



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR

LIMERICK & CLARE
Education & Training Board

ANCILLARY SAFETY STATEMENT AND ASSOCIATED APPENDICIES

It is the responsibility of every employee to read and understand this Ancillary Safety Statement. This statement should be read in conjunction with the Corporate Safety Statement.

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This policy is an uncontrolled copy. Each staff member should consult school website/StaffConnect for the latest version of this document.	

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Fedamore Community National School

Safety and Health Policy



Fedamore Community National School Ballyea, Fedamore, Co Limerick. V35 KT54	Roll Number: 20313J Phone Number: 0862061103 Email: fedamorecns@lcetb.ie Website: https://sites.google.com/lcetbdrive.com/fedamore-community-national-sc
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Note:

This policy is effective from DATE and replaces all previous Safety and Health Policies

Safety and Health Policy Statement

In accordance with the Safety, Health and Welfare at Work Act 2005, it is the policy of the Fedamore Community National School and Limerick and Clare Education and Training Board (herein after 'The ETB') to ensure, so far as is reasonably practicable, the safety, health, and welfare at work of all staff and to protect pupils, visitors, contractors, and all other persons at Fedamore Community National School from injury and ill health arising from any work activity. The successful implementation of this policy requires the full support and active co-operation of all staff, contractors, and pupils of the school.

It is recognised that hazard identification, risk assessment and control measures are legislative requirements which must be carried out by the employer to ensure the safety, health, and welfare of all. Fedamore Community National School and the ETB undertakes in so far as is reasonably practicable to:

- promote standards of safety, health and welfare that comply with the provisions and requirements of the **Safety, Health and Welfare at work act 2005** and any other relevant legislation, standards, and codes of practice.
- provide information, training, instruction, and supervision where necessary, to enable staff to perform their work safely and effectively.
- maintain a constant and continuing interest in safety and health matters pertinent to the activities of the school.
- continually improve the system in place for the management of occupational safety and health and review it periodically to ensure it remains relevant, appropriate, and effective.
- consult with staff on matters related to safety, health, and welfare at work.
- provide the necessary resources to ensure the safety, health, and welfare of all those to whom it owes a duty of care, including staff, pupils, visitors, and contractors.

Fedamore Community National School and the ETB are committed to playing an active role in the implementation of this occupational safety and health policy and undertakes to review and reverse it in light of changes in legislation, experience and other relevant developments.

Signed:

Chairperson to Board

Signed:

Principal

Date:

Safety is a journey, not a destination.

Relationship to School's Mission Statement:

Fedamore Community National School is a co-educational, multi denominational school, which is underpinned by the core values of excellence in education, care, equality, community and respect. In Fedamore Community National School, we are dedicated to helping each student to achieve their individual potential. The school policies are central to ensuring the provision of quality education in a holistic manner.

Policy Statement

Fedamore Community National School is committed to ensuring that all staff are provided with a safe place of work, safe plant and machinery and safe systems of work in accordance with the Safety, Health & Welfare at Work Act 2005 and associated regulations. Fedamore Community National School is committed to the elimination of risks that can give rise to harm for staff and those who may be impacted by its activities and will ensure a robust documented system is available as evidence of its accountability.

1. Purpose

To support all employees to comply with this policy and procedure so as to support the management of health and safety within Fedamore Community National School.

2. Scope

- 3.1 This policy is applicable to all members of staff (temporary, whole-time, agency and part-time) irrespective of length of service. It is the responsibility of every employee to read and understand this Ancillary Safety Statement. If you do not understand any of the content of the Safety Statement, please seek clarification from your Principal.
- 3.2 It is a requirement of the ETB that where it engages with third parties, that appropriate evidence is sought of their systems and structures; the objective being to ensure that the ETB will not be adversely impacted by third party activities.

3. Legislation, codes of practice, standards, guidance

- 3.1 Safety, Health standards and Welfare at Work Act 2005.
Safety, Health and Welfare at Work (General Application) Regulations 2007 – 2010
- 3.2 Safety, Health, and Welfare at Work (Construction) Regulations 2006 – 2010
- 3.3 Education and Training Boards Act 2013
- 3.4 Further Education and Training Act, 2013
- 3.5 Department Circulars
- 3.6 Code of Practice for the Governance of Education and Training
Boards 2015 (C.L. 018/2015) DES.
- 4.5 ISO 31000:2009 Risk Management Standard
- 4.6 Code of Conduct for Employees
- 4.7 VEC Risk – excellence in governance through best practice risk management (IPB)

