

Health and Safety Policy



The Stour Academy Trust
Together on a journey to excellence

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HEALTH AND SAFETY POLICY STATEMENT

The health and safety of all the people who work or learn at The Stour Academy Trust are of fundamental importance. We aim to provide a safe, secure and pleasant working environment for everyone. The governing body takes responsibility for protecting the health and safety of all students, members of staff and visitors.

Under the overall direction of the board of directors we will provide suitable and sufficient information, training and supervision, as is required to ensure the health and safety of employees, our students, their parents and anyone else that may be affected by our activities.

The Trust especially recognises its duty of care towards others that are not in our employment, particularly the students. These people also include; parents, visitors and contractors with whom we interact both within premises and the local environment. The actions of visitors and contractors will be controlled in such a way so as not to cause harm to our students, our employees or themselves.

All employees have a duty to ensure that they work in a safe manner and that they ensure their acts and omissions do not cause harm to others. Employees will be encouraged to bring to the attention of their line managers any concerns regarding health and safety issues.

We recognise that the control of contractors is essential to create safe working environments and will ensure that contractors are appointed and managed with due regard to their ability to work safely in our premises.

Our Health and Safety Policy complies with the requirements of the **Health and Safety at Work etc Act 1974** and will be subject to regular review at least annually or when there are any significant changes.

Overall responsibility for Health and Safety within The Stour Academy Trust rests with the, board of directors led by the Chief Executive Office and The Head Teacher of each school as the principal employee:

Signed: **Chief Executive Officer**

Dated:.....

LEGAL DUTIES AND RESPONSIBILITIES OF EMPLOYERS

It is our duty and responsibility as employers under the **Health and Safety at Work etc Act 1974 section 2.1 and 2.2 a-e** and this policy to:

- Ensure so far as is reasonably practicable the health, safety and welfare at work of all our employees and others who may come into a Stour Academy Trust School.
- To provide and maintain plant and safe systems of work that are, so far as reasonably practicable, safe and without risk to a person's health or safety.
- To make arrangements for ensuring, so far as is reasonably practicable, the safety and absence of risks in connection with the use, handling, storage and transportation of articles and substances.
- To provide information, instruction, training and supervision as is necessary to ensure so far as is reasonably practicable the health and safety at work of our employees.
- And as far as is reasonably practicable, we will maintain any place of work in our control in a safe manner and maintain safe access and egress from it.
- Provide and maintain so far as is reasonably practicable a safe working environment with adequate facilities and arrangements for the welfare of our employees and others who enter a trust school,

We are particularly conscious of our responsibilities towards the children, and the parents of The Stour Academy Trust

We also recognise that a breach of health and safety legislation may constitute a criminal offence. An Enforcing Authority may take criminal proceeding against The Trust and/or its management. This can result in penalties, i.e. fines and/or imprisonment.

LEGAL DUTIES OF EMPLOYEES

In addition to the previously described general responsibilities, the **Health and Safety at Work etc. Act 1974** places legal duties on all employees.

These are:

Section 7 'Health and Safety at Work etc. Act 1974'

- To take reasonable care for the health and safety of them and other persons who may be affected by their acts or omissions at work – i.e. school children.
- To cooperate with the management to enable the employer to carry out legal duties or any requirements as may be imposed.

Section 8 'Health and Safety at Work etc Act 1974'

- No person shall intentionally or recklessly interfere with or misuse any item provided in the interest of health, safety and welfare.

Employees should bear in mind that a breach of health and safety legislation by an individual constitutes a criminal offence and action may be taken by an Enforcing Authority against an individual. Such action can result in penalties, i.e. fines and/or imprisonment.

HEALTH AND SAFETY RESPONSIBILITY

Overall

The overall responsibility for health and safety within The Stour Academy Trust rests with the board of directors and the Head Teacher of each school. They will ensure that sufficient resources, both financial and physical are available so that the Policy and its arrangements can be implemented effectively.

Ensuring the Policy is implemented and maintained so that The Stour Academy Trust keeps within the requirements of the **Health and Safety at Work etc Act 1974** the above may delegate duties to employees who will provide support to meet the responsibilities. Delegation of the individual duties and responsibilities to employees does not in any way detract or remove the ultimate responsibility and duty of care placed on the above person by the **Health and Safety at Work etc Act 1974**.

Specific Responsibilities of the Board of Directors and Head Teachers

The board of directors and the Head Teacher of each school are responsible for implementing this policy within the school. In particular they will:

1. Monitor the effectiveness of the safety policy and safe working practices described within it and shall revise and amend it, as necessary, on a regular basis;
2. Prepare an emergency evacuation procedure and arrange for periodic practice evacuation drills to take place and for the results of these to be recorded;
3. Make arrangements to draw the attention of all staff employed at the school to the school safety policies and procedures and of any relevant safety guidelines;
4. Make arrangements for accident recording and reporting procedure and draw this to the attention of all staff at the school as necessary;
5. Make arrangements for informing staff and pupils, of relevant safety procedures. Other users of the school will be appropriately informed;
6. Identify defects in the state of repair of the buildings or their surrounds which are identified as being unsafe and make such interim arrangements as are reasonable to limit the risk entailed. This requires that regular safety inspections are undertaken;
7. Arrange for the withdrawal, repair or replacement of any item of furniture, fitting or equipment identified as being unsafe by the Health and Safety inspection team;
8. Monitor, within the limits of their expertise, the activities of contractors, hirers and other organisations present on site, as far as is reasonably practicable;
9. Identify any member of staff having direct responsibility for particular safety matters and any member of staff who is specifically delegated to assist the board of directors and Head Teacher of each school in the management of health and safety at the school. Such delegated responsibility must be defined as appropriate.

INDIVIDUAL RESPONSIBILITIES

The duties of those employees with responsibility for health and safety are set out within our policy. Details of their individual responsibilities are set out within the Arrangements for Health and Safety section.

Other duties will include:

- Identifying hazards present within any school activities.
- Ensuring risk assessments are undertaken and any actions are followed through to completion.
- Ensuring that hazardous substances are assessed and any actions are followed through to completion.
- Liaising with the Enforcing Authorities as and when required.
- Identifying any training needs.
- The development and implementation of safe systems of work.
- The maintenance of the workplace and buildings.
- Fire and emergency management.
- Ensuring waste is managed.
- Ensuring accidents are reported and investigated.
- Ensuring that any ill-health situations that are caused by work activities are reported and investigated.

