 **Health, Safety and Welfare Policy**

**School Name:** De La Salle College, Waterford.

**School Address:** Newtown, Waterford.

**School Roll Number:** 64950O

**School Details:** De La Salle Waterford is a Voluntary Roman Catholic Secondary School under the trusteeship and the patronage of the Le Chéile Trust. The School is grant aided by the Department of Education & Skills and is a single sex (boys) school.

**School Management:** The Board of Management of De La Salle, Waterford is a statutory Board appointed pursuant to the provisions of the Education Act 1998.

**Mission Statement:**

Inspired by its founder, the mission of the college is: *“De La Salle College, Waterford is an all-boys Catholic school. It is a learning community where all students are valued and educated in preparation for a meaningful life”*

**Ethos**:

As a Le Chéile school in the De La Salle tradition De La Salle Waterford seeks to promote the key values of a Le Chéile school as espoused by the life of St. Jean-Baptiste De La Salle. Graduates of our school are characterised by a keen sense of the following:

* Intellectual Development
* Emotional and Social Development
* Moral Development
* Spiritual Development
* Concern for Others

Personal data collected about prospective student/students and their parents/guardians will be retained and used strictly in accordance with the provisions of GDPR legislation as introduced 25th. May 2018. Further details on data protection are set out in the school’s Data Protection Policy.

**Health, Safety and Welfare Statement**

**Introduction:** -

The Education Sector was included in safety legislation for the first time with the introduction of the Safety, Health and Welfare at Work Act, 1989 (hereinafter referred to as the 1989 Act). The scope of the following document covers teachers, ancillary staff, service staff (e.g. cleaning, maintenance), and administrative/clerical staff. It also includes the effects that the educational activities at the above workplaces have on the pupils attending at, and visitors to, those workplaces. Under the Safety, Health and Welfare at Work (general application) Regulations, 1993 (hereinafter referred to as the 1993 General Application Regulations) all employers are required to report accidents, which result in an employee being absent from work for more than three days to the Health & Safety Authority.

The first objective is to ensure the primacy of the preventive approach highlighted in the 1989 Act and the 1993 General Application Regulations and manifested through the safety statement and safety consultation requirements. Many accidents such as slips/trips, handling and lifting, striking against objects and falling objects are preventable under a properly developed Safety Statement incorporating appropriate preventive measure, coupled with adequate safety training and information. Many stress related illnesses can also be avoided by placing emphasis on prevention and preparing rather than coping – a pro-active rather than a re-active approach.

**Safety Statement:**

While the Safety Statement is of paramount importance there is also need for the B.O.M. to address safety management and control issues. The B.O.M. should be informed on the requirements of health and safety legislation especially with regard to manual handling regulations, accident reporting procedures, pregnant workers requirements etc. The B.O.M. should put in place an appropriate safety management system including safety consultation and the preparation of a Safety Statement.

**Establishment of Safe Systems of Work:**

Procedures need to be drawn up for the following:

a) Maintenance and cleaning activities. –Head of Housekeping

b) Supervision of Pupils –Designated Deputy Principal

c) First Aid – Health and Safety Coordinator: 1st Aid Boxes/office etc.

d) Safe lifting of pupils including disabled. Currently N/A.

e) Work environment: Subject Specialists

f) Pregnant employees risk assessment (of 1994 Pregnant Employees Regulations). – Person involved

g) School related activities inside and outside the classroom. - Code of Behaviour

h) Isolation, violence – backup facilities. Code of Behaviour, Anti-Bullying Policy.

i) Subject areas -. [Guidelines on managing Health, Safety and Welfare in Post primary schools.](https://www.hsa.ie/eng/education/managing_safety_and_health_in_schools/new_guidelines_files/spp-part-a-b-c-interactive-f.pdf)

**Development of Strategies for dealing with Stress at Work:**

Recognising that pressure of work can trigger stress related illness, and that this does not indicate weakness or incompetence.

♣ Recognising potential stressors.

♣ Establishing specific action plans in the school to take account of the individual personalities and school culture.

♣ Increasing awareness of stress problems (Seminars)

♣ Establishing good communication channels.

♣ Developing a supportive culture. – (Staff get togethers)

♣ Improving the physical work environment. New building – new facilities.

♣ Providing in-service and information.

**Availability and Suitability of Employee Welfare Facilities:**

♣ Provision of staff room, toilet accommodation & washing facilities.

♣ First Aid provision.

♣ Personal protective equipment – e.g. science room.

♣ Appropriate training of staff in health and safety – Seminars/Talks; some inherent in in-service.

♣ Monitoring and review of health and safety performance.

♣ Allocation of resources to ensure health and safety issues are addressed and rectified where necessary.

Section 12 of the 1989 Act requires all employers to prepare a Safety Statement in writing for their work places. A Safety Statement is basically an action programme setting out how the health & safety of all employees is managed in the work place. The Safety Statement, as required under the 1989 Act, applies to employees only and there is no requirement for the inclusion of provisions relating to third parties (i.e. pupils/visitors in this case). However, given that employees and pupils generally share the same environment during the School day, the implementation of the terms of the Safety Statement will of course have a beneficial influence on the health and safety of pupils and visitors.

