

**Godalming
College**

HEALTH AND SAFETY

CORPORATION STATEMENT OF POLICY AND COLLEGE PROCEDURES

NOVEMBER 1994

Revised March 1997
Revised January 1999
Revised September 2001
Revised September 2002
Revised November 2003
Revised November 2004
Revised December 2005
Revised December 2006
Revised December 2007
Revised December 2008



INVESTOR IN PEOPLE

GODALMING COLLEGE HEALTH AND SAFETY POLICY & PROCEDURES

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GODALMING COLLEGE HEALTH AND SAFETY POLICY & PROCEDURES

SECTION A STATEMENT OF POLICY

The Corporation, Principal and Chief Executive and Senior Management of Godalming College recognise that Health and Safety is a fundamental part of an effective and efficient enterprise and as such the College acknowledges its legal responsibilities for providing, so far as is reasonably practicable, a safe and healthy workplace and working environment for staff, students and all other persons.

It is recognised that the legal responsibilities of the Corporation, Principal and Chief Executive and Senior Management of the College have been increased by the Corporate Manslaughter and Homicide Act 2007 which creates a new offence of corporate manslaughter for death caused by gross breach of a relevant duty of care.

Everyone on the main College site is required to follow safe working practices in accordance with current legislation and to ensure that no action taken by them will compromise the health and safety of any person. A separate policy exists for the Guardian House site.

The Health & Safety Commission published in October 2007 updated guidance recommending health and safety responsibilities for company directors and the board members of public sector and voluntary organisations.

The Corporation of Godalming College has nominated **David Adelman** as the member responsible for keeping the Corporation informed and advised of all relevant matters concerning performance.

Signed

Hugh Pile
Chairman of Corporation
11th December 2008

Date

Signed

David Adelman
Principal and Chief Executive
11th December 2008

Date

SECTION B GENERAL ARRANGEMENTS

Prime responsibility for health and safety rests with the Principal and Chief Executive of the College who has direct concern for this policy, accords health and safety matters the foremost priority and will ensure implementation of all agreed procedures.

The Principal and Chief Executive requires all College managers and supervisors to accord the same level of priority to health and safety matters, and requires all College staff and students to be fully aware of the Policy and to see that it is followed to ensure that no action taken by them will compromise the health and safety of any person.

The safe working practices applicable to each area of work will be available from the staff responsible for subjects/programmes/curriculum areas, as listed in Appendix I. Such procedures are to be submitted to the Health & Safety Co-ordinator for inclusion in the centrally held Health & Safety file.

The Health and Safety Policy will be reviewed annually and revised as changing circumstances dictate.

Departments will raise procedural and operational issues relating to health and safety in their Annual Self Assessment Review. Wider site issues will be identified in the Self Assessment Review for Services and Resources and the College Development Plan.

The Policy is given to all members of staff on appointment. The attention of students, contractors and visitors is drawn to the policy and procedures through induction, displayed notices, bulletin, student diary and the visitors' signing-in process. Staff will be informed of changes via the bulletin. Copies of the Policy may be seen on the College intranet, in the Staff Room, Independent Learning Centre, or on application to the Director College Services or the Health & Safety Co-ordinator.