COMPETENT ASSISTANCE

The competent assistance and advice is provided by:

Continual Improvement & Development Associates (CIDA)

The **Management of Health and Safety at Work Regulations 1999, regulation 7**, requires that every employer must appoint one or more competent persons to assist them with the implementation and provision of health and safety measures.

The organisation of Health and Safety Consultants indicated above has been contracted to ensure that The Stour Academy Trust is provided with the necessary information, advice and assistance to comply with current Health and Safety Legislation.

CIDA will carry out audits of our Health and Safety Management Documentation in order to measure our health and safety performance. These will be completed within the contractual arrangements at no more than twelve monthly intervals.

RESPONSIBILITIES OF STAFF TOWARDS PUPILS & OTHERS IN THEIR CARE

All staff are responsible for the health and safety arrangements in relation to staff, students, pupils and volunteer helpers under their supervision. In particular, they will monitor their own work activities and take all reasonable steps to:

1. Exercise effective supervision over all those for whom they are responsible, including pupils;
2. Be aware of and implement safe working practices and to set a good example personally. identify actual and potential hazards and introduce procedures to minimise the possibility of mishap;
3. Ensure that any equipment or tools used are appropriate to that use and meet accepted safety standards;
4. Provide written job instructions, warning notices and signs as appropriate;
5. Provide appropriate protective clothing and safety equipment as necessary and ensure that these are used as required;
6. Minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process;
7. Evaluate promptly and, where appropriate, take action on criticism of health and safety arrangements;
8. Provide the opportunity for discussion of health and safety arrangements;
9. Investigate any accident (or incident where personal injury could have arisen) and take appropriate corrective action;
10. Provide for adequate instruction, information and training in safe working methods and recommend suitable "off the job" training;
11. Where private vehicles are used to transport children to and from school functions, staff should ensure that child restraints and seats appropriate to the age of the children concerned are used.

N.B. When any member of staff considers that corrective action is necessary but that action lies outside the scope of their authority, they should refer the problem to the Head Teacher.

ARRANGEMENTS FOR HEALTH AND SAFETY AT WORK

THE HEALTH AND SAFETY INFORMATION FOR EMPLOYEES REGULATIONS 1989 (AS AMENDED)

The regulations require information relating to health, safety and welfare to be provided for our employees by means of posters or leaflets in the 'approved form' and published for the purposes of the regulations by the Health and Safety Executive (HSE).

The regulations require the name and the address of the Enforcing Authority and the Employment Medical Advisory Service to be written in the appropriate spaces on the poster, and when the leaflet is provided, you should specify the information in a written notice.

The poster 'Health and Safety Law' – 'What You Should Know' will be displayed in a prominent position in the workplace where it can be read by all our employees.

Information on the poster states who has overall responsibility for health and safety within The Stour Academy Trust and the name of any safety representatives that have been identified.

NOTICES

All notices whether on Stour Academy Trust premises or elsewhere issued in accordance with the **Health and Safety at Work etc Act 1974** and its associated legislation must be complied with.

All employees, visitors, and contractors alike must take the necessary action to ensure that they are familiar, as far as is reasonably practical, with any warning signs and the meanings and interpretations of signs, both advisory and warning, and comply with them.

Any suggestions on how we may improve health and safety within The Stour Academy Trust should be communicated to your line manager for assessment and feasibility.

All employees and others who may be affected by the contents of this Policy are advised and a master copy of the 'Health and Safety Policy' statement for The Stour Academy Trust is available for review on its website. The policy contains detailed information relating to school activities and a copy is available for you to read.

The Stour Academy Trust consider themselves responsible employers, we will ensure that all employees read the policy and any areas that are not understood are explained to them in detail.

THE HEALTH AND SAFETY (CONSULTATION WITH EMPLOYEES) REGULATIONS 1996

Where there are employees, who are not represented by safety representatives under **The Safety Representatives and Safety Committees Regulations 1977 amended 1997** the employer must consult those employees in good time on matters concerning their health and safety at work. This will be carried out by meetings, talks, use of the notice board and an open door policy.

- The introduction of any measures in the workplace, which may substantially affect the health and safety of the employees.
- The employer's arrangement for appointing or nominating an employees representative and their responsibilities and any resources that may be required to allow them to carry out the duty.
- Any information that the employer is required to provide under relevant statutory provisions
- The planning and organisation of any training requirements with regard to health and safety
- Any new technologies that are brought into the workplace and the training and consequences with regard to health and safety that may arise from the new technology.

To allow the school to carry out this duty consultation with employees will be the responsibility of:

The Head Teacher of Each School

Health and Safety will be a regular topic on departmental meeting agendas.

Regular health and safety information will be posted on a specific notice board. The notice board is located in:

Each Schools Staffroom

IDENTIFYING AND MANAGING HEALTH AND SAFETY RISKS

RISK ASSESSMENTS

The **Management of Health and Safety at Work Regulations 1999, Regulation 3**, requires that we must carry out a suitable and sufficient assessment of the health and safety risks to our employees whilst they are at work. We will also consider those that are not in our employment who may come into contact with our school activities or premises. Before embarking on this task we need to have an understanding of the following:

- A **Hazard** is something with potential to cause harm.
- The **Risk** is a measure of the likelihood that harm will be caused.

The Stour Academy Trust will ensure that we carry out suitable and sufficient risk assessments of all the tasks and equipment connected with our school activities that are likely to present a significant risk of injury or ill health to our employees or others within our activities.

The person responsible for ensuring that risk assessments are undertaken is:

Each Schools Head Teacher

The risk assessments will be made available to all our employees who will read them. After reading and understanding the content of the risk assessment, the employee must sign our confirmation sheet to confirm that they have read and understood the assessment and its findings.

The responsibility for the implementation of risk assessments and any controls that are required rests with the nominated person identified above and shall be supported by any other employees as is required.

The managers or supervisors will also monitor the effectiveness of any actions resulting from the findings of the risk assessments. Any deficiencies that are identified will be reported to the person responsible for carrying out the risk assessments.

All risk assessments will be reviewed annually as a minimum or if there is any significant change that affects the validity of the risk assessment, whichever comes sooner.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

The **Control of Substances Hazardous to Health Regulations 2002 (as amended)** require us to carry out an assessment and record the risks involved with using, storing and handling hazardous substances.

