



# Health & Safety Policy

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| Title                     | <b>Health &amp; Safety Policy</b>                          |
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| Approved by               | <b>Trustees</b>  |
| Issue date                | <b>17<sup>th</sup> November 2023</b>                       |
| Review date               | <b>1<sup>st</sup> September 2024</b>                       |
| Links to other procedures | <b>All health &amp; safety procedures and arrangements</b> |

## 1. Health & Safety Policy Statement

As a leader of the community that it serves, Red Kite Learning Trust (RKLТ) recognises and accepts the financial and legal responsibilities and duties that it has for the health, safety and welfare of its employees and others affected by The Trust's activities.

The Trust's commitments are:

- To prevent injury and ill health associated with Trust's activities
- To provide a healthy and safe working environment
- To promote a positive health and safety culture throughout the organisation
- To satisfy applicable legal and other requirements
- To control health and safety risks through applying a hierarchy of control
- To continually improve the Trust's health and safety management system and performance
- To engage employees in developing and implementing a joint approach to the management of health, safety, and welfare
- To set health and safety objectives and monitor their achievement

In our positions as Chairman of the Trustees and Chief Executive Officer, we are committed to integrating health and safety into decision-making and risk management processes within RKLТ. The Trustees will support us in this role and, together with the wider Executive Leadership Team within the Trust, will ensure the effective leadership of health and safety for the Trust and others affected by the Trust's activities.

Employees with management responsibilities will ensure that all significant risks are properly assessed, controlled and any measures implemented to mitigate risk are appropriately monitored. We regularly review these assessments, to ensure that the Trust complies with legal requirements and strives to achieve best practice.

We will maintain arrangements to consult employees, trade union representatives and others who may be affected by The Trust activities, to encourage a joint approach to the management of health, safety, and welfare.

The Trust expects all employees and those undertaking work on behalf of, or in partnership with, the Trust to take reasonable care of their own health and safety, for the health & safety of others and to co-operate with the Trust in the performance of its moral and statutory duties.

The Trust will monitor health and safety performance and review its policies and procedures to ensure the achievement of best practice in all aspects of health and safety management.

Chair of Trustees – Chris Tulley  
Chief Executive Officer – Richard Sheriff

## **2. Health and Safety Organisation**

This section details the health and safety roles and responsibilities assigned to specific posts and functions within RKLТ.

### **2.1 Chair of the Trustees**

The Chair of the Trustees ensures that the work of RKLТ Executive Leadership Team and Trustees is conducted in accordance with the Trust's policy and procedures for health and safety and with due regard for relevant statutory provisions.

### **2.2 All Trustees**

All Trustees ensure that all the decisions they make are in line with this policy and other Trust policies and procedures. This ensures that they give due regard to health and safety and any relevant statutory provisions. This principle is upheld by all committees and during all contacts with employees and members of the public.

### **2.3 Chief Executive Officer**

The Chief Executive Officer has overall personal responsibility for the effective leadership of health and safety within RKLТ. The Chief Executive Officer carries out the following duties:

- Ensure that the health and safety policy and management systems are an integral part of RKLТ's culture, of its values and performance targets.
- Provide effective leadership to Trustees by agreeing and reviewing targets for maintaining standards and, where appropriate, for achieving improvements in health and safety performance.
- Ensure that adequate resources are made available to achieve high standards of health and safety.
- Monitor and review health and safety performance by receiving both specific (e.g., incident-led) and routine reports.

### **2.4 Director of Estates**

The Director of Estates is responsible for the effective leadership of health and safety within the individual Academy's and will act as the competent person in accordance with Regulation 7 of the Management of Health and Safety at Work Regulations 1999. The Director of Estates carries out the following duties:

- Ensures that the health and safety policy and management systems are an integral part of the individual Academy, of its values and performance standards.
- Ensures that the individual Academies have a clear management structure, and that health and safety responsibilities are effectively communicated and included in job descriptions.
- Ensure there are adequate arrangements so that the required health and safety information is shared between those that need it.
- Ensure that there are systems and arrangements to guarantee the competence and capability on health and safety related matters of all employees and others who are part of the conduct of the Academy's' undertakings.

