



Mayflower
High School

Mayflower High School

Health and Safety Policy

DOCUMENT CONTROL SHEET

Policy	Amendment	Staff Member	Committee/Date	FGB Approved:	Review due:
Health & Safety Policy	Appendix 1 Name Changes	School Business Manager		Chairs Action 27 January 2025	
Health & Safety Policy	Policy rewrite Appendix 1 Name Changes	School Business Manager	Finance & Premises 30 June 2025	7 July 2025	31 January 2026
Health & Safety Policy	Policy renamed Section 4.3 removed Wellbeing is in a separate policy & references have been removed Requirement for CoG signature removed References to School Infolink removed School Business Manager renamed to FCM Section 3, 8, 9,10.3, 12, 13,14 & A1 updated	Finance & Compliance Manager	Policy 29 June 2026	6 July 2026	1 March 2027

This policy is effective until superseded

Mayflower High School

Health, Safety and Wellbeing Policy

Section	Page
1 Statement of Intent by Chair of Governors	5
2 Responsibilities 2.1 Governing Body 2.2 Headteacher 2.3 School Health & Safety Coordinator 2.4 All managers and supervisors 2.5 All employees 2.6 School Visits 2.7 Contractors and Visitors	6
3 Competent Health and Safety Advice	12
4 Occupational Health 4.1 Occupational Health Advice 4.2 Counselling	12
5 Educational Visits	13
6 Catering	13
7 Health Protection	13
8 Property Consultants	14
9 Management of Radioactive Sources	14
10 Health and Safety Arrangements 10.1 General Arrangements 10.2 Local Arrangements within the School 10.3 Health and Safety Standards (Status) 10.4 Health and Safety Risk Assessments	14
11 Health and Safety Competence and Capability	15
12 Communication	16
13 Health and Safety Consultation	16
14 Health and Safety Monitoring and Auditing	17
15 Health and Safety Performance Reporting and Review	17

16 Consequences of Non-Compliance with the Schools Health and Safety Policies and Standards	18
17 Review and Revision	18
Appendices	
Appendix 1: Health and Safety Local Arrangements Notice	19
Appendix 2: Getting Help on Health and Safety	20
Appendix 3: How to Raise a Health and Safety Concern	21

1 Statement of Intent

The Governing Body of Mayflower High School considers the successful management of health and safety to be a key objective and an integral part of school activities. We are committed to reducing and preventing workplace injuries, ill health, and unnecessary losses and liabilities so far as is reasonably practicable.

Mayflower High School is committed to:

- Compliance with all applicable legislative and regulatory requirements.
- Providing a robust, systematic, and sustainable health and safety management system.
- Ensuring health and safety roles and responsibilities are understood and communicated throughout the school.
- Identifying our health and safety risks and ensuring the provision of suitable and sufficient risk control measures.
- Providing appropriate and relevant information, instruction, training, and supervision.
- Consulting with staff on health and safety issues.
- Providing a healthy and safe workplace.
- Providing appropriate emergency arrangements, equipment, and facilities.
- Continual improvement in all areas of health and safety management.

We expect all employees, contractors, and visitors to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions.

The School's Governing Body accepts its health and safety responsibilities and is committed to developing a culture that supports the effective management of health and safety at all levels.

The Governing Body will provide the necessary physical and financial resources, provide active leadership, and obtain any necessary expert advice to demonstrate our commitment to and support for the health and safety policy.

This policy will be reviewed annually.

2 Responsibilities

2.1 Governing Body

The Governing Body, as the employer, is responsible for Health and Safety and therefore ensuring compliance with relevant legislation. This includes legal duties as controllers of the premises.

