



SCOIL MHUIRE CARLANSTOWN

CARLANSTOWN, KELLS, CO MEATH

ROLL NO 18132Q

HEALTH & SAFETY POLICY

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Introduction

The school safety policy has been devised in accordance with the Safety, Health and Welfare at Work Act 2005 and with the Health and Safety Authority (HSA)- Safety and Health in Education Guidelines. It is the policy of the Board of Management to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all staff and to protect students, visitors, contractors and other persons at the school from injury and ill health arising from any work activity. The successful implementation of the policy requires the full support and active cooperation of all staff, students, contractors and visitors to the school. The Board recognizes that hazard identification; risk assessment and control measures are legislative requirements, which must be carried out by the employer to ensure the safety, health and welfare of all staff. The Board of Management, as employer undertakes in so far as is reasonable practical to:

1. Promote standards of safety, health and welfare that comply with the provisions and requirements of the Safety, Health and Welfare at Work Act 2005 and other relevant legislation, standards and codes of practice;
2. Provide information, training, instruction and supervision where necessary, to enable staff to perform their work safely and effectively;
3. Maintain a constant and continuing interest in safety, health and welfare matters pertinent to the activities of the school;
4. Continually improve the system in place for the management of occupational safety, health and welfare and review it periodically to ensure it remains relevant, appropriate and effective;
5. Consult with staff on matters related to safety, health and welfare at work;
6. Provide the necessary resources to ensure the safety, health and welfare of all those to whom it owes a duty of care, including staff, students, contractors and visitors.

To these ends the Board is committed to ensuring the following;

- The design, provision and maintenance of all places in the school shall be safe and without risk to health.
- There shall be safe access to and from places of work.
- Plant and Machinery may be opened safely in so far as is possible.
- Work systems shall be planned, organised, performed and maintained so as to be safe and without risk to health.
- Staff shall be instructed and supervised in so far as is reasonably possible so as to ensure the health and safety at work of its employees.
- Plans for emergencies shall be complied with and revised as necessary.
- The Board of Management will continually revise this statement as necessity arises, and shall be re-examined by the Board on an annual basis.

Relationship to Ethos

This policy has been drawn up in consultation with staff, parents and the Board of Management and with reference to the school's mission statement. Scoil Mhuire Carlanstown is a Catholic Primary school in which we strive to learn together in a happy and safe environment, where everyone is valued, respected and encouraged to do their best. This document sets out the safety policy of the school and specifies the means to achieve that policy. The successful implementation of the policy requires the full support and active cooperation of all staff, students, contractors and visitors to the school. It is important to read the document carefully and understand your own role in the overall arrangements for health and safety in the school. Staff, parents and others are encouraged to put forward suggestions for improvements to the statement. This document should be considered in conjunction with other policies of the Board of Management, including;

- *Child Safeguarding Statement*
- *Critical Incident Policy*
- *Anti Bullying policy,*
- *AUP policy,*
- *Administration of First Aid /Medicines policy*

Rationale

The Board of Management recognises and accepts not only its statutory responsibilities but also its obligations as an employer to direct, manage and achieve, in so far as it reasonably possible, the safety, health, and welfare at work of every employee, pupil and visitor alike. The Board of Management believes that each employee accepts his or her legal and moral responsibilities for improving and maintaining safety, health and welfare in the workplace and for behaviour which does not jeopardise the individual's personal safety, health and welfare at work of that of others.

School Profile

Carlanstown NS is a mixed mainstream primary school with two Early Intervention ASD Classes. It operates according to the rules of the Department of Education and Skills under the patronage of the Catholic Bishop of Meath. At present there are 159 pupils. The staff consists of 10 teachers, 7 special needs assistants, a part-time secretary, caretaker & cleaner.

The statement applies to the use of all the school buildings, temporary & permanent and the schoolyard, pitch and garden.

Resources for Health, Safety and Welfare

The following resources are in place within the school;

- *Fire extinguishers break glass units and a fire alarm system is in place in the school and are maintained annually in line with fire safety guidelines.*
- *A stocked first aid kit is kept in the staffroom.*
- *There is a locked first aid cabinet in the staffroom for emergency medications needed by some pupils.*
- *Policies regarding behaviour in the school and the schoolyard, bullying and administrations of medicines are*

in place in the school.

