

# **DARUL ULOOM HEALTH & SAFETY POLICY SEPTEMBER 2024**



**Ratified by the Trustee: 30 August 2024**  
**Signed by the Trustee: 30 August 2024**

**To be reviewed: 01 September 2025**



This policy should be read in conjunction with:

1. Safeguarding policy
2. Behaviour policy
3. KCSIE 2024



**This policy was drawn up with reference to the Health and Safety at Work document**

## **Introduction**

Health and Safety are of prime importance to the school, and we will seek to conduct our business in a way that avoids harm to our employees and all others who may be affected directly or indirectly by our activities.

This policy outlines the responsibilities and arrangements for ensuring your Health and Safety. It is, therefore, important that you read the policy before starting work at the school.

## **Aim and objectives:**

Our school aims to create a safe environment for all users: students, school staff, parents, and the community. This includes:

- The ability of each individual to protect him/herself
- Concern and consideration for the safety of others
- Knowledge of what to do in certain situations or seeking expert help where the necessary skills are unavailable.
- Alertness and control
- Cultivation of good habits

## **Learning to be safe**

We believe that students learn best through practical experiences and active involvement in all areas of the curriculum. Students are taught to have care and consideration for themselves and others:

- In the classroom
- When using equipment e.g. scissors, tools, PE apparatus
- When moving around school
- When carrying out investigations, e.g. a pond, pollution, soil studies
- When on educational visits
- Safe places to play (stranger danger, etc)
- Healthy eating habits
- Wearing the right clothing for P.E/games lesson

We have a limited number of school rules, which are for safety reasons, such as walking around school, playing in sight of an adult on duty, taking care of property, etc.

Educational visits are carefully planned in advance by following instructions in the education visit policy.

## **Roles and responsibilities**

The school Health and Safety (H & S) committee consists of:-

- SLT
- Sala Uddin, Health and Safety Coordinator
- Habibul Karim, Maintenance officer

## **Responsibility of the Trustee and Head**

The Trustee in charge of the school and Head will:

- Monitor the effectiveness of the safety policy and the safe working practices described within it and shall revise and amend it, as necessary, regularly; Prepare an emergency evacuation procedure and arrange for periodic practice evacuation drills (generally at least once a term) to take place and for the results of these to be recorded;
- Make arrangements to draw the attention of all staff employed at the school to the school and departmental safety policies and procedures and any relevant safety guidelines and information issued by the Local Education Authority;

- Make arrangements for the implementation of the Local Education Authority's accident reporting procedure and draw this to the attention of all staff at the school as necessary;
- Make arrangements to inform staff and pupils of relevant safety procedures. Other users of the school will be appropriately informed;
- Ensure that regular safety inspections are undertaken. (A team will inspect all school premises and property.);
- Arrange for the withdrawal, repair or replacement of any item of furniture, fitting or equipment identified as being unsafe by the inspection team;
- Report to the Trustee in charge any defect in the state of repair of the buildings or their surroundings that is identified as unsafe and make such interim arrangements as are reasonable to limit the risk entailed.
- Monitor, within the limits of their expertise, the activities of contractors, hirers and other organisations present on site, as far as is reasonably practicable;
- Identify any member of staff having direct responsibility for particular safety matters and any member of staff who is specifically delegated to assist the Trustee in charge and the Head in the management of health and safety at the school. Such delegated responsibility must be defined as appropriate.
- If necessary, seek further guidance by recruiting the services of Health and safety consultants, experts from local schools, or an Ofsted/ISI inspector.
- to pursue objectives in respect of H&S policy
- to set up arrangements to meet the H&S requirement
- to be available to any member of staff to discuss and seek to resolve health and safety problems
- to inform staff of any changes/hazards etc
- to ensure that all areas of the school are inspected regularly
- to ensure that a system is established for reporting, recording and investigation of accidents and that all reasonable steps are taken to prevent recurrences
- to ensure that all visitors, including maintenance contractors, are informed of any hazards on site of which they may be unaware
- to ensure that consideration is given to the possibilities of maintenance work affecting students and staff
- to ensure that effective arrangements are in force to facilitate ready evacuation of the buildings in case of fire or emergency and that fire fighting equipment is available and maintained

## Health and Safety Coordinator

The delegated persons, Mr M Sala Uddin

- Assist the governing body in the implementation, monitoring and development of the safety policy within the school;
- Monitor general advice on safety matters given by the Local Education Authority and other relevant bodies and advise on its application to the school;
- Co-ordinate arrangements for the design and implementation of safe working practices within the school;
- Investigate any specific health and safety problem identified within the school and take or recommend (as appropriate) remedial action;
- Order that a method of working ceases temporarily on health and safety grounds, subject to further consideration by the Trustees.
- Assist in carrying out regular safety inspections of the school and its activities and make recommendations on methods of resolving any problems identified;
- Ensure that staff with control of resources (both financial and other) give due regard to safety;
- Coordinate arrangements for the dissemination of information and for the instruction of staff, students, pupils, and visitors on safety matters and make recommendations on the extent to which staff are trained. Ensure every staff member has a copy of this policy. Staff, pupils, and others will be briefed about the responsibilities regularly, at appropriate times throughout the year.
- To ensure that employees are:-
  - aware of their responsibilities under the Health and Safety at Work Act
  - familiar with the requirements of the school's safety policy
  - made aware of the hazards in their area of activity

- familiar with safe methods of work
- aware of the action to be taken in an emergency
- aware of the first aid facilities available
- to ensure that safety rules and safe methods of work are observed and that protective equipment is utilised where appropriate
- to inform the head of all accidents and incidents and assist in the investigation
- to initiate or recommend any necessary repairs or maintenance work
- to maintain a high standard of a safe working environment at all times
- to participate in consultation with head and employees in promoting progression improvements in the safety of activities

## All staff

All staff is responsible for the health and safety arrangements concerning staff, students, pupils and volunteer helpers under their supervision. In particular, they will monitor their work activities and take all reasonable steps to:

- Exercise effective supervision over all those for whom they are responsible, including pupils;
- Be aware of and implement safe working practices and set a good example personally. Identify actual and potential hazards and introduce procedures to minimise the possibility of mishap;
- Ensure that any equipment or tools used are appropriate to that use and meet accepted safety standards;
- Provide written job instructions, warning notices and signs as appropriate;
- Provide appropriate protective clothing and safety equipment as necessary and ensure that these are used as required;
- Minimise the occasions when an individual is required to work in isolation, particularly in a hazardous situation or on a hazardous process;
- Evaluate promptly and, where appropriate, take action on criticism of health and safety arrangements
- Provide the opportunity for discussion of health and safety arrangements;
- Investigate any accident (or incident where personal injury could have arisen) and take appropriate corrective action;
- Provide adequate instruction, information and training in safe working methods and recommend suitable "off the job" training;
- Where private vehicles are used to transport children to and from school functions, staff should ensure that child restraints and seats appropriate to the age of the children concerned are used.
- To co-operate with safety representatives in the fulfilment of the objectives of the school's H&S policies and their responsibilities under the Health and Safety at Work Act
- To comply with safety rules and procedures laid down in their area of activity
- To take reasonable care to avoid injury to themselves and others by act or omission whilst at work
- To use such protective clothing or equipment as may be provided
- To report all sickness, accidents and dangerous occurrences promptly

PLEASE NOTE: When any staff member considers that corrective action is necessary but that action lies outside the scope of their authority, they should refer the problem to the Head.