Governor's duties include:

- Taking reasonable steps to make sure that the school buildings, grounds, equipment, and materials are safe and do not put the health, safety, and welfare of persons at risk whilst they are on the premises.
- Ensuring that appropriate arrangements are in place to comply with statutory requirements.
- Ensure that statutory requirements are considered in determining the allocation of resources.
- Ensuring that the policies and procedures for recruitment, induction, staff development, performance management, and capability used by the school include health and safety competence and capability.
- Ensuring health and safety is part of the performance management of the Headteacher.
- Ensuring that the Headteacher has an appropriate workload, in support of a reasonable work/life balance, having regard to his health and welfare.
- Having regard to their own competence and capability before offering advice or undertaking work that may affect the health and safety of school activities.
- Ensuring that anyone appointed to undertake construction and maintenance work on the school premises is competent to do so and that any construction work is carried out in accordance with the Construction, Design and Management (CDM) Regulations.
- Taking an active part in monitoring health and safety standards in the school, by requiring Headteachers to provide regular reports on health and safety performance to the Governing Body. Such reports should provide information on action taken in response to outcomes of:
 - School health and safety inspections, monitoring checks, and incident investigations.
 - Health and safety investigations and inspections are carried out by enforcing bodies (e.g., HSE, Fire and Rescue Service, Environmental Health). Other serious incidents are investigated by the Headteacher or another member of staff.
 - Any surveys carried out by the school, which provide data that relates to employee health, safety, and wellbeing (e.g., Outcomes from Education Support Partnership Programme, if used).
- Appointing a Governor who understands the educational visits system and who will agree to the higher risk visits (e.g., overseas, adventurous, or residential).

2.2 Headteacher

Headteachers' responsibilities include:

- Ensuring there are appropriate arrangements for implementing the School's Health, Safety and Wellbeing Policy.
- Ensuring that the Policy and arrangements are effectively communicated.
- Ensuring systems are in place for consultation with all employees and that Trade Union appointed safety representatives can carry out their functions.
- Demonstrating health and safety leadership by ensuring health and safety is given equal importance to service delivery.
- Ensuring there are appropriate arrangements in place for cooperation and coordination with other users of the school site and that, where necessary, joint health and safety arrangements are recorded and agreed.
- Ensuring appropriate arrangements are in place for communication of health and safety to all employees, agency workers, contractors, visitors, volunteers, and pupils.
- Ensuring that all employees are competent and have the capability to carry out their role/function.
- Ensuring records of health and safety training are maintained by the School.
- Ensuring that health and safety standards accessed are made available to relevant employees.
- Ensuring the School's health and safety standards (bought in Professional Consultants/Curriculum Support Packages e.g CLEAPPS) are implemented.
- Ensuring there are arrangements in place for managing risks arising from the school's activities or premises, which are not covered by standards available on the External Consultants/Support Packages
- Ensuring that risk assessments relating to hazards to which directly managed employees are exposed are carried out, recorded, and control measures are implemented.
- Ensuring that managers who they directly line manage carry out their health and safety responsibilities.
- Ensuring systems are in place for monitoring and reviewing health and safety in the school, and any actions arising from this are implemented.
- Ensuring there is a system in place for reporting and investigating accidents/incidents, and that all employees are aware of it.
- Regularly (at least annually) reporting school health and safety performance to the Governing Body.
- Ensuring there are arrangements in place for the management of the premises on a day-to-day basis.
- Ensuring premises management tasks are delegated to a suitably competent site manager or co-ordinator, or a competent property consultant.
- Ensuring that if they are not the School's named Educational Visits Co-ordinator, they appoint a member of the School's Senior Management Team to undertake the role (and ensure they are given training and time to undertake the role).

2.3 School Health and Safety Coordinator

Headteachers can, if appropriate, appoint a senior member of staff to coordinate and monitor the implementation of the health and safety policy. The safety coordinator must be given sufficient time and resources to carry out their role. Their identity and role should be clearly communicated to all school employees.

Below are the *duties* that may be delegated to another member of staff. However, the *responsibility* remains with the Headteacher.