- *Staff are trained in first aid.*
- *Access to the school is carefully monitored and procedures are in place for the safe collection of children.*
- *The health and safety officer on the Board together with the principal/health and safety representative undertake safety audits and arrange for repairs as necessary.*
- *Fire drills are carried out regularly and pupils are instructed in the safe evacuation procedures.*

Roles and Responsibilities

Board of Management (Safety officer)

Overall responsibility for safety and health matters rests with the Board of Management and the Board has nominated one of its members as safety officer. This officer shall monitor safety generally and operation of safety procedures within the school. In addition, the Board will comply with its legal obligations as employer under the 2005 Act and will

- *Ensure that the school has written an up to date safety statement.*
- *Guide and advise on all health, safety and welfare at work matters.*
- *Ensure that safety procedures are adequately communicated to staff*
- *Review the implementation of the safety management system and the safety statement at least annually or when changes that might affect workers' safety, health and welfare occur.*

Principal

In consultation with the safety officer, the principal has responsibility for co-ordination of all safety and health matters including;

- *Complying with the requirements of the 2005 Act;*
- *Managing safety, health and welfare in the school on a day-to-day basis*
- *Communicating regularly with all members of the school community on safety health and welfare matters.*
- *Ensuring all accidents and incidents are investigated and all relevant statutory reports completed*
- *Coordinating fire drills, training, etc. with the relevant post holder*
- *Ensuring that fire-fighting equipment is tested annually.*
- *Ensuring that all contractors provide a safety plan to the school before commencing work.*

Relevant Post Holders/Safety Rep

The responsibilities of the safety representative include ;

- *Organising fire drills on a regular basis and updating evacuation plan as necessary.*
- *Bringing to the attention of the safety officer any items of health and safety that need attention*
- *Ensuring an adequate supply of first aid kits for use on school trips*
- *Affording all possible co-operation to inspectors and officials of the relevant bodies concerned with safety and health standards.*

Employees

Employees have a specific responsibility (section 13 of the safety and Welfare at Work Act, 2005) for their own safety and that of any person who may be affected by his/her acts or omissions while at work. All staff are required to;

- co-operate with school management in the implementation of the safety statement;
- inform students of the safety procedures associated with individual subjects, rooms, yard, hall or tasks
- ensure that all activities are planned so that they may be carried out safely.
- check classroom/immediate work environment to ensure it is safe and free from fault or defect
- ensure that all electrical appliances are turned off at the mains before going home.
- co-operate with the employer and any other person to such extent as will enable the employer or the other person to comply with any of the relevant statutory provisions.
- Report without delay, any health and safety issues or concerns to the school Health and Safety representative or Health and Safety officer on the Board of Management. Work according to the premise of;

Spot it, Sort it, Can't Sort it, Report it.

- Never intentionally or recklessly interfere with or misuse any appliance, protective clothing, convenience, equipment or other means or thing provided in pursuance of any of the relevant statutory provisions or otherwise, for securing the safety, health or welfare of persons arising out of work activities..
- Attend such training as may be required by the Board of Management.
- Inform the principal if he/she is suffering from a health condition that adds to his/her own risk or that of others in the workplace.

Other school users

Other school users such as students, parents, volunteers, visiting speakers, sales people and all other visitors must comply with school regulations and instructions relating to safety, health and welfare.

Large scale works contractors:

Contractors must comply with statutory obligations as designated under the Safety, Health and Welfare at Work Act 2005, the Safety, Health and Welfare at Work (General Application) Regulations 2007 and any other relevant legislation such as the Safety, Health and Welfare at Work (Construction) Regulations 2006.

- The Board of Management will make available the relevant parts of the safety, health and welfare statement and safety file to any contractors working in the school on behalf of the school.
- The Board of Management will provide to contractors the school regulations and instructions relating to safety, health and welfare.
- Contractors must make available relevant parts of both their safety, health and welfare statement and risk assessments in relation to work being carried out
- Contractors must make available their public liability insurance certificates before commencement of work.
- If the school is sharing a workplace with a contractor it will co-operate and coordinate school activities in order to prevent risks to safety, health and welfare at work.