Hazardous substances will not be used handled or stored until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees likely to come into contact with the substance.

Material safety data sheets (MSDS) will be obtained for all hazardous substances purchased and this information will be retained. These data sheets are freely available from suppliers and manufacturers who have a legal obligation to provide them.

We also recognise that as a result of some activities hazardous substances may develop e.g. chemical experiments. These activities will also be assessed and controlled.

The person responsible for carrying out the CoSHH assessments is:

Estates Manager / Contract Cleaning Company / Catering Company

After reading and understanding the content of the CoSHH assessments the employee will sign the confirmation sheet to confirm that they have read and understood the assessment and its findings.

Responsibility for implementation of CoSHH assessments and any controls that are required rests with the nominated person identified above and supported by any other employees as is required.

The effectiveness of the CoSHH assessment and any deficiencies will be reported to the person responsible for carrying out the CoSHH assessments.

All CoSHH assessments will be reviewed annually or if there are any significant changes that affect the validity of the risk assessment, whichever comes sooner.

BIOLOGICAL HAZARDS

Control of Infection

To control the risks associated with biological hazards such as viruses' from blood, faeces, and urine there must be **infection control policies** put into place as a separate item to the Health and Safety Policy, although they should both support each other.

The persons responsible for the Infection Control policy is:

Each Schools Office Manager

The Infection Control Policy must address such issues as:

- Education and training of employees and especially children in infection control issues especially hand washing and personal hygiene.
- Disinfection and decontamination including domestic cleaning.
- Infectious disease reporting and recording.
- Monitoring, surveillance and auditing.
- Use of personal protection equipment including powder free latex gloves.
- Generation, collection and disposal of clinical waste.
- Legionella.

Control of Legionella in Hot & Cold Water systems

To ensure that suitable arrangements are in place for the assessment and then elimination or control of the risk from legionellosis, there is a legionella risk assessment of each school as a separate item to the Health and Safety Policy, although they should both support each other.

Legionella bacteria are commonly found in water. The bacteria multiply where temperatures are between 20-45°C and nutrients are available. The bacteria are dormant below 20°C and do not survive above 60°C.

Legionnaires' disease is a potentially fatal type of pneumonia, contracted by inhaling airborne water droplets containing viable Legionella bacteria. Such droplets can be created, for example, by: hot and cold water outlets; atomisers and whirlpool or hydrotherapy baths.

Anyone can develop Legionnaires' disease, but the elderly, smokers, alcoholics and those with cancer, diabetes or chronic respiratory or kidney disease are at more risk.

Using temperature control

The primary method used to control the risk from Legionella is water temperature control.

Water services should be operated at temperatures that prevent Legionella growth:

- Hot water storage cylinders (calorifiers) should store water at 60°C or higher
- Hot water should be distributed at 50°C or higher (thermostatic mixer valves need to be fitted as close as possible to outlets, where a scald risk is identified).
- Cold water should be stored and distributed below 20°C.

BIOLOGICAL HAZARDS Cont

A competent person should routinely check, inspect and clean the system, in accordance with the risk assessment.

We must identify 'sentinel' outlets (furthest and closest to each tank or cylinder) for monthly checking of the distribution temperatures. We must also check the hot water storage cylinder temperatures every month and cold water tank temperatures at least every six months.

The person responsible for the Legionella Control policy is:

The Estates Manager

The Legionella Control Policy must address such issues as:

- Education and training of employees in legionella control issues.
- Carrying out a full legionella risk assessment ensuring adequate control measures are in place.
- Protocols on water testing procedures and records.
- Systems for disinfection and decontamination of water systems and equipment (including shower heads).
- The treatment of water systems with biocides etc to minimise the growth of legionella.
- Routine monitoring and bacteria checks to monitor the effectiveness of routine operation and maintenance.
- Providing a simple schematic of the water systems to form part of the log book.
- An emergency plan for action to be taken in the event of legionella being detected.
- Monitoring the Legionella control procedure every two years or sooner if legislation changes or if there are changes with work processes.

The policy must be made available and read by all employees who must sign the signature sheet to indicate that they have read and understood the policy.

Any questions about the Legionella control policy must be directed to:

The Estates Manager

The policy must be reviewed annually or when any significant change occurs, whichever is sooner.

The persons responsible for carrying out the Water Temperature and Legionella checks is:

The Estates Team

MANUAL HANDLING

The **Manual Handling Operations Regulations 1992 (as amended)** require that all manual handling tasks must be avoided where reasonably practicable, where this is not reasonably Practicable then an assessment of the risks to employees must be carried out. The manual handling assessments will be made available to all employees.

After reading and understanding the manual handling assessment, the employee will sign the confirmation sheet to confirm they have read and understood the content of the assessment.

The persons responsible for carrying out the manual handling assessments is:

Each Schools Office Manager

Responsibility for implementation of manual handling assessments and any controls that are required rests with the nominated person above, supported by other employees as required.

The manager/supervisor will monitor the effectiveness of the manual handling assessments. Any deficiencies will be reported to the person responsible for carrying out the manual handling assessments.

However, management cannot carry out an assessment for all minor tasks therefore it is the responsibility of employees to mentally assess the risk of harm to themselves and others before carrying out manual handling.

Before carrying out any manual-handling task employees must consider:

The Task – What you are going to do

The Individual – The persons own capabilities

The Load – The weight, size and shape of the load

The Environment – The environment to which the task is being undertaken

If in doubt get help

All manual handling assessments will be reviewed annually or if there is any significant changes that affect the validity of the risk assessment, whichever comes sooner.

PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment (PPE) must be provided for employees where a risk assessment indicates there is a requirement. The equipment provided will be suitable for the task affording the necessary protection.

An assessment of personal protective equipment will be carried out and where a need is identified, the equipment will be provided at no cost to the user.

Where PPE is supplied then employees must use the equipment provided; this is a legal requirement under the **Health and Safety at Work etc Act 1974 section 7**.

The person responsible for the assessment and provision of PPE is:

Each Schools Office Manager

Any questions or complaints (e.g. discomfort) about the PPE provided should be directed to:

The Office Manager

The requirement for PPE will be reviewed regularly. PPE will always be used as a last resort when controlling risks.