The Finance and Compliance Manager has been appointed as the School Health & Safety Coordinator and will:

- Establish arrangements for the effective coordination of health and safety throughout the School.
- Support the Headteacher in co-ordinating the development, review, and revision of the School's health and safety standards.
- Set up arrangements for consulting with employees on health and safety (e.g., through health, safety, and wellbeing committee meetings or team meetings).
- Set up arrangements for the effective communication of health, safety, and well-being information relevant to the school.
- Ensure health and safety concerns raised by employees are brought to the attention of the appropriate senior manager.
- Ensure that the Headteacher/school senior management team is kept informed of health and safety issues by including them on the agenda of management group meetings.
- Coordinate the identification of health and safety training and development needs to meet the requirements of the School's Policies and Standards.
- Ensure records of health and safety training and development undertaken by employees are kept on record in the school.
- Support the establishment of adequate arrangements for:
 - o First aid.
 - o Fire and emergency evacuation.
 - o Reporting of health and safety incidents, hazards, and concerns.
- Oversee the management of premises-related health and safety risks to employees and other premises users or visitors.
- Coordinate and ensure compliance with premises-related standards and assessments.
- Coordinate arrangements for monitoring of health and safety standards within the school.

2.4 All managers and supervisors

All employees with management and supervisory responsibilities are responsible for the implementation of the Health & Safety Policy in their area of control. As a rule, the direct responsibility of managers for health and safety is determined by the extent to which they have the authority to take action. That is, if they have the authority to make a general decision about some aspects of the work, they are responsible for the health and safety implications of that decision.

Their responsibilities include:

- Ensuring the Health & Safety Policy is implemented in their area of responsibility.
- Ensuring managers under their control carry out their health and safety responsibilities.
- Identifying opportunities to improve the health & safety within the School, and promoting risk awareness and the development of safe behaviours.
- Ensuring all relevant health and safety information is communicated effectively to the correct employees and take account of their views.
- Ensuring the health and safety competence and capability of employees under their control (identifying any training needs as part of performance management).
- Ensuring relevant health and safety standards and risk assessments are implemented in their area of control.
- Ensuring, in their area of control, risk assessments are carried out, recorded, and the control measures implemented.
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- Reviewing the effectiveness of health and safety standards at controlling risks and feeding back areas of concern to their line manager, Headteacher, or Governing Body.
- Ensuring health and safety issues identified via risk assessments or monitoring activities that cannot be addressed are raised with their line manager.
- Ensuring health and safety monitoring is undertaken in their area of control, in accordance with the School's requirements.

2.5 All employees

All employees are responsible for:

- Looking after their own safety and the safety of others affected by their work.
- Co-operating with the School, by following safe working practices and carrying out their health and safety responsibilities as detailed in the School's policies, risk assessments, and health and safety standards.
- Reporting to their line manager any hazards they identify and any inadequacies in health and safety procedures.
- Taking part in any health and safety training and development identified as necessary by the Headteacher or their Line Manager.
- Using work equipment provided correctly, in accordance with instructions or training.
- Ensuring that if they organise projects or activities involving pupils or other non-employees, risks are assessed as part of the planning stage and control measures are implemented.
- Reporting health and safety incidents, in accordance with the School's Health and Safety Incident Reporting Procedure.

And, with respect to Safety Education:

- All employees are responsible for contributing to the safety education of pupils through the formal and informal curriculum.
- All teachers and support staff are responsible for the effective supervision and safety of pupils under their care. This includes ensuring that pupils follow health and safety instructions.

2.6 School Visits

The School undertakes educational visits and has appointed the Assistant Headteacher Head of 6th Form who is a senior member of staff as the Educational Visits Co-ordinator (EVC), who has:

- sufficient and relevant experience in running visits.
- the competence to train and monitor others; and
- the authority to agree or not to agree to visits.

Where the school has any part in organising events, trips, or activities beyond the school gate, it recognises that it has a responsibility. The school's pastoral responsibilities cannot be delegated to other external providers.

The School has developed a policy on visits beyond the school gate, which includes:

- Emergency, accident, and critical incidents planning.
- Supervision and staffing, including competence, safeguarding, and training. All those involved in any supervision for the school are subject to this policy.
- The visits system includes the school approach to planning, informing, signing off, and supporting visits.

Educational Visits Professional Advice:

- The School has access to specialist advice on Educational Visits from the ECC Educational Visits Team (contact details in Appendix 2).
- This includes access to advice via phone and email, access to the Educational Visits Website (EVOLVE), and access to the online risk assessment forms.