4. Objectives

- 4.1 Support compliance with legislation, codes of practice, standards, guidance, and Department circulars.
- 4.2 Document roles and responsibilities.
- 4.3 Support implementation of management controls to ensure a positive, safe working environment will be in place.
- 4.4 Support the promotion of best practice in relation to health and safety among staff and clients.
- 4.5 Support the maintenance of an up-to-date ETB Corporate Safety Statement.
- 4.6 Support the maintenance of an up-to-date Ancillary Safety Statement.
- 4.7 Ensure that health and safety hazard audits are conducted on a regular basis.
- 4.8 Support health and safety coordinators.
- 4.9 Develop an enhanced awareness of health and safety.
- 4.10 Promote an integrated approach to the management of health and safety.

INTRODUCTION

Fedamore Community National School is a co-educational, multi denominational school which is underpinned by the core values of excellence in education, care, equality, community and respect.

In Fedamore Community National School, we are dedicated to helping each student to achieve their individual potential. The school policies are central to ensuring the provision of quality education in a holistic manner.

Fedamore Community National School adopts values that determine how we operate within an educational and administrative setting and influence our interaction with Students, staff, and stakeholders. Fedamore Community National School staff adheres to established values, subject to constant revision. The list below, based on consensual values, is not exhaustive:

- Excellence
 - Professionalism
 - Equality and Fairness
 - Integrity
 - Respect
 - Openness / Transparency
 - Inclusiveness
 - Caring / Supportive / Encouraging
- (LCETB Values)**

The Mission, Vision, and Values of Fedamore Community National School and the ETB are translated in its Strategic Plan 2022 – 2026, which declares the objectives to be achieved to ensure the quality of the services, provided. Strategic Goal 2.7

*“To promote active awareness of health, safety, welfare,
and wellbeing for all staff at a personal and organisational level”.*

Fedamore Community National School’s **Ancillary Safety Statement is derived from the ETB Corporate Safety Statement**. Fedamore Community National School will ensure all staff and students are provided with a safe working/teaching and learning environment, safe plant and equipment and safe systems of work in accordance with the Safety, Health & Welfare at Work Act 2005, and associated regulations. Control of risks and on-going policy of risk reduction will aim to ensure that Accident / Incident or near miss occurrences are avoided, thereby safeguarding the safety, health and welfare of staff, Students, contractors or visitors who have reason to enter Fedamore Community National School.

Fedamore Community National School open its doors in September 2024 as a new Community National School. This year we have 10 students from Junior Infants to 6th Class.

Dignity & Respect at Work ^[1]

Fedamore CNS is committed to maintaining a workplace environment that encourages and supports the right to dignity at work.

All who work at Fedamore CNS, visitors, contractors, and students who visit our premises are expected to respect the right of each individual to dignity in their work place and have a responsibility to ensure that these rights are respected at all time.

Fedamore CNS undertakes to:

- Operate in accordance with the goals stated in our ETB Equality Policy
- Promote equality and accommodate diversity, in line with equality legislation.
- Ensure that the range and nature of ETB provision promotes social inclusion
- Ensure that our actions, or the actions of those who provide services on our behalf, are just and fair.
- Foster a positive working environment.
- Ensure that professional standards are maintained.
- Provide a mechanism to process allegations that affords all concerned full rights in accordance with natural justice. ^[2]
- To raise awareness on the prevention of bullying and harassment or sexual harassment.

Fedamore CNS is committed to providing a workplace that is free from violence and will not tolerate any verbal or aggressive behaviour from or to our staff.

^[1] Dignity and Respect in the Workplace Charter

^[2] LCETB Equality Policy/Bullying Prevention Policy/Harassment/Sexual Harassment Prevent Policy/Grievance Procedures

SECTION 1 – SAFETY AND HEALTH POLICY

The fundamental aim of the **Safety, Health and Welfare at Work Act 2005** and the **General Applications Regulations** is the prevention of accidents and ill health in the place of work.

Senior Management has responsibility for implementing the Policy on Safety, Health and Welfare; however, all staff are expected to co-operate in carrying out this policy and to take reasonable care for their own safety, health and welfare and that of others who may be affected by their act or omissions while at work.

The Safety, Health and Welfare at Work Act 2005 outlines “duties of care” of employers and their employees, regarding safety and health.

Section 8 of the Act places duties of care on the employer to manage and conduct their undertakings so that they are safe for employees.

