



HEALTH AND SAFETY POLICY

At Madrasah Zakaria, we recognise the importance of establishing a safe and healthy environment and that it is a statutory requirement.

The purpose of this policy is to fulfil our obligations, both statutory and Islamic and help further our aim to provide a secure, safe, healthy and stimulating environment for all pupils, staff, visitors and other users of the premises.

Parents need to know that every measure will be taken to keep their children safe. We believe that achieving and maintaining high standards of safety and prevention of accidents and hazards will require every member of the community to contribute, be aware of and accept their respective responsibilities.

Our policy deals with those aspects over which the Head Teacher and TS (Taleem Shura) have control and covers safety associated with the building structure, plant and fixed equipment.

Aims

The madrasah will take all reasonable practicable steps to ensure the health and safety at work of its employees, pupils and other users of the premises. The aim of the policy is to:

- provide a safe working/teaching environment
- safe systems of work
- safe plant and equipment
- adequate information, instruction, training and supervision to ensure health and safety at work.
- adequate first aid facilities
- safe storage of all inherently dangerous materials and substances
- effective procedures for the evacuation of the building in an event of an emergency.

Responsibilities

The maintenance of a healthy and safe environment is the shared responsibility of the whole masjid community. More specifically:

The **TS and Head Teacher** will:

- Decide policy.
- Give strategic guidance.
- Monitor and review health and safety issues at the Premises.
- Ensure adequate resources for health and safety are available.
- Be responsible for the day-to-day implementation of safety organisation.
- Develop a culture of safety throughout the madrasah.



- Report to all TS on pertinent issues.
- Report accidents and incidents of violence to the Premises, Health, Safety and Security.
- Liaise with outside agencies able to offer expert advice.
- Ensure that all staff fulfil their duties to co-operate with the policy.
- Formulate and co-ordinate safety procedures.
- Review first aid, fire/evacuation and risk assessment procedures with relevant staff, on an annual basis, or as and when necessary, reporting back to the TS.
- Ensure relevant staff has access to appropriate training.
- Have a report on a weekly basis to manage site issues.
- Report to the Caretaker and Admin staff any defects and hazards that are brought to their notice.
- Recognise their responsibility under the Health and Safety at Work Act 1974 so far as is reasonably practicable to:

a) Provide plant, equipment and systems of work, which are safe and without risks to health.

b) Plan for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.

c) Develop safety awareness and provide adequate training, information, instruction and supervision to enable all staff and pupils to perform their work safely and efficiently.

d) Promote the development and maintenance of sound safety, health and welfare practices.

e) Maintain the premises in a condition that is safe and without risks to health and the maintenance of access to and from the premises.

f) Provide and maintain a working environment that is safe, without risk to health and adequate as regards welfare facilities for staff, pupils and other supervising adults.

g) Ensure sufficient funds are available to provide, as necessary, protective clothing/equipment to all staff, for the safe use of machinery, equipment and substances.

h) Maintain a close interest in all the health and safety matters in so far as they affect activities in the premises under the control of the madrasah.

All Staff will:

- Ensure that they have read the Health and Safety Policy.
- Fully support all health and safety arrangements.
- Take reasonable care of their own health and safety and that of others who may be affected by their actions.
- Ensure, as far as is reasonably practicable, that their classroom or office is safe.
- Use equipment safely.
- Ensure, as far as is reasonably practicable, that pupils use equipment safely.



- Report situations which may present a serious or imminent danger to the Caretaker, Head Teacher or TS.
- Report any defects and hazards to the caretaker through recording in his file in the madrasah office.
- Report any concerns of abuse to pupils to the DSL.
- Complete an 'Accident / Injury form, available from in the office, in the event of a significant accident or incident of violence.
- Complete the relevant paperwork and display in the staffroom to inform all staff of any pupils with medical needs or who may need specific handling, to ensure the health and safety of pupils or staff. Supply staff are asked to familiarise themselves with this.

The **Caretaker** will:

- Ensure that s/he is familiar with the Health and Safety Policy.
- Conduct a termly health and safety survey with the TS.
- Conduct a half-termly site check with the Head Teacher.
- Report on a weekly basis to manage site issues.
- Ensure that all cleaning staff are aware of any implications of the Health and Safety Policy as it affects their work activities e.g. storage arrangements for materials, equipment, substances etc.
- Report to the Head Teacher and TS any defects and hazards that are brought to his notice.
- Ensure that everything received from suppliers such machinery, equipment, substances etc. is accompanied by adequate information and instruction prior to use.
- Test and record the fire bells and fire doors weekly.
- Inform the Head Teacher whenever contractors are due to enter the premises to undertake maintenance, service or works contracts.
- Maintain a record of hazardous substances used for cleaning and similar purposes.