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SECTION C RESPONSIBILITIES AND REPORTING LINES

1. THE PRINCIPAL AND CHIEF EXECUTIVE

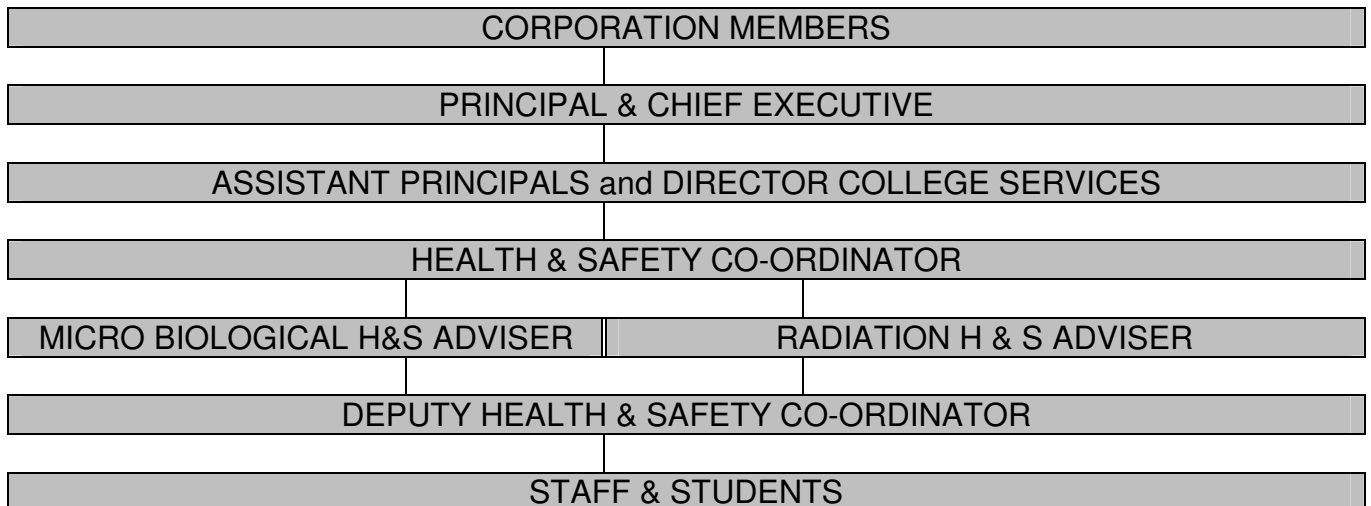
The Principal and Chief Executive is responsible to the Corporation Members for all Health and Safety matters associated with students, staff and visitors while on the College premises or on any associated activities.

2. SAFETY MANAGEMENT

The following are accountable to the Principal and Chief Executive for implementation of the Corporation's Health & Safety Policy as follows :

Assistant Principals and Directors through the curriculum and support services

The Health & Safety Co-ordinator is responsible to the Director College Services for securing a safe working environment and co-ordinating the implementation of the Health & Safety policy and for working with Directors of Faculty and Heads of Departments on the implementation of Risk Assessment and Safe Working Practices within the curriculum



SECTION C RESPONSIBILITIES AND REPORTING LINES

3.1 HEALTH AND SAFETY CO-ORDINATOR

The Health & Safety Co-ordinator is responsible :

1. For providing/obtaining advice for managers and other staff in carrying out their respective health and safety duties, and the promotion of safety awareness throughout the College including BTS.
2. For Chairing the Health & Safety Committee and co-ordinating its work.
3. For creating and maintaining a library of information on legislation and directives relating to health, safety and welfare relevant to the activities of the College.
4. In conjunction with the Director College Services, for arranging training and/or retraining courses, internally or externally, to ensure awareness among staff of the requirements of safety legislation.
5. For investigating and reporting accidents and occurrences notified to him and for keeping the required records.
6. For liaising with the Director College Services in arranging adequate and appropriate first aid cover and training throughout the College.
7. For ensuring that fire risk assessments are carried out to meet statutory requirements and in conjunction with the Deputy Health & Safety Co-ordinator and under the direction of the Director College Services for implementing action necessary .
8. For co-ordinating fire evacuation procedures, including provision of guidance and information to staff and students and in arranging evacuation practices.
9. For informing the Principal and Chief Executive of any instances where advice tendered by the Health & Safety Co-ordinator has not been accepted.
10. For inspecting places of work periodically to ensure that safe working practices are being carried out by staff, students and contractors.
11. For ensuring that records are kept of dates, action necessary and action taken.
12. For ensuring that, where necessary, protective equipment is supplied, correctly used and maintained, and that records are kept for all items of local exhaust ventilation and respiratory protective equipment.
13. For implementing and documenting Risk Assessment for all curriculum matters including visits.