Short duration, low risk, single contractor works involving routine maintenance, cleaning, decorating or repair

Where this work involves a single contractor and where there are no particular risks present and task duration will not exceed 30 working days or 500 person days, to comply with safety, health and welfare requirements and to ensure this type of work is carried out safely with minimal disruptions, the following key points should be followed:

- The Board of Management must ensure that the contractor is competent. This means that the contractor is suitably qualified and experienced and is registered. For instance, an electrician should be registered with the Register of Electrical Contractors of Ireland (RECI) or the Electrical Contractors Safety and Standards Association (ECSSA).
- The contractor and the principal will meet before the project commences to ensure communication links are established before work starts and throughout the contract. The contractor must advise the principal about the likely duration of the work, any possible hazards, and how these will be addressed. The contractor must also provide the principal with a copy of its safety statement including any relevant risk assessments for the project to be undertaken. Likewise, the principal will advise the contractor about necessary precautions which need to be considered, particularly if work is being carried out during school time.

Substantial building works, (e.g. extension to school building):

Where substantial building work lasting more than 30 days or 500 person days is being considered, the Board of Management take on the responsibility of "client". The client (Board of Management) will

- appoint, in writing before design work starts, a Project Supervisor for the Design Process (PSDP) who has adequate training, knowledge, experience and resources;
- appoint, in writing before construction begins, a Project Supervisor for the Construction Stage (PSCS) who has adequate training, knowledge, experience and resources;
- co-operate with the project supervisors and supply any necessary information;
- notify the HSA of the appointment of the PSDP on Approved Form AF1 "Particulars to be notified by the

Client to the Health and Safety Authority before the design process begins”;

- *Retain and make available the safety file for the completed structure. The safety file contains information on the completed structure that will be required for future maintenance or renovation.*

Prior to carrying out any construction work the board of Management, as client will familiarise itself with its legal health and safety responsibilities, as detailed in the Safety, Health and Welfare at Work (Construction) Regulations 2006. The Board of management will follow the advice laid down in the technical guidelines published by the Department of Education and Skills (See appendix)

Risk Assessment

The Board of Management is committed to identifying and eliminating any hazards in the school through a risk assessment and annual audit. The Board will make use of advice available from such sources as the Department of Education & relevant national authorities such as the National Authority for Safety Health and Welfare at Work. Where necessary, competent consultants and bodies with special skills and services may be used for training and to augment the internal audits. The Board through its risk assessment will;

- *Identify the risks*
- *Evaluate the risk in proportion to the hazard*
- *Put in place the appropriate control measure to eliminate or minimise the risk*
- *Consult with employees*

A detailed risk assessment of the various areas within the school is included in the appendices. The Board of Management may delegate the task of completing the risk assessment to the appropriate person for example the individual teacher of each classroom. There is no need to consider every minor hazard or risk that we accept as part of our lives

Fire safety/emergency procedures

A Fire and Emergency Plan has been prepared covering the building. A copy of the plan is attached to this safety statement. The plan sets out the main emergency safety arrangements including: -

- *The layout of escape routes for each floor of the building & the location of the assembly points*
- *The routine for the practice of fire drills*
- *In all classrooms and at strategic locations, schematic maps are posted showing the advised evacuation routes.*
- *An adequate supply of fire extinguishers is provided and correctly sited to meet statutory and insurance requirements.*
- *All fire fighting equipment is inspected each year and is serviced by specialised contractors. (See Log book in secretary's Office)*
- *Instruction is given in the use of Fire Extinguishers for specific materials/sources of fire “Break Glass” units are provided at strategic locations to raise the alarm.*

- Fire extinguishers are available in the staff room.
- All fire exits are clearly marked and are visible to visitors.
- A Fire drill will be held during each term i.e. at least three times a year. An evacuation procedure has been prepared and is given to each employee. Employees are reminded to familiarise themselves with the procedures so that a fast and effective evacuation of the premises can be completed in the event of an emergency.
- All electrical equipment to be unplugged or turned off outside hours of the approved use of the school. Teachers are responsible for their own classrooms.
- Assembly areas are designated outside the buildings
- Smoking anywhere in the school building or school grounds is prohibited.