Pupils are expected to:

- Exercise personal responsibility for the safety of themselves and classmates.
- Observe standards of dress consistent with safety and/or hygiene.
- Follow the safety rules and in particular the instructions of teaching staff given in an emergency.
- Use and not wilfully misuse, neglect or interfere with things provided for their safety.

Parents are expected to:

- Support the madrasah in any health and safety matters reported to them in letters.



ARRANGEMENTS

Accidents and Injury Reporting

- Any pupil complaining of illness or who has been injured is sent to the Office for the qualified First Aiders to inspect and, where appropriate, treat.
- All incidents, ailments and treatment are reported in the accident book.
- Parents are contacted if there are any doubts over the health or welfare of a pupil.
- In the event of a serious incident an ambulance is called and a member of staff accompanies the pupil to hospital. Parents are asked to go immediately to the hospital. It may be appropriate to transport a pupil to hospital without using an ambulance. This should be on a voluntary basis. In such cases staff should ensure they have specific cover from their insurance company.
- If a staff member is concerned about the welfare of a pupil they should contact the Office immediately. If an injury has been sustained, the pupil should not be moved.
- Staff should complete the accident book for employees if they sustain an injury at work. The book can be obtained from the Office. An injured member of staff or other supervising adult should not continue to work if there is any possibility that further medical treatment is needed. The member of staff or other supervising adult concerned should seek medical advice without delay.

Administration of Medicines

- Our trained First Aiders administer medicines for chronic or long-term conditions.
- Medicines are stored in a locked cupboard. Staff record the time medication is given and sign the record sheet.
- Parents give written consent to authorise First Aiders to administer prescribed medication.
- Medication for asthma is stored in an unlocked cupboard in the Office. Pupils are supervised by a First Aider when taking their asthma medication.

First Aid Provision

The Head teacher is responsible for ensuring that there is an adequate number of qualified First Aiders.

Their names are displayed in all classrooms, passages, and office.

First Aid is administered in the Office.

First Aid boxes are located in the medical room, office, and classrooms.

A qualified First Aider will go on any educational visit with a portable first aid kit.

An appointed staff member will ensure the maintenance of the contents of the first aid boxes and other supplies.

All staff will be trained in any aspects of First Aid deemed necessary e.g. asthma, epilepsy, the use of an epipen.

Head Injuries

- Parents are informed of a head injury by letter. The letter outlines the injury and symptoms to look out for.
- First Aiders contact parents by phone if they have concerns about the injury.

Head Lice

- If eggs are noticed in a pupil's hair a letter is sent home informing the pupil's parents.



- A general letter is sent to the parents of all pupils in a class if there is a case of head lice in the class.
- If live lice are noticed in a pupil's hair the parents are contacted by telephone and asked to collect him/her from class.

HIV

- No person must treat a pupil who is bleeding, without protective gloves.
- Protective gloves are stored in the Office and Staffroom.
- Sponges and water buckets must never be used for first aid to avoid the risk of HIV contamination.

Communication of Information to Users of the Premises

Any persons booking accommodation at the masjid will receive a copy of this Health and Safety Policy from the Office.

Control of Hazardous Substances

The Site Manager completes a COSHH assessment sheet for substances, compiling and maintaining a list giving details of these substances.

Cooking

- Cookers should not be used without essential fire precautions being immediately available e.g. fire blanket, fire extinguisher.
- Staff should ensure pupils receive instructions and on the job training to enable them to be safe during a cooking activity.

Electrical Testing

All items of portable electrical apparatus and equipment in use are inspected and checked annually and will be marked to show the date of the test.

Evacuation of the Building

- Fire exits are clearly labelled.
- Plans showing exit routes are displayed by the door of each classroom.
- Fire bells and fire doors are tested weekly by the Care taker.
- A fire drill is practised once a term and reported by the Head Teacher to the TS.
- Fire extinguishers and smoke alarms are checked regularly and serviced annually.

Hot Drinks

Staff should ensure that they only transport hot drinks around when it is quiet in the corridor areas. Hot drinks should not be transported when large numbers of pupils are moving around. If a member of staff has a hot drink in the classroom s/he should ensure that a pupil cannot reach it and that it is in a safe position.



Manual Handling

Pupils, staff and any other supervising adults should only lift equipment and furniture within their own individual capability.

Movement

- Pupils should walk in single file and stand in single file when waiting.
- No pupils should remain unsupervised in classrooms.

On Site Vehicle Movements

- There is a small car park at the rear.
- Contractors come onto the premises when loading/unloading equipment and park outside the rear entrance, this access door is locked during madrasah time.

Pregnant Workers and Nursing Mothers

The Head Teacher will carry out a risk assessment. Appropriate action will be taken to ensure she is not exposed to any significant risks.

Safe Stacking and Storage

Equipment should be stored at an appropriate level and position relative to its height, weight and bulk.