## Responsibilities of Pupils

All pupils are expected, within their expertise and ability, to:

- Exercise personal responsibility for the safety of themselves and their fellow pupils;
- Observe standards of dress consistent with safety and/or hygiene (this would preclude unsuitable footwear, knives and other items considered dangerous);
- Observe all the safety rules of the school and in particular, the instructions of the teaching staff in the event of an emergency;
- Use and not wilfully misuse, neglect or interfere with things provided for safety purposes.

PLEASE NOTE: The Trustee in charge and the Head will make pupils (and, where appropriate, the parents) aware of these responsibilities through direct instruction, notices and the school handbook.

## Lettings

The Trustee in charge and the Head must ensure that:

- The means of access and egress are safe for hirers, and all plant and equipment made available to and used by the hirers is safe. If the Head knows of any hazard associated with the above, she/he should take action to make hirers aware of it;
- Fire escape routes and exits are marked for the benefit of unfamiliar users of the building, particularly during the hours of darkness;
- Hirers of the building are briefed about the location of the telephone, fire escape routes, fire alarms and fire fighting equipment. Notices regarding emergency procedures should be prominently displayed;
- Hirers using any equipment or facility provided by the school are familiar with its safe use and, if necessary, briefed accordingly;
- Arrangements are made to check the security and condition of the premises and equipment used after vacation by the hirer or his staff.

## Arrangements for ensuring Health and Safety

Every person entering the premises will be made aware of the emergency procedures.

The school's health and safety committee will issue, as necessary, policies and/or guidance notes through the head and H&S coordinator and circulate them to appropriate staff.

A full record of guidance will be kept in the office in a file. Staff members are responsible for referring to these documents as the need arises.

New employees will be given health and safety information relevant to their work as part of the normal induction process, including fire warning procedures and first aid facilitation.

## Protective Clothing

Where appropriate, suitable and adequate protective equipment/clothing will be available to employees engaged in hazardous activities.

## Consultation

Any employee who has a problem related to health and safety at work must raise the matter with the H&S coordinator, who will take appropriate action. Proposals for introducing new Machinery, substances, or processes will be subject to consultation with relevant employees, and appropriate instruction, training, and information will be provided where necessary. Certain plant and equipment items may be subject to statutory inspections.

## Competency and Training

Adequate training progression is vital to the health and safety of all staff. The head teacher, supported by staff, will identify needs and secure appropriate training.

The HSE states, "For a person to be competent, they need qualifications, experience, and qualities appropriate to their duties." In reality, only an individual's assessment can demonstrate competence. Competent employees are expected to act reasonably, depending on their levels of knowledge, skills, and training.

Do not operate machinery or attempt anything that you do not have the competence, skills or abilities to do or if you have not been trained.

## Visitors and Visiting staff

Any employee who, during the course of his or her work, is required to visit premises other than their normal place of work must comply with the health and safety instructions relating to those premises.

Those who invite visitors into the premises are responsible for ensuring that they are made aware of safety rules and procedures sufficient to ensure their safety.

All visitors must sign the visitor's book in the school office.

## Smoking

It is the policy of the trustees that the school is a no-smoking school

Smoking, including the use of e-cigarettes, is not permitted in any area of the school by staff, parents or visitors to the school.

## Monitoring the policy

Staff will review and amend all procedures and risk assessments yearly. All staff, teaching and non-teaching, will undertake ongoing monitoring.

The head will monitor the implementations of the H&S policy and advise the H&S committee of any issues arising from the monitoring.

## Evacuation Procedures

The school has set procedures in case of an emergency, such as a fire or bomb alert when the building needs to be evacuated. These drills are carried out at least once a term. All staff and students are familiar with these procedures and know their own exit route, place of assembly, and roll call procedure. The Health and Safety coordinator will test fire alarms on a weekly basis and record the results in the fire precaution.

As soon as the fire alarm sounds, all students and adults must stop what they are doing and walk out of the building through the nearest exit to the assembly point.

- The school's procedures for fire and emergency evacuation are located in strategic areas throughout the school, and signs are displayed in all hallways.
- In case of fire, everyone is expected to proceed to the fire point (at the rear of the playing area).
- These procedures will be updated as appropriate.
- The log book for the recording and evaluation of practice and evacuation drills is available

### HOW TO EXIT THE SCHOOL

Before leaving the school, the receptionist will dial 999 for the fire brigade. The receptionist is responsible for taking all of the registers out of school and also the visitors' "sign-in" book. The receptionist will unlock and open the main gates for emergency vehicles.

The teacher in charge of the students at the time of the alarm should report to Fire Marshall and account for all students. Nobody is to go back to school. If a student is missing, it must be reported.

When the building is reported to be safe, and the Headteacher authorises it, staff and students may return to it.

Staff should ensure students walk in and out of school sensibly and line up quietly. If their normal exit is blocked, staff and students should use the nearest exit.

## Lunchtime Fire Procedure

- All lunchtime supervisors on duty in the playground shall, on hearing the fire alarm, gather all students together away from the building and ensure no child re-enters the building
- Lunchtime supervisors on duty in the dining area shall evacuate all students from the building.
- Staff members in classrooms where students are engaged in lunchtime extra-curricular activities or eating sandwiches shall evacuate all students from the building and ensure on the way out that any toilets are

- vacated
- Staff members on the premises should assist the lunchtime supervisors

## Fire Prevention Equipment

- Arrangements are made to monitor the condition of all fire prevention equipment regularly. This would include the regular visual inspection of fire extinguishers and the fire alarm system.