WORK EQUIPMENT

The **Provision and Use of Work Equipment Regulations 1998** requires that all equipment and machinery used for work must be suitable for the task. When choosing work equipment a number of factors must be considered:

- The task that the equipment or machinery is to be used for.
- The environment where it is going to be used.
- Who is going to use it?
- All equipment purchased or hired by The Stour Academy Trust must comply with the minimum safety standards as are required by **The Supply of Machinery (Safety) Regulations 2008 (as amended)**. We will also ensure our equipment is in compliance with British and ISO standards and it is CE marked when purchased within the European Union.

The person responsible for the supply, procurement and repair of work equipment and machinery is:

The Estates Manager

Items of work equipment that require statutory inspection by competent persons will be inspected at the required intervals as stated below,

All lifting equipment will be inspected at six or twelve month intervals as required by the **Lifting Operations and Lifting Equipment Regulations 1998**, records will be retained.

The competent person responsible for inspection of lifting equipment is:

Gartec LTD

All portable electrical equipment will be inspected at regular intervals dependant on its type and usage.

The competent person responsible for inspection of electrical equipment is:

Quantec Consultants LTD

Pressure systems will be inspected at regular intervals as determined by the written scheme of examination.

The competent person responsible for inspection of pressure equipment is:

Delron Services LTD

Records of these inspections are kept in:

The trusts cloud based system KLZ

WORK EQUIPMENT - Cont

All defects of any work equipment must be reported to:

The Estates Manager

Records of repair and maintenance are retained and inspections of other work equipment that may deteriorate with use (e.g. play equipment, gym equipment, ladders and stepladders) require such inspections.

Records of repair and maintenance are kept in:

The trusts building maintenance system Every and cloud system KLZ

Machinery Guarding

Under the **Provision and Use of Work Equipment Regulations (PUWER) 1998, Dangerous Parts of Machinery or Equipment (Regulation 11)**, require that all dangerous parts of machinery or equipment must be guarded or covered. Management will ensure that where practicable and technically possible, appropriate guards or covers will be fitted to dangerous parts of machinery or equipment.

Where this isn't a practicable, alternative safety devices and jigs will be provided for the safety of its employees.

Employees are also reminded that they have a duty under the **Health and Safety at Work etc Act 1974** and **The Management of Health and safety at Work Regulations 1999** to work in a safe manner and to use all equipment provided for their safety. Failure to do this may lead to disciplinary action.

Stop Buttons and Guards

The **Provision and Use of Work Equipment (PUWER) 1998 Regulation 16**, requires that emergency stop buttons be fitted to all machinery and equipment where appropriate. The need will be determined by the specific risk assessment carried out on each machine or equipment.

In order to ensure that all guards, covers and emergency stops are maintained and in efficient working order, they will be tested and inspected at regular intervals (e.g. daily checks).

The Technician for the department will ensure that all machinery or equipment guards or covers and stop buttons are tested regularly and the test recorded. Records of maintenance and repair of any work machinery or equipment will be kept available for inspection.

Any electrical work equipment that is used outside will be connected to the electrical circuit via a Residual Current Device that will break the circuit in the event of a fault or incident.

Any maintenance carried out on equipment that may be hazardous to people in his vicinity (e.g. work at height) will be carried out under strict isolation procedures. This may necessitate the need to raise a permit to work.

DISPLAY SCREEN EQUIPMENT (DSE)

The **Health and Safety (Display Screen Equipment) Regulations 1992** require that an assessment of all display screen equipment (DSE) and the workstation be carried out to identify any risks present in relation to essential display screen users as defined in the regulations.

Prior to carrying out the assessment a checklist will be completed so as to identify the presence of any significant risk.

We recognise that DSE users require training and will provide it as necessary.

The person responsible for the assessment of display screen equipment is:

Each Schools Office Manager

The assessments will be reviewed annually or when any significant change occurs.

Eyesight Tests and Corrective Glasses

The Stour Academy Trust accepts their responsibility under these regulations. Should an employee classified as an essential user under the regulations have difficulty with their eyesight whilst using the display screen for their work, then we will pay for an eyesight test. This will determine if the employee requires corrective glasses to reduce the health risks involved in the use of computer screens.

If corrective eyewear is required then we will provide basic eyewear, which must be used whilst the operative is using the computer.

The Stour Academy Trust will not pay for any other type of eyewear, such as bi focal or varifocal. If an employee requires these then they must pay the cost difference.

THE WORKPLACE

The **Workplace Health Safety and Welfare Regulations 1992** are designed to provide employees with a safe place of work and adequate welfare facilities.

We will also ensure that the premises as well as any fixtures, fittings and plant within it do not present a health and safety risk to any children, visitors and contractors that may come into contact with our school activities and premises.

Premises inspections that provide for the early identification of defects and omissions will be carried out at regular intervals by representatives of both the staff and Governing body, when defects and omissions are identified then a time scale and person responsible for repair or implementation will be set.

Inspections of the buildings and outside environment will be carried out every:

Month

All defects and omissions must be reported promptly so that they can be dealt with. The person responsible for dealing with workplace defects is:

The Estates Manager

The Institution of Electrical Engineers Regulations and the HSE recommend that a competent electrician should inspect fixed electrical installations at least every five years and a certificate of inspection obtained and retained.

The person responsible for ensuring electrical installations are inspected is:

The Estates Manager

Any electrical defects must be reported to:

The Estates Manager

In order to maintain a safe and health workplace, good housekeeping is extremely important. All employees have a part to play in the delivery of this requirement. They will ensure that their work areas and equipment is kept in a clean and tidy condition, items and equipment must not be left on the floor to present a trip, slip or fall hazard and any cables are to be routed away from traffic routes.

THE HEALTH ACT 2006

“Smoking” is not allowed in any part of our premises including the playgrounds and entrances. It is also our policy to ensure that this legislation is fully applied and also includes our vehicles and therefore “Smoking” is not allowed. In the event of a person smoking in the workplace areas, disciplinary action will be taken.

Good Housekeeping is Everybody’s Responsibility

THE WORKPLACE

Under the **Gas Safety (installation and use) Regulations 1998** we have a duty to ensure that any installations within the premises are installed and maintained by a competent person. The annual checks will include the effectiveness of any flue, the supply of air for combustion, the operational pressure and the safe function of appliances.