First Aid

A separate First Aid and medications policy is in place in the school. (see attached) Ms Garvey is the First Aid Officer. Mrs Bernie Barry is a First Responder and all staff are trained in basic first aid. Whole staff training completed October 202 and training will be made available to all staff every 2-3 years. There is a comprehensive First Aid Box available in the staffroom to deal with minor injuries. The following is a list of essential supplies:- plasters, cotton bandage, tape, disinfectant, antiseptic Wipes, scissors, tweezers. Disposable gloves must be worn at all times when administering First Aid. Ms Garvey as necessary replenishes the first aid kit.

Infectious Diseases

It is school policy to notify all infectious diseases to parents and staff. Risk will be minimised with adherence to sound principles of cleanliness, hygiene and disinfectant. Disposable gloves are provided for use in all first aid applications, cleaning jobs etc. Staff has been provided with separate toilets with hot water and cold water, a disposal unit and soap.

Accident Reporting and Investigation

All accidents to persons (staff/contractor/visitors), however slight, must be recorded on the appropriate accident form. The Principal will be informed within 24 hours of all accidents and where possible all other accident reporting will be completed before the end of the day on which the accident occurred.

All notification of accidents or dangerous occurrences to the enforcement authority (Health and Safety Authority) will be completed by the principal on Form IR1 or IR3 (www.hsa.ie). Note: An IR1 must be completed if a person is away from their place of work for 3 consecutive days or more after the day of the accident.

Accidents on the yard/in the hall/ in classrooms

The teacher who is supervising should complete the accident form, detail any actions taken and where necessary determine the underlying causes of the accident and identify the appropriate corrective action to avoid a recurrence. Where necessary the appropriate form will be forwarded to Marsh Ireland, the insurance broker for the school.

Safety Instruction and Training

In accordance with legislation the Board of Management commits to providing instruction, training and supervision to its employees in relation to health and safety at work. A record will be kept of all safety training. All employees will be: -

- *Advised of the nature and location of fire equipment and instructed on how it is safely operated (this instruction to include a practical demonstration of fire extinguishers)*
- *Notified of any changes in safety procedures.*
- *Advised of the health and safety requirements as part of their induction training.*

Electrical Appliances

Electrical appliances, machinery and kitchen equipment should only be used by competent persons. Before using any appliances, the user should check that: -

- *All safety guards which are a normal part of the appliance are fitted and are in working order*
- *Power supply cables/leads are intact and free of cuts and abrasions*
- *Suitable undamaged fused plug-tops are used and fitted with the correct fuse.*
- *Staff should be careful when using photocopiers/laminators/IWBs as injury may occur from moving parts and hot elements inside protective covers.*

Chemicals, Solvents, Detergents,

Members of staff using these materials should familiarise themselves with any hazard associated with the materials and precautions to be taken in the event of spillage, splashes etc. All such materials will be stored in clearly identifiable containers bearing instructions and precautions for their use. They will be kept in a locked storage area and protection for their use will be provided.

Staff are not allowed to attend the premises or carry out duties while under the influence of illicit drugs or alcohol. Any staff member found breaking this rule will be liable to disciplinary procedures up to and including dismissal.

Welfare of staff

To ensure the continued welfare of employees, a staffroom is provided. Staff should co-operate in maintaining a high standard of hygiene in these areas. Staff members using the fridges are expected to remove any perishable uneaten food at the end of each week.

The Board of Management is committed to providing a work environment free from harassment of any kind. The Board will ensure that any allegations of harassment are fully investigated and will be dealt with in a fair and objective manner. The Board acknowledges recent research by the ESRI that noted that stress, anxiety and depression are the second highest causes of work-related illness in Ireland and are associated with the longest absence from work. Through the means of staff and peer support, Medmark and Inspire (formally Carecall) staff will be supported through illness and or injury. In addition the school community will seek to develop a culture where a sense of belonging and connectedness is fostered.

