
- 2.3 There is a management system for monitoring the effectiveness of health and safety arrangements, which form part of this policy.
- 2.4 Appropriate staffing levels for safe supervision are in place.
- 2.5 An adequate schedule of inspection & maintenance is in place to ensure a place of work in a safe condition and a safe working environment, in line with DfE's Good Estate Management in Schools, which will include :
 - The fabric of the building;
 - Play equipment;
 - Fire appliances;
 - Boiler/heating systems;
 - Portable electrical appliances;
 - Emergency lighting;
 - Water systems;
 - Swimming pools, water features and safety around ponds;

- First Aid/medical facility and equipment;
- Premises staff equipment;
- Trees;
- Curriculum specific e.g. gymnasia and fume cupboards.

2.6 An adequate needs analysis of H&S training is undertaken for schools' staff, and sufficient resources are put in place to ensure appropriate training is carried out.

Appropriate training may include:

- Headteacher H&S awareness;
- H&S induction training (all new and temporary staff including agency);
- Emergency/Fire Training for the whole school community;
- First Aid;
- Risk Assessment;
- Working at heights;
- Legionella;
- Asbestos awareness.

2.7 Any further specific health & safety training identified by the training needs analysis as being necessary and appropriate will also be considered and carried out.

2.8 Adequate and easily retrievable health and safety training records are available and up to date.

2.9 The school secures and maintains an arrangement for obtaining competent H&S advice as required by the management of H&S regulations. The Trust buys back the services of SCC Risk Management team.

2.10 Health and Safety is reported on a termly basis to Directors.

2.11 A school's Educational Visits Co-ordinator is appointed and trained accordingly.

2.12 Contractors (including catering, cleaning and grounds staff) and other authorised visitors to the school are appropriately managed and monitored.

2.13 Appropriate procedures are in place for the reporting, recording, investigation and follow-up of accident and incidents, and timely review and sign-off of reports.

2.14 Emergency/Fire arrangements are formulated and reviewed as necessary and tested at least termly.

2.15 The fire risk assessment is updated annually and/or whenever significant changes or building works might affect the means of escape. The Headteacher is the responsible Person as required by the Regulatory Reform (Fire Safety) Order 2005.

2.16 An appropriate Deputy is suitably instructed to take day to day responsibility for H&S in the absence of the Headteacher.

The Headteacher may delegate functions to other or single members of staff (e.g. Facilities Manager/Facilities Officer) who may be tasked with the H&S administrative arrangements for ensuring the above responsibilities are complied with. The Headteacher will in any event retain the overall responsibility for ensuring that these responsibilities are carried out.

3. Deputy/Assistant Headteacher(s)

The Deputy/Assistant Headteacher(s) will take on the above responsibilities in the absence of the Headteacher.

4. Site Caretakers

The Site Caretaker is responsible to the Facilities Manager and Facilities Officer, and in particular will ensure:

- The removal from service of any item of furniture, apparatus or equipment which has been identified as unsafe.

- That any identified hazard is appropriately removed, isolated or contained as necessary to prevent danger.
- That periodic H&S inspections are carried out at a timescale agreed by the Headteacher/Facilities Officer, paying particular attention to the building structure, services, access to/egress from the school, and the main circulation areas. (These may be carried out with others such as Facilities Manager/Facilities Officer.)
- That they and persons they supervise only undertake work for which they are competent. This includes work on site roofs which is prohibited unless undertaken by a specialist contractor or working with mobile towers.
- That all relevant premises training is attended at the request of the Facilities Officer or Facilities Manager.
- That any personal protective equipment issued to staff is suitable for the task and that training is provided in the correct use of the equipment.
- That all contractors on site are aware of the emergency evacuation procedures and have sight of the school health and safety policy as appropriate to their work.
- That all contractors view the school's Asbestos Management Plan and Asbestos Register prior to commencing works that may involve working in areas with the potential of disturbing asbestos and that the arrangements set out in the Asbestos Management Plan are followed, including that no works shall be undertaken on the fabric of the building without an intrusive survey being undertaken.
- Inform all contractors of any known hazards which might affect them whilst at work.
That all staff work in accordance with safe working practices issued by the school and the Trust.
- Support the Facilities Manager and Facilities Officer in undertaking or arranging checks, inspections, statutory assessments and examinations in accordance with the DfE's Good Estate Management in Schools by suitably competent persons and ensuring that records are kept locally.