The Safety Statement must include the following:

a) Identify hazards in the workplace.

b) Assess the risks arising from these hazards.

c) Give details of arrangements made and resources provided for security safety, health and welfare.

d) Specify the measures taken to eliminate or control hazards: specify the cooperation required from employees in safety and health matters.

e) Contain the arrangements for consultation with employees on safety and health matters.

**Three steps to follow in drawing up a Safety Statement:**

Step 1. Identify the Hazards. A hazard is anything, which has a potential to cause personal injury or ill health.

Step 2. State the Risk of Injury to members of the school community.

Step 3. Steps taken to avoid injury.

**Safety Representatives and Safety Officers:**

Under the 1989 Safety, Health and Welfare at Work Act, Section 13 “The employees at a place of work are entitled to select and appoint one of their number to act as a Safety Representative”

Regulation 8 (a) of the 1993 General Application Regulations states that it shall be the duty of every employer to designate one or more employees to carry out activities specified by him which are related to the protection from and the prevention of occupations risk at the place of work – in practice the designated Safety Officer.

Thus the Safety Representative may be selected by the employees, while the Safety Officer, must be appointed by management.

**Role of the Safety Representative:**

The Safety Representative may consult with, and make representations to, the employer on safety health and welfare matters relating to employees in the place of work. S/he may investigate accidents and dangerous occurrences to find out the causes and help to identify any remedial or preventive measures necessary. Subject to prior notification to management, the Safety representative may also carry out inspections in the place of work to identify hazards and risks to safety and health. The Safety Representative has an important role to play in the promotion of health and safety.

**Role of Designated Safety Officer:**

The designated Safety Officer is appointed by management and is responsible for coordinating safety management within the school. The Safety Representative will normally liaise with the Safety Officer. Management per se retain responsibility for effecting urgent repairs or taking corrective action on a daily basis. More complex concerns should be referred to the B.O.M. for resolution. The B.O.M. has ultimate responsibility for the resolution and resourcing of health and safety issues, which arise in the college. The DES must also take responsibility for larger amounts of funding required to rectify more serious hazards.

**Safety Statement**

**Prepared in accordance with the Safety, Health and Welfare at Work Act 1989.**

1. **Introduction:**

This document has been prepared in compliance with Section 39 of the Safety in Industry Act 1980 and Safety, Health and Welfare at Work Act 1989.

1. **Board of Management Philosophy** :

The Board of Management recognises and accepts not only its statutory responsibilities but also its obligations as an employer to direct manage and achieve the Safety, Health and Welfare at Work of every employee and guest 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 or that of others.

1. **Safety Organisations**:

Safety is a line management responsibility. Teachers are responsible for safety in their own areas and for the implementation of relevant safety procedures. The Safety Officer shall monitor safety generally and the operation of safety procedures. The Principal shall ensure that each employee shall obtain a copy of the Safety Statement and shall be familiar with its contents.

1. **Safety Officer:**

Marcellus Hynes shall be responsible for overseeing the safety provisions on behalf of the school and David Ellis is the Safety Representative elected under the provision of the Safety, Health and Welfare at Work Act 1989. They should be consulted if any of the employees have queries regarding any of the safety provisions mentioned in this statement.

Their main duties and responsibilities are as follows:

a) To guide and advise on all health, safety and welfare matters.

b) To ensure that the School fulfils all statutory requirements in respect of the Factories Act 1955, Safety in Industry Act 1980 and Safety, Health and Welfare at Work Act 1989.

c) To ensure that the appropriate safety education and training are coordinated and carried out using both in-house and external resources.

d) To undertake regular and appropriate revision and auditing of the School safety procedures and methods of operation, to ensure that they are kept up to date.

e) To ensure that adequate fire protection and prevention measures are provided.

f) The Safety Officer shall investigate all accidents and dangerous occurrences and shall ensure that appropriate statutory notifications are properly completed. Causes of accidents shall be determined as far as practical and where appropriate, remedial action shall be specified.

**5. Hazards:**

The following hazards (in as much as can be identified) are considered by the school to be a source of potential danger and are brought to the attention of all concerned:

1. Main Fuse Board Room

2. Power Distribution Board

3. Boiler House

4. Kitchen/Canteen

5. Specialist Practical Rooms

6. Photocopiers

7. Sports facilities

8. Paper Shredders and Guillotines

9. V.D.U.’s

10. Trailing leads

Risks: include electrocution/falls, burns, chemical burns, cuts, etc..

To minimise these dangers the following safety/protective measures must be adhered to:

a) Access to and operation of plant/equipment is strictly restricted to qualified members of staff whose job function is that of running, maintaining, cleaning or monitoring particular items of plant in the course of their normal duties.

b) In addition all such plant and machinery is to be used in strict accordance with the manufacturer’s instructions and recommendations.

c) Where applicable members of staff have been instructed in the correct use of plant, machinery and equipment, e.g. woodwork room.

d) All machinery and electrical equipment are fitted with adequate safeguards.

e) Precautionary notices, in respect of safety matters are displayed at relevant points.