Communication of Policy

A copy of this policy is available in the staffroom and in the Principal's office. Copies of the policy will be emailed to all staff members and will also be available in electronic form via Google Drive. It will be also be published on the school website.

The Board of Management will undertake a review of health and safety issues in Term 1 annually and any changes will be communicated to staff. Information will also be disseminated using the public address system, Aladdin, the internal whiteboard in the staff room and the public address system. Parents and guardians will receive updates via newsletters and Aladdin Connect.

The Safety Statement has been based on conditions existing in the premises of the school at the time of writing. The Board of Management is committed to playing an active role in the implementation of this occupational safety, health and welfare policy and undertakes to review and revise it in light of changes in legislation, experience and other relevant developments.

Signed: Sean Wright

Date: 7/12/2022

Sean Wright, Chairperson.

Board of Management

Signed: Sarah Curran

Date: 7/12/2022

Sarah Curran, Principal

Board of Management



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HEALTH & SAFETY POLICY - APPENDIX 1

Health and Safety Training Records

<i>Training</i>	<i>Who?</i>	<i>How often?</i>
<i>Induction training</i>	<i>All new staff</i>	<i>As necessary</i>
<i>Manual handling</i>	<i>Caretaker, Secretary SNA's (as necessary)</i>	<i>As necessary</i>
<i>Use of Fire extinguishers</i>	<i>Selected staff</i>	<i>Every two - three years</i>
<i>Emergency Evacuation Training</i>	<i>All staff</i>	<i>Annually</i>
<i>First Aid Training</i>	<i>All staff</i>	<i>Every two - three years</i>



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HEALTH & SAFETY POLICY – APPENDIX 2 RISK ASSESSMENT

Classroom Hazards

Hazards	Risk	Risk Rating	Controls
Spilled liquid	Injury due to slip/trip/fall	H	Spills dealt with immediately Absorbent materials located near high spill risk areas
Slip/trip	Injury from slip, trip or fall	H	High risk areas for slips, trips, and falls are identified and dealt with
Equipment stored away	Injury from slip, trip or fall	H	School equipment is stored tidily Pupil belongings on hooks or safely under desks Floors and access routes are kept clear
Floor mats	Injury from slips, trips and falls	H	Heavy mats are used as necessary Mats and rugs are properly designed/fitted Mats are recessed into flooring where possible Weighted edges are used where possible or edges are fixed in place

Wet area (floors)	Injury from slips, trips and falls	H	All areas prone to constant wetting are identified Sinks are kept clear to avoid overflow
Cables/flexes	Injury from slips, trips and falls	H	Electrical outlets sited to avoid trailing cables No trailing cables and flexes
Damaged flooring	Injury from slips, trips and falls	H	Poorly maintained or damaged floors or paving identified Repairs carried out and steps taken to prevent future damage
Floor cleaning	Injury from slips, trips and falls	H	Where wet cleaning, detergent is used and water is at the right temperature Excess liquid is removed to assist the floor drying process. As far as possible, the floor is cleaned until dry A system is used to keep pedestrians away from wet/moist floors, e.g. physical barriers Cleaning is organised to provide dry paths through areas being cleaned Warning signs are used
Over used signs	Injury from slips, trips and falls	H	Where warning signs are used these are removed when no longer required
Shoes/footwear	Injury from slips, trips and falls	H	Suitable slip resistant footwear is worn as needed Parents are reminded of the need to provide adequate footwear Children do not participate in PE without suitable footwear
Damaged furniture	Falls and related injuries	H	Broken furniture removed from service until repaired or replaced