5. Line Managers

Managers in charge of Curriculum Areas/Departments/Staff are responsible to the Headteacher for ensuring the application of this policy within the individual areas that they control. In particular line managers will ensure that:

- The school's risk assessment process is applied within their area and that control measures are implemented in accordance with the assessment and monitored and reviewed accordingly.
- All accidents and incidents occurring within their areas are reported, recorded & investigated in accordance with the school's procedure.
- All persons they manage, or are responsible for, are aware of their specific roles in case of fire emergency.
- Any equipment/appliance which has been identified as being unsafe is removed from service.
- H&S inspections are carried out within their areas of responsibility within a timescale agreed with the Headteacher, and a report to the Headteacher is provided where necessary.
- The H&S training needs of staff are identified and the Headteacher informed accordingly.
- Staff are properly consulted on any matters that may affect their health or safety whilst at work.
- New, transferred and temporary staff, including agency workers, receive appropriate H&S induction training.
- First aid provision is adequate.
- Pupils are given relevant H&S information and instruction.

6. All employees (including agency, temporary and volunteers)

- 6.1 It is recognised that there are enormous benefits for young people undertaking programmed, challenging activities. These should be appropriately managed so that risks are reduced to an acceptable level. Benefits should be clear, planned and described in the aims and objectives for the activity. Health and safety should not be used as an excuse for not running worthwhile activities.
- 6.2 All employees are required to take care of their own safety and health and that of others who may be affected by their actions
- 6.3 Employees must co-operate to ensure that everyone complies with their health and safety responsibilities. In particular all employees must:
- participate in the risk assessment process and comply with the findings
 - participate in any training and development relevant to their role
 - follow established safe working practices and local rules
 - report all accidents/incidents/near misses (that might have led to accidents) to their managers in accordance with the school's reporting procedure
 - report any defects in the condition of the premises or equipment of which they become aware
 - report any unsafe working practices to their line manager
 - escalate any unresolved health and safety concerns to the school Senior Leadership Team
 - take reasonable care for their health and safety and those who may be affected by their actions
 - be responsible for the health and safety of all young people and service users in their care, including safeguarding
 - provide young people and service users with relevant safety instructions prior to commencing practical sessions and effective supervision
 - familiarise themselves with and act in accordance with the health and safety policy and any local procedures
 - be familiar with and participate in emergency procedures including fire drills
 - check all personal protective equipment is suitable and in good condition prior to use and make sure of such equipment for safety and health reasons
 - check any safety devices such as machinery guards are in good condition and used in accordance with relevant guidance
 - remove from use and report any defective equipment/appliance to the relevant person.

7. The Strategic Risk Management team

The Trust buys back the support offer by the Strategic Risk Management team who:

- support the school to provide worthwhile and challenging activities;
- keep up to date with changes in legislation;
- assist in developing local policies and procedures;
- offer advice and support to managers to fulfil their health and safety responsibilities;
- chair the SCC Children, Schools and Families Joint Health and Safety Committee;
- promote health and safety across schools;
- audit and report on health and safety issues across schools;
- intervene where a significant health and safety concern is raised or a breach is suspected or reported.

Arrangements and procedures for health, safety and welfare

This section describes the arrangements currently in place to manage health and safety within our schools.

The following procedures and arrangements have been established to eliminate or reduce health and safety risks to an acceptable level and to comply with legal requirements.

1. Access control/security

Visitors access to the school is via Reception. Visitors arriving at the pedestrian or car park gates are required to ring through to school reception who will check the entrance intercom before admittance.

All visitors visiting the site are to report to Reception where they will be asked to sign in. All visitors required to have DBS clearance will be asked to evidence this at this point. All queries around DBS clearance will be passed to the Office Manager or Headteacher. A coloured lanyard will be issued to them which indicates whether they should be accompanied. Visitors will also receive a copy Keeping our Children Safe guidance – Appendix 1.

All external doors to the site are regulated via the school's access system. All staff members are issued with a photo ID which enables access to all areas of the school. Other visitors such as after school clubs may have restricted access by day/time.

Staff are expected to ensure that all external doors are kept closed at all times.

Staff are expected to challenge any person on the school site who has does not have an ID visible or who is not accompanied but is wearing a lanyard that indicates they should be accompanied.