Security

- All Staff must ensure that the madrasah doors are shut at all times except for when it is manned by the Caretaker between 5.00 pm and 7.15pm.
- All staff must ensure that the upstairs self-locking gate in the foyer leading to the masjid and South Street entrance is closed at all times.
- Visitors and Parents must buzz the intercom on the main gate staff must view before allowing access to the premises.

Site Inspections

- The Caretaker inspects the site as part of his daily routine.
- Urgent matters are referred to the Head Teacher or TS and actioned ASAP.
- More routine matters are discussed at the weekly premises meeting
- The Head and Caretaker inspect the site on a half-termly basis.
- The Caretaker and Head Site Manager conduct a termly health and safety survey and report back to the GB
- The TS conducts Risk Assessments on an annual basis or as and when necessary.
- All significant matters are reported to the TS.

Slips, Trips and Falls

- It is unrealistic to expect pupils never to fall. However, staff or other supervising adults should report any conditions considered hazardous e.g. uneven surfaces, holes, wet/slippery surfaces, worn carpet, trailing cables to the Head Teacher or Caretaker.
- Classrooms are equipped with cable mats on overhead projector cables to prevent trips.



Supervision of Pupils

- Staff and other supervising adults should maintain good order and discipline, safeguarding their health and safety at all times.
- No pupil should be left unsupervised.
- Staff should be in class when pupils come into class.
- Staff should be punctual in collecting pupils from the hall.
- If a member of staff knows that s/he is unable to undertake a duty s/he should organise cover.
- Other staff on duty should inform supply teachers of their duties regarding supervision.
- If a parent fails to collect a pupil, staff should make every effort to contact the parent. If a parent or emergency contact person cannot be contacted, the Child Protection officer will need to be notified.

Transporting Pupils

Parental consent will have to be taken if before transporting any pupils Staff to any visits or off site activities.'

Working at Height

- Staff and other supervising adults should use stepladders when working at height e.g. displaying work. Chairs and tables should not be used for this purpose.
- Stepladders are located in the boiler room.

RISK ASSESSMENT PROCEDURE

- Think of possible hazards. A hazard is anything that has the potential to cause harm e.g. a physical condition which can make the premises unsafe, such as a slippery floor; unsafe acts e.g. rushing, horseplay, taking shortcuts. Unsafe omissions such as the failure to follow safe systems or wear protective equipment can also be termed hazards.
- Decide who might be affected and how.
- Evaluate the level of risk and consider preventive measures. Risk is the likelihood, high or low, that somebody could be harmed by these and other hazards, together with an indication of how serious the harm could be.
- Discuss with staff/parents/carers/and child as appropriate.
- Formulate into a written plan.
- Put measures into practice.
- Review and revise as necessary

Hazard Identification:

Identify all the hazards relevant to the activity.

Specific hazards should be assessed on a separate risk assessment form and cross referenced with this document. Possible hazards may include:

Manual handling operations, display screen equipment, lifting and handling of pupils, hazardous substances.

Other hazards to consider include slipping/tripping hazards, electricity, noise, dust, temperature extremes, fire/explosion, portable tools, machinery, pressure systems, compressed gases, work at



height, confined areas, lone-working, out-of-hours working, irregular or unusual activities such as maintenance or repair work.

Risk Evaluation:

Evaluate the risks (low / medium / high) to which individuals might be exposed. This will be a subjective evaluation but should be used to give an indication of the priority with which the risks need to be addressed. Where risks are already controlled, monitor the effectiveness of the control to decide whether they are sufficient. Where the risk to individuals is thought to be medium or high, additional control measures must be considered.

Risk Control:

Decide what controls are necessary to reduce the risk to individuals.

The steps to controlling the risks are as follows:-

- Avoid the hazard - can the hazard be avoided or altered to reduce the likelihood or risk?
- Substitute or replace the hazard

Procedural controls – can the procedure be altered to avoid or reduce the risk?

Can the individual be removed / distanced from the risk? Can the activity be carried out at a time that would have a lesser impact on others?

- Child management – make sure you and your staff are aware of each child's needs
- Setting management – such as the monitoring of exits and entrances.
- Additional staff – can an additional person be utilised to avoid or reduce the risk?
- Personal Protective Equipment - consider the value of using such things as gloves, over garments or a hat.
- Emergency procedures – have contingencies in the event of things going wrong such as an accident, incident or fire
- Health surveillance – are your staff or pupils physically able or sufficiently fit to engage in the planned activity.

Monitor the control measures that have been identified to ensure that they are effective and implemented correctly.

Recording the Findings:

Record the significant hazards and conclusions using the appropriate risk assessment form.

Assessment Review:

The assessment must be reviewed periodically to ensure it remains relevant and effective. In addition, the assessment must be reviewed if there are any significant changes to the activity such as different children or staff, new procedures, substances or equipment.