Liquid spills/burns	Liquid spills, burns	H	<p>All staff members utilise covered travel mugs/ flasks</p> <p>Students remain seated and are requested to exercise due caution when having hot drinks for lunch</p> <p>Pupils are not allowed to eat in unsupervised classrooms</p>
Defective electrics	Electrocution Fire Burns from hot surfaces	H	<p>Defective electrical equipment shall be clearly identified, labelled as out of use, and stored se Visual checks carried out as follows to prevent accidental use.</p> <p>Tools/appliance</p> <ul style="list-style-type: none"> • On/off switch is working correctly • No signs of damage to casing • No loose parts or missing screws • Live parts are properly guarded so as not to be inadvertently accessible <p>Cables</p> <p>Securely anchored to the plug with no signs of cuts, frays, brittleness, leads kinked or coiled, taped joints, overloading (overheating indicated by colour change or smell), cable cores not externally visible</p> <p>Plug</p> <p>Securely anchored, no sign of cracked casing, overheating, loose or bent pins</p> <p>Socket outlet</p> <p>No cracks or damage or sign of overheating</p> <p>Report defects to caretaker and principal to ensure all items are repaired or replaced.</p>

<p>Sharp objects</p>	<p>Cuts/lacerations</p>	<p>H</p>	<p>Children's scissors used in all classrooms. Pupils are instructed in safe use of scissors, knives, cutters and staplers. Knives, cutters and scissors checked for damaged blades or handles once per term and disposed of if damaged. Knives, cutters and scissors counted out to students and counted back in at end of class. Knives, cutters and scissors stored separately to other equipment.</p>
<p>Fumes from paint /glue</p>	<p>Respiratory irritation and problems</p>	<p>H</p>	<p>When choosing chemical cleaners for use in the classroom the least hazardous product is purchased. Chemical products/materials are labelled and stored safely in the cleaning room.</p>
<p>Accessing high windows</p>	<p>Falls</p>	<p>M</p>	<p>Window pole or step ladder used to open windows at height that do not have opening mechanism at ground level</p>

General Considerations

Hazards	Risk	Risk rating	Control
Electrical faults	Electrocution Electric shock Fire	H	Equipment checked prior to use for faults Electrical sockets not overloaded All electrical faults reported to principal. Defective electrical equipment shall be clearly identified, labelled as out of use and stored separately to prevent accidental use.
Restricted access/egress	Delays in exiting building safely in the event of a fire	H	Fire exit doors checked regularly to ensure they open properly Exit routes kept free from obstruction
Fire - Access/Egress	Death or injury		All fire doors are marked with 'Fire door, keep closed' safety sign All fire doors are be fitted with an automatic self-closing device
Fire	Fire causing death or injury	H	Fire extinguisher(s) in place, suitable for the fire type and serviced annually (at least 1 x 5 kg CO2 extinguisher) All staff know how to raise the alarm and contact the emergency services.
Poor lighting	Slips, trips, falls	H	External lighting is adequate and is switched on when evening events are planned such as meetings, parent/teacher meetings, school used by clubs or societies
Broken glass	Cuts	M	Broken glass should be removed. Replacement glass will be installed in buildings at the earliest opportunity

<p>Slippery walkways due to Ice</p>	<p>Slips, trips, falls</p>	<p>M</p>	<p>Caretaker applies salt or grit in icy weather Grit or salt available for walkways which are prone to ice Pupils proceed directly to classrooms if the yard is dangerous</p>
<p>Person being struck by vehicle</p>	<p>Injury</p>	<p>H</p>	<p>Assembly points for emergency evacuations are clearly marked and are not located in an area likely to be required by the emergency service</p>
<p>Handrails/steps</p>	<p>Slips, trips, falls</p>	<p>H</p>	<p>All steps have handrail on one side where necessary.</p>

Playground hazards

Hazards	Risk	Risk rating	Control
Slips, Trips. Falls	Injury	H	Pupils and staff informed of established school code of behaviour relevant to the playground Playground supervision roster established and implemented
Dangerous objects/substances in playground	Stick injuries/cuts/infections	H	Caretaker checks the playground for dangerous objects/substances. Use of protective gloves/litter picker for removal of dangerous materials . Any glass etc. wrapped before disposal
Incident of sudden sickness/ injury in the playground	Illness, injury, trauma	H	Access assistance from nearest staff member Bring student to staffroom and administer appropriate first aid Inform principal and decide on appropriate further action or medical referral. Complete accident report form for school records
Collection of Students	Access to students by inappropriate person, injury, trauma	H	Policy in place that requires all visitors to report to office Parents wait at the office until their child comes to them. Parents/ guardians inform the school if someone other than designated person is to collect student. Principal/Deputy Principal informed in advance if there are any visitors to the schools, e.g. guest speakers,/Psychologist or other therapists.
Aggressive or violent behaviour in the playground	Injury	M	Access assistance from nearest staff member on duty Send a responsible student to the staff-room to get further assistance Inform the principal Follow established procedures in school's Code of Behaviour