- Provide visible leadership on health and safety to head teachers and principals by setting and reviewing targets for achieving improvements in health and safety performance including conducting annual visual Inspections.
- Approve the Academy's health and safety action plan and monitor its implementation.
- Ensure that adequate resources are made available to achieve high standards of health and safety performance.
- Monitor health and safety performance by receiving both specific (e.g., incident-led) and routine reports including reviewing accident, incident and near miss reports on a termly basis.
- Keep health and safety performance under review and ensure a formal annual review is carried out.
- Ensure that policies and procedures relating to health and safety are developed and updated as required.
- Develop and advise on the implementation of health & safety policy, procedures, and management systems for existing and new activities.
- Advise and inform on all aspects of health & safety, including new legislation, affecting the work of the Trust.
- Advise on the implementation of the health & safety risk assessment system and prioritisation of control measures.
- Advise on health & safety training for staff and ensure it is appropriate for their duties and responsibilities.
- Advise on required emergency procedures and with advice on requirements for periodic testing at Academy's.
- Provide the main point of contact and maintain professional working relationships with appropriate health and safety enforcing authorities.

## **2.5 Principals and Head Teachers**

Principals and Head Teachers within RKLTL are responsible for the effective implementation of this health and safety policy and associated management systems in all RKLTL Academies. They are responsible for ensuring that staff are aware of their responsibilities for implementing the day-to-day operation of all health and safety systems and procedures within their Academies. In addition to these general duties, they will carry out the following or delegate as appropriate to Academy-based Business and Operations Managers:

- Ensure that the health and safety policy and management systems are an integral part of the culture, values, and performance standards in their Academy.
- Ensure that their Academy has a clear management structure, and that health and safety responsibilities are effectively communicated.
- Provide visible leadership on health and safety to staff by setting and reviewing targets for achieving improvements in health and safety performance.
- Oversee implementation of the health and safety action plans and monitor their implementation.
- Ensure that adequate resources are made available to achieve high standards of health and safety performance.

- Monitor health and safety performance by receiving both specific (e.g., incident-led) and routine reports.
- Ensure that arrangements are in place, so they are advised of any accidents, incidents and health and safety issues occurring in the Academy.
- Keep health and safety performance under review and play a full and active part in the review process at Trust level Executive Leadership meetings.
- Ensure that all employees have been informed of any significant risks to their health and safety, and any control measures, workplace precautions, safe systems of work, etc. that must be taken to minimize these risks.
- Ensure that health and safety issues are considered in all lesson plans.
- Satisfy themselves that suitable health and safety standards are maintained and arrange for any shortcomings in safety standards, inspections, training, and instruction to be rectified where practicable.
- Monitor the need for any further health and safety measures, instruction, and training.
- Provide effective leadership on health and safety to their staff by setting and reviewing targets for achieving improvements in health and safety performance.
- Consult the Trust's H&S Advisors and others who may assist with monitoring the need for further health and safety measures.
- Ensure that contracts are in place for building maintenance including the inspection and testing of equipment in the premises e.g., boilers, electrical, fire equipment, gas, lifts, etc.
- Ensure suitable arrangements are in place at the premises for the management of contractors and construction projects on site.
- Maintain suitable arrangements in the premises to manage any asbestos present in the building.
- Maintain suitable arrangements in the premises to manage any legionella risk in the building.

## **2.6 Estates Compliance Officers**

RKLT has appointed two Estates Compliance Officers, one whom works primarily with the primary schools and one who works primarily with the secondary schools. They are responsible for supporting the Director of Estates, Head teachers and Principals in ensuring that staff are aware of their responsibilities for implementing the day-to-day operation of all health and safety systems and procedures within their Academies.

The Estates Compliance Officers carry out the following duties:

- Work in partnership with individual Academies to develop an annual health and safety action plan by undertaking the Annual Paperwork Inspection for each Academy.
- To escalate or report as appropriate any failure to implement the health and safety plan to the Director of Estates
- To contribute to, and engage in, the development of policies and procedures relating to health and safety.
- Promote a positive health & safety culture, based on sensible risk management, to secure high standards of health and safety.