The person responsible for ensuring a Gas Safe registered engineer inspects gas installation is:

The Estates Manager

CONTROL OF CONTRACTORS

All contractors (for example electricians, window cleaners, painters, and decorators, plumbers), must report to reception on arrival and departure from the school. This is to ensure that the Head Teacher can make necessary arrangements to ensure the safety of staff and pupils.

We also understand that the controls must also protect the contractor from any risks from hazards that may arise as a result of our school activities.

Prior to any contractor carrying out any work at our school premises or elsewhere on our behalf, the contractor must produce or complete the following:

- A copy of their current Employer and Public liability insurance.
- Copies of any accreditations applicable to the job they may have.
- A method statement for the task they are to carry out.
- Copies of all risk assessments relevant to the job.
- Any other information that may affect the health and safety of anybody involved.

The person responsible for the control of contractors is:

Hub Site Managers / Estates Manager

SECURITY

The Stour Academy Trust security is of paramount importance. All staff are responsible for being vigilant and acting decisively and quickly should they notice a breach of security or security risk e.g. stranger on or near premises without identification etc.

The Head Teacher, staff and board of directors regularly review security arrangements for the site.

1. Access is via the main entrance only once the school day has begun. Staff may open external doors for lunchtimes and breaks. These doors once open are monitored at all times and locked when not in use.
2. Signs point out the main entrance and detail the need to register with the school office staff.
3. Signing in must be completed by **all** visitors and badges are issued to identify authorised visitors.
4. Children arriving late or needing to leave the school before the end of the day **must** register at the office.

However, the whole community is encouraged to keep our school safe and secure by:

1. Notifying police immediately of any trespassers on the premises in or out of school working hours or of any unauthorised use of any part of the premises.
2. Notifying police if the alarm light is flashing or siren sounding.
3. By reporting any unusual suspicious sightings of cars or persons in the close proximity to the school.
4. Reporting of incidents that happen to their child or themselves e.g. asked to get in a car, offered sweets, asked questions about school routines etc.

ASBESTOS

Under The Control of Asbestos Regulations 2012: requires us to protect the health and safety of our employees and others who may be affected by our undertaking, whether the work is for us or not.

Asbestos substances or materials will not be used handled or stored until a suitable and sufficient risk assessment has been carried out. The findings and content of the risk assessment will be communicated to all employees likely to come into contact with the substance.

The person responsible for ensuring a risk assessment has been undertaken and an Asbestos Survey or Register is obtained before any work is undertaken is the responsibility of:

The Estates Manager

We recognise that Asbestos Exposure requires us to provide health surveillance of our employees. The level of health surveillance is dependent upon the level of exposure and the hazardous substance involved. This will be determined at the Asbestos assessment stage and form part of the control measures required

LONE WORKING

The Stour Academy trust has a duty to ensure the safety of lone workers as far as reasonably practicable. As far as the Health and Safety at Work, etc Act 1974 is concerned, the responsibility of the employer to ensure the safety of lone workers does not differ much from that of the responsibility to ensure the safety of employees working in a group or under close supervision.

Employees must co-operate with management to enable them to comply with their health and safety duties in respect of lone working. Section 7 of HASWA requires employees to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

The Stour Academy Trust will manage the risks associated with lone working by the following means;

- Risk assessments will be carried out for all lone working activities. This will enable us to establish the degree of risk and to put in place the control measures required to reduce the risk to an acceptable level. Risk assessment will take into consideration the person, the equipment/materials being used and the environment where lone working is carried out. The assessment will also consider the emergency arrangements including rescue and first aid.
- We will ensure that the required communication equipment and procedures are implemented to enable employees to be communicated with at suitable intervals (the degree of risk determines what constitutes a suitable interval). The means of communication will be determined via the risk assessment process, but the telephone is an obvious means, with mobile telephones or two-way radios for workers who may be working at remote `out-stations`.
- Only trained, competent and authorised persons will be permitted to work alone. Training, information and instruction will be provided following the satisfactory completion of a suitable and sufficient risk assessment.

Whether or not a person will be permitted to work alone in or out of normal hours, will depend on the degree of risk posed by the work, the working environment and on the individual.

The person responsible for ensuring that the risk assessment for lone working is carried out:

Each Schools Head Teacher

The person responsible for developing procedures for the lone working activity is:

Each Schools Head Teacher

FIRST AID

The **Health and Safety (First Aid) Regulations 1981 (as amended)** requires us to provide adequate first aid equipment and a sufficient number trained people to administer first aid when required.

We will carry out a first aid risk assessment; this will enable us to establish the number of trained first aid person/s we require as well as the amount of first aid equipment needed.

The School's appointed first aider will take charge of first aid arrangements.

Factors considered will be:

- The number of people involved.
- The level of risk that our school activity presents (low, medium or high risk).
- The proximity of our school (location e.g. rural or town centre that may affect the speed at which the paramedics will arrive).
- Any other issues that may affect the assessment.

The first aid boxes are located in:

First Aid Rooms / Admin Offices

All accidents are to be reported and entered in the relevant accident book, which are located in:

Admin Offices

All accidents will be investigated and remedial actions identified this will prevent reoccurrence of the same or similar incidents. The level of investigation will depend up on the seriousness of the accident.

The person responsible for investigation of accidents is:

Each Schools Head Teacher

REPORTING OF INJURIES DISEASES AND DANGEROUS OCCURRENCES (RIDDOR) REGULATIONS 2013

Under these regulations specific work related accidents, diseases, and dangerous occurrences must be reported to the Enforcing Authorities. The method of reporting is through the **Incident Contact Centre (ICC)**. Although there is a comprehensive list of reportable situations within the regulations the main incidents that must be reported are:

- Fatalities –These must be reported as soon as possible by the quickest method possible, usually by telephone.
- Major injuries such as broken bones and back injuries etc.
- Injuries that causes the employee to be away from his/her normal work activity for more than seven days incapacitation (not counting the day on which the accident happened). Incapacitation means that the worker is absent or is unable to do work that they would reasonable be expected to do as part of their normal work.
- Any incident that leads to a member of the public being taken to hospital by any means.
- Diseases.
- Dangerous Occurrences.

You are only required have to report injuries that lead to a worker being incapacitated for **more than seven consecutive days** as the result of an occupational accident or injury (not counting the day of the accident but including weekends and rest days). The report must be made within 15 days of the accident.

The person responsible for reporting incidents is:

Each Schools Head teacher

You must still keep a record of the accident if the worker has been incapacitated **for more than three consecutive days**. If you are an employer, who must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record can be treated as a record for the purposes of RIDDOR.