Bullying

Hazards	Risk	Risk Rating	Controls
Workplace bullying	<p>Effects on physical health, (e.g. raised blood pressure)</p> <p>Effects on mental health, (e.g. stress, anxiety, depression)</p>	H	<p>The school is committed to ensuring that the place of work is free from bullying and that all employees have the right to be treated with dignity and respect at work</p> <p>There is a written policy on the prevention of workplace bullying and all employees are aware of the policy and have access to this information Employees are aware of their responsibility in creating and contributing to the maintenance of a work environment free from bullying or from conduct likely to contribute to bullying</p> <p>Allegations of workplace bullying are investigated fairly and thoroughly without reprisals for the complainant. Allegations of bullying are treated with fairness, sensitivity and respecting the need for confidentiality for parties concerned.</p> <p>Bullying at work by others such as parents or contractors, will not be tolerated and action will be taken to support the employee</p>
Student bullying	Damage to physical and mental health		<p>Update and review the school's anti-bullying policy on an annual basis. Employees are aware of their responsibility in creating and contributing to the maintenance of a work environment free from bullying or from conduct likely to contribute to bullying.</p> <p>Allegations of bullying are investigated fairly and thoroughly without reprisals for the complainant.</p> <p>A copy of the anti bullying policy is available to view on the school website.</p>

Staff Considerations - Pregnant/Post natal or breastfeeding staff

Hazards	Risk	Risk Rating	Controls
Contact with chemical agents	Harm to unborn baby or breastfeeding mother	H	Pregnant, post-natal, or breastfeeding women are not exposed to chemical substances labelled: R40, R45, R61, R63 and R64, particularly where exposure levels are above a level which might cause harm
Contact with biological agents	Infection	H	If there is a risk of exposure to a highly infectious agent, pregnant, post-natal or breastfeeding women must avoid exposure
Long periods standing, movement or postures which are abrupt or severe or give rise to excessive fatigue	Varicose veins Fatigue (mental and physical)	H	Pregnant, post-natal or breastfeeding women should have provision to sit whilst completing work activities
Pushing/pulling/ carrying heavy or awkward items	Strain or injury	H	Pregnant, post-natal and breastfeeding women are not required to lift, push or pull awkward or heavy items.

Other concerns

- *Please sign and return the document to the Principal, indicating relevant section, should you have Health and Safety concerns.
Please include a brief written summary of the concern.*
- *The Principal, acting as the H&S rep on behalf of the BoM, will investigate all concerns and will report to the Board.*
- *Health and Safety issues are usually raised at staff meetings should somebody have a concern.*
- *A copy of the Health and Safety Authority "Guidelines on Managing Safety, Health and Welfare in Primary Schools" is available online at www.hsa.ie.*
- *Workplace accidents/incidents must be reported to the Principal and must be recorded in the BoM file. Where appropriate, the HSA is informed.*
- *The BoM Health and Safety Policy is reviewed annually. Hard copies are available in the principal's office and a copy is available on the school website.*
- *Other BoM policies related to H&S are similarly available; code of discipline, anti-bullying policy, dignity at work policy... etc.*



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HEALTH & SAFETY POLICY – APPENDIX 3

FIRE SAFETY EQUIPMENT

The following systems for fire detection and control are in place

Detection

In all classrooms and hallways, ceiling mounted smoke/fire detectors are fitted, They are also provided in key areas such as the Staff Room, offices and Boiler Room. In the event that a fire is detected, the alarm will sound throughout the building. This is the signal to evacuate the school via the nearest exit route.