2. Accident reporting, recording & investigation

All accidents are reported to the appointed person within the school office. Minor bumps and grazes are logged on the school's digital log – Medical Tracker. More serious accidents are recorded and managed using the on-line Health and Safety Event Reporting system - OSHENS, including:

- Accidents that cause injury, ill health or damage to anyone in school except minor injuries (for example grazes) which are recorded locally.
- Near Miss events that could have potentially resulted in a moderate or above injury, as reporting provides valuable insights to help prevent future incidents.
- Specified Dangerous Occurrences – HSE definitions cover certain incidents with a high potential to cause death or serious injury.]

3. Asbestos

The Facilities Manager is the responsible person for asbestos management. A copy of the Asbestos Survey and Management Plan is kept in the School Office. All contractors are requested to read and sign the survey before any works commence in the school. All asbestos concerns are reported to the School Caretaker, Facilities Manager and Headteacher. The Facilities Manager is responsible for ensuring that the survey and plan are reviewed annually. Asbestos management training must be attended as required and is available to staff in a role liable to disturb asbestos.

In the event of an asbestos disturbance the area must be secured and no access should be allowed. Tetrattech should be contacted immediately on 0207 250 7500. They will advise on next steps.

4. Child protection

Please refer to:

LLT Child Protection Policy

Keeping our Children Safe guidance for visitors

5. Contractors

Signing-in procedures are explained and ID is checked. For short term remedial works, the contractor will be expected to check the Asbestos Survey Record and will be shown the works to be carried out by the School Caretaker. For longer term works, risk assessments, project plans and site meetings will take place as required and dependent on the works taking place. Please refer to Section 1, Access Control and Security.

Any concerns by staff about contractors and their work should be referred to the Facilities Officer or Facilities Manager.

6. Display screen equipment (DSE)

Users are entitled to a free eyesight test when they first become a DSE user and at regular intervals thereafter. Staff should email their HR assistant for details on the eyesight test voucher scheme.

The Trust has ICT support with Eduthing, itsupport@eduthing.co.uk. Any defects in the workstation should be logged by email for their attention. All staff using display screens on a regular basis should complete the DSE checklist, Appendix 2. This checklist is reviewed by the Facilities Manager and Operations Manager and remedial action will be taken where required. HSE Guidance is distributed to all DSE users.

7. Electrical equipment (fixed and portable)

The Facilities Officer/Manager ensures that the statutory five yearly check of the fixed wiring is carried out by a qualified/competent person and a record of the test is kept.

Portable appliance testing is carried out and recorded as required in Appendix 3.

Users of electrical equipment should carry out a visual inspection of the equipment before use. Any member of staff identifying broken, damaged or faulty electrical equipment should ensure the equipment is removed from use and reported to their site caretaker.

8. Fire and emergency procedures

A formal Fire Risk Assessment has been carried out at each school by the Trust. This assessment is reviewed annually with the Facilities Manager. Caretakers are responsible for the regular testing and maintenance of fire equipment, detectors, lighting and alarm systems, in collaboration with the Facilities Manager/Officer.

All employees, including agency and temporary staff must be made aware of evacuation routes, location of call points and assembly areas. Fire drills should take place at least once each term. All staff are expected to undertake annual Fire Safety Awareness Training and to read the relevant School Fire Safety Plan.

9. First aid

Schools will undertake an assessment to determine an appropriate level of first aid provision, taking into account the needs of the school community. Based on the assessment, adequate numbers of paediatric trained first aiders, equipment and facilities will be provided. The arrangements for first aid provision will be communicated to all employees. All staff are expected to complete First Aid Basic Training on appointment and every 2 years thereafter. Where relevant, first aid incidents and management of medicines is recorded by the School Office team on Medical Tracker.

10. Glass, glazing, doors and gates

All glass in doors, side panels to be safety glass, or fire rated if within a fire door, all replacement glass to be of safety/fire standard, assessment of premises to establish compliance. Finger trapping hazards of doors and gates on school site have been risk assessed and all doors and gates that may present a risk to health and safety of pupils are effectively managed. Routine part of termly health and safety inspection of the premises includes review of glass status (i.e., chipping, cracking etc) and condition of finger guards and door soft-closing devices.