The record must include information such as:

- The name and occupation of the injured person or those involved in the incident.
- The status of the injured person (employee or visitor/contractor).
- The location of the incident.
- A brief description of the incident or disease.
- The date, time and method of reporting.

Incidents and diseases can be reported by the following methods:

Online

Go to www.hse.gov.uk/riddor and complete the appropriate online report form. The form will then be submitted directly to the RIDDOR database. You will receive a copy for your records.

Telephone

All incidents can be reported online but a telephone service remains for reporting **fatal and major injuries only**. Call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

FIRE SAFETY

Under the **Regulatory Reform (Fire Safety) Order 2005** and the **Management of Health and Safety at Work Regulations 1999** employers are required to undertake a specific risk assessment of the risks posed by fire within their school's undertaking.

A specific fire risk assessment will be undertaken and the findings implemented. The fire risk assessment will be reviewed at least annually, or if there is any significant change in the circumstances.

Essentials

Fire prevention is part of everyone's duties. Attention should be paid to checking the premises before leaving at night to ensure no appliances have been left on which could lead to a fire developing whilst the premise is unoccupied. In line with good practice and managing the environment electrical appliances should be switched off when not in use rather than left in standby mode. This should include computers, kettles etc. If equipment must be left on or in standby mode it should be kept clear of combustible material to reduce the risk of a fire developing through fault when unattended.

The volume of combustible rubbish must be kept to a minimum to reduce the risk of fire, with arrangements in place to have large amounts of combustible rubbish removed from the building.

Fire Drills

In the event of a fire being discovered the nearest call point should be broken and only if safe to do so a fire extinguisher used to attempt to limit the fire spread.

In the autumn term the staff and children will be informed before the first drill is to be held and all staff and pupils will be walked through the procedure. No warning will be given on subsequent occasions and there will be additional drills during the year.

The alarm system will be tested weekly with records maintained by:

Hub Site Manager / Caretakers

The person responsible for carrying out the evacuation practices at least three times each academic year and then recording the results is:

Each Schools Head Teacher

All fire extinguishers are inspected by a competent person annually and must be replaced when discharged. The competent person for fire extinguisher inspection is:

Inspection services LTD

FIRE SAFETY

The emergency lighting will be tested monthly and any defects found reported and repaired the persons responsible for this are:

Hub Site Managers / Caretakers

Emergency exits and evacuation routes will be kept clear at all times and checked at regular intervals the persons responsible are:

Hub Site Managers / Caretakers

Flammable Liquids and Compressed Gases

All flammable liquids and gases will be stored safely, Flammable liquids will be kept in a flameproof locker and employees will return them to the locker after use.

Flammable Liquids are not to be left near sources of heat or ignition.

DANGEROUS SUBSTANCES AND EXPLOSIVE ATMOSPHERES

The **Dangerous Substances and Explosive Atmospheres Regulations 2002** require that we assess the level of risk of explosion that our work processes and substance use and storage may cause.

An assessment will be carried out to determine whether there is an explosive risk. The detail considered will be as follows:

- The properties of the substance.
- The process and any dusts or fumes that are generated.
- Purchased products such as Compressed and flammable gases.
- The type of machinery and/or equipment used in the area.
- The sources of ignition evident.

If the findings of the risk assessment determine there is a risk of explosion then we will introduce measures to reduce the risk, these will include the following:

Categorising the area into zones depending upon the level of risk:

- **Zone 0:** Is an area where an explosive atmosphere is present continuously or for long periods.
- **Zone 1:** Is an area where an explosive atmosphere is likely to occur during normal operations.
- **Zone 2:** Is an area where an explosive atmosphere is not likely to occur but if it does then it will be for a short period only.

These areas will be designated using signs; the sign used will be of the approved type. This is a yellow Triangle with black edging and black lettering EX.

All equipment used in these areas will be categorised as follows:

- Category 1 equipment will be used in **Zone 0**
- Category 1 or 2 equipment will be used in **Zone 1**
- Category 1 2 or 3 equipment can be used in **Zone 2**

Any significant findings from the assessment will be recorded. The records will detail the identity of the substances and most importantly the measures to be taken so as to reduce the risk to the lowest level possible.

All employees will be provided with all the necessary information, instruction, training and supervision. This is to ensure the level of risk is reduced as far as possible. They are also made aware of the risks involved so they can maintain a safe working environment.

All records will be reviewed annually or when any significant change takes place.

The person responsible for carrying out the DSEAR Assessments is:

The Estates Manger

WASTE MANAGEMENT

The **Environmental Protection Act 1990** places a “Duty of Care” on producers of waste to ensure that it is disposed of correctly. The duty has 5 aspects:

- To prevent the keeping, treatment or disposal of waste without a licence.
- To prevent the escape of waste.
- To transfer waste only to an authorised person.
- To ensure that there is clear labelling and information of the waste.
- To retain documentary evidence.

To enable the premises to carry out this duty a written system and procedures for the identification, segregation and disposal of waste is in place. The person responsible for the development and implementation of this system of waste management is:

The Estates Manger

There are two categories of waste produced by the premises, domestic waste and controlled waste.

Domestic waste will be collected and disposed of by:

Virridor

Controlled waste will be collected and disposed of by:

Virridor

Who are properly licensed and authorised waste disposal agencies.

Records of waste transfer will be kept in the Admin Office and a receipt **must** be obtained from the disposal agency on collection of the waste.

The waste management system will be audited and reviewed annually to ensure that the system works and is being adhered to.

The system will be audited by:

Estates Manager

STRESS

The Stour Academy Trust recognises that employees are our most valuable asset and where reported and increased pressures at work could cause high and long-lasting levels of stress. This will be assessed and appropriate measures taken to prevent, control, reduce or eliminate the causes of work related stress. However, The Stour Academy Trust cannot be held responsible for stress caused by outside sources such as financial or domestic problems.

Tackling work-related stress at source requires a partnership approach with all employees and their representatives based on openness, honesty and trust. Systems and guidance will be put in place locally to encourage managers to support their staff concerning work related stress. We recognise that non-work problems can make it difficult for people to cope with pressures of work. Stress does not affect all people in the same way and one person may find a job stressful when another does not, therefore it is difficult to assess the risk to all employees.