The School EVC will:

- Ensure they have attended EVC Training (and refresher training at least every 3 years);
- Ensure that establishment managers, visit leaders, assisting staff, voluntary helpers, and all staff involved in LOfC, off-site activities, and visits have had access to training/instruction at an appropriate level to ensure that the School's guidance and establishment procedures are properly understood and followed. This will involve training on visit planning, group management, use of external providers, pre-visits risk management, and safeguarding.
- Organise the training of Visit Leaders and Assistant Leaders (including voluntary helpers).
- Ensure that Leaders and Assistant Leaders are competent to carry out the tasks they are assigned.
- Ensure that activities and visits are led by competent and confident leaders. The Visit Leader needs to be both accountable and competent. Being accountable implies being an employee and thus part of a chain of specified roles and responsibilities. Being competent requires that the leader can demonstrate the ability to operate to current standards of recognised good practice.
- Manage training of all those connected with visits, including having a deputy trained to take over as EVC in case of absence.
- Understand where visits can be signed off by the EVC on "everyday risk" and when further advice is necessary.
- Ensure they understand Learning Outside the Classroom (LOfC), off-site activities and visits can support a wide range of outcomes for children and young people and raise achievement.

- Ensure that LOTC, off-site activities, and visits meet guidance requirements.
- Ensure the 'Educational Visits Statement' available from the EVOLVE website is implemented.
- Ensure that a school-specific visits policy has been developed using the template/guidance on EVOLVE and that the policy has been uploaded to the Establishment section on EVOLVE.
- Ensure that DBS checks are in place as required.
- Ensure that the establishment policy provides sufficient guidance to Visit Leaders about information for parents and parental consent.
- Support the headteacher and governors as required with information, visit approvals, and other decisions.
- Check that there is a 24/7 emergency contact(s) with the base for each visit and that emergency arrangements are in place.
- Ensure they keep up to date with EVC update processes through EVOLVE and EVC Revalidation courses as recommended or required.
- Ensure that there is an established procedure for recording "incidents/accidents /near misses", including any resulting learning points and actions.
- Ensure that where the accompanying staff includes someone with a close relationship to a group member, there are adequate safeguards to ensure that this will not compromise group management.
- Ensure that medical and first aid issues are addressed.
- Ensure that emergency arrangements are in place, including emergency contact access to all relevant records, including medical and next of kin information for all members of the party, including staff.
- Undertake monitoring of Visit Leader planning and sample monitoring of visits.
- Ensure that individual activities and visits are reviewed and evaluated, and that this process includes reporting of accidents and incidents (including under the Reporting Injuries, Diseases and Dangerous Occurrences Regulations [RIDDOR] where necessary).
- Ensure that policies and procedures are reviewed on a regular basis. A review should follow any serious incident or systems failure. Risk management documentation must be updated if necessary.
- Submit electronically within the timeframes set out by the Educational Visits Team, residential, overseas, and adventurous visits to the County Educational Visits Adviser for comment, providing sufficient information on the risk management of the visit. (Only if the School accesses the Council's EVC Advisory Service)
- Understand when it is necessary to seek clearance for some visits from the Governing Body. This is likely to be when a visit is first proposed, before a financial commitment is made, and for specific types of visits, e.g., overseas expeditions.
- Keep records of individual visit plans (a legal document), as well as reference material for the school, in addition to keeping records, e.g., reports of health and safety incidents (the school has access to and uses EVOLVE to keep records).

2.7 Contractors and Visitors

- Visitors to the School, including contractors, clients, service providers, and members of the public, must comply with the School's health and safety procedures and requirements.
- All contractors and visitors must be made aware of the site-specific arrangements and emergency procedures, and it is the responsibility of the member of staff being visited.

3. Competent Health and Safety Advice

The school engages with a private Health & Safety Advisor who provides health and safety advice to assist the school with discharging its responsibilities.

- Access to a telephone and e-mail support for queries.
- Further support, such as audits and site visits charged at a daily/half daily rates
- Provides updates on legislation changes
- Regular training sessions via zoom

4. Occupational Health

4.1 Occupational Health Advice

The School has access to/contracted with Innovate Healthcare in relation to competent occupational health advice.