11. Hazardous and flammable substances

Hazardous and flammable substances, materials, chemicals and cleaning liquids are only to be used after undertaking a risk assessment. Where hazardous substances are identified and used, adequate precautions must be taken to ensure the safety of employees and other persons.

Caretaker

A record of all products used by site caretakers and their safety data sheets should be kept in the site compliance folder located with the substances for easy reference and reviewed regularly.

Contract Cleaners

A record of all products used by cleaners and their safety data sheets should be kept in cleaning folder located with the substances for easy reference and reviewed regularly.

When using a substance, staff must ensure adequate precautions are taken, in accordance with a COSHH risk assessment. All hazardous substances are to be stored in a secure, locked store when not in use.

The use of flammable substances must be restricted and adequately controlled.

Gas bottles should not be stored on site. Flammable substances should be stored in a metal, fire resistant cabinet, away from sources of ignition.

A risk assessment must be undertaken to ensure adequate precautions are taken, including limiting the amount stored and adequate ventilation to avoid the build-up fumes. All staff using flammables substances must undergo suitable training.

12. Health and safety advice

Competent health and safety advice is available from SCC's School's Risk Management team. Health and safety

resources and guidance are available to download from the Health and Safety Resources area on Surrey Education Services website

13. Housekeeping

Good housekeeping is essential in the working environment and all staff are responsible for keeping workplaces tidy and free from all hazards. Corridors and fire exit door and routes must be kept clear at all times. The Trust has a nominated cleaning contractor that carries out cleaning of the school on a daily basis.

14. Infection Control

Each School's management will undertake a specific risk assessment in accordance with combined PHE/DfE guidance and bring and bring the significant findings of the assessment to the attention of all the staff.

The Headteacher and Senior Leadership Team will monitor as necessary to ensure that any and all suitable and sufficient control measures as prescribed by PHE/DfE and outlined within the school's risk assessment remain in place and are properly adhered to within the school environment.

All staff are required to make infection control a key priority and to act at all times in a way that is compliant with safe, modern and effective infection control practice as explained by the school's own specific risk assessment and any advice and guidance issued by and within the school for the purposes of infection control.

All staff within the school have a responsibility to monitor and ensure pupils under their supervision adhere to the rules and procedures put in place to protect the whole school community from the spread of infection.

15. Legionella

The Facilities Manager will ensure a Legionella risk assessment is undertaken periodically and when significant changes have occurred to the water system and/or building footprint, by a qualified/competent person for all school buildings. Records of monitoring results, inspection, maintenance procedures and checks carried out will be kept e.g., monthly temperature checks, weekly flushing of outlets and cleaning and descaling taps etc. Specify Legionella training provided to relevant school staff.

16. Lettings/shared use of premises

All building users must follow agreed procedures.

Hirers are issued with a licence and must adhere to the terms and conditions within.

17. Lone working

A risk assessment must be undertaken where lone working has been identified. Staff must follow their respective lone working team policy.

18. Maintenance of equipment

All equipment and systems that requires a statutory inspection and/or testing (e.g. ladders and steps, fume cupboards, other extraction systems, PE equipment, gas safe inspections, fire alarm and smoke detection, emergency lighting, fire extinguishers, security/intruder alarms etc,) will be inspected by a qualified/competent person as appointed by the Facilities Manager. All other general equipment will be regularly inspected and recorded by the caretaker and any defects found to be reported to the Facilities Officer/Manager.

19. Manual Handling

Any significant manual handling tasks are to be risk assessed in order that training requirements and mechanical aids can be adequately determined to ensure the task is carried out safely. Staff working with hoist equipment used to move young people must attend a formal moving and handling course specific to their work requirements.

Teaching staff undergo specific training with regards to safe holding and physical contact with children.

20. Off-site activities

Off-site activities take place in accordance with SCC policies and the appropriate risk assessments. Risk assessments should be approved by the line manager and then confirmed through the online school visits system Evolve.

Residential journeys, including trips abroad and higher risk adventure activities such as those involving climbing, caving and water-based activities, must also be approved by the Strategic Risk Management Outdoor

Education Advisor.

21. Personal protective equipment (PPE)

Where a risk assessment has determined PPE is necessary, it shall be provided free of charge.

22. Swimming pool

For schools that have a swimming pool, water testing is carried out and recorded by site caretaker 3 times a day when pool is in use. Monthly bacteriological testing is contracted to Oasis Water Treatment Ltd; 01634 316042. Pools by Design are contracted to carry out pool inspection & plant room maintenance monthly: 01483 310490.