Employees are encouraged to discuss any matters that may affect their work with a manager / supervisor with whom they feel comfortable. If we are aware that someone is particularly vulnerable because of their circumstances we may be able to find ways to relieve the pressures at work so they do not become excessive, having a detrimental effect on their work.

Stressful situations can be reported in confidence to;

Each Schools Head Teacher

Stress counselling will be provided if and when necessary by:

The Employees General Practitioner / External Occupational Health

Controlling the risk from Work Related Stress

Risks from stress are effectively controlled so far as reasonably practicable by the identification and assessment of potential work related stressors. We will encourage effective communication between management and employees particularly where there are organisational and/or procedural changes that may affect their work.

Training and guidance is provided to all managers and employees in good management practice. Employees are adequately trained, understand their roles and responsibilities and have sufficient

information for the tasks they are to undertake. Positive behaviours to avoid conflict and ensure fairness are promoted throughout the organisation.

Employees are consulted on work patterns, work environment and on all proposed action relating to the prevention of work related stress. Employees are given adequate and achievable demands in relation to agreed hours of work.

Employees affected by stress are treated with understanding and confidentiality and are told what will happen with any information collected. Individuals who have been absent with stress are supported and consulted on a planned return to work. The source(s) of stress are addressed as far as is reasonably practicable and the effectiveness of measures to reduce stress is monitored.

VIOLENCE, AGGRESSION & CHALLENGING BEHAVIOUR AT WORK

The Stour Academy Trust will so far as reasonably practicable, examine all workplaces and activities under our control to assess the risks to the health and safety of employees, temporary workers, vulnerable persons or others concerning the risks from violence, aggression and challenging behaviour.

The Stour Academy Trust will identify situations which may expose our employees to violence or challenging behaviour and also identify those employees who may be at greater risk of such circumstances occurring or developing.

We will ensure arrangements are in place to protect our employees from violence or challenging behaviour whilst conducting their various tasks on behalf of The Stour Academy Trust We will implement procedures to ensure the safety of employees who are required to work alone or unsupervised for significant periods of time.

Training, information and instruction will be given to all employees to ensure they fully understand the arrangements and procedures in place to protect them. Action will be taken immediately should a report and/or threat of violence or challenging behaviour (including verbal abuse) be reported. These arrangements and procedures will be maintained to ensure adequacy and suitability and will be amended or developed as necessary to ensure the wellbeing of our employees.

All persons who may be at an increased risk from violence or challenging behaviour are identified and receive appropriate training to deal with such situations. Training in the prevention and management of violence, aggression and challenging behaviour will be provided where it is considered necessary and employees are encouraged to report any threats, incidence of violence, aggression or challenging behaviours.

A formal system for reporting threat and/or incidents concerning violence, aggression or challenging behaviours is initiated and maintained. All employees are aware of the procedure for reporting violent or potentially violent incidents and action on reports of violence at work is taken immediately. Procedures are in place to deal with emergency situations.

Violence and aggression in the workplace is unacceptable but is a recognised hazard, therefore to reduce the risk to any of our employees a risk assessment will be carried out and reviewed as and when required but at least annually.

Violence, aggression and challenging behaviour risk assessments will be undertaken by:

Each School Head Teacher

Violence, aggression and challenging behaviours can be reported in confidence to:

Each School Head Teacher

Where appropriate, support/counselling is offered to any employee who is subjected to violence at work which can be obtained from HR department and external Occupational Health providers.

PREGNANCY

It is important to The Stour Academy Trust that the health, safety and welfare of all our employees is safeguarded. We recognise our responsibilities under the **Management of Health and Safety Regulations 1999 Regulation 16** and realise that if any of our employees become pregnant they must inform their manager/supervisor immediately. This can be verbally but must be followed up by a written confirmation from their doctor.

The management will carry out an individual specific risk assessment of the work that the employee does for the company to determine any risks to her and her unborn baby that may arise from the work activities.

The risk assessment will be carried out by:

Each Schools Head Teacher

Where the risks are significant then assistance or alternative employment will be provided.

Pregnant employees must not:

- Carry out manual handling tasks (Lifting and Carrying).
- Use or come into contact with any chemicals.
- Work at height (stand on stepladders, step ups etc).

Pregnant employees must:

- Work to the controls put in place by the risk assessment.
- Inform their line manager/supervisor of any problems or changes that may occur during their pregnancy so that the risk assessment can be reviewed.

To maintain a safe working environment for any pregnant employees a suitable rest area will be provided for them to rest if required.

Seating will be provided for the employee to carry out their work.

YOUNG PERSONS (AS WORKERS)

The Management of Health and Safety at Work Regulations 1999 Regulation 19 defines a young person as someone who is over the legal school leaving age of 16 years but has not reached the age of 18 years.

Due to of their lack of experience, maturity and lack of awareness it is essential that they are supervised at all times until they gain the required experience, maturity and awareness of the risks.

A risk assessment will be carried out to determine any risks that the young person may be exposed to; the risk assessment will be carried out by:

Each Schools Head Teacher

Any young person will be provided with all the information; instruction, training and supervision they require. They will also be provided with a mentor (responsible employee), who has accepted the responsibility of overseeing the young person.

Young person's will not be allowed:

- To carry out work that is beyond their mental and physical capability.
- To be exposed to substances that is toxic or carcinogenic.
- To carry out tasks that can involve risks be assumed is beyond their recognition.
- To be exposed to extremes of heat, cold, noise and vibration.

The young person must:

- Carry out all reasonable instructions given to them by their mentor.
- Refrain from horseplay or practical jokes.
- Report any thing that they feel unsure or unsafe about.

FOOD SAFETY

The **Food Safety Act 1990 (as amended)** and **Food Hygiene (England) Regulations 2013**, as amended, set out basic hygiene requirements for all aspects of our food business operation. This includes our premises and facilities to the personal hygiene, cleanliness and food hygiene training for food handlers. The aim of this policy is to set the highest standards with regard to food hygiene where food is stored, prepared, served or consumed and provide safe and wholesome food to our customers.

A documented food safety management system based on HACCP principles will be implemented and maintained, and that is suitable for our food business operation and understood by all food operatives and management who have a responsibility for food safety. A review of the food safety management system will be undertaken annually or as new legislation is introduced or when significant changes are made to our food operations.

All staff that handle or prepare food will be provided with appropriate information, training, instruction and supervision. Staff will be issued with guidance on the essentials of food hygiene and where appropriate HACCP procedures prior to the commencement of employment.