- Advise on required and appropriate health and safety signs and information is displayed.
- Advise on required and suitable first aid arrangements are maintained at the premises.
- On multi-occupancy sites provide advice to ensure there is co-operation and co-ordination of health and safety arrangements between all parties.
- Advise on requirements for suitable and sufficient risk assessments to be carried out in each Academy. These should be recorded, communicated to the relevant staff, and reviewed at least annually (or sooner if there is a significant change) and modified if necessary.
- Report to RKLTL's Director of Estates on the management of health & safety performance and standards within the Trust.
- Exercise the authority to stop work in cases where there is an intolerable risk of serious injury or likelihood of fatality.

## **2.7 Trade Union Safety Representatives**

Trade Union Safety Representatives are consulted where appropriate on matters affecting the health and safety of employees they represent, in compliance with relevant statutory requirements. Formal consultation with Trades Unions on health and safety takes place at individual Academy's level through the various risk management and health and safety groups.

## **2.8 Section All Employees, Trainees, Temporary Workers, and Volunteers**

All employees, trainees, temporary workers, and volunteers have an important part to play in protecting themselves and others. Health and safety responsibilities are based on legal obligations and are subject to The Trust's disciplinary procedures. In particular, all employees, trainees, temporary workers, and volunteers are required to:

- Take reasonable care for the health and safety of themselves and others, who may be affected by what they do or fail to do at work.
- Co-operate with all Principals/Head Teachers, senior Academy leaders and the RKLTL Health and Safety Advisors on health and safety matters.
- Familiarise themselves with, and to act in accordance with, any health and safety procedures that have been issued to them or otherwise brought to their attention.
- Act in accordance with any safety training, or any verbal safety instructions that has been provided to them.
- Make full and proper use of any personal protective equipment (PPE) and clothing provided to them, in accordance with instructions or training received. Report any loss of, or obvious defect in, such PPE to their supervisor or manager.
- Adopt safe behaviour and avoid interfering with or misusing anything provided in the interest of health, safety, or welfare.
- Report any accident/incident or near miss to their Principal/Head Teacher or other senior Academy staff (to be done on the day of accident/incident or as soon as possible thereafter). This includes reporting any accident/incident involving a non-employee while on RKLTL premises, sites or affected by RKLTL activities, which comes to their attention.

- Report to their Principal/Head Teacher or other senior Academy staff any work situation they consider representing a serious and immediate danger to health and safety, or any other relevant matter that they consider representing a shortcoming in current arrangements for health and safety.
- Follow any laid down emergency procedures in the event of serious imminent danger, such as emergency evacuations, lockdown etc.

## **2.9 AtkinsRealis – Fire Engineer**

- Conduct a desktop study of available plans and fire risk assessments to establish baseline compliance of the Academy buildings with existing fire safety guidance.
- Conduct an annual fire risk assessment for each Academy.
- Conduct a fire compartment condition survey for each Academy.
- Production of a fire strategy drawing and summary report for each Academy.

### **3. Health and Safety Arrangements**

The person or persons who are delegated day-to-day responsibility for health and safety at either Trust or Academy level will ensure that the following arrangements are effectively implemented and maintained:

#### **3.1 Accident and Near Miss Reporting, Investigation and Notification**

All injury accidents to employees, contractors, clients, or visitors, however minor, are reported, recorded on the Total Risk Manager (TRM) system. Employees are encouraged to report near misses.

All injury accidents to pupils, however minor are reported and recorded. These are reported on either the Total Risk Manager (TRM) system or on the school's local record dependant on the severity of the injury, this detailed within the Accident Reporting and Investigation Guidance document.

All accidents, irrespective of whether injury results and near misses are investigated, the depth of which is determined by the severity or potential severity of injury, to establish cause and to avoid recurrence.

Work related accidents that result in death, major injury, or absence from work for seven or more days (not including the day of the accident) or any instance of a specified work-related illness or dangerous occurrence are reported to the enforcing authority as required by RIDDOR 2012 and the HSE published Education Information Sheet No.1 (Revision 3).

Accident/Incident data is analysed, statistics are compiled, and reports provided to the Trustee and Local Governing Boards and Executive Group.

