



12: Health and Safety

T-Club-6 takes the maintenance of health and safety extremely seriously as a matter of both legal and moral importance. All staff will be familiarised with the provisions contained within this policy as part of their induction and be expected to act in accordance with them at all times.

The Club has a duty to ensure the health, safety and welfare of all staff, children, visitors and other individuals who may be affected by the Club's activities and actual existence.

Regulations

The Health and Safety at Work Act 1974, The Workplace (Health, Safety and Welfare) Regulations 1999 and their associated Approved Code of Practice (ACoP) and guidance (including hygiene requirements) will be complied with at all times. The Manager and staff will always strive to go beyond the minimum statutory standards to ensure that health and safety remains the first priority.

Liability

Under provisions contained in the Occupiers Liability Act 1957, the Club has a duty to ensure that both children and any visitors are kept reasonably safe. The committee and manager are responsible for this duty.

The Club's full responsibilities and procedures in respect of Health and Safety, are contained in this policy, alongside the relevant sections of the following policies:

- Staffing
- Physical Environment
- Equipment
- Risk Assessment
- Site Security
- Fire Safety
- Visits and Outings
- Health, Illness and Emergency
- Hygiene
- Managing Behaviour
- Child Protection
- Documentation and Information

Arrangements and Procedures

The steps below will be actioned as a matter of course:

- Create an environment that is safe and without risk to health.
- Prevent accidents and cases of work-related ill health.
- Use, maintain and store equipment safely.
- Ensure that all staff are competent in the work in which they are engaged.

Responsibilities

It is vital to ensure that health and safety matters are taken seriously by all members of staff and other persons who are affected by the Club's activities. Staff who have been found to have blatantly disregarded safety instructions or recognised safe



practices will be subject to the procedures laid out in the Staff Disciplinary & Grievance Procedures policy.

The **Committee** holds ultimate responsibility and liability for ensuring that the Club operates in a safe and hazard free manner. The Committee – along with the Manager – is responsible for undertaking the following actions and for ensuring that staff both understand and accept their responsibilities in relation to health and safety procedures.

- Monitor and record the effectiveness of the Health and Safety policy and authorising any necessary revisions to its provisions.
- Provide adequate resources, including financial, as is necessary to meet the Club's health and safety responsibilities.
- Provide adequate health and safety training for all staff and keep a record of this.
- Ensure that all accidents, incidents and dangerous occurrences are adequately reported and recorded (including informing the Health and Safety Executive, and Ofsted, where appropriate).
- Reviewing all reported accidents, incidents and dangerous occurrences, and the Club's response, to enable corrective measures to be implemented.
- Ensuring that all staff, students, volunteers and any other adult who come into contact with children at the Club has appropriate and up to date enhanced DBS checks.

The committee will ensure that a clearly defined procedure for emergency evacuation of the premises is in place and adequate arrangements exist (see policy 15 Fire Safety and Lock Down).

The **Manager** is responsible for the day to day implementation, management and monitoring of the Health and Safety policy. The Manager is required to report any matter of concern regarding the Health and Safety policy to the committee.

The Manager will ensure that:

- An additional designated member of staff, each night, is made jointly responsible with them for the health and safety and risk assessment provisions at the Club, as set out in this and other policies.
- Regular safety inspections are carried out and the reports accurately logged (e.g. Premises check, risk assessments, Pat Testing) and recorded.
- Any action required as a result of a health and safety inspection is taken as rapidly as possible.
- Information received on health and safety matters is distributed to the Registered Person and all members of staff.
- An investigation is carried out on all reported accidents, incidents and dangerous occurrences.



- Staff are adequately trained to fulfil their role within the Health and Safety policy.

Staff are responsible for ensuring that the provisions of the Health and Safety policy are adhered to at all times. As such, they are required to:

- Have regard for the Health and Safety policy and their responsibilities under it.
- Have regard for any health and safety guidance issued by the Manager or the designated member of staff, and act upon it whenever appropriate.
- Take reasonable care for their own health and safety as well as of other persons who may be affected by their acts or omissions at work.
- Take all reasonable care to see that the equipment and premises that are used by children, and the activities that are carried out at the Club, are safe.
- Report any accidents, incidents or dangerous occurrences that have led to, or may in the future be likely to lead to, injury or damage, and assist in the investigation of any such events.
- Undergo relevant health and safety training when instructed to do so by the Manager.

Communication

All staff shall be made aware of communication channels within the setting for health and safety. The manager will ensure that all health and safety guidance and advice is kept together in the safety file in a place that is easily accessible to all staff. All such advice is communicated to staff where relevant and incorporated into the setting procedure.

Risk Assessment

The manager will ensure that regular risk assessments are carried out in accordance with the Risk assessment Policy. The assessments will be used to identify health and safety hazards and ensure that where they cannot be eliminated the associated risks are reduced or otherwise adequately controlled.

Testing

The Fire Alarm & Fire Equipment will be tested in accordance with the Reigate Priory School's policy and they will have records of these.

Insurance

The Children Act 2006 and the Health and Safety at Work Act 1974, place a number of legal responsibilities on the Club. The Club has insurance cover appropriate to its duties under this legislation, including Employer' Liability Insurance. Responsibility will, in most cases, rest with the Club, but staff will take reasonable care, both for themselves and other people who may be affected by their acts or omissions at work.