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14. For implementing and documenting Safe Working Procedures in all curriculum matters
15. For auditing agreed practices and procedures, under the direction of the Director College Services.
16. For visiting premises used on work experience to ensure learner safety.
17. For ensuring that the health & safety implications of the Disability Discrimination Act are identified and implemented in conjunction with the Equal Opportunities Policy and the Equality and Diversity Strategy.

3.2 DEPUTY HEALTH & SAFETY CO-ORDINATOR

The Deputy Health & Safety Co-ordinator is responsible for:

1. Deputising for the Health & Safety Co-ordinator in his absence.
2. In addition:
 1. Liaising with contractors to ensure they employ safe working practices whilst working on College premises and that they are made aware of known hazards that exist in the proximity of their work area and of the associated precautionary measures they must take.
 2. Maintaining the College's Fire Log.
 3. Checking the 'means of escape'.
 4. In conjunction with the Health and Safety Co-ordinator and under the direction of the Director College Services, for implementing action arising from fire safety risk assessments.
 5. Ensuring the provision and maintenance of fire alarms and fire extinguishers, including testing of fire alarms on a regular basis.
 6. Testing of electrical appliances (fixed and portable) in accordance with legislative requirements.

4.1 STAFF RESPONSIBLE FOR SUBJECTS/PROGRAMMES/CURRICULUM AREAS

The staff responsible for subjects, programmes and curriculum areas are directly responsible to the Principal and Chief Executive, through the Assistant Principal Curriculum & Resources, for ensuring that staff and students work in a safe manner and understand their Health and Safety responsibilities.

It is the duty of such responsible staff directly or through delegation (which must be detailed in writing):

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1. To make arrangements for the implementation of the Health and Safety Policy and for monitoring its effectiveness within their specified areas.
2. To ensure that a risk assessment is conducted on all activities on and off site, and that a safe system of work is produced for, and followed by, staff and students. When any off-site activity or visit is being planned the appropriate procedures including separate risk assessment must be followed (Appendix IX). In certain departments where hazardous substances are used staff responsible will need to make an assessment under the COSHH regulations. (See Appendix VII)
3. To ensure that all plant and equipment held within their area of control is regularly examined, tested and relevant maintenance records compiled and that any defective equipment which creates a safety hazard is immediately withdrawn from use and conspicuously labelled to that effect.
4. To ensure that written procedures are compiled and updated as necessary covering safe systems or methods of work in respect of potentially hazardous machines or processes and for the control of health hazards. Such procedures are to be submitted to the Health & Safety Co-ordinator for inclusion in the Health & Safety Procedures. Reference to procedures and any issues relating to compliance to be detailed within the Self Assessment Review for each Department.
5. To ensure adequate and appropriate supervision and training of existing and new staff, students and visitors.
6. To ensure that emergency evacuation and other emergency procedures are made known.
7. To report immediately all accidents and incidents to the Director College Services who will inform and liaise with the Estates & Premises Manager and the Health & Safety Co-ordinator.
8. To report immediately all fires to the Fire and Evacuation Officer, whether or not the alarm was raised.
9. To inform the Health & Safety Co-ordinator about any special or newly identified hazards or new hazards about to be introduced.
10. To inform the Principal of any instances where advice tendered by the Health & Safety Co-ordinator has not been accepted.
11. To inspect places of work periodically to ensure that safe working practices are being carried out by staff, students and contractors.
12. To ensure that records are kept of dates, action necessary and action taken.

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13. To ensure that, where necessary, protective equipment is supplied, correctly used and maintained, and that records are kept for all items of local exhaust ventilation and respiratory protective equipment.
14. To ensure the safety of their work area by daily checking of escape routes, electrical safety and safety notices, reporting any defects immediately.
15. To be aware of their own role in workplace stress reduction and management and to ensure that staff are adequately supported.