Fedamore CNS will endeavour to manage and conduct work activities in such a way as to:

- Ensure, so far as is reasonably practicable, the safety, health, and welfare at work of staff, contractors, visitors, and Students.
- To prevent, so far as is reasonably practicable, any improper conduct or behaviour likely to put the safety, health, or welfare at work of staff at risk.

Fedamore CNS will determine and implement necessary measures, as far as is reasonably practicable, that will take account of changing circumstances and the general principles of prevention (**Appendix I**) when identifying hazards and carrying out a risk assessment.

Fedamore CNS will ensure, so far as is reasonably practicable, the safety and prevention of risk to health at work of its staff by:

- The maintenance of the building in a condition that is safe and without risk to health.
- Ensuring safe means of access to and egress from the building.
- Ensuring that plant and machinery are safe and without risk to health.
- Reducing the risk to exposure to noise, vibration, or ionizing or other radiations or any other physical agent.
- Providing safe systems of work that are planned, organised, performed, maintained and revised as appropriate.
- Preparing and revising, as appropriate, adequate plans and procedures to be followed and measures to be taken in the case of an emergency.
- Reporting accidents and dangerous occurrences to Corporate Services, Limerick and Clare Education and Training Board, Marshal House, Dooradoyle Road, Co. Limerick, conducting a thorough investigation, where an accident / incident occurs, to determine the cause and devise an Action Plan and implement it to prevent a recurrence.
- Providing the appropriate information, instruction, training and supervision.
- Obtaining, where necessary, the services of a competent person (whether under a contract of employment or otherwise) to advise and assist in the safety, health and welfare at work of staff.

- Ensuring that adequate resources are made available to implement effective safety policies and ensure that such resources are reviewed regularly.
- Providing and maintaining suitable personal protective equipment (PPE) where hazards cannot be eliminated,
- Providing a written risk assessment and ancillary safety statement and ensuring their review when there has been a significant change in matters relating to H & S.
- Preparing and revising Emergency Plans.
- Providing and maintaining welfare facilities including toilets and first-aid.

Section 13 of the Act places specific duties on staff including:

- Comply with relevant laws and protect their own safety, health, and welfare and that of any other person who may be affected by their act or omission.
- Co-operate with their employer or any other person to enable them to comply with any statutory provisions.
- Use the safety equipment, appliances and the PPE provided in such a manner so as to ensure their safety, health and welfare.
- Participate in safety and health training offered by their employer.
- Reporting to the employer without reasonable delay, any defects in plant, equipment, place of work or work system, which might endanger safety, health and welfare of which they become aware.
- Not to interfere with any items provided for securing the Safety, Health and Welfare of persons at work.
- Not engage in any improper conduct that could endanger their safety or health or that of anyone else.
- Ensure that they are not under the influence of any intoxicant to the extent that they could endanger their own or others safety.
- If reasonably required by their employer, submit to appropriate, reasonable, and proportionate tests by or under the supervision of a General Practitioner.
- Inform one's employer if one becomes aware they are suffering from any disease or impairment, which could affect their or others safety in the work they perform.

Staff are encouraged to make suggestions on means of improving safety, health, and welfare and to raise any issue of concern with the H & S Co-Ordinator.

Signed by:

Jacintha Mullins, **Principal, H & S Co-Ordinator:**

Martina Naughton, **H & S Committee**

SECTION 2 – RESPONSIBILITIES

The Chief Executive is the Accounting Officer in respect of ensuring the duties of the employer as set out in the 2005 Act are complied with.

Under the Safety, Health and Welfare Act 2005 responsibility rests with the employer to ensure appropriate safety systems are in place with clear roles and delegated functions assigned to support a culture of safety first.

Under section 13 of the Education and Training Board Act, 2013, health and safety are an executive function with the Chief Executive as the Accounting Officer of the organisation. The Chief Executive may delegate functions to a School Manager who is defined under the 2005 Act as being a person in control of a place of work. In the ETB sector this is defined as;

- Principal

A full listing of persons in control of a place of work, including those who deputise during periods of absence, will be maintained in Head Office.

Safety, health and welfare planning is best seen as an integral part of the ETB and school's existing planning and self-evaluation processes. The safety statement should be informed by and reflect wider ETB / school planning priorities and decisions. The management and implementation of a safety statement is an executive function.

Employees will be provided with the health and safety training required to carry out their role. Every effort will be made to ensure that identified hazards in the workplace will be reduced or eliminated so far as is reasonably practicable.



The following describes the responsibilities of staff in relation to Health and Safety matters only:

The Board of Management will,

- ensure that the Ancillary Safety Statement and Health and Safety Policy will be reviewed/updated once a year and that the measures outlined in the document will be implemented fully.

