



LATHALLAN SCHOOL POLICY STATEMENT

AIM

At Lathallan, our aim is to be a school where everyone can undertake their roles and responsibilities, achieve set goals, and fulfil their potential as safely as possible. This includes all teaching and support staff, peripatetic staff, volunteers, pupils, partners, contractors, visitors, and others who may be affected by our school activities.

OBJECTIVES

- To provide a safe learning and working environment.
- To conduct all school activities in compliance with applicable legislation.
- To promote the precept of logical risk management that enables an innovative approach to learning and development.
- To ensure a systematic approach to managing health and safety, identification and controls of associated risks; promote and sustain a positive safety culture demonstrated by leadership commitment, open communication, and dedication to staff and pupils' welfare.
- To provide all necessary resources required to build and maintain an excellent educational system.

POLICY STATEMENT

As Governors of Lathallan School, we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all employees, pupils, contractors, visitors (including parents) and others who could be affected by the school's activities. In our role as an employer, we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered appropriately. The Board of Directors is committed to promoting the welfare of all in our community so that effective learning can occur. Lathallan school will adopt health and safety arrangements in line with HSG65 (Managing for Health and Safety) and strive to follow all applicable legislation, policies and procedures.

As Chairman, and through the Board of Directors, the Headmaster and all levels of management, we aim to fulfil our responsibility in the management of Lathallan School by either the appointment of a Director with the skillset to advise or by taking useful advice to support us, with our health and safety responsibilities. Daily responsibility for implementing health and safety policies at the school is vested with the Headmaster with the support of the Senior Leadership Team, the Health and Safety Committee and our Health and Safety Advisor.



LATHALLAN SCHOOL POLICY STATEMENT

In order to discharge its responsibilities, the Management of the school will:

- bring this Policy Statement to the attention of all employees, parents, visitors, contractors and all associated bodies/agencies.
- carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk.
- ensure that school buildings, grounds, processes, facilities, and equipment meet relevant health and safety standards.
- identify hazards and associated risks with all school processes and activities, and put measures in place to mitigate or control these risks.
- communicate and consult with our employees on health and safety matters, and proffer sensible risk management and safe working practices.
- comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels. As well as all school policies, procedures and standards.
- encourage staff to identify and report unsafe acts and conditions to contribute to timely response and maintain a safe working environment.
- ensure that emergency procedures are in place at all locations, and conduct drills to measure the effectiveness of the procedures.
- encourage all employees to take responsibility for their safety, including pupils, visitors, support staff, and contractors.
- encourage pupils to act safely, exercise due care and promote safe practices on school grounds.
- provide adequate resources to enable employees to conduct their duties safely.
- promote health and safety training to ensure awareness so all employees can fulfil their roles and responsibilities.
- provide an organisational structure defining the appropriate health and safety management hierarchy and responsibilities.
- conduct regular performance monitoring and revise standards, policies and procedures to enable a system of continuous improvement.
- conduct safety communication meetings, for effective management of safety arrangements.
- protect its pupils, visitors and staff from the risks presented by any respiratory infection, including coronavirus (Covid-19).



LATHALLAN SCHOOL POLICY STATEMENT

RESPIRATORY INFECTIONS, INCLUDING COVID-19 PANDEMIC

The school shall continue to follow the Scottish Government's guidance and public health advice, all aimed at reducing the risk of infection transmission.

To achieve an infection-free environment, the school shall:

- constantly create awareness, and disseminate any relevant information required to keep us safe.
- make necessary adjustments to premises and school activities, and provide all the resources needed to combat the spread of any virus.
- cascade all control measures to employees, pupils, parents, contractors and visitors.
- encourage employees and pupils to stay at home if they feel unwell.
- ensure employees and pupils who show related symptoms follow public health advice.
- review all risk assessments to ensure controls align with current medical and professional guidance.
- vulnerable employees and pupils shall be identified, and appropriate measures will be taken to ensure a safe working and learning environment.

This policy document makes up part of the school handbook that details the organisational arrangements and procedures by which we will ensure the effective implementation of our plans.

Signed

Chairman Board of Directors, for and on behalf of the Board.

Date