4.2 STAFF RESPONSIBLE FOR WORK EXPERIENCE PLACEMENTS

The College endorses the Safe Learner Concept of the Learning and Skills Council and requires that all staff who are responsible for any work based learning or work experience will take all steps that are reasonably practicable to ensure that the ten procurement standards, the headings of which are given below, are met:

1. The employer has a health & safety policy
2. The employer has assessed risks and put in place control measures to prevent or reduce risks
3. The employer has made adequate arrangements for dealing with accidents and incidents, including the provision of first aid
4. The employer provides employees with effective supervision, training, information and instruction
5. The employer provides and maintains suitable and appropriate equipment and machinery which is safe and without risks to health
6. The employer has made arrangements for the provision and use of necessary personal protective equipment and clothing
7. The employer has made arrangements for fire and other foreseeable emergencies
8. The employer provides a safe and healthy working environment
9. The employer manages health and safety
10. The employer manages learners' and young persons' health, safety and welfare, including where appropriate CRB disclosure.

All students going on work-based learning or work experience should be made aware of health and safety issues in the work place and given appropriate literature. If an employment placement does not match the criteria for Health and Safety as required by the Health and Safety at Work Act 1974 the College will not use that employer until these requirements are met.

Staff responsible for ensuring that the above standards are in place should confirm the fact to the Director College Services prior to the work experience taking place. This is necessary to validate insurance cover.

SECTION C RESPONSIBILITIES AND REPORTING LINES

5. MICRO BIOLOGICAL HEALTH & SAFETY ADVISOR

The College Micro biological Health & Safety Advisor is responsible to the Health & Safety Co-ordinator for advising on the matters relating to health and safety in micro biological work and to the implementation of the Health and Safety Policy in respect of micro-organisms. The duties are :

1. Advising on the observance of the relevant Regulations and Codes of Practice including the restriction of exposure, the use and maintenance of engineering controls and the classification of work areas.
2. The preparation of local rules, codes of practice and safe systems of work for inclusion in the Health and Safety Policy and Procedures and monitoring the work area in conjunction with the Health & Safety Co-ordinator
3. Informing the Health & Safety Co-ordinator and the Fire Service in advance of the nature and degree of any infectious hazards to be encountered in the event of fire.

6. RADIATION PROTECTION SUPERVISOR

The Radiation Protection Supervisor is responsible to the Health & Safety Co-ordinator for giving advice on the overall implementation of the Health and Safety policy in respect of ionising radiation. The duties are:

1. Advising on the observance of regulations and codes of practice relating to lasers and ionising radiation.
2. The preparation of local rules, codes of practice and safe systems of work for inclusion in the Health and Safety Policy and Procedures.
3. Monitoring work areas, conducting radiation surveys and initiating action, in conjunction with the Health & Safety Co-ordinator, whenever excessive contamination or exposure is detected. Initiating action so as to obtain necessary measuring equipment to determine the intensity of laser beams as required.
4. Preparing and submitting returns as necessary and preparing a register of laser users to supply to the Health & Safety Co-ordinator.
5. Informing the Health & Safety Co-ordinator and the Fire Service in advance of the nature and degree of radiation hazards to be encountered in the event of fire.

7. HEAD OF ILT SERVICES

The Head of ILT Services has particular responsibility to ensure the implementation of the Display Screen Equipment Regulations, 1992 as amended 2002, to carry out and keep records of the necessary workstation assessments and to advise on the general safety of the College network in liaison with the Health & Safety Co-ordinator.

SECTION C RESPONSIBILITIES AND REPORTING LINES

8 SAFETY COMMITTEE AND STAFF SAFETY REPRESENTATIVES

The Corporation fully accepts the requirement for joint consultation with recognised trades unions and staff representatives on health and safety matters, and in particular the effective implementation of rights and obligations created by the Safety Committees and Safety Representatives Regulations 1977 and associated H.S.E. Approved Codes of Practice. To this end a Safety Committee will meet at least twice a year. The Committee will be chaired by the Health and Safety Co-ordinator and other members will include:

College Principal
Director College Services
Representatives from Curriculum areas
Representative from Directors of Faculty
Head of ILT Services
Estates and Premises Manager
Student Representatives
Trade Union Representatives

Staff will be able to raise safety issues through the above representatives or directly with the Health & Safety Co-ordinator. Minutes of meetings will be published.