The Principal, and the Health and Safety Committee will take responsibility for all safety, health and welfare matters in the school especially regarding the implementation of the requirements of this Ancillary Safety Statement.

The Principal, Deputy Principal will,

- Manage and conduct work activities:
 - to ensure the safety, health and welfare of all staff
 - to prevent any improper conduct or behaviour likely to put safety at risk.
- Compile a hazard identification and risk assessment for Fedamore CNS.
- Report, without undue delay, on all accidents and dangerous occurrences within Fedamore CNS.
- Be fully aware of ETB policies regarding safety, health and welfare at work.
- Ensure that safety, health and welfare policy statements and/or revisions are brought to the attention of all staff.
- Monitor, review and adapt operations to ensure that they are carried out safely and in accordance with ETB procedures so as to minimise risk to employees and students.
- Provide and arrange appropriate training in consultation with Corporate Affairs.
- provide protective clothing and equipment where necessary
- ensure that work areas are tidy and free from trip, slip or fall hazards and that emergency exits and escape routes are free from obstruction at all times.

Health and Safety Co-Ordinator and Assistant Co-Ordinator

The Health & Safety committee is responsible, in conjunction with the ETB, for Safety, Health and Welfare in the school.

The Health and Safety Co-Ordinator will:

- Report to the H & S Committee periodically, on the overall Health & Safety status within the school; accidents, statistics etc.
- Inform staff of impending H & S legislation that is likely to affect operations.
- Manage the implementation, with the assistance of the H & S Committee, of H & S policies and procedures.
- Liaise with the Principal on an-ongoing basis regarding monitoring safe work practices, H & S audits and inspections.
- maintain H & S records, accident / incident investigations and reports, training etc.
- submit accident / incident reports to Corporate Services.

- ensure that the Ancillary Safety Statement is available for inspection.
- review the Ancillary Safety Statement annually with the assistance of the H & S Committee
- accompany an inspector from the H & S Authority, where appropriate, if s/he visits Limerick CSS.

Health & Safety Committee

The Principal / Deputy Principal will act as chairperson of the Health and Safety Committee

The H & S Committee acts on behalf of colleagues by:

- Carrying out routine audits and inspections, in consultation with the staff, in order to identify potential hazards and, where possible, propose ways of addressing them
- Investigate potential hazards and complaints reported on Safety, Health & Welfare matters.
- Discussing any accidents / incidents and dangerous occurrences and how best to address them.
- Investigate accidents and dangerous occurrences.
- Identify the H & S training needs required for staff.
- Participate in relevant H & S Training
- Attend regular H & S Committee meetings
- Keep colleagues informed of key H & S issues and new H & S legislation, as appropriate.

The Health and Safety Committee comprises broad staff representation and meets once a term. All staff are encouraged to consult with the H & S Committee or H & S Co-Ordinator in relation to safety, health and welfare matters at any time and are urged to do so.

Guidelines for H & S Committee

- The H & S Committee will review its membership.
 - every three years or
 - when a member seeks to be released from the responsibility or a member leaves the organization
- Meetings will be held once a term. As the 'College of Teachers' has been established as the Health and Safety Committee, one 'College Meeting' per term will be devoted to a Health and Safety Committee Meeting.
- 75% quota must be in attendance to constitute a committee meeting
- Minutes will be kept of all meetings.
- Minutes to be issued to Principal.
- Chairperson has casting vote in case of tied vote.

Health and Safety Representatives

Safety Representatives will act on behalf of colleagues by:

- Consulting with, and making representations to the staff member, in the first instance, and thereafter to the H & S Committee, on matters relating to health, safety and welfare within the work area.
- Carrying out routine audits and inspections within his/her designated areas, to identify potential hazards and, where possible, propose ways of addressing them.
- Investigating potential hazards and complaints reported on Safety, Health & Welfare matters.
- Notifying the committee of any accidents and dangerous occurrences.

- Investigating accidents and dangerous occurrences, in consultation with the committee.
- participating in relevant Health and Safety Training
- Accompanying the H & S Committee and an inspector from the H & S Authority where appropriate where s/he visits the workplace.
- Keeping colleagues informed of key Health & Safety issues and new Health & Safety legislation, as appropriate.