## Emergency Evacuation during exams

Before the exam period and at the beginning of each exam, the candidates will be informed of the emergency evacuation procedures, which are different to the normal evacuation procedures;

- Candidates must remain under controlled exam conditions.
- Candidates are evacuated, leaving all exam materials on their desks
- Candidates are evacuated to the fire assembly point, far end of the playground and must remain 1.5 meters apart
- Exams officer and other available staff meet at the assembly point to provide assistance and supervision
- On re-entry to the exam room, the exam is restarted, and the candidates are given their full entitlement
- Any student who is found to have communicated with another may be barred from this session
- A full copy of the exam evacuation procedure will be in the exam room during every examination

## Bomb Alerts

In the event of a bomb alert, the Headteacher or school secretary must:

- Ring the fire alarm to activate the evacuation of the premises of all adults and students (see fire drill procedure)
- Phone 999 for the fire brigade and police
- Check that the evacuation procedure has been followed
- Remain at the front of the school to meet the fire brigade/police and direct them to the incident
- All students and adults must remain outside
- Only when the all clear has been given will students and adults be allowed to re-enter the premises

If the alert is a practice, the fire brigade must be informed before the premises are evacuated.

## Car Parking

Car parking is a concern at the school as it is a hazard for those who use the school entrance or mosque car park. It is also a hazard for neighbours who live near the school. Drivers parking cars at the school entrance or near it or dropping or collecting students at the school should always consider the safety of pedestrians, other road users, and the immediate community.

At no time should the car park entrance be obstructed.

Regular letters to parents emphasise the following:

- Care of our neighbours
- Not parking on yellow lines
- Dropping students off in the morning in front of the school, parking correctly, keeping the traffic flow moving, and not blocking any traffic

The policy is enforced by personal contact with any adult who parks in an obstructive way (by the Headteacher or H&S officer). All comments by parents or neighbours will be followed up.

## Manual Handling

Manual handling operations mean any transporting or supporting of a load (including lifting, putting down, pushing, pulling, carrying, or moving thereof) by hand or by bodily force.

Make proper use of equipment provided for your safety. Inform your employer if you identify any hazardous handling activities. Ensure that any lifting activities you get involved in do not put others at risk

## Students moving equipment

In the normal day-to-day running of the school, there are certain situations where students will need to move equipment or furniture. For example:

- Chairs and tables—Chairs should be moved one at a time, and students must be shown how to carry them correctly. They may carry single chairs on their own (depending on the size of the chair). If a large number of chairs are needed, the H&S officer will deal with them. Tables need one child at each end; a child must not attempt to lift a table on his or her own.
- Sports equipment: When using large apparatus, students must be trained in how to move, lift, and set out each piece of apparatus. This includes how to lift correctly and how many students are needed to move each piece of equipment (this should include how to bend). For example, netball posts—one child at each end.
- Small items of equipment can be moved by the students when instructed.
- Always make sure that when any item of equipment or furniture is being moved from one room to another, another child is available to open and close doors.

Students must *always* be supervised when moving any equipment or furniture. Some items they may need to move may be heavy or awkward to handle. Students need to be shown how to lift and carry safely.

This needs reinforcing on regular occasions.

### *Items Students Should Not Move*

- Computers - monitors can easily fall off trolleys, or wires get caught
- Paper cutters - sharp blade
- Television - fragile and heavy

## Security of the Premises

A designated staff member, under the Head teacher's direction, is responsible for ensuring that the building provides a safe and healthy environment for the students. The H&S officer and external cleaners, under the direction of the Headteacher, maintain a clean and tidy building and grounds. Any minor repairs or maintenance are completed by the H&S officer or through contractors engaged by the Headteacher in consultation with the Trustee in charge. Any equipment/hazardous substances are kept locked away from the students. All equipment is up to British standards and is maintained regularly. The Headteacher, the Administration Staff and the H&S officer are the designated key holders and are responsible for the security of the building.

Keys are also issued to certain non-school personnel, such as the cleaning staff and organisations that use the school regularly. They are responsible for leaving the building secure.

## Class teacher

It is the responsibility of the class teacher to ensure that the classroom is secure, the windows are closed, and the equipment is switched off before leaving the premises.

## H&S officer

It is the responsibility of the H&S officer to check weekly that:

- All locks and catches are in working order
- The emergency lighting is working
- The fire alarm has no faults
- The security system is working properly
- Before leaving the premises, to check:-
  - All the windows are closed
  - The doors are locked and secure

## Headteacher

If the last person to leave, it is the Headteacher's responsibility to perform the above functions in the absence of the H&S officer.

In addition, the Headteacher is responsible for the security of the premises during the school day.

All visitors are required to report to the Secretary's office and sign the visitor's book. Any parent or visitor is welcome in school but is asked to report to the office first. The Headteacher will update staff on any changes to the policy.

## Contractors on Site

***FOR ANY WORK THAT THE SCHOOL WISHES TO BE CARRIED OUT BY A CONTRACTOR A RISK ASSESSMENT MUST FIRST BE DONE BY A MEMBER OF THE H&S COMMITTEE.***

- Contractors must follow and be made aware of the School's rules.
- Contractors are encouraged to telephone and make appropriate arrangements before visiting the school. They must contact either the Headteacher or H&S officer. The School expects to be informed of the number of workers who will be on site.
- All contractors must report to the reception. The H&S officer will then be informed of their arrival if necessary
- Contractors will work under close supervision of the H&S officer or Administration Staff to not endanger the health and safety of students or adults in school.
- Contractors are obliged to wear necessary protective equipment for the job in hand. It is assumed the contractor has their own safety equipment, but they must inform the School at the time of the quote if they wish the School to provide it. If such equipment is not available, they will not be allowed to work.
- Any equipment contractors bring into school must have been tested for safety and stored in a safe place away from corridors, classrooms, or any areas used by adults or students.
- No repairs or maintenance can be carried out in areas which students or adults are occupying, this includes cloakroom and toilet areas
- If contractors are working near the students' play areas, then all equipment and machinery must be cleared away during play time, and the contractors must leave the area
- The School must keep a record of any accidents or near misses.

The H&S officer will monitor all work and report any concerns to the Headteacher and the contractor concerned.

See the separate sheet, which is to be given to contractors.

## Guidance for Contractors on Site

**All Contractors on site should ensure the H&S officer has given them a clearance note; the area is safe to work in.**

The Health and Safety Inspector has recommended us to ask you to refrain from:

- Smoking in the building or the grounds as we are a no-smoking school
- Talking to the students (our students are asked not to talk to strangers)
- Moving vehicles when students are at play
- Working on or near the playgrounds when the students are at play
- Leaving equipment around
- Playing music during school hours. If you have any problems, please see the Headteacher or H&S officer.