Fire Call Points

Break-glass Fire Call Point units are strategically located near exit routes. Breaking the glass sounds the alarm and alerts all the building occupants. The “glass” will break readily using elbow, fist or any small implement. The call points are coloured red with a small glass front. Their locations are illustrated in the plans attached.

Fire Fighting Equipment

The building is provided with portable fire extinguishers. Two types are generally provided – CO2 for electrical and other fires and water for non-electrical fires involving ordinary combustibles. The extinguishers are located at or near the escape routes with extra extinguishers in the staff room. All fire fighting equipment is inspected annually by the suppliers or by persons contracted to do so on their behalf. The fire alarm is inspected 4 times each year by Masterfire

Procedure

DO NOT USE WATER OR FOAM ON LIVE ELECTRICAL APPARATUS

Alert other occupants and break glass in the nearest Fire Call Point. Telephone the Fire Brigade immediately:

- *Lift the receiver and dial 999*
- *Give operator your telephone number and ask for “Fire Services”*
- *When the Fire Brigade replies, give call distinctly, **Carlanstown NS***
- *Do not hang up until the fire services have the address.*
- *The exact post code for the school is **A82AH22***



SCOIL MHUIRE CARLANSTOWN

CARLANSTOWN, KELLS, CO MEATH

ROLL NO 18132Q

HEALTH & SAFETY POLICY – APPENDIX 4

EVACUATION PLAN

Rationale:

This plan outlines the key aspects of our school evacuation plan. Copies are circulated to all staff members and kept in a folder in the staffroom.

Responsibilities:

***Principal/Deputy Principal:** In the event of a fire the principal/deputy principal ensures that the school is cleared and that the Emergency Services are called if necessary.*

***Post Holder:** The Post Holder ensures that the evacuation plan is up to date and is circulated to all members of staff. The Post Holder gives periodic reminders at staff meetings and informs staff when the first Fire Drill of the year will be held. Another unexpected fire drill will be organised soon after. The Post Holder will ensure that new members of staff are given the evacuation plan and that copies are available and clearly labelled in the staffroom.*

***Staff:** In the event of a fire drill or fire, it is the responsibility of each class teacher to ensure that their class are accounted for. Each teacher is responsible for having a class list on the back of their door to be taken with them in the event of a fire drill or real fire. It is also the teacher's role to train the children early in the year how to exit the classroom and school building quickly and safely and to familiarise them with their nearest exit.*

***Contractors:** A copy of the school's health and safety plan will be given to any contractors working in the school.*

Training for Staff:

- *Staff are given reminders at the start of the school year to check their evacuation plan and to familiarise themselves with their nearest exit. New teachers are provided with a copy of the school evacuation plan and fire drill procedures are explained to them. Teachers in Room 7 and 16 are reminded that they must check the toilets before they leave the building.*

Training for pupils:

- *Through regular fire drills the children receive annual training in evacuating the building. The children are trained to*
 - o *Leave all possessions behind.*
 - o *Swiftly and quietly exit the classroom and to proceed to their nearest exit.*
 - o *Join the nearest line if they are in the toilets or on a message when the fire alarm goes off.*
 - o *Pupils who are attending Learning Support when the fire alarm goes off will exit the building with their learning support teacher and re-join their class at the assembly point.*

Evacuation procedures:

- Upon hearing the fire alarm children and staff quietly exit the building through their nearest exit.
- The class teacher is last to leave the classroom and closes the door. The teacher brings her/his mobile phone and class list with her/him.
- Children and staff move to their designated assembly points where they quietly line up.
- A roll call is carried out to determine all children are present.
- Nobody is to leave the Assembly point until the ALL CLEAR is given.

Assembly Points:

- Children line up at their class line on the pitch

Fire Drill Procedures:

- Alarm Code: 1324
- Roll: Teachers bring class list and phone for access to Aladdin.
- Calling Emergency Services: The Principal or Deputy Principal or member of staff who comes upon a fire raises the alarm at a Glass Break point.
- Gate Keys for yard gates: With Principal/Caretaker and one in secretary's office.
- Information relating to alarm zones on display in Secretary's office

Signage:

- Clear Emergency signage is present over all the Emergency exits.