Safety Representatives elected by recognised trades unions and co-opted staff representatives are, after giving the Health & Safety Co-ordinator reasonable notice of their intention to do so, authorised to carry out the functions described in the 1977 Regulations including:

1. Investigation of potential hazards and dangerous occurrences at the workplace and examining the causes of accidents at work.
2. Investigation of complaints by any employee he/she represents relating to that employee's health, safety and welfare at work.
3. Inspection of the workplace periodically, and at any time whenever substantial changes in conditions of work have occurred.
4. Making representation to the Health & Safety Co-ordinator in respect of potential hazards, accidents and general matters of health, safety or welfare at work of the employees.
5. Consultation at the workplace with the Inspectors of the Health and Safety Executive or any other enforcing agency and to receive information from such inspectors.
6. Attending meetings of the College's Health & Safety Committee when nominated to do so by his/her trades union or by co-option in accordance with the jointly agreed constitution and terms of reference of the committee.

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7. Inspecting and making copies of any document relevant to the workplace, or to the employees, which the College is required to keep by virtue of any statutory provision and with certain exceptions any other information within the Principal and Chief Executive's knowledge that is necessary for the Staff Safety Representatives to fulfil their functions.

9. COLLEGE STAFF AND STUDENTS

All College **staff and students** have, as individuals, a responsibility for the health and safety of themselves and others under Common Law and Sections 7 & 8 of the Health and Safety at Work Act 1974. To this end **everyone** must

1. Exercise the appropriate degree of care when performing any College activity, whether on or off site, so as to avoid risks to themselves and to others
2. Take positive steps to understand the hazards associated with their work and the necessary precautions to deal with them safely
3. Familiarise themselves with the College Health and Safety Policy and Procedures, follow the practices for the safe use of machines and materials wherever they may be and not interfere with any electrical equipment or anything provided for safety
4. Report any accident or incident to appropriate staff or to Reception, whether or not anyone is injured; an accident / incident form will need to be completed
5. Report any dangers, hazards or other health and safety concerns to appropriate staff.

STAFF must make a daily check in their own work areas for fire safety and electrical safety and report any issues or concerns to the Estates and Premises manager or Director College Services. Staff will also assist with any evacuation or safety emergency.

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APPENDIX I

SAFETY ORGANISATION

Principal and Chief Executive (Overall Responsibility)	Mr David Adelman
Director, College Services	Mr Martin McCarthy
Fire and Evacuation Officer	Mr Martin McCarthy
Deputy Fire Officer	Mr John Storey
Health & Safety Co-ordinator	Mr Ed Payne
Deputy Health & Safety Co-ordinator	Mr John Storey
Micro Biological Health & Safety Advisor	Dr Martin Willing
Radiation Protection Supervisor	Mr Philip Morgan
Assistant Principal, Teaching and Learning	Mrs May O'Keeffe
Assistant Principal, Curriculum & Resources	Mr Dave Cartwright
Assistant Principal, Student Guidance	Mrs Carol Horlock
Director, Business Training Services	Mr Daniel Power
Directors of Faculty	Mr Will Baldwin Mr Pete Clarke Mr Daniel Wright
Senior Tutors	Miss Jane Scott Mrs Judith Smith Mrs Hilary Stephenson Mr Olly Stevens

Staff Responsible to Principal and Chief Executive for Safety in Programme Areas, Subjects and Curriculum Areas

Careers Co-ordinator	Mrs Christine Hudson
Duke of Edinburgh Co-ordinator	Mr Neil Parsons
GEM Programmes and Applied GCSE links Co-ordinator	Mrs Ailsa Waters
Head of Department Art and Design	Mr Dan Fooks
Head of Department Biology	Dr Martin Willing
Head of Department Business Studies (Applied)	Mrs Beverley Whitlock

