Effective health & safety management in Hillingdon Schools



When things go wrong...

- A twelve-year-old schoolboy suffered a serious hand injury leading to amputation of the finger during a design and technology class
- Islington Council fined £200K





When things go wrong...



- A school caretaker died following a fall from a ladder
- Brighton and Hove City Council fined £66K



When things go wrong...

- A schoolteacher was assaulted by a pupil using a mobile phone resulting in life changing injuries.
- Luton Borough Council fined £104K – reduced from £300k





Comments from the Judge



"This was a large organisation which, to a very large extent, relied on employees conducting the day to day running of the school as it could not, and did not, have complete control over the daily functioning of the school. However, I am satisfied that the systems that were in place were inadequate and oversight by the local authority was 'light' – I accept that no concerns were brought to the attention of the local authority but that equally, it does not appear that the local authority invited matters to be brought to its attention."



Comments from the HSE Inspector

"In community schools, where the local authority is the employer, the local authority must monitor the arrangements it's schools have in place to manage the risk from violence and aggression."





The four Cs

- Control
- Communication
- Cooperation
- Competence





Control

- Taking responsibility
- Clear and allocated health and safety responsibilities
- Enforce compliance



Communication

Strong lines of communication

- Health & Safety Policy
- The allocation of safety responsibilities
- Where to get further information
- Feedback



Cooperation

Employee duties

- Taking reasonable care
- Cooperate with employers fulfilling legal duties
- H&S Committee



Competence

Managers/supervisors will need to be able to

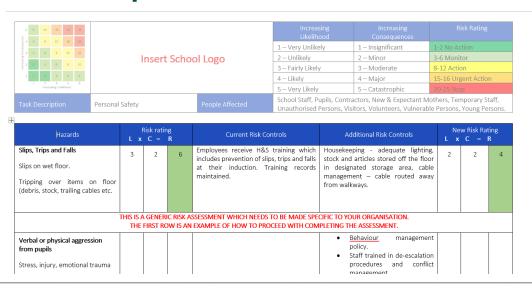
- Establish control
- Communicate effectively
- Obtain cooperation
- Allocate and organise activity in a safe way
- Provide information, instruction and training



Schools Health & Safety Management System

Community Schools to be provided with

- Policy
- Risk assessment templates
- Training





Next steps

- 1. Meetings with all headteachers to finalise responsibilities
- 2. Delivery of school SMS
- 3. Headteachers to attend training in early 2026
- 4. 12 months to implement
- 5. Monitoring
- 6. Made available to all other schools in LBH



Any questions