The service includes:

- Pre-employment health screening and advice on reasonable adjustments to enable employment of applicants with disabilities and health conditions.
- Support in the prevention of work-related absence through advising on health-related risk assessment.
- Statutory health surveillance (for exposure to noise, vibration, hazardous dusts, and substances).
- Advice at the early stages of occupational ill health, thereby reducing the risk of an absence becoming long-term or recurring.
- Support where employees are sick, examination and advice on whether return to work is appropriate, and, if so, what adjustments may be needed.
- Advice for employees and possible recommendation for further specialist advice/treatment.
- A second opinion on a GP report and liaising with the GP on any differences of opinion.
- Assessing the employee's eligibility for ill health retirement or disability benefits.

4.2 Counselling

The School have contracted with Education Support to make a counselling service available to its employees.

5. Educational Visits

The School has bought into Essex County Council Educational Visits Service. This gives the School professional advice on health and safety standards for all educational visits, including Adventurous, Residential, and Overseas visits involving children and young people.

ECC Educational Visits Service has adopted the OEAP National Guidance for the Management of outdoor learning, off-site visits, and Learning Outside the Classroom. See www.oeapng.info – documents 3.4g Headteacher / Managers and 3.3b Check List.

As part of the subscription to the Educational Visits Support Service, the School has access to the [EVOLVE](#) online submission system and associated resources.

Educational Visits Support Service: E-mail: educational.visits@junipereducation.org

6 Catering

The School manages and delivers its own in-house catering service and therefore has access to competent food safety advice.

The School's competent food safety adviser is LBA Safety, who provides the following services to the school.

- Provision of food safety management systems
- In-house tailored training in allergens, food safety, financial management, and more
- Supplier frameworks to ensure best value
- Recipe and menu provision, and advice on meeting the school food standards
- Frequent update webinars throughout the academic year
- Conferences and events

7 Health Protection

The Essex Health Protection Team (HPT), which is part of Public Health England (PHE), provides advice on communicable diseases and infection control in schools. In the first instance, schools should refer to Essex HPT's guidance – 'Communicable Diseases in Schools / Nurseries and Centres for under 5's' or PHE general guidance 'Infection control in schools and other childcare settings'. (These documents are available on the health & safety pages of the Schools Infolink).

Further assistance may be available from the School nurse at a local NHS clinic or through contact with HPT directly.

Essex Health Protection Team: EastofEnglandHPT@ukhsa.gov.uk 0300 303 8537

8 Property Consultants

The School manages its property and premises in-house. The Governing body and Headteacher have overall responsibility, but have delegated general premises management to the Site Manager, who has received appropriate training.

Where major building or maintenance/improvement works are being carried out, the School appoints a property consultant e.g Barkers for CIF bids / works.

9 Management of Radioactive Sources

The school has ceased the use of radioactive materials, and these were removed in accordance with advice received from CLEAPSS Schools Science Advisory Service.

10 Health and Safety Arrangements

10.1 General Arrangements

The detailed arrangements for implementing this Policy are contained within health and safety standards, generic risk assessments, held by the Finance & Compliance Manager.

School staff should contact the School's Health & Safety co-ordinator to obtain any guidance they need to request where information can be obtained from

A brief summary of arrangements for managing health and safety is given below:

10.2 Local Arrangements within the School

Local arrangements have been implemented in the school covering:

- Employee health and safety competence and capability.
- Failure to comply with health and safety requirements through performance management and disciplinary processes.
- Fire and emergency evacuation (including fire risk assessment).
- First aid.
- Communication and consultation on health and safety.
- Reporting of health and safety incidents, hazards, and concerns.
- Requirements to carry out risk assessments, including for Stress, VDUs, Violence, Lone working, Manual handling, Educational visits, One-off events and projects, Curriculum activities, and any other areas/activities where it has been identified that there are significant risks.
- Managing the risks to Young People on Work Experience Placements and risks to Pregnant Workers.
- Control of asbestos (including asbestos management plan) and legionella.
- Working at height.
- Statutory inspection and maintenance of work equipment, plant, and service.
- Control of (health and safety vetting and monitoring) contractors.
- Monitoring compliance with and reviewing the effectiveness of health and safety assessments and procedures.