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APPENDIX 1

SAFETY ORGANISATION CONTINUED

Head of Department Chemistry	Dr Elizabeth Lumb
Head of Department Design & Technology	Mr John Foster
Head of Department Drama and Dance	Mr Andy Pullen
Head of Department Economics	Mr Paul Holmes
Head of Department English	Mr Jon Long
Head of Department French	Ms Frederique Lecerf (on maternity leave until March 2009) Cover being provided by Mrs Barbara Hydes and Ms Jo Martin.
Head of Department Geography	Mr James Jagger
Head of Department German	Mrs Hilary Stephenson
Head of Department History and Politics	Mr Jonathan Carr
Head of Department Food Technology	Mrs Stephanie Benson
Head of Department Early Years, Care and Development	Mrs Phillipa Cahill
Head of Department ICT	Mrs Caroline Miller
Head of Department Law	Ms Jo Smillie
Head of Department Leisure & Tourism	Mrs Judy Johnson
Head of Department Mathematics	Mrs Gay Crosby
Head of Department Media Studies/Film Studies	Mr Roger Martin
Head of Department Music	Mr Dominic Sewell
Head of Department Physical Education	Mr Daniel Bonney
Head of Department Physics	Mr Philip Morgan
Head of Department Psychology	Ms Hannah Pollard
Head of Department Religious Studies	Mrs Gertrud Sollars
Head of Department Sociology	Mr David King
Head of Department Spanish	Mr David Fanshawe
College Accountant	Mr Shaneel Shajpal
Head of ILT Services	Mr Joe Yeadon
Educational Resources Administrator	Mrs Maria Birch
Estates & Premises Manager	Mr John Storey
Examinations and Accreditation Officer	Mrs Elisabeth Richards
Maths Skills Adviser	Mrs Glynis Pile
IT Skills Co-ordinator	Ms Gillian De Rebello
Learning Support Manager	Mrs Julie Rashbrooke
Independent Learning Centre Manager	Mrs Sarah Grant
Student Activities Co-ordinator	Mr Anthony Kirby

Contractors are required to comply with all relevant Health & Safety Regulations currently in force at the time of their attendance on site and to submit details to the Estates & Premises Manager.

APPENDIX II

FIRST AID ARRANGEMENTS

Under the First Aid at Work Regulations(1981), first aid facilities are provided on site. Any case of illness or injury due to an accident which requires first aid must be reported to College Reception. The receptionist will make arrangements for first aid where necessary and the facilities of the first aid room, which is situated at the east end of the ground floor of the main building, are available. First aid boxes are available for use on visits.

List of qualified first aiders

Mrs Maria Birch
Ms Amanda Bonnell
Mrs Tessa Bridger
Mrs Mandy Howes
Miss Pippa Jeacock
Mrs Valerie Jones
Dr Elizabeth Lumb
Ms Ruth Maclannan
Ms Claire Rapley

Student Care

If a student is taken ill during a teaching period or a sporting activity the member of staff in charge must assess the situation and

- either 1 Contact reception by telephone (Ext 200) or send another student to ask for assistance from a qualified first aider
- or 2 Take the sick student to reception accompanied by the tutor or another student

On **NO** account must a sick or injured student leave the care of the tutor unaccompanied.

Should it be deemed necessary for a casualty to be taken to hospital, an ambulance should be called. Private transport may be used where appropriate but it is advised that another person also accompanies the casualty to hospital. Insurance cover has been arranged for staff who do not have insurance cover for business use for their vehicles. Parents/guardians or next of kin should be informed as soon as possible

APPENDIX III

FIRE INSTRUCTIONS AND BUILDING EVACUATION PROCEDURE

- 1 Anyone discovering a fire should **sound the alarm** [at the nearest Fire Alarm Box] and then **report** to Reception who will **inform** the Fire and Evacuation Officer.
- 2 The alarm is a continuous ringing of the bells, or an on-going intermittent ringing. Once the alarm has been sounded **no-one is to leave the site.**
- 3 In the case of a continuous ring, windows should be shut if possible and **students should make their way to the assembly point on the Field by the route as stated in the room. Lifts must not be used** and those who would normally use the lifts should remain in the designated Safe Areas between the fire safety doors to await instruction. Movements out of the building should be as quick as possible without running or panic. All bags and other impediments should be left behind in the rooms when they are vacated. **The tutor must check that all students have left the room**, then close the door and proceed to the assembly point.
- 4 In the case of an intermittent ringing the same procedure should apply except that **students should take their bags with them provided they are to hand.** Students **must not** move to other parts of the building to look for bags.