## Control of Hazardous Substances in School

All hazardous substances, including cleaning materials, are kept in a locked storage room, either in the cleaner's cupboard or the H&S officer's room.

In school laboratories, the Science Technician is responsible for the inventory and storage of hazardous materials. Each chemical has its own COSHH form from the suppliers, which should be consulted before use. Your employer should complete COSHH risk assessments on all hazardous substances.

- Only use the smallest amount required of any substance – the more you use the bigger the risk.
- Replace lids and tops on all hazardous substances and store them effectively.
- Ensure that areas in which you are using substances are well-ventilated.
- Use personal protective equipment (PPE) that has been identified to protect you from being exposed to substances.
- Make sure all spillages are cleared up at the earliest opportunity and reported to the relevant people.
- Chemicals are checked for suitability when pregnant staff is teaching.

Employees are responsible for complying with all safety instructions when handling hazardous substances.

## Screen Equipment and Computer Workstations

Under The Health and Safety (Display Screen Equipment) Regulations 1992. The School has a duty of care to staff and students. The following standards should apply in school:

### **The VDU Screen must be:**

- easily readable with a stable and clear image
- free from glare, reflections and flicker
- capable of swivel and tilt movements, enabling comfortable head position and good posture
- The screen should be at eye level; they should not have to look down.

**The Workstation** must allow comfortable and easy use of the equipment.

### **The Keyboard must:**

- be separate from the screen and capable of tilting
- be positioned to enable support for the wrists and hands
- have a matt surface and legible symbols
- Staff using laptops should be given a separate keyboard.

### **The Desk must**

- have a surface of low-reflectance
- permit flexible arrangement of the equipment and comfortable work position

### **The Chair must**

- Chairs should be of a height that a worker's arm is flat on the surface from elbow to wrist and feet are flat on the floor or a surface such as a small stool

### **Software must**

- be suitable for the tasks required
- be adaptable to the level of knowledge and needs of the user
- display easily understandable information

If you use display screen equipment for long periods of time, you are entitled to an eye test, which the school must pay for.

## Administration of Medicines during School Hours

Parents occasionally request that the school dispense medicines that need to be administered to students at regular intervals.

These requests fall into two categories:

- Students who require emergency medication on a long-term basis because of the chronic nature of their illness (for example, asthma)
- For casual ailments, doses of medication can often be given outside school hours. The school does not administer medicines for casual ailments.
- If it is unavoidable that a child has to take medicine in school, written approval and instructions are to be given by the parent:
  - The medicines must be brought into school in a properly labelled container which states:
    - (a) The name of the child
    - (b) The name of the medicine,
    - (c) The dosage,
    - (d) The time of administration
  - Medicines will be kept in a secure place by staff following safety requirements
  - Paracetamol will not be administered under any circumstances

## ASTHMA POLICY

The school recognises that asthma is a widespread, serious but controllable condition affecting many students. By having a clear asthma policy that is understood by school staff and students, the school positively welcomes all students with asthma to achieve their potential in all aspects of school life.

### Asthma Medicines:

- Immediate access to reliever medicines is essential. Students with asthma are encouraged to carry their reliever inhaler
- Parents are asked to ensure the school receives a labelled spare reliever inhaler. These should be labelled with the child's name and kept in the school office.
- Office staff should check the expiry date of an inhaler and inform the parent.
- School staff are not required to administer asthma medication to students. All school staff will let students take their medicines when necessary.

### Record keeping;

At the beginning of each school year or when a student joins the school, parents are asked to indicate any medical conditions their child might have, including asthma, on an enrolment form.

Staff will be given a list of known medical conditions at the beginning of the year and expected to follow the procedure of indicating them in their mark books/planners.

### PE, games and activities

- Participating in sports, games, and activities is an essential part of school life for all students. All teachers are made aware of which students have asthma.
- Students with asthma

Asthma sufferers who require inhalers must always keep them on their persons. Staff will allow them to self-administer when required.

Letters will be sent to parents at the beginning of the school year, reminding them to send a labelled inhaler to the office available should the student forget to bring their inhaler.

Where long-term needs for emergency medical attention exist, such as epilepsy, the school will require specific guidance on the likely emergency and how to cope with it while awaiting paramedical assistance. Detailed

written instructions should be sent to the school, and the parent/guardian should liaise with their child's class teacher. If the emergency is likely serious, emergency contact numbers must be given where an adult is always available.

## Diabetics

After consultation with parents the school requires the following actions to be taken;

- All staff members should know about a student's condition and relevant symptoms. Should a diabetic student be taken off the School premises, for any length of time, the staff member in charge is responsible for ensuring the required medicines are taken. **NO RISKS SHOULD BE TAKEN.**
- Student should always have a supply of dextrose tablets or equivalent on the person
- A further store of these items should be made available in a named secure plastic container
- A supply of Hypo-stop which is within its' Use-By Date should be in the office fridge
- If applicable a supply of emergency insulin should be in the office fridge
- All relevant items should be taken on Educational Visits

## First Aid in school

***IF A PUPIL REFUSES FIRST AID THEN THE HEADTEACHER AND PARENT/GUARDIAN MUST BE INFORMED IMMEDIATELY***

All teaching and non-teaching staff are responsible for dealing with minor incidents requiring first aid. During lesson time, if first aid is required, the class teacher should send one of the registered first aiders, preferably one of the non-teaching staff. If an accident occurs in the playground during breaks or lunchtimes and first aid is required, then one of the staff on duty in the playground should send one of the first aiders.

**Should a student refuse first aid treatment the Head Teacher, parents/carers must be informed immediately.**

The qualified first aiders in school are;

**Mr Azmol Ali, Ibrahim Amin, Umar Tipu (See updated list in admin office)**

## Safety/HIV Protection

Always wear disposable gloves when treating accidents/incidents involving body fluids. Make sure any waste (wipes, pads, paper towels, etc.) is placed in a disposable bag and fastened securely. Any students' clothes should be placed in a plastic bag and fastened securely, ready to take home.

## First Aid Supplies

First aid boxes are in the Darul Uloom reception, science lab, staff room, medical room, Year 7 classroom, P.E department.

### **Persons Responsible for Supplies**

First aider Azmol Ali and Health and Safety officer Sala Uddin are responsible for checking the contents of the first aid boxes on a regular basis and placing orders to replenish stock. All staff are responsible for notifying the School Secretary or Sala Uddin if the supplies in any of the first aid boxes are running low.

### **Allergies/Long Term Illness**

The Administration Office keeps records of any child's allergy to any form of medication (if notified by the parent), any long-term illness, such as asthma, and details on any child whose health might give cause for concern.