Fire Safety Officers

The Fire Safety Officers are competent persons who have responsibilities under the Safety, Health and Welfare at Work Act, 2005 and the Fire Services Act, 2003. Section 18 (2) places a duty on the manager to “take all reasonable measures to guard against the outbreak of fire on such premises as to ensure as far as is reasonably practicable the safety of persons on the premises in the event of an outbreak of fire”.

While the Principal / Deputy Principal is required to exercise a duty of care to all employees, Students and users of the premises in respect of health and safety risks, the fire safety management of the premises is designated as the responsibility of the Fire Safety Officers.

The Fire Safety Officers will:

- Ensure that any employees, students, and users new to Fedamore CNS are briefed on fire safety arrangements.
- Ensure that all fire services and equipment in Fedamore CNS are adequate, constantly reviewed and updated where necessary.
- Ensure that the service contract is adhered to, and that maintenance is recorded and logged on the Appliance.
- Be vigilant to legislative changes and inform management accordingly.
- Ensure that the alarm is raised, and the fire brigade has been called
- Ensure that all routes into the building are unlocked and unobstructed.
- Open all gates or security barriers required for Fire Brigade access
- Meet the officer in charge of the Brigade and provide details of:
 - the numbers and locations of persons still on the premises
 - the location of LPG storage facilities or flammable liquid stores
 - entry points to all parts of the building
 - the location of fire hydrants, dry risers, hose reels or other facilities for firefighting
- Provide the fire brigade with a copy of a Floor Plan
- Organise fire drills on a regular basis in consultation with the Principal.
- up-date the Fire Register on an on-going basis

Fire Wardens

The general responsibilities of a fire warden are to reduce the risk of fire within the centre and ensure that emergency routes and equipment are appropriately maintained. This includes:

- Identifying and removing fire hazards on centre premises.
- Ensuring escape routes are kept clear of obstruction.
- Checking fire doors are clear, both inside and out and are never locked.

- Ensuring appropriate maintenance and servicing of firefighting equipment.
- Maintaining accurate information on fire hazards within their designated area to present to fire fighters in the event of a fire.
- Reporting any problems with the above to the principal and ensuring action is taken.

First Aiders

The First Aiders will:

- Maintain the allocated First-Aid boxes and ensure that they and their contents are available to staff as required.
- Render first-aid assistance in accordance with training
- Advise the H & S committee of any accidental injury which happens either on the premises or on school excursions and fill out an accident report form online.

In the event of an emergency:

- The first priority is the health and safety of all concerned, so don't put yourself or others at risk.
- Look after the injured person but seek professional medical assistance for all but minor injuries. Make the injured person safe whilst others are summoning the ambulance.
- Complete the appropriate accident / incident report form.

Teachers will:

- Fully familiarise themselves with the Corporate Safety Statement, Ancillary Safety Statement, and associated H & S policies
- Ensure that all provisions under the Ancillary Statement are implemented effectively,
- Ensure that all Students within their class know what to do in case of fire or other Emergency and know the location of Emergency Exits and Assembly points.
- Ensure the use of a safe system of work and maintain the highest standards of good housekeeping at all times.
- Participate in H & S training offered by Fedamore CNS and/or the ETB
- Ensure that accidents / incidents or dangerous occurrences are reported to the Principal
- Complete an Accident / Incident Report Form, in conjunction with the Principal.

- Ensure that they are familiar with the location of First-Aid Boxes and know the names of First Aiders
- Ensure that any work activity is immediately stopped where there is a serious risk of injury to oneself, visitors, or members of the public.
- Ensure that Personal Protective Equipment (PPE) is worn or used, when appropriate.
- Co-operate with senior management on all Safety Policy implementation and to complete risk assessments when requested by management.

Students

Students have a responsibility not to endanger themselves or others by their acts or omissions. They will follow all health and safety rules and procedures including the wearing of PPE and safety equipment. They will comply and implement all procedures which are designed to minimise risk and to contribute to an environment which is safe for them and for all others. (See Code of Conduct Behaviour).

Students are expected to follow all health & safety procedures and rules presented to them in subject specific environments/on school campus.

Visitors

Visitors must report to Reception where they will sign-in in the Visitors Log by the front door. Students, parents, volunteers and visitors must comply with the school's safety statement and instructions relating to safety, health and welfare.

It is a requirement that the school gives at least the same level of health, safety and welfare to students, and all visitors as it gives to employees.

Visitors should be directed to take notice of emergency exit routes from all levels of premises and be aware of alarm signals.

In the event of an emergency, all students / visitors should be instructed to follow directions with regard to evacuation of the premises or follow staff members to a safe exit route.