5 Assembly Points

TUTOR GROUP 1 SETS	To LEFT OF CENTRE LINE OF PITCH
TUTOR GROUP 2 SETS	TO LEFT OF OLD PAVILION DOORS
TUTOR GROUP 3 SETS	TO RIGHT OF OLD PAVILION DOORS
TUTOR GROUP 4 SETS	TOWARDS GOAL LINE BY TENNIS COURTS
Adult Learners and visitors	on field by Tennis Courts
All staff not attached to sets	on field by Grass Bank
All buildings after 5 PM	on car park in front of Main Building
Performing Arts Centre performances	on car park towards Sports Centre
All buildings out of term	on car park in front of Main Building

- 6 All staff are asked to assist in the evacuation and Personal Tutors should assemble at the appropriate place with their sets if possible. The Senior Management Team will initiate the Emergency Plan as appropriate.
- 7 For the evacuation of a single building, the occupants and those in the immediate vicinity will be directed initially to a place of safety at least 20m away and no-one will be allowed inside this area until cleared by the Fire Officer or Deputy. If there is a fire in the **Sports Centre**, the main Alarms should **not** be sounded.
- 8 During public examinations the invigilators will a) collect the scripts and question papers, and take them to the Examinations Officer on the field and b) escort candidates in silence to a separate area of the field where they will remain under examination conditions. Staff without specific duties will be asked to assist as required.
- 9 Designated Fire Wardens will check that all rooms are empty and then report to the Fire Officer on the Field. If they are unable to enter a room or building or if a casualty is found

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the Fire Officer must be told. **No-one must enter a building if there is a perceived danger from fire or smoke.**

10 The Fire Officer will liaise with the Fire Brigade and the order to dismiss will be given by the Fire Officer.

APPENDIX III[i]

EVACUATION PROCEDURE - BOMB THREAT

ACTIONS TO BE TAKEN ON RECEIPT OF A BOMB THREAT BY TELEPHONE

- **Upon receipt of a threat**

Reception staff to obtain as much information as possible.

Alert the Principal, Director College Services and Estate Personnel via the radio.

Reception staff to complete form Actions to be taken on receipt of a bomb threat.

- **Assess the threat**

Assessment of threat by the Principal or Director College Services

Alert emergency services upon the order of the Principal or Director College Services

- **Evacuate the buildings**

Fire Officer to take responsibility for implementing evacuation and search procedure

Intermittent fire alarm bells to be rung

Students to be diverted to assembly points on a safe part of the playing fields, as directed.

APPENDIX III [ii]

EVACUATION PROCEDURE - SUSPICIOUS OBJECT

- **Upon finding suspicious object**

Keep other people away and attract the attention of someone nearby to alert Reception

If nobody else around go to Reception - **under no circumstances try to move the suspicious object**

- **Upon receipt of information**

Reception staff alert Principal or Director College Services, Estates & Premises

Manager and Security Officer via radio

Security Officer to cordon off area until threat has been assessed

- **Assess the Threat**

Assessment of threat by the Principal or Director College Services

Alert emergency services upon the order of the Principal or Director College Services

- **Evacuate the buildings**

Fire Officer to take responsibility for implementing evacuation and search procedure

Intermittent fire alarm bells to be rung. Students to be diverted to assembly points on a safe part of the playing fields, as directed.

APPENDIX IV

ACCIDENT REPORTING

All accidents must be reported to Reception whether or not there has been personal injury. The receptionist will make arrangements for first aid, if necessary, and will initiate the preparation of an accident/incident report form which must be completed within 48 hours of the accident taking place.

Serious accidents must be referred **immediately** to the Director College Services and the Health & Safety Co-ordinator.

An investigation will take place into each accident by the Health & Safety Co-ordinator and remedial measures will be arranged by the Estates & Premises Manager, where appropriate.

The Director College Services will arrange for reporting to the Health & Safety Executive any accident of such a nature to require this treatment.