10.3 Health and Safety Standards (Status)

How we do things safely is detailed in the health and safety standards, policies, generic risk assessments. Your contract of employment (Conditions of Service) requires that you co-operate with the School by complying with its standards for health and safety. Failure to do so can result in managers and employees following these, as they are the way the School ensures it is meeting its legal disciplinary action. It may also expose the School or individuals within the school to the risk of prosecution.

10.4 Health and Safety Risk Assessments

Risk Assessment is a legal requirement. The ECC health and safety standards, generic risk assessments, and guidance were prepared following an assessment of the likely risks in the area to which they relate and, in general, form the basis of most routine risk assessments. However, as a generic assessment, they have limitations, and it is the responsibility of the Headteacher and all managers to ensure assessments are modified and extended to take account of local circumstances, or separate risk assessments are produced for activities where one does not exist if there is a significant risk.

For all managers, this includes:

- Ensuring controls detailed in standards and generic risk assessments are implemented in their area of control;
- Ensuring specific risk assessments are undertaken (e.g., VDU, Stress, Manual Handling, curriculum activities) in their area of control;
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
- Ensuring risk assessments are carried out as part of the planning of new projects or initiatives that may have health and safety implications.

11 Health and Safety Competence and Capability

In respect of the Headteacher, account is taken of the results of health and safety monitoring, Ofsted reports, and self-evaluation forms (SEFs). Where these show areas that need development, health and safety is included as a specific objective under Leadership.

Reference should be made to the Headteacher, manager, and employee responsibilities in this policy document.

For non-academic staff, health & safety is considered as part of the performance management process.

Training (legal requirement): There is a legal requirement to take into account of an employee's health and safety capabilities when giving them tasks. More specifically, there is a requirement to provide employees with adequate health and safety training on recruitment and on being exposed to new risks (for instance, due to a change of job role).

The School ensures that employees are given access to training and development appropriate to their role and the risks they are exposed to.

Training and development can be delivered in a variety of ways. In some case, formal training will be needed. In other cases, it can be achieved through coaching by another member of staff or reading relevant health and safety standards.

The School keeps a record of Health & Safety training undertaken by employees.

12 Communication

It is recognised that good communication systems are essential to ensure that everyone knows:

- about the health and safety arrangements within the Schools;
- about the risks associated with their work;
- what they need to do to protect themselves and others from harm; and
- how can they contribute to a safe school by raising health and safety concerns

The School ensures that health & safety information is communicated through the following ways:

Termly email/newsletter, staff briefings, notice boards in staff room and team meetings

13 Health and Safety Consultation

Employees need to be involved in health and safety decisions that affect them and the risk assessment process. Consultation involves not only giving information to employees, but also listening to them and taking account of what employees say before making any health and safety decisions. The law requires that employees must be consulted before implementing changes that may affect their health and safety, and regarding risk assessments that cover their work activities.

Consultation within the School takes place through the following methods:

- In the first instance, all employees can raise health & safety concerns directly with their line manager.
- All employees also have the right to raise health & safety concerns with a trade union-appointed health & safety representative, who can take the matter up on their behalf.
- Ensuring health & safety is on the agenda at team meetings. Issues are then dealt with or referred up.

Trade Union Safety Representatives are employees, appointed by the trade union they belong to, to represent employees on health and safety. They can assist any employee who has a health and safety concern (not just those belonging to their Union). If the school has a union-appointed safety representative, their details should be brought to the attention of employees by their inclusion in the Health and Safety arrangements notice. If the School does not have any TU appointed Safety Representatives, they can appoint 'representatives of employee safety' or consult with all staff directly.

14 Health and Safety Monitoring and Auditing

The School has established the following systems to discharge its responsibility for health and safety monitoring in the establishment.

- **Internal Monitoring:** The School ensures that the online health and safety electronic internal monitoring checklists are completed on a regular basis (termly) and discussed with the appointed H&S Governor.
- **Health and Safety Incident Investigation:** The School has an internal system for reporting incidents. The incident numbers and details are reviewed by the school's Senior Management. A summary report is also presented to the Governing Body at least termly. Serious incidents are reviewed by a senior member of staff and the findings reported to the Governing Body.
- **Other Monitoring:** There are systems in place within the school which ensure that the following monitoring is also carried out:
 - o Termly inspections of the premises (all curriculum/work areas and general areas).
 - o Monitoring of contractor operations under the School's control.
 - o Routine checks on equipment and electrical, gas, mechanical, and other services.
 - o Hazard reporting system, which is reviewed at least termly by Senior Managers to assess the types of issues being identified and whether they are being dealt with effectively.