For operational procedures please refer to the Swimming Pool Safety Operating Procedures PSOP – Appendix 4

23. Reporting defects

All staff are responsible for reporting defects via the school specific e-mail at estates.[school]@lumenlearningtrust.co.uk. Caretakers are responsible for addressing defects either by repair or arrangement of a contractor in collaboration with the Facilities Manager/Officer.

24. Risk assessment

Risk assessments will be carried out by those staff with appropriate knowledge and experience where necessary. All risk assessments and associated control measures are to be approved by the manager prior to implementation.

Completed risk assessments will be reviewed periodically in accordance with each risk assessment's review date or where there is a change in process, staff, or following an accident/incident.

25. Smoking and Vaping

The school prohibits smoking/vaping and the use of drugs/alcohol on site.

26. Staff wellbeing / stress

The school provides an Occupational Health Service for its employees and a Counselling Service. This service provides advice and support in relation to local and national health initiatives and health and wellbeing programmes. The school is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and reducing workplace stress. Further information and advice may be accessed on the staff wellbeing area of the school website.

27. Supervision

Effective supervision must be in place, according to the nature and needs of the group and the activities involved.

28. Training

Health and safety induction training will be provided and recorded for all new staff including agency staff in accordance with the school induction procedure.

Managers are responsible for ensuring all staff are provided with information, instruction and training regarding their health and safety at work. Specific job-related health and safety training will be identified by managers and should be provided before carrying out new or unfamiliar tasks.

Training may include:

- health and safety awareness
- emergency/fire
- risk assessment
- lone working
- first aid
- moving and handling
- display screen equipment
- managing challenging situations
- working at height

and any further specific health and safety training that is necessary and appropriate. Some courses and awareness are taken via SSS Learning.

29. Vehicles

All vehicles used for school activities must be suitable for purpose, roadworthy, taxed, insured and driven by appropriately qualified staff in accordance with relevant licensing conditions. For more information please refer to the LLT Minibus Policy.

Line managers and employees need to plan work activities involving travel to minimise risks. Passengers likely to cause distraction must be adequately escorted by someone other than the driver.

Minibuses will be operated in accordance with the requirements of the Driver and Vehicle Standards Agency (DVSA). All drivers will need an appropriate licence and to pass a nationally accredited minibus driving test.

School policy prohibits the use of mobile communications whilst driving.

30. Violent incidents

Incidents of violence must be reported to a member of SLT and recorded using the SCC on-line reporting system OSHENS. Incidents should also be reported on the school's CPOMS system. This is to ensure that accurate details of the incident are recorded in addition to awareness of potential issues. It enables incidents to be investigated, so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future.

Activities that may result in violence must be assessed and measures taken, to reduce the likelihood of a violent act occurring.

31. Visitors

All visitors should report to a reception point and sign in. A visitor pass must be worn at all times. Visitors must be informed of the action to take in the event of a fire or other emergency as detailed in Keeping our Children Safe guidance for Visitors which is available from the school office – Appendix 1

32. Working at Height

Appropriate working practices must be in place, which takes into account The Work at Height Regulations 2005. Work at height is avoided wherever possible, i.e. wherever a suitable alternative course of action is available, and any required work at height is conducted in accordance with the school's written risk assessment. Work at height should never be carried out alone and should always be supervised. **No work on the roof is undertaken by school staff.** Where required, specially trained contractors are engaged, using a safe system of work. Staff using low-level equipment/steps and other work at height duties are expected to undertake the Working at Height training on SSS Learning which outlines rules on using equipment, arrangements for pre-use checks and, restrictions on use by pupils etc. All other staff have working at height training.

33. Work experience

Work experience placements must be assessed prior to the placement taking place, in accordance with the revised Health and Safety Executive Young People at Work guidance.

34. Workplace Inspections

Routine inspections will be undertaken by the Facilities Manager and premises staff responsible for the building. A checklist may be used as a guide and a record of the inspection kept. The frequency will be based upon the risks in the workplace.

This policy will be reviewed in accordance with legislative or organisational changes.

Appendix 1: Keeping our children Safe – visitors September 2025-26

Appendix 2: DSE Checklist

Appendix 3: HSE PAT Testing

Appendix 4: Pool Operating procedures