Contractors

All contractors working in or on behalf of the school have a duty to comply with statutory obligations as designated under the Safety, Health and Welfare at Work Act 2005, the Safety, Health and Welfare at Work (General Application) Regulations 2007-2016, and any other relevant legislation such as the Safety, Health and Welfare at Work (Construction) Regulations 2013.

Substantial construction projects e.g. extension, summer works, are generally undertaken centrally by the ETB on behalf of the school. Such circumstances are generally where:

- There is more than one contractor involved in the work;
- The work is scheduled to last more than 30 days (or 500-person days); or
- There is a particular risk involved.

Where substantial projects are identified the ETB will ensure compliance with the relevant regulations and will advise the school in respect of same.

From time to time the school will call on the services of the smaller contracting company to carry

out a variety of such construction tasks e.g. plumber, electrician or carpenter etc. Where this work involves a single contractor, there are no risks present and task duration will not exceed 30 working days or 500-person days, to comply with safety and health requirements and to ensure this type of work is carried out safely with minimal disruptions, the following key points should be followed:

The School will:

- Ensure that the contractor is suitably qualified, experienced and where appropriate registered with a suitably recognised craft body.
- Make available the relevant parts of its safety statement and safety file (where one exists) to any contractors working in the school on behalf of the school.
- Provide to contractors the school's safety statement and instructions relating to safety, health and welfare.
- Be aware of the contractor's duty to make available to the school the relevant parts of the contractor's safety statement and risk assessments in relation to the work being carried out.
- Co-operate and coordinate their activities to prevent risks to safety, health and welfare where it is sharing a workplace with a contractor.

School personnel may inspect any contractors' operations at any time and will have the power to stop any activity on safety grounds.

Contractors must report all accidents and near misses, no matter how minor, to their school contact as soon as possible thereafter and cooperate with any investigation into the incident. They must not interfere with any school equipment unless they have received prior approval.

All equipment brought into school grounds by contractors must be safe to use, have all safety guards in place, be accompanied by all necessary certificates where required and not represent a danger to any staff, students, or visitors when in use.

SECTION 3 – RISK ASSESSMENT, HAZARDS, AND ACCIDENT PREVENTION

Risk Assessment

Risk means the likelihood that a specified undesired event will occur due to the realization of a hazard, or during work activities, or by the products and services created by work activities. A risk always has two elements. The likelihood that a hazard may occur and the consequences of the hazardous event. The number of people exposed as well as how often also determines the risk (HSA 2006)

Risk assessment is about identifying the hazards in the workplace that give rise to risk for staff and those affected by the activities of Fedamore CNS. When we consider risks, we need to consider our goals and what activities could occur (both positively and negatively) that would impact on these.

Once risks have been identified a formal assessment process should take place. Risks should be assessed on the **likelihood** of occurrence and the **impact** if they are to occur.

Risks are identified by staff, from expert reports, from expert writing on risks, from publications from experts about H & S, from accident / incident reports. Fedamore CNS is aware that the failure to manage physical risks could undermine the achievement of our goals and objectives.

Hazards

A hazard means a source or a situation with the potential for harm in terms of human injury or ill health, damage to property, damage to the environment, or a combination of these (HSA 2006)

A hazard is defined as anything with the potential to cause harm. Hazards are grouped into 5 categories:

1. **Physical** - manual handling, working at height, equipment, slips, trips, falls, fire, electricity, housekeeping
2. **Health** - noise, dust, lighting, vibration, radiation, extremes of temperature, ergonomics
3. **Chemical** - substances that may be inhaled, absorbed or ingested
4. **Biological** - bacteria, viruses, fungi (yeasts and moulds) and parasites
5. **Psychosocial** - stress, violence to staff, bullying, passive smoking, sexual harassment, working hours

It is the duty of all those who have responsibility for resources, staff¹ and students to ensure hazards arising in the workplace which may give rise to risk for the safety, health and welfare of employees and those affected by Fedamore CNS's activities are identified, assessed and eliminated or managed to the lowest level possible. (See Appendix IV).

¹ It is also the responsibility of all staff to co-operate with management in identifying hazards when asked to do so on an annual basis.

In ranking the hazards according to their risk potential, the risk is looked at before any controls are put in place and given a rating of high, medium, or low based on the following criteria:

HIGH	–	Possibility of irreversible injury
MEDIUM	–	Possibility of reversible injury
LOW	–	Possibility of light injury

Where hazards cannot be removed, then controls will be recommended to reduce the risk to an acceptable level. Where funding for the control of a hazard is not available or is deferred then a schedule will be prepared to identify the timescale for implementation of the control.