### **Infectious diseases**

From time to time, students contract certain illnesses through no fault of their own, for which they have to be excluded from school for a specific period. Below is a list of diseases and the time for which they should be kept at home:

Chicken pox	6 days minimum from onset of rash
German measles	7 days minimum from onset of rash
Measles	7 days minimum from onset of rash
Mumps	7 days minimum or until swelling has gone
Whooping cough	21 days minimum from onset of cough
Impetigo	Until skin has healed

## **Accidents**

### *Recording*

All accidents must be recorded in the Log/Accident Book. All details, including any treatment given, must be filled in.

If the accident is more serious, the school aims to get the child qualified medical attention as quickly as possible. Parents are informed straight away, and if necessary, an ambulance is sent. A member of staff will collect information and accompany the pupil. If Parents cannot be contacted, the Head Teacher must be informed, and the school will take responsibility locus parentis.

Accidents fall into four categories:

#### *Category 1 Fatal*

#### *Category 2 Major injury*

Accidents in these two categories should be reported immediately to: Azmol Ali or Ibrahim Amin and call 999, ambulance service.

The accident should be reported by telephone immediately and then confirmed in writing on form F2508 for injury or dangerous occurrences and form F2508A for diseases at work.

If the accident is major for a child or adult, please report it immediately to the Headteacher, who will send an ambulance if needed and contact the parents.

When in doubt, contact parents/guardians.

Major Injuries are

- Fracture of the skull, spine or pelvis
- Fracture of any bone in the arm other than a bone in the wrist or hand
- Fracture of any bone in the leg other than a bone in the ankle or foot
- Amputation of a hand or foot
- The loss of sight of an eye
- Any other injury which results in the person injured being admitted to hospital as an inpatient for more than 24 hours, unless that person is detained only for observation

The extent of the injury might not be apparent at the time of the accident or immediately afterwards, or the injured person may not immediately be admitted to the hospital. Once the injuries are confirmed or the person has spent more than 24 hours in the hospital, then the accident must be reported as a major injury.

#### *Category 3*

Accidents to employees resulting in more than three days of consecutive absence

#### *Category 4 Other accidents*

These are the accidents that more commonly occur in school. Procedure to follow:

Always fill in the School Accident Book for minor injuries (including all bumps on the head, but not minor cuts and grazes). This is kept in the reception.

If a child has a bump on the head, you must ring home and contact the parent/guardian.

Fill in the School Accident Book if the parent/guardian has to be sent to take the child to the family doctor or to the hospital for further treatment.

#### *Accident Documentation*

The following documentation is attached:

- Reporting of school accidents to the Health and Safety Executive
- Guidance notes on completing Form F2508
- Form F2508
- Accidents to school students

#### *Reporting School Accidents*

Certain accidents arising out of or in connection with work are reportable to the Health and Safety Executive under the requirements of the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations 1985. The following gives practical advice to schools on compliance with this duty.

It is not a complete statement of the duty.

#### *Employee Accidents*

(This applies to all School employees and self-employed persons on school premises).

Any accident to an employee resulting in a fatal or major injury must be reported to the HSE immediately by telephone. The details must be confirmed on Form F2508 within 7 days.

If the accident does not result in a fatal or major injury, but the employee is incapacitated from their normal work for more than three days (excluding the day of the accident) there is no need to telephone, but Form 2508 must be completed and sent to the HSE within seven days of the accident.

#### *Student Accidents (Including accidents to any visitors not at work)*

Fatal and major injuries to students on school premises during school hours must be reported like those to employees. However, injuries during play activities in playgrounds arising from collisions, slips and falls are not reportable unless they are attributable to:

- The condition of the premises (for example, potholes, ice, damaged or worn steps etc.)
- Plant or equipment on the school premises
- The lack of proper supervision

Fatal and major injuries to school students occurring on school-sponsored or controlled activities off the school site (such as field trips, sporting events or holidays in the UK) must be reported if the accident arose out of or in connection with these activities by phoning the following number 0845 3009923 (RIDDOR).

If you are unsure of the address of the nearest HSE office and it is not listed in the local telephone directory, you may find out by contacting the HSE enquiry point on 19 Ridgeway, 9 Quinton Business Park, Quinton, Birmingham, B32 1AL, Fax: 0121 607 6349

[Birmingham street map](#)  Covers: West Midlands

#### *Near misses*

Part of ensuring the premises are a safe environment is to ensure that potential accidents do not occur. An accident is defined as an unplanned, unexpected and undesired event which occurs suddenly and causes injury or loss. A near miss is an unplanned event that has the potential to cause injury or loss.

- Ensure you understand the school's policies and objectives
- Know the emergency arrangements of the school
- Ensure you understand the control measures, specified in the school's procedures and risk assessments.
- Ensure you have received suitable information, instruction and training in the task you are carrying out.
- Ensure you wear all personal protective equipment that is specified for the task you are to carry out.
- Staff are required to log any near misses in the incident book.

#### *Monitoring the Accident/Incident book*

The Health and Safety co-ordinator will analyse and report on the accident/incident book termly.

## **EDUCATIONAL VISITS POLICY AND GUIDELINES**

### **PLANNING THE VISIT**

#### **What is an Out of School Activity (OSA)?**

An OSA is any type of excursion out of school during or after school that would normally not be categorised as an educational trip, e.g., accompanying pupils to a shop to purchase materials for a specific task, or taking pupils to a restaurant as a treat.

#### **What is needed for planning a trip:**

**Discussion in the department/committee about the aims and objectives of the trip.**

**Go through the Health and Safety Issues; decide on the Student to Staff Supervision Ratio**

**Suggested 1:15. However for theme parks 1:10. Trips abroad 1:8**

**Do a Risk Assessment – see attached sheet (APPENDIX 1)**

#### **Decide who is going to organise the trip**

This includes the venue, coach, seeking permission of the Head Teacher, informing the cover co-ordinator and the members of staff/parents who you want to accompany you. Finding out if there is a prayer facility.

Requesting risk assessment from the venue and seeking approval and parental consent.

Seek permission from the Head Teacher at least 10 working days before the trip. Visits abroad or those that will carry a higher risk must be authorised by the Head Teacher, who must liaise with the trustee in charge of the school.

A trips checklist is good practice when organising an OSA – **see attached sheet (APPENDIX 2)**

#### **Health and Safety information from venue**

You may wish to visit the venue beforehand, but this visit should take place in your own time.

The organiser may wish to send home a letter to parents containing information about the venue and the expected behaviour of their sons. This is recommended for trips like theme parks when poor behaviour might result in accidents.