15 Health and Safety Performance Reporting and Review

The Governing Body and Headteacher review the health and safety performance of the school at least annually. This takes the form of a health and safety performance report produced by the Headteacher, which is presented to the Governing body for review, comment, and action, and includes information and statistics on:

- School health and safety inspections, monitoring checks, and incident investigations.
- Health and safety investigations and inspections are carried out by enforcing bodies (e.g., HSE, Fire and Rescue Service, Environmental Health).
- Any surveys carried out by the school, which provide data that relates to employee health, safety, and wellbeing (e.g., Outcomes from the Education Support Partnership programme).

16 Consequences of Non-Compliance with the School's Health and Safety Policies and Standards

It is a requirement for all employees to fulfil their responsibilities as outlined in this policy. Where there is a failure to comply with the Policy, whether observed in routine activities or through established health & safety monitoring systems, an appropriate response is required to hold managers and employees to account and remedy the failure. A number of options are available depending on the severity of the circumstances:

- As part of the normal line management process
- Through performance reviews
- For serious breaches, through disciplinary action. If sufficiently serious, this could include dismissal for gross misconduct.

The School's HR policies give full details on disciplinary and misconduct procedures.

17 Review and Revision

The Governing Body will ensure that this Health & Safety Policy is reviewed annually and revised as necessary in the light of changes in circumstances and/or legislative requirements.

Appendix 1: Health and Safety Local Arrangements Notice

School:	Mayflower High School
Headteacher:	Damian Lee
Health & Safety Governor:	Diane Gardner
School Health and Safety Coordinator:	Rachel Banks
Educational visits co-ordinator:	Stuart Fawell/Patrick Gardiner
TU Health and Safety Representative / Employee Representative:	Billy Walton
Report health and safety accidents/incidents to:	Rachel Banks
Report hazards to:	Josh Goodey/Barry Caws
Person(s) responsible for undertaking H&S inspections:	Rachel Banks
Person responsible for coordinating fire evacuation arrangements:	Luke Kilvert Sarah Howson
Fire marshals:	Richard Griffiths Dan Griffin Emma Cooke Nikki Ball Stuart Fawell
Fire assembly point(s):	Tennis Courts
Day and time of weekly fire alarm tests	Wednesday 7.30 am
First aiders / appointed persons:	Rita Plumb
Where to find:	Location:
Accident / Incident report forms	Admin Office
Hazard book	Site Office
Health and Safety Standards and Information relevant to the school/curriculum area	The School subscribes to the Health & Safety Advisor Service
Members of staff who have health and safety access on the School's Infolink.	Rachel Banks

Appendix 2: Getting help on health and safety

ECC Contacts	Name(s)	Contact No. / email
ECC Corporate Health & Safety Team Health & Safety Advisor	H&S Support Desk Brian Connelly	Tel: 0333 013 9818 hs@essex.gov.uk bjcon22@gmail.com
School Meals	School Meals Helpline:	E-mail: school.meals@essex.gov.uk
Asbestos/legionella/contractor management advice	Refer to the property handbook	
County Educational Visits Adviser	Educational Visits Team	advice@evolveadvice.co.uk
Staff Counselling Service (Confidential service)	Education Support	E-mail: enquiries@edsupport.org.uk
Juniper	Training	training@junipereducation.org
Critical Incidents (support and guidance for dealing with critical incidents)	Schools Communications	Tel: 0333 013 9880 E-mail: schoolscommunication@essex.gov.uk

Other contacts	
School's food safety advisor	LBA Safety
Occupational health advice	Innovate Healthcare
East of England Health Protection Team (Infection control advice):	0300 303 8537 Option 1 EastofEnglandHPT@ukhsa.gov.uk

Appendix 3: How to raise a health & safety concern.