#### **3.2 Asbestos**

It is acknowledged that exposure to asbestos fibres can lead to asbestos-related diseases such as cancers of the chest and lungs. Asbestos is known to be present within some of the buildings occupied by RKL T and a policy for the control of asbestos at work has been developed and implemented. Asbestos management surveys have been undertaken and asbestos or asbestos containing materials, which have been identified, or materials which are presumed to contain asbestos have been either removed by licenced contractors or are encapsulated, entered on a register and subject to periodic condition monitoring inspections by the nominated person within each Academy. Contractors undertaking work on premises which are known to contain asbestos are informed of the presence or potential presence of asbestos, are shown the asbestos management survey or asbestos refurbishment and demolition survey and are required to sign in acknowledgement.

#### **3.3 Communication, Consultation and Co-operation on OSH matters.**

Procedures for effective communication to and consultation with employees have been established and are implemented through one-to-one meetings, staff meetings, departmental meetings, and email communication. Co-operation on occupational safety and health matters is an expectation of all employees, communicated to employees through this health and safety and other RKL T policies and procedures. Non-co-operation by employees may be considered and treated as misconduct and dealt with through disciplinary procedure.

#### **3.4 Control of Contractors and Sub-Contractors**

RKL T recognises its legal responsibility towards all persons present on its premises including contractors/subcontractors undertaking work. It is the intention of RKL T that no



contractor or subcontractor is exposed to risk while on the premises. Similarly, RKLT expects its contractors\subcontractors to ensure that no risk is introduced to occupiers of RKLT premises or workplaces. A contractor vetting procedure has been established to ensure that contractors are competent to undertake the work, have adequate public liability insurance, appropriate documented health and safety systems including risk assessments and method statements for hazardous work activities. An authorisation to work on site system has been introduced for all hazardous work undertaken by contractors.

### **3.5 Control of Substances Hazardous to Health (COSHH)**

Assessments are made of any substances that are used, processed, manufactured, produced, or given off that may be hazardous to health. Material safety data sheets (MSDS) are held for all proprietary brands which may be hazardous to health. Formal risk assessments have been undertaken and suitable controls implemented in accordance with the hierarchy of control. Risk assessments are reviewed annually. The use and storage of proprietary products is always in accordance with manufacturers'/suppliers' instructions, legal requirements, or best practice.

### **3.6 Critical Incident Procedures**

Emergency procedures have been devised with the assistance of appropriate advisory personnel in respect of fire, bomb threats, major gas leaks, collapse or imminent collapse of buildings, flood, storm, and intruder. Fire action notices are displayed adjacent to each fire alarm break glass call point detailing the action to be taken upon discovery of a fire and upon hearing the alarm. Training is periodically refreshed. Fire evacuation drills are undertaken termly, and records maintained.

### **3.7 Display Screen Equipment (DSE)**

Display screen equipment and furniture suitable for the work to be undertaken is provided. Each user and their workstation are assessed using a self-assessment questionnaire, with any actions arising implemented by their line manager.

The cost of eye tests at the request of the user are met by the Company as are the cost of standard corrective appliances required specifically for DSE use. Risk assessments are reviewed annually, sooner if there are changes in workstation, equipment, or the user's health.

### **3.8 Driving at work**

Work related road safety has been identified as a potential risk to employees. Academy minibus drivers are MIDAS trained and refreshed and driving licences are checked at least annually more frequently as required. Employees permitted to use their own vehicles on RKLT, or Academy business are required to: have their driving licences checked and validated with DVLA; provide evidence that their vehicle is taxed and roadworthy (a current MOT certificate for vehicles over three years old); and, that their private motor insurance is extended to include the business use of the policyholder or their employer. All employees who may drive their own vehicle on RKLT or Academy business have a duty to disclose all driving disqualifications or convictions to their line manager.

### **3.9 Electrical Safety**

The fixed electrical installation and wiring of all buildings owned or occupied by RKLТ and its Academies is inspected and tested in accordance with BS7671 by and at intervals determined by a competent electrician. All electrical faults and hazards are reported, and arrangements made to have the fault or hazard safely dealt with. Portable electrical appliances are visually examined by the operator daily or before use and examined and tested annually by a competent person.