On certain trips i.e. adventure trips or those abroad, you might also advise parents for the need of extra insurance cover.

On the day of the trip, the organiser should brief students on expected behaviour and any Health and Safety Issues.

All serious accidents should be reported as soon as possible to the Head teacher who contacts the trustee in charge and parents as soon as possible.

APPENDIX 1

<b>RISK ASSESSMENT FORM:</b>			
<b>Place of visit:</b>	<b>Assessment by:</b>	<b>Date:</b>	
<b>Date of Visit:</b>	<b>Manager Approval:</b>	<b>Date:</b>	

Hazard / Risk	Who is at Risk?	How can the hazards cause harm?	Normal Control Measures	Are Normal Control Measures Y/N/NA	
				In Place	Adequate

**CHECK LIST**

DEPARTMENT/COMMITTEE APPROVAL	YES/NO
ORGANISER APPOINTED?	YES/NO
VENUE AVAILABLE?	YES/NO
DOES THE VENUE HAVE A PRAYER AREA?	YES/NO
COACHES AVAILABLE?	YES/NO
DATE AVAILABLE?	YES/NO
IS COVER AVAILABLE?	YES/NO
IS A PRE-VISIT NECESSARY?	YES/NO
HAS A RISK ASSESSMENT BEEN CARRIED OUT? (APPENDIX 1)	YES/NO
HAS AN EMAIL OR LETTER BEEN SENT TO THE VENUE REGARDING RISK?	YES/NO
DO YOU NEED TO TAKE A FIRST AID KIT OR MEDICATION?	YES/NO
HAVE YOU SENT OUT A LETTER INFORMATION PARENTS AND REQUIRING CONSENT AND COST?	YES/NO
IS EXTRA INSURANCE NEEDED?	YES/NO
HAVE PARENTS BEEN ASKED TO SIGN A LETTER ABOUT PUPIL BEHAVIOUR?	YES/NO

## ELECTRICAL EQUIPMENT

All electrical equipment used on site must have a PAT certificate. The school will endeavour to arrange for testing on an annual basis. Certification will be kept in the School Office in the Fire Risk File.

New equipment does not require a PAT certificate until the warranty has expired. Departments must record and include all new equipment purchased for the test on the department list, which should be available on request.

Equipment found to be faulty or with frayed wires must not be used. Any piece of equipment with a red failed sticker cannot be used until it has been repaired.

Staff are reminded that equipment from home has not been PAT tested and cannot be used in school. Staff members should carry out a visual check before plugging in any appliance.

## RISK ASSESSMENT

Risk assessment is a way of measuring the hazards posed to staff, students, and visitors to the school and ensuring that all of them can work safely.

In determining whether a hazard poses a high, medium or low risk, the assessor will need to take into account several factors:

- The nature of the activity being undertaken. Some activities are inherently more hazardous than others.
- The nature of the people undertaking the activity. An activity perfectly safe for an adult might be unacceptably hazardous for a young student.
- The worst result that the hazard could cause. Is it a broken toe, someone suffering from long-term illness, or even someone killed?
- The frequency with which the hazard is likely to cause harm. How often does the activity take place? How close do people get to it? How likely is it that something will go wrong?
- The number of people who could be affected by the hazard. A loose floor tile in a storage cupboard might be considered a fairly low risk; a loose tile on a busy corridor would be high risk.

In an ideal situation, the risk assessor should be a qualified person. However, if no qualified person is available (expertise could be bought in), then the SMT should carry out a risk assessment for their department on a yearly basis at the end of the year in July.

### Step One – Identify Risk

Each school area needs to be assessed individually, e.g., R28. This is to be carried out by the main user of the area, e.g., the playground would be assessed by the PE teacher. Appendix 1 is the form to be filled in. This will give an indication of the level of risk and control measures in place. One copy of the form should be kept in the room, and a second copy in the Health and Safety file in the office.

### Step Two – Is the Risk adequately controlled?

The assessor will need to identify what precautions have already been taken to protect staff, students, and visitors against the identified risks. The Health and Safety at Work Act 1974 requires employers to do whatever is reasonably practicable to keep the workplace safe and healthy.

The objective is to achieve a continuous reduction in the level of risk by improving existing precautionary measures.

All staff have a duty:

- to co-operate with safety representatives in the fulfilment of the objectives of the school's H&S policies and their responsibilities under the Health and Safety at Work Act
- to comply with safety rules and procedures laid down in their area of activity
- to take reasonable care to avoid injury to themselves and others by act or omission whilst at work
- to use such protective clothing or equipment as may be provided
- to report all dangerous occurrences promptly

### Step Three – Hazards without control measures

Where hazards have been identified and risks assessed by no control measures have been established, the following questions need to be addressed:

- Can the hazard be eliminated?
- If not, what control measures can be implemented to reduce the risk to a minimum?
- Can the hazard be controlled at the source?
- Can the work be adapted to suit the physical capabilities of the students?
- Can the use of technology reduce the risk?
- Can steps be taken to protect the whole place from the hazard?
- If all else fails, can personal protective equipment reduce the risk to individuals?

#### Summary

- Evaluate risks and control measures—Check that existing control measures are adequate to control the risks. If not, new control measures must be introduced.
- Ensure all findings are recorded. Proper documentation is essential for properly identifying hazards and people at risk, assessing that risk, and introducing control measures.
- Review assessments—assessments must be reviewed annually and whenever there is a significant change in the working environment.

## USE OF LADDERS

The following is according to advice from the Health and Safety Executive.

- Any person under the age of 21 will be sent for ladder training before being allowed to climb ladders in school
- Any person over the age of 21 will be deemed to have the necessary experience to be able to follow the guidelines without further training
- Before climbing the ladder, check it is in good working order. Should any concerns be raised, do not climb the ladder
- Any ladder higher than a 5-rung step ladder cannot be used without another person to supervise.
- Before climbing the ladder, ask yourself: 'Am I fit to work at height?' before moving on to assess the ladder
- Make sure your belt buckle (or navel) stays within the stiles (vertical sides) to prevent toppling
- When not climbing, keep both feet on the same rung throughout and always have three 'points of contact' with the ladder
- Do not carry anything heavier than 22lb
- Only work on a stepladder for 15 to 30 minutes at a time.

## LONE WORKING POLICY

### 1. Policy Statement

Where the conditions of service delivery or its associated tasks require staff to work alone, both the individual staff member and management have a duty to assess and reduce the risks associated with lone working.