1. **Safety Awareness:**

All employees will be

a) Instructed in lifting and handling methods (where deemed necessary).

b) Advised of the protective clothing and safety equipment available and the areas where they must be worn.

c) Advised of the nature and location of fire equipment and how it is safely operated.

d) Notified of any changes in safety procedures.

1. **Electrical Appliances:**

Arrangements will be made for all electrical appliances to be checked on a regular basis by a competent person, i.e., maintenance person, the supplier or his agent. Before using any appliance the user should check that:

♣ All safety guards which are a normal part of the appliance are fitted and in working order. ♣ Power supply cables/leads are intact and free of cuts or abrasions.

♣ Suitable undamaged fused plug tops are used and fitted with the correct fuse.

1. **Chemicals, Solvents, Detergents, Copier Toner, Etc**.

Safety data sheets are supplied with all such materials. Members of staff using these materials should familiarise themselves with the hazards associated with the materials and precautions to be taken in event of spillage, splashes, etc.

1. **Welfare:**

To ensure the continued welfare of employees, toilet and cloakroom areas are provided. Staff must co-operate in maintaining a high standard of hygiene in these areas. Members of staff are reminded that:

a) Any person who is under medical supervision or on prescribed Medication and who has been certified fit for work, should notify the Principal of any known side effects or temporary physical disabilities which could hinder their work performance and which may be a danger to either themselves or their fellow workers or pupils. The Principal will arrange or assign appropriate tasks for that person to carry out in the interim.

b) Illicit drugs and alcohol. Staff are not allowed to attend the premises or carry out duties whilst under the influence of illicit drugs or alcohol

**10. First Aid:**

Some staff are qualified in First Aid and CRP. In addition there are First Aid box(s) available in office to deal with minor injuries.

**11. Fire Protection:**

a) Fire extinguishers (and hose reels) are provided and correctly sited to meet statutory and insurance requirements.

b) All fire fighting equipment is regularly tested and serviced by specialised contractors. In accordance with the recommendation of the appropriate Irish Standard for fire equipment, 20% of extinguishers will be discharged each year and relevant employees trained in the safe use of the equipment.

c) All fire exits and emergency paths of egress are marked using the standard symbols.

**12. Fire Prevention**:

a) Fire safety inspections and analysis of potential fire hazards are regularly carried out.

b) Liaison with relevant authorities takes place as is necessary.

c) There will be three fire drills per year.

**13. Evacuation:**

An evacuation procedure has been prepared and is provided to each employee. Evacuation drills will take place at least three times per year or more often if required. 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.

**14. Smoking/Vaping:**

Smoking/Vaping is forbidden by law.

**15. Duties of Employees:**

The attention of employees is drawn to the following duties of persons employed as laid down in Section 9 of the Safety, Health and Welfare at Work Act 1989.

1. It shall be the duty of every employee while at work

a) to take reasonable care for his/her own safety, health and welfare and that of any person who may be affected by his/her acts or omissions while at work;

b) to co-operate with his/her employer and any other person to such an extent as will enable his/her employer or the other person to comply with any of the relevant statutory provisions;

c) to use in such manner and so as to provide the protection intended, any suitable appliance, protective clothing, convenience, equipment or other means or thing provided (whether for his/her use alone or for use by him/her in common with others) for securing his/her safety, health or welfare of which he/she becomes aware.

2. No person shall 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.

**16. Accident/Incident Reporting**:

All incidents, (no matter how trivial, and) whether to employees, pupils or members of the public must be reported immediately to the Safety Officer and the Deputy Principal. This is necessary to monitor the progress of safety standards and to ensure that proper medical attention is given where required. An Accident Report Form will be retained for recording all accidents. This book is kept in the Deputy Principal’s office. Templates of accident/incident forms are available from the designated Deputy Principal..

**17. General Safety:**

The aim of the Board of Management/Manager is to provide a healthy and safe working environment. This can be achieved with the help and assistance of all employees and pupils by

a) Observing the general rules of safety.

b) Using all plant, machinery and equipment in a safe and proper manner.

c) Employing the proper procedures when carrying out tasks and ensuring that no practices are used which may act as a source of danger to themselves and/or others.

d) Keeping work areas clean and tidy at all times.

e) Making sure all corridors and passageways, particularly those leading to escape routes, are kept free of obstructions at all times.

f) Taking care that fire points are not blocked or covered up in any way and that they are ready for use if the need arises.

**18. Concluding Comment**:

This Safety Statement has been prepared based on conditions existing in the premises of the School at the time of writing. It may be altered, revised or updated at a future date so as to comply with any changes in conditions.

**Approval:**

This policy has been distributed to staff, parents and students for their approval.

Amendments have been made after consultation with these stakeholders.

This policy has been ratified by the Board of Management of De La Salle Waterford;

Chairperson: Nora Widger

Date: 26/05/22

This policy will be due for review on:

Date: May 2024