APPENDIX V

HEALTH AND SAFETY REPORTING

Any "hazard" must be reported in the first instance to the Deputy Health & Safety Co-ordinator by logging the item in the '*Red Book*' which can be found on the academic database. He will arrange for the remedial work to take place as soon as possible and if necessary evacuate the area.

If the "hazard" is of a very serious nature it should be reported directly to the Principal, Director College Services or one of the Assistant Principals. The relevant person will decide on the appropriate action.

The Health & Safety Co-ordinator should also be informed as soon as possible.

Students should report any hazard to Reception for the attention of the Deputy Health & Safety Co-ordinator.

APPENDIX VI

USE OF MINIBUS

It is the aim of the college that the use of minibuses should, as far as is reasonably possible, take place with the utmost regard to safety.

To this end the following requirements will be met

1. All drivers must hold a current driving licence and have passed the relevant minibus drivers test.
2. Weight limits must be strictly observed.
3. Permission to drive minibuses is given on each occasion only after a personal undertaking including, age and medical fitness has been completed and given to the Estates & Premises Manager.
4. Drivers are required to check the road worthiness of the vehicle whenever they use it. The list of checks is attached to the vehicle log sheet.
5. Drivers are required to report any problem to the Estates & Premises Manager who will arrange for rectification.
6. Minibuses, owned by the College or hired-in, should have seat belts for all occupants.
7. The driver is required to check that all occupants are wearing a seat belt before commencing a journey. A verbal announcement must also be made about the requirement to wear a seat belt at all times whilst a journey is taking place.
8. All use of minibuses is to be for authorised purposes only.

Control of minibuses use and the keeping of the ignition keys will be the responsibility of the Estates and Premises Manager through whom all required servicing and maintenance will be arranged.

APPENDIX VII

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH REGULATIONS)

In any curriculum area where there are substances that are hazardous to health, the Curriculum Manager will ensure that the necessary assessment of these substances is made, as required under the COSHH Regulations, and establish, in liaison with the Health & Safety Co-ordinator, procedures for the safe storage, use and disposal of these substances.

Where a risk is identified, the appropriate Curriculum Manager will ensure that, in their own area, the College procedures for storage, use and disposal are adhered to. An inventory of all hazardous substances in that curriculum area will be maintained, written assessments made and updated in accordance with the Regulations as necessary.

APPENDIX VIII

OUT OF TERM WORKING

Outside the published term dates the following procedures shall apply to ensure the safety of staff and others on site.

1. All staff should sign in at Reception on their arrival and out on their departure
2. Site staff should be contacted if a work area is locked
3. Contractors should report to the Security Office and visitors should report to Reception and they should be informed of any special routines in operation
4. College students and others attending courses or activities must sign in at Reception against a list provided by the organiser. The organising staff must be responsible for such a group whilst on site and inform them of the out of term emergency routine. At the end of the activity there must be a signing out process.
5. EMERGENCY PROCEDURE. The usual Fire Procedures apply except that the Assembly Point will be on the main car park in front of the College. The Fire Warden checking system will NOT operate. Staff are asked to be aware of others working in their area and to check their safety. Please report any suspicious behaviour at once to Reception or senior staff. It is unlikely that there will be a trained first aider on site but assistance in calling for an ambulance or other support will be available through an "Appointed Person", contactable via Reception - telephone 208 or 215.

APPENDIX IX

EDUCATIONAL VISITS

All visits must be approved by the relevant Director of Faculty and the Principal before going ahead. In addition all residential and overseas visits and any hazardous pursuits must be approved by the Chairman of the Corporation. The 'EV Pack' must be used for providing details.

All visits must be subject to a health & safety risk assessment by the person responsible for the visit in conjunction with the Health & Safety Co-ordinator.

Appropriate insurance cover must be arranged and contact details of hostel/hotel etc and home contact telephone numbers for students provided to the Director College Services or other appropriate member of College staff. This person will not be involved in the visit and will act as point of contact with parents, insurers, embassies, etc in the event of travel problems or any incident or emergency.