### 2. Purpose

This policy is designed to alert staff to the risks presented by lone working, identify the responsibilities each person has in this situation, and describe procedures that will minimise such risks. It is not intended to raise anxiety unnecessarily but to give staff a framework for managing potentially risky situations.

### 3. Scope

This policy applies to all staff who may be working alone, at any time, in any of the situations described in the definition below.

#### 4. Context

The school accepts that there are times outside of school hours when a member of staff will be on the premises alone. The school is committed to providing appropriate support for staff, to a clear understanding of responsibilities, to the priority placed on the safety of the individual over property, and to providing appropriate training for staff.

Equipment such as mobile phones, personal alarms and torches will be available as appropriate or on request.

## DEA & SEN

### INTRODUCTION

The plan follows the planning duty in the Disability and Equality Act 2010 (DEA) as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance in "Accessible Schools: Planning to Increase Access to School for disabled students", issued in July 2002.

### DEFINITION OF DISABILITY

Disability is defined in the DEA:

'A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'

### KEY OBJECTIVES

1. To reduce and eliminate barriers to access to the curriculum and full participation in the school community for students and prospective students with disabilities.
2. The Equality Act also provides rights for people not to be directly discriminated against or harassed because they have an association with a disabled person. This can apply to a carer or parent of a disabled person. In addition, people must not be directly discriminated against or harassed because they are wrongly perceived to be disabled.

### PRINCIPLES

The school recognises its duty:

- not to discriminate against disabled students in their admissions and exclusions and provision of education and associated services;
- not to treat disabled students less favourably;
- to take reasonable steps to avoid putting disabled students at a substantial disadvantage;
- to publish an Accessibility Plan;
- in performing their duties, Trustees and staff will have regard to the SEND Code of Practice 2014
- the school recognised and values the parent's knowledge of their daughter's disability and its effect on her ability to carry out normal activities and respects the parent's and child's right to confidentiality;

The school provides all students with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual students and their preferred learning styles. It endorses key principles in the National Curriculum framework that underpin the development of a more inclusive curriculum.

- setting suitable learning challenges;
- responding to students' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of students;

### ACTIVITY

This section outlines the main activities that the school undertakes and plans to undertake to achieve the key objective (above).

a) Education and related activities

The school will continue to seek advice of education professionals and appropriate health professionals.

b) Physical environment

The school will consider the needs of students and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings.

c) Provision of information

The school will inform itself of local services to provide information in alternative formats when required or requested.

## **Trainees and work experience**

Any person who comes into school as a trainee or work experience placement must follow the school's induction policy and be made aware of all H&S issues relevant to the area they are working in.

## **Slips, trips and falls**

Slips, trips, and falls are unfortunate occurrences of day-to-day life and are often seen as humorous events, but this is far from the truth. By taking a few simple precautions, you can significantly reduce the risks;

- Make sure you know what to do with spillages
- Make sure that leaks are reported as soon as identified
- Play your part in cleaning regimes and schedules
- Keep the work area tidy
- Choose appropriate footwear for tasks you are undertaking or areas in which you are working
- Check that floor surfaces are in good condition and report defects.

## **Stress**

If you think you are suffering from stress, talk to your line manager in the first instance, then to your GP.

- Try to avoid eating on the run or avoiding meals altogether.
- Taking care of yourself physically will enable you to deal with stress-related problems more efficiently.
- A balanced diet, moderate exercise and adequate sleep will all help
- Do not be embarrassed to seek professional help

## **Violence and Aggression**

The school operates a zero-tolerance policy.

- If you are the victim of violence or aggression, report it to your line manager immediately
- Do not respond to violence or aggression with violence or aggression. You will only make matters worse. By maintaining a calm but assertive approach, you will remain in control.
- If you are responsible for banking cash, bank frequently and always vary your route or travel time to the bank
- If you are to meet a parent who you know has aggressive tendencies, always ensure you are accompanied,

## **Cleaning of blood and body fluid spillages**

All spillages of blood, faeces, saliva, vomit, and nasal and eye discharges should be cleaned immediately (always wear PPE) when spillages occur, and clean using a product that combines a detergent and a disinfectant. Use as per the manufacturer's instructions and ensure it is effective against bacteria and viruses and suitable for use on the affected surface. Never use mops to clean up blood and body fluid spillages. Use disposable paper towels and discard clinical waste as described below. A spillage kit should be available for blood spills.

## SHARPS POLICY

RELEVANT LEGISLATION	<ul style="list-style-type: none"> <li>• A stated objective of DARUL ULOOM in its Health and Safety policy is to “comply with the provisions and requirements of the Health and Safety at Work etc. Act 1974 and subordinate legislation and other statutory provision”.</li> <li>• <b>The Management of Health and Safety at Work Regulations</b> requires employers to conduct suitable and sufficient risk assessments for all activities.</li> <li>• <b>The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)</b> It requires employers to notify their enforcing authority in the event of an accident at work involving any employee, resulting in death, major injury, or incapacity for normal work for three or more days. This includes any act of non-consensual physical violence done to a person at work.</li> <li>• <b>The Provision and Use of Work Equipment (PUWER) Regulations 1998</b> require employers to ensure that risks to people’s health and safety from equipment that they use at work are prevented or controlled.</li> <li>• <b>Safety Representative and Safety Committees Regulations 1997 (a) and the Health and Safety (Consultation with Employees) Regulations 1996 (b)</b> Requires employers to inform and consult with employees in good time on matters relating to their health and safety. Employee representatives, either appointed by recognised trade unions under (a) or elected under (b), may make representations to their employer on matters affecting the health and safety of those they represent.</li> <li>• The main requirement of <b>The Personal Protective Equipment Regulations (PPE)1992</b> is that personal protective equipment is to be supplied and used at work wherever there are risks to health and safety that cannot be adequately controlled in other ways.</li> <li>• Darul Uloom also has a <b>moral duty of care</b> for its employees and others who may be affected by its activities and operations.</li> </ul>
PURPOSE AND SCOPE	To ensure that all personnel are provided with adequate information, instruction, and training regarding the hazards and precautions to be taken when dealing with sharps. This guidance applies to all those who may have contact with sharps while undertaking their work or have line management responsibility for anyone who may have contact with sharps while undertaking their work.
DEFINITIONS	‘Sharps’ is the term for objects at work that can graze, cut or puncture the skin, e.g. knives, broken glass, needles etc.
TYPE OF INJURY	<p>A sharp injury /contamination incident includes:</p> <ul style="list-style-type: none"> <li>• Inoculation of blood by a needle or other ‘sharp’ (eg HepB, HepC, HIV);</li> <li>• Contamination of broken skin with blood (cuts or grazes);</li> <li>• Blood splashes to mucous membranes eg eyes or mouth;</li> <li>• Swallowing a person’s blood eg after mouth-to-mouth resuscitation;</li> <li>• Contamination where the individual has an open wound and clothes have been soaked by blood;</li> <li>• Bites (where the skin is broken, eg tetanus).</li> </ul>
	Staff, students, visitors to the site and contractors

