

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

		Insert School Logo		Increasing Likelihood 1 – Very Unlikely 2 – Unlikely 3 – Fairly Likely 4 – Likely 5 – Very Likely	Increasing Consequences 1 – Insignificant 2 – Minor 3 – Moderate 4 – Major 5 – Catastrophic	Risk Rating 1-2 No Action 3-6 Monitor 8-12 Action 15-16 Urgent Action 20-25 Stop
Task Description	Personal Safety			People Affected	School Staff, Pupils, Contractors, New & Expectant Mothers, Temporary Staff, Unauthorised Persons, Visitors, Volunteers, Vulnerable Persons, Young Persons.	

Hazards	Risk rating L x C = R			Current Risk Controls	Additional Risk Controls	New Risk Rating L x C = R		
Slips, Trips and Falls Slips on wet floor. Tripping over items on floor (debris, stock, trailing cables etc.)	3	2	6	Employees receive H&S training which includes prevention of slips, trips and falls at their induction. Training records maintained.	Housekeeping - adequate lighting, stock and articles stored off the floor in designated storage area, cable management – cable routed away from walkways.	2	2	4
THIS IS A GENERIC RISK ASSESSMENT WHICH NEEDS TO BE MADE SPECIFIC TO YOUR ORGANISATION. THE FIRST ROW IS AN EXAMPLE OF HOW TO PROCEED WITH COMPLETING THE ASSESSMENT.								
Verbal or physical aggression from pupils Stress, injury, emotional trauma					- Behaviour management policy. - Staff trained in de-escalation procedures and conflict management			



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