

HEALTH AND SAFETY STAFF EXPECTATIONS

Upholding exceptional health and safety measures in our school is paramount. Apart from ensuring the well-being of students and staff members alike, they also create a safe and hazard free environment which is crucial to learning and productivity.

Strong health and safety measures encompass various aspects which includes safe infrastructure, maintaining cleanliness across the school, ensuring proper ventilation, implementing effective emergency protocols, promoting hygiene practices and prompt addressing of any notified potential hazard.

All stakeholders must prioritise these aspects to create a secure and healthy environment for all since effective health and safety is a mutually shared responsibility.

Expectations for school staff members and Senior Leaders to ensure effective health and safety control measures in the school environment are quite high, and rightly so.

All stakeholders are expected to be responsible in making sure that the school is a safe infrastructure.

To run a strong health and safety campaign in a school, both staff members and senior leaders play critical roles.

Below are the breakdown of their respective roles and expectations:

Staff Members:

Adherence to Policies and Procedures: Staff members need to familiarise themselves with the school's health and safety policies and procedures and strictly adhere to them .

This includes understanding evacuation protocols, reporting hazards, and following hygiene guidelines.

Modelling Behaviour: They should serve as role models for students by consistently practising good health and safety habits. This can involve wearing appropriate personal protective equipment (PPE) specially during science experiments, **practising proper hygiene, and maintaining a clean and organised environment.**

Participation in Training: Staff members should actively participate in health and safety training sessions provided by the school. This includes first aid training, emergency response drills, and workshops on hazard identification and risk assessment.

Vigilance and Reporting: Staff is encouraged to stay vigilant at all times, inside and outside the classrooms and promptly report any safety concerns or hazards they observe in the school environment. This could be ranging from slippery floors to malfunctioning equipment or even as simple yet dangerous as a sharp edge of a chair or table.

Promotion and Education: Staff members should actively promote health and safety awareness among students, parents, and colleagues. They can do this through classroom discussions, informational materials, and integrating health and safety topics into the curriculum where relevant.

Senior Leaders:

Policy Development: Senior leaders are responsible for developing comprehensive health and safety policies that align with legal requirements and best practices. These policies should address all aspects of health and safety management within the school.

Resource Allocation: They need to ensure that sufficient resources, including funds, staff, and equipment, are allocated to support health and safety initiatives. This involves investing in safety equipment, providing ongoing training opportunities and hiring more staff to be in a department with minimal disruptions to follow the procedures.

Setting Expectations: Senior leaders should set clear expectations regarding health and safety standards and communicate them effectively to all stakeholders.

This includes outlining roles and responsibilities, as well as consequences for non-compliance.

Monitoring and Evaluation: Senior leaders are responsible for monitoring the effectiveness of health and safety measures implemented in the school and conducting regular evaluations to identify areas for improvement. This might involve collecting data on accident/incident rates, conducting safety inspections, and seeking feedback from staff and students.

Support and Recognition: Senior leaders should provide support and encouragement to staff members involved in health and safety initiatives. Recognising and rewarding individuals or teams for their contributions can help foster a positive safety culture within the school.

By working together and fulfilling these roles and expectations, staff members and senior leaders can collaborate effectively to create a safe and healthy environment for everyone in the school community.

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