PEOPLE AT RISK	<p>Direct exposure can happen through accidental contamination from discarded needles. The actual risk of infection depends on:</p> <ul style="list-style-type: none"> <li>• If the needle user was infected with hepatitis or HIV viruses;</li> <li>• How much infected material enters the bloodstream – a needle attached to a syringe containing blood is likely to be a higher risk than a detached needle, and;</li> <li>• How infective the needle is.</li> </ul> <p>Not all exposure results in infection</p>
RISK ASSESSMENT	<p>Health and Safety coordinator must ensure that a suitable and sufficient risk assessment is carried out to:</p> <ul style="list-style-type: none"> <li>• determine the hazards and associated risks when dealing with sharps;</li> <li>• assess how likely it is that sharps injuries could occur and decide if exiting precautions are adequate or whether more should be done;</li> <li>• factors to consider include: <ul style="list-style-type: none"> <li>- potential frequency and scale of contact with sharps;</li> <li>- number of employees likely to come into contact with sharps;</li> <li>- any existing incidents and information that can be learned;</li> </ul> </li> <li>• identify specific hazards associated with retrieval and disposal of sharps;</li> <li>• identify and implement control measures to reduce the risk of injury to the employee and/or others;</li> <li>• establish a written safe system of work (SSoW) for dealing with sharps;</li> <li>• regularly review the above systems and monitor incidents;</li> </ul> <p>Please note that at present, no student or member of staff on site should come in contact with sharps, such as needles.</p>
CONTROL MEASURES	<p>The following is a list of control measures which you may wish to incorporate into your risk assessment – the list is not exhaustive:</p> <ul style="list-style-type: none"> <li>• Provision of appropriate equipment for handling and disposal of sharps, eg tools for picking up needles (e.g. pincer tools, tongs, litter picker, tweezers, yellow biological hazard containers etc);</li> <li>• Ensure only competent employees undertake the retrieval of sharps;</li> <li>• Supply appropriate cleaning materials (eg dust pan and brush for glass, tongs/pincers for needles etc) are available where appropriate;</li> <li>• Ensure that employees understand the risks through proper information/instruction, training and supervision;</li> <li>• Ensure that emergency procedures are communicated to all employees;</li> <li>• Inform employees on the correct disposal procedure for sharps;</li> <li>• Ensure accident/incident reporting form and procedure is followed;</li> <li>• Contacting Occupational Health for advice at any stage;</li> <li>• Provision of adequate first aid equipment including clean water and/or sterile wipes for cleaning wounds and a supply of sterile, waterproof, adhesive dressings;</li> <li>• Main entrance to school checked for sharps on a daily basis</li> </ul> <p>Ensure relevant employees are provided with appropriate PPE (gloves with a high degree of puncture resistance, puncture/cut-resistant clothing to protect limbs, etc.).</p>
SPECIAL CONSIDERATION FOR FIRST AIDERS	<p>The risk of first aiders being infected whilst carrying out their duties is small. There has been no recorded case of HIV or HBV being passed on during mouth-to-mouth resuscitation.</p> <p>The following precautions can be taken to reduce the risk of infection:</p>

	<ul style="list-style-type: none"> <li>● Cover any cuts or grazes on your skin with a waterproof dressing;</li> <li>● Wear suitable disposable gloves when dealing with blood or any other body fluids;</li> <li>● Use suitable eye protection if possible;</li> <li>● Consider your safety; assess the situation and if applicable, use devices such as face shields when you give mouth-to-mouth resuscitation, but only if you have been trained to use them (i.e. are a trained first aider – there is very little risk of transfer if all items of PPE are used);</li> <li>● Wash your hands after each procedure.</li> </ul> <p>It is not normally necessary for first aiders to be immunised against HBV unless the risk assessment indicates that it is appropriate/recommended.</p>
TRAINING	<p>Staff training on sharps and their potential harm should include the following issues (the list is not exhaustive):</p> <ul style="list-style-type: none"> <li>● Awareness of infectious diseases;</li> <li>● Precautions to be taken;</li> <li>● Common hiding places;</li> <li>● Safe handling and disposal procedures;</li> <li>● Emergency procedure;</li> <li>● Practical demonstrations.</li> </ul> <p>Records of staff training attendance should be kept.</p>
ACTION FOLLOWING A PUNCTURE WOUND	<ul style="list-style-type: none"> <li>● Encourage the wound to bleed;</li> <li>● Do not suck the wound;</li> <li>● Rinse thoroughly under running water (do not scrub);</li> <li>● If water is not available, cleansing wipes provided in first aid kits should be used;</li> <li>● Cover the wound with a dry plaster/dressing;</li> <li>● Report the incident to Local Health Authority Becky Pollard, Interim director of public health, Dr Adrian Phillips. Senior Public Health Development Advisor and Dr Dennis Wilkes, Assistant Director Tel: 0121 303 4454 Dennis Wilkes <a href="mailto:Dennis.wilkes@birmingham.gov.uk">Dennis.wilkes@birmingham.gov.uk</a></li> <li>● Formally record the incident on the DCC accident/incident form, including details of the action taken;</li> <li>● Seek medical advice;</li> <li>● Ensure sharp is disposed of safely into a sharps container.</li> </ul>
DISPOSAL OF SHARPS	<ul style="list-style-type: none"> <li>● Be alert – look for obvious needles before handling waste;</li> <li>● Always wear suitable gloves – even when using tools to move needles (gloves should not be relied upon to give total protection);</li> <li>● Use a pincer tool/tweezers etc to pick up needles;</li> <li>● Place needles in a sharps box – take the sharps box to the needle, not the needle to the sharp box (where possible);</li> <li>● Try to put the sharps box on an even surface before opening it to deposit the needle;</li> <li>● Do not overfill sharps boxes or try to push the contents down;</li> <li>● Before disposal, seal boxes and dispose of them in accordance with your workplace instructions;</li> <li>● Inform line managers of any needles found as soon as possible;</li> <li>● Contact the Local Health Authority for disposal details <b>Dennis Wilkes</b> (assistant director in Public Health) <a href="mailto:Dennis.wilkes@birmingham.gov.uk">Dennis.wilkes@birmingham.gov.uk</a></li> </ul>