The Person responsible for food safety is:

Nourish Contract Catering

All food handlers have a responsibility to ensure that a high degree of personal hygiene and cleanliness is maintained when preparing food including wearing suitable, clean and where appropriate protective clothing. Food handlers must be in good health and should be made aware of the need and the procedure for reporting illnesses or diseases.

The person responsible for maintaining the food safety management system is:

Nourish Contract Catering

FOOD ALLERGENS AND INTOLERANCE

The **Food Information Regulations 2014** requires food businesses to provide allergy information on food sold unpackaged and allergenic ingredients in pre-packed foods. Food businesses must declare any of the 14 identified allergenic ingredients which are used in non-pre-packed or loose foods sold or provided to consumers.

We will ensure we provide suitable information concerning the ingredients used in the preparation of any food made, sold or provided to our students either written or verbally concerning any of the 14 listed allergens.

Under the **Food Information Regulations 2014** employees who work in the kitchen preparing food must receive suitable training on food allergies and intolerance prior to starting work in the kitchens. The training highlights steps to be followed to make sure good practice is used in the production of food by catering staff.

The Person responsible for ensuring compliance with the Food Information Regulations is:

Office Managers

WORKING AT HEIGHT

The **Working at Height Regulation 2005 (as amended)** requires us to consider a number of key elements prior to carrying out any work that involves climbing from floor level.

We are required to suitably and sufficiently assess the risks involved in working at height. This will involve consideration of the following key factors:

- Is there a specific need to work at height or can the operation or task be carried out without working at height?
- Is the equipment we provide suitable for the task involved and does it allow ease of access to the working area?
- Is the equipment used to access the work area maintained?
- Are the employees we intend to use suitably trained to carry out the task and is their level of fitness acceptable?
- If employees are required to access surfaces at height, then we must take into account the surface of sufficient strength to support the persons involved.
- The height involved must also be taken into account, as well as should a fall occur what is the employee likely to fall on or into. A secondary means of supporting the employee should he/she fall must be provided for the higher access tasks.
- If the task requires employees to work outside, then the weather conditions must be taken into account. If the weather conditions are adverse and likely to threaten the safety of our employees, then the task will be postponed until such time when it is safe to precede.

We will carry out a risk assessment, taking into account the factors indicated above. If the work is beyond what we consider acceptable then we will call on the services of a specialist contractor to make the work zone easily accessible to our employees.

The person responsible for carrying out the working at height assessments is:

Hub Site Managers

EDUCATIONAL VISITS

The Head Teacher may delegate the task of co-ordinating educational visits but will ensure that the arrangements are reviewed prior to the commencement of the trip.

A risk assessment **must** be made for every visit.

In particular we will ensure that reputable companies are hired to transport children on school outings. The board of directors insist that only transport with seat belts be hired for such purposes.

The Class-teacher will have undertaken a preliminary visit to the location of the outing and assessed risks, emergency facilities, standby vehicle etc.

All trip applications must follow the documented procedure including adequate risk assessment and formal approval by the Head Teacher.

The Class-teacher will ensure that adult: pupil ratios are in line with DCSF guidelines or more favourable whenever possible.

The Class-teacher or Assistant will provide a checked medical box and other equipment necessary for the outing.

The Class-teacher or Assistant will be aware of any medical conditions which may affect any child during the outing. Necessary precautions to deal with problems should be taken.

The Class-teacher or Assistant must check that there is a signed consent form from the parent of each child taking part in any outing.

Review

Teachers are encouraged to review each visit both in terms of educational value and the safety performance; for example did the coach company comply with the collection/pick-up arrangements?

We will ensure that where the review identifies serious failings that we learn from that experience and consider finding alternatives.

TRAINING

The Stour Academy Trust recognises its duty to provide its employees with whatever training is required so that they can carry out their job in a safe manner. This will ensure they are protected from hazards and that they do not cause anyone to be harmed by their activities.

To ensure this is carried out the person below has been appointed to identify any training needs:

HR Department

The type of training that will be provided is:

- Induction training for all new employees.
- Job specific training for all new employees or employee who transfers to other roles.
- Health and safety training for all employees that have been given specific tasks in the policy and to allow all employees to carry out their jobs safely.
- Extra training and supervision will be provided for young people because of their immaturity and lack of experience.
- Training will either be provided in house where appropriate or by an accredited training provider.

All training will be recorded and retained with the employee's personal file, the employee will sign to confirm that they have received the training and understood it.

The person responsible for maintaining the training records is:

Each Schools Office Manager

Health and Safety Training should include:

- Risk and CoSHH assessment training when applicable.
- Manual handling training as and when required.
- Use of Personal Protective Equipment (PPE) when issued.
- Use of Display Screen Equipment where necessary.
- Health and Safety awareness.
- Fire prevention and safe use of fire equipment.
- Any other training that may be relevant to their tasks or health and safety.

GENERAL GUIDELINES FOR EMPLOYEES

- You must not commit or allow to be committed any act which may result in potential danger in any way.
- You must attend as requested any training course, meeting etc, designed to further the interests of health and safety.
- You must observe all laid down procedures concerning work activities, equipment, materials and substances.
- You must ensure you understand the Health and Safety Policy and familiarise yourself with safety information and instructions.
- You must observe all safety rules on and off the trusts property.
- You must comply with all written or verbal instructions given to you to ensure your personal safety and the safety of others.
- You must conduct yourself in an orderly manner at all times and not stray from responsible behaviour.
- You must dress with health and safety of yourself and others in mind.
- You must use the safety equipment and/or protective clothing provided.
- You must avoid improvisation in any form, which may create a risk to your safety or the safety of others.
- All employees are to obey the rules of The Stour Academy Trust as contained in the Contract of Employment..
- If at any time you are unsure about duties you may be asked to perform, then you must inform your Team leader.
- Co-operation is vital to ensure successful health and safety standards.
- Health and safety notices will be posted on notice boards from time to time you must ensure you view this information.
- No alcohol or non-medical drugs are to be consumed during working hours. Employees found to be under the effects of either will subject to disciplinary action.

AMENDMENT RECORD

Issue	Date	Reason for Change/Details	Changed By
<i>01</i>	<i>08/06/2018</i>	<i>Original Release</i>	<i>Richard Baker</i>
<i>02</i>			