Accident Prevention

“An **accident** is an incident plus its consequences; the end product of a sequence of events or actions resulting in an undesired consequence (injury, property damage, interruption, delay)”

“An **incident** is the sequence of events or actions leading up to the accident”.

Accidents can be prevented by applying active control measures as a result of any hazards identified and also by adhering to the general health and safety precautions.

Whether an accident occurs or a near miss occurs, it is essential that the accident be reported so that the risk involved can be rectified.

An accident report form is available on Staff connect on www.lcetb.ie. Incident Report forms stored electronically as incidents occur. Upon investigation of the incident, the persons sign off the report and it is submitted for approval by the Principal.

SECTION 4 – GENERAL ARRANGEMENTS

Consultation

Section 26 of the Safety, Health and Welfare Act 2005 specifies that an employer must consult with employees and take account of any representations made by the employees for the purposes of giving effect to the employer's statutory duties.

Fedamore CNS is committed to meeting its obligations under the Safety, Health and Welfare Act 2005 and associated regulations on consultation.

It is Fedamore CNS's policy:

- To consult staff for the purpose of making and maintenance of arrangements to enable the H & S Committee and staff to co-operate effectively in promoting and developing measures to ensure their safety, health and welfare at work and in ascertaining the effectiveness of such measures.
- To take account of any representations made by staff, so far as it is reasonably practicable.
- To maintain an active and participative Health & Safety Committee for the purpose of consultation on all aspects of policy pertaining to safety, health and welfare at work.
- To provide, as is reasonably practicable, appropriate training on H & S matters.

Information for Staff

The H & S Committee is fully aware when providing information to staff:

- a) that it is in a form, manner and, as appropriate, language that is reasonably likely to be understood by the employees concerned, and
- b) includes the following information:
 1. The hazards to safety, health and welfare at work and the risks identified by the risk assessment.
 2. The protective and preventive measures to be taken concerning safety, health and welfare at work under the relevant statutory provisions in respect of the place of work and each specific task to be performed at the place of work.
 3. The names of persons designated under Section 11 and of safety representatives selected under Section 25 (*Safety Health and Welfare at Work Act 2005*)
(*See Appendix II for designated persons*)

At Fedamore CNS, we use a blend of one on one meetings with staff, email and time at some staff meetings to answer any questions staff have around our Health & Safety procedures and associated risk assessments or other work being carried out.

During the 2025-26 school year we have a Health and Safety Team meeting once a term to discuss Health and Safety concerns.

Health and Safety Training

Fedamore CNS recognises that even with the best engineered work arrangements, people may still need clearly defined safety procedures and instructions. For that reason, there is substantial commitment by Fedamore CNS and the ETB to:

- Identify safety training needs.
- Carry out that training.
- Measure the competence of trainees.

Fedamore CNS and the ETB will ensure the following training will be provided:

- Health, Safety & Welfare Training
 - on employment of new staff to include an overview of the hazards specific to their place of work
 - in the event of transfer or change of task assigned to the employee
 - on the introduction of new work equipment, systems of work or changes to existing work equipment or work systems
 - on the introduction of new technology
- Safety Statement Information Training
 - to include an overview of the policies and procedures applicable to relevant staff
- Manual Handling Training
- Fire Safety Training
 - to include fire extinguisher usage
- First-Aid Training
 - to include certification, where applicable
- Hygiene Provision Training
 - to include the use of cleaning materials and equipment
- Defibrillator Training
- Using Ladders
- Working at Height Training

SECTION 5 – SAFE SYSTEMS OF WORK

Staff when using any plant, machinery, appliances etc. must adhere to Safe Systems of Work. One should refer to manufacturers or suppliers operating guidelines. Where these are not available, or mislaid or obsolete, do not attempt to operate any equipment without instruction from a competent member of staff. Instruction sheets for operation of all equipment must be kept close to the particular appliance and a copy filed centrally for reference.

Staff should adopt general safety and health precautions for those hazards identified and relevant to work being carried out.

Ladders

Ladders are for the use of Fedamore CNS caretaking staff only. Other staff members may only use a ladder after seeking permission of the Principal and Health & Safety Co-Ordinator. Caretaking staff using a ladder ² must wear the appropriate Personal Protective Equipment (PPE) and adhere to the following safety precautions and check:

- For B.S. mark
- Ladders are stable and functioning properly prior to alighting.
- Area to which ladder is to be conveyed to ensure safe access.
- Warning signs are available for ladders use.
- Another person is available to secure ladders at base if appropriate.
- Footplates
- Rope to secure ladders at top if required.
- Rungs of ladder with hands for security.

One should immediately notify, repair, or replace if defects are noticed.

Electrical Tools

Those using an electrical tool must wear the appropriate Personal Protective Equipment (PPE) and adhere to the following safety precautions and check:

- For B.S. mark and double insulated marks
- Correct plug is fitted.
- Lead is not cut or frayed and that it is effectively clamped at entry to the plug and tool.
- All screws are in place and secure
- Permissible number of power tools on each current or transformer is not exceeded.
- Extension lead is suitably rated for electric current.
- Cable is correct type
- Tool is disconnected before adjusting or performing maintenance on it

One should immediately notify, repair³ or replace if defects are noticed.

² Caretakers must undertake Working at Heights Training

³ If qualified to do so – items must be taken out of commission if any of the above is not in place.

Electrical Equipment

Employees shall:

- ensure that electrical appliances are checked before use, that all necessary protection devices are in place and report any defects in appliances to their supervisor;
- not use any appliance that has been marked not for use;
- not undertake any electrical work on any electrical appliance or installation unless competent to do so;
- ensure maintenance of security at electrical installations or switch rooms, if designated to do so;
- ensure that work is not undertaken on any electrical appliance or installation unless it has been isolated, locked and tagged out.

Machinery/Equipment Operation

Many items of equipment and machinery encountered within the School have the potential to cause injury. So far as is reasonably practicable, guards are fitted to all moving parts of machinery that may present a hazard of injury.

- All guards & safety devices must be maintained in position during normal operation.
- When guards are removed, Isolation¹ procedures must be followed by the person carrying out removal (PICW) (Person in Charge of Work) and these guards must be replaced prior to operation by the (PICW).
- Guard devices must not be removed or bypassed without authorisation; disciplinary action may be taken against any person found doing so.
- Walkways and areas around machinery must be kept clear of waste, spare parts and other hazardous objects, which may cause a person to slip, trip or fall.
- Clothing **MUST NOT** be loose fitting so as to allow parts to become entangled in machinery. Ties, chains and jewellery are not permitted while working on or approaching any machinery.
- If working with or approaching any machinery long hair must be confined close to the head.
- Persons operating machinery are responsible for the safety of themselves and others by ensuring the safe operation of machinery or equipment under their control.

Eye Protection

Employees involved in any type of work, which presents a potential hazard to their eyes, are required to wear eye protection.

- Protective equipment is provided by the School.
- Should it be required, this protection is immediately available on request.
- The wearing of eye contact lenses at work involving the use of chemical agents is prohibited.

Eye protection will be worn during the following operations: -

¹ As per Safety Data Sheet supplied by Manufacturer

- Handling or using hazardous liquids or chemicals.
- All other operations designated as eye protection work.

It is the responsibility of the employee to ensure that eye protection is used where or when required, and for requesting timely replacements.

Display Screen Equipment (DSE) Use⁴

Operators of DSEs should ensure that:

- Characters on screen are well defined and clearly formed.
- Image on screen is stable with no flickering.
- Brightness / contrast is adjusted correctly.
- Screen and keyboard are free from reflective glare.
- Screen is at a downward angle from the operator.
- Elbows are at an angle of 70 – 90°.
- Workstation is tidy and that paperwork is organised for easy access to avoid over-reaching.
- Space around workstation is uncluttered allowing the operator to move freely from side to side.

Eye Tests: ⁵

Any employee who uses DSE equipment as a substantial part of their working day may on request avail of the opportunity of an eye test relating to DSE work.

Hazardous Materials

LCETB and Fedamore CNS accepts that some work activities may involve the use and handling of materials which have the potential for harming health and accordingly will take steps to provide safe systems of work for the materials and to reduce such use as far as practicable.

Usage of Hazardous Substances

Staff are reminded that materials used at work should be treated with respect, warning labels must be adhered to as well as any written advice provided by the ETB. The ETB undertakes to provide appropriate chemical handling training for staff who are in contact with any chemicals during the course of their work.

Storage of Hazardous Substances

All hazardous substances including flammable gasses will be stored in accordance with legislative requirements and safe practices.

- The appropriate location of storage will be determined by means of reference to the applicable Material Safety Data Information.
- Consideration will be given to chemical incompatibility and environmental impact in the event of release.
- All containers will be clearly identified, so as to provide information of hazard.

- All compressed gas cylinders will be colour