### **3.10 Equipment**

All equipment provided is:

- Suitable for its purpose.
- Subject to regular maintenance and periodic inspection.
- Used by persons provided with information instruction and training in its safe use.
- CE marked as applicable.
- Suitably guarded and fitted with protective devices to prevent access to or contact with the dangerous parts of machinery. Maintenance of machinery includes the testing of safety critical devices.
- Subject to recorded daily pre-use or start/up checks.
- Provided with warning signs with regards to any hazard which the user may be exposed.
- Subject to suitable hazard identifications and risk assessments and where considered necessary safe systems of work which are maintained under periodic review.

### **3.11 Fire Safety**

Fire risk assessments have been undertaken for each building/range of buildings occupied by RKLТ or their Academies and are periodically reviewed. Fire Emergency Plans, which consider the findings of the fire risk assessment have been developed and are implemented. Maintenance of detection and alarm systems, emergency lighting and fire extinguishing devices is undertaken by external contractors.

### **3.12 First Aid**

An assessment of first aid requirements has been made and a suitable number of first aiders appointed and trained for each RKLТ site. First-aid boxes are provided and maintained with adequate supplies.

### **3.13 Gas Safety**

Installation, maintenance and repair of gas appliances and fittings is undertaken by competent Gas Safe registered engineers. Gas pipework, appliances and flues are regularly maintained and periodically serviced. Rooms within which gas appliances are installed and used are provided with adequate ventilation. Gas installations are secured to prevent tampering.

### **3.14 Legionella**

Water risk assessments have been undertaken on all buildings and operational controls identified are undertaken and records maintained in building specific water safety logbooks. Risk assessments are reviewed every two years, more frequently following significant change to the water system, or because of findings of water samples or temperature checks.

### **3.15 Lettings**

Persons or organisations who hire RKLТ buildings or facilities are provided with information and instruction on procedures in place for access and egress to the premises/facilities as well as the emergency procedures in place. Confirmation that adequate public liability insurance is held as well as provision of suitable and sufficient risk assessments for activities which impact upon RKLТ, its employees, the Academy or its pupils/ students requested.

### **3.16 Lone Working**

Situations of lone working (within the building) or working alone (within a part of the building) are avoided. Where avoidance is not possible, a procedure has been developed and implemented to ensure the safety of those employees who may be lone working/working alone.

### **3.17 Manual Handling**

General assessments for tasks, areas and activities have been completed and include the general hazards associated with manual handling operations. Employees who may need to undertake manual handling operations as part of their job have been identified and training provided in safe manual handling and risk assessment. Specific risk assessments are undertaken in respect of any manual handling operation presenting a serious risk to those carrying out the manual handling operation. Employees who have not been specifically authorised and trained to undertake manual handling operations are not permitted to undertake them. Mechanical aids to minimise the risks to those undertaking manual handling operations include trolleys, pallet trucks and goods lifts.

### **3.18 Medical Needs**

Most students may at some time have a medical condition which could affect their participation in Academy activities. This may be a short-term situation or a long-term medical condition.

RKLТ will endeavour to ensure that students with medical needs receive proper care and support at their Academy. A process for the management of medicines has been developed and implemented in each Academy.

Academy staff has no legal duty to administer medical care to students. This is carried out on a voluntary basis. RKLТ will accept responsibility in principle for members of Academy staff giving or supervising students taking prescribed medication during the Academy Day where those members of staff have volunteered to do so.

### **3.19 New Employees and Visitors**

New employees including trainees, temporary employees; work experience and agency staff are given health and safety induction training by their line manager, team leader, or Human Resources department on their first day of work. The training includes general health and safety awareness; first aid arrangements; fire precautions; emergency procedures; RKLТ and employee responsibilities; and the significant findings of any risk assessments of hazards to which they may be exposed. Records of all training provided are maintained.

Visitors are either accompanied at all times or allocated to a named employee who is responsible for their safety and well-being while they are on the premises.

Visitors including contractors to Academies during Academy hours will be accompanied, those who are in contact with children are required to provide an enhanced DBS certificate. Contractors where possible are instructed to undertake work during Academy holidays.

### **3.20 New and Expectant Mothers and Women of Childbearing Age**

Work activities of any employee who is a new or expectant mother are reviewed to identify hazards and assess the risks which could affect the new mother (given birth within the previous 12 months or is breastfeeding) pregnant employee and/or their unborn child. Risk assessments are reviewed at three monthly intervals.

### **3.21 Play Equipment**

Outdoor and indoor play equipment, including climbing walls present challenging experiences that encourage creative and social development for young people. However, every year there are a significant number of accidents to young people in playgrounds due to faults with fixed playground equipment. All play providers installing new or refurbishing playground equipment within RKL T Academies (including the site around the equipment) must meet the appropriate standards BSEN 1176 in respect of the equipment and BSEN 1177 in respect of the playground surfacing. Academies within RKL T must ensure regular safety inspections and annual maintenance checks are implemented to ensure both outdoor and indoor play equipment are maintained to meet required safety standards.

### **3.22 Personal Protective Equipment**

The circumstances in which PPE is to be used and the type(s) of PPE appropriate to those circumstances is determined by risk assessments which are reviewed periodically or when circumstances change.

RKL T provides a range of personal protective equipment (PPE) for use by employees and pupils/students when undertaking certain tasks or working in certain areas. It is recognised that the provision of such equipment is the last line of defence against injury or ill-health and that it is to be used in addition to higher level risk control measures which may not fully control the risk. Employees and pupils/students who are required to use PPE are provided with appropriate information, instruction, and training to enable effective use, care, and storage of such equipment.

### **3.23 Risk Assessments and Register**

A procedure for ongoing proactive hazard identification, risk assessment and determination of necessary controls has been developed and implemented. The procedure of hazard identification and risk assessment takes account of routine and non-routine activities, activities of all persons (employees, visitors, and contractors) having access to the premises; human behaviour, capabilities, and other human factors; and the infrastructure, equipment, and materials within the workplace of premises. When determining controls, consideration is given to reducing risks in accordance with the following hierarchy: Elimination; substitution; engineering controls; signage, warnings and/or administrative controls; and personal protective equipment.

The significant findings of risk assessments are communicated to those who might be affected by them, and copies of the assessments retained for reference. Risk assessments

are periodically reviewed, annually or more frequently considering changes in personnel, processes, infrastructure, equipment, or materials.

### **3.24 Safeguarding (Refer to Safeguarding Policy)**

RKLT recognises that the welfare of the pupil is paramount and takes seriously its responsibility to safeguard and promote the welfare of the pupils in its care. The Trust is committed to safeguarding and promoting the welfare of pupils/students and expects all staff and volunteers to share this commitment. A specific policy on Safeguarding and Child protection has been written, approved, published, and is maintained under annual review. A Trustee for Safeguarding - Designated Safeguarding Lead (DSL) has been appointed and each Academy has an appointed DSL who meet with their link governor half-termly to review the policy and share concerns and cases relevant to the delivery of their duties. Governors prepare a link report following their half-termly meetings which is issued to the Trust DSL and the CEO. All staff members are provided with appropriate training in safeguarding and child protection which is refreshed annually.

### **3.25 Safety Management**

A rolling action plan is maintained as a means of progressing actions on health and safety matters. It records a summary of the actions, the person(s) with the task of taking the action, the timescale and details of completion or hold-ups.

Periodic audits of the RKLT health and safety management system are undertaken by external trained and competent auditors.

The health and safety management system is up-dated following external audits, internal site inspections, risk assessment or subsequent reviews.

### **3.26 Academy Trips (Refer to Educational Visits Policy)**

All Academy trips are arranged through Exeant. Risk assessments are undertaken where required and any identified controls implemented. Staffing levels are carefully considered and means of communicating, first aid kit, first aiders and details of pupils'/students' specific medical needs together with parents' contact details held.

### **3.27 Security**

RKLT recognise the need to obtain a suitable balance between ensuring the Academy remains an integral and welcoming facility for the community, with ensuring the safety of every student, member of staff, and visitor to our Academy and protecting our buildings and resources.

RKLT are committed to reducing the risk of violence or aggressive behaviour to individuals, as far as is practical, and improving security of the site by implementing required procedures. Risk assessments will be undertaken at RKLT Academies to identify areas of concern and appropriate control and preventative measures introduced, such controls may include training, guidance, advice, changes in working practices, physical measures and legal guidance or intervention by the police if necessary.

### **3.28 Slips, Trips and Falls**

Slips, trips, and fall are the most common cause of accidents in Academies nationally. RKLT has a responsibility to safeguard their staff, pupils, and visitors on its sites in developing and implementing a policy to control slips, trips, and falls risks is essential and will require a

whole Academy approach, with simple, low-cost control measures which will bring about significant reductions in injuries sustained.

### **3.29 Smoking**

RKLT operates a strict smoke free policy (including e-cigarettes) which applies across all premises owned or under their management or control.

### **3.30 Stress**

Stress is an adverse reaction people have to excessive pressure and is recognised by RKLT as a cause of mental and physical ill health. RKLT is aware of typical work-related stressors and through its management and performance appraisal systems, allocation and supervision of work will take all reasonable and practicable steps to ensure employees do not become ill through excessive pressure of work.

Where work patterns or volumes may give rise to work related stress a risk assessment will be undertaken, identifying pressures at work that could cause high and long-lasting levels of stress, who might be harmed, recognising, and recording existing controls and management systems designed to prevent such harm and identifying additional measures that might be necessary to reduce the risk of stress related illness.

Risk assessments will be tailored to individual employees as required and maintained under regular review.

### **3.31 Swimming Pools**

It is essential that RKLT ensures activities undertaken in swimming pools or hydrotherapy pools are done so in a safe, organised, and professional manner, by competent people, irrespective of who is leading the activity. The information contained within the relevant Trust guidance document is designed to support and inform those individuals undertaking activities in swimming and hydrotherapy pools, it summarises the processes and procedures to ensure a safe, healthy, and controlled environment. These procedures are used in conjunction with relevant requirements of 'Safety in Swimming Pools' /ASA Academy Swimming Guidance.

### **3.32 Training**

RKLT is committed to ensuring that all employees receive adequate and proper training in issues of health and safety. A programme of training has been developed to provide all employees with training which covers general health and safety awareness; fire safety, first aid and work specific health and safety training as required. Qualifications of all new starters are checked, references are taken up, on-the-job training is provided, and the new employee closely supervised until they are considered competent to work unsupervised.

Periodic refresher training is provided to all employees through training days and e-learning.

### **3.33 Violence or Threatening Situations**

As a company, some of our employees may be in contact with contractors, customers, and members of the public on a daily basis, either face to face or through telephone communications. Risks are assessed and to assist employees in dealing with violent or threatening behaviour appropriate instruction and training may be provided.

### **3.34 Waste Arrangements**

The control of waste is conducted in compliance with current legislation. Particularly hazardous or toxic waste materials are formally notified to the local authorities and/or appointed contractor and treated as an identified waste under the Controlled Waste Regulations 1992.

### **3.35 Working at Height**

All reasonable steps are taken by RKLT to ensure the safety of employees and contractors who work at height. All work activities that cannot be undertaken by an employee or contractor without the risk of falling are considered to be working at height and are assessed with regards to eliminating or reducing to their lowest level, the risks to the health and safety of those who may be affected by them.

Where risks cannot be eliminated, suitable and sufficient control measures in accordance with the hierarchy of control (collective in preference to individual controls) are introduced to reduce risks to their lowest practicable level. The significant findings of the risk assessments are to be brought to the attention of those who may be affected by them.

Mechanical or electronic means to assist with working at height such as mobile elevated work platforms or portable scaffold towers are operated/erected and dismantled by trained operatives. Ladders and step ladders are uniquely identified, details entered in a register and the equipment subject to formal inspection at frequencies determined by the extent of use.

### **3.36 Young Persons**

From time-to-time RKLT may employ persons who are under the age of eighteen. In these circumstances RKLT ensure that such young persons are protected whilst at work from any risks to their health and safety. Regard is paid to such risks which arise as a consequence of the young person's lack of experience or absence of awareness of existing or potential risks or the fact that he/she has not yet fully matured. Young persons are permitted to work only in low-risk environments such as offices or classrooms.

RKLT ensures that all young persons are supervised by a competent person during the course of his/her employment. Furthermore, the RKLT will ensure that a suitable and sufficient assessment of the risks associated with the young person's employment is undertaken and periodically reviewed so that risks are reduced to the lowest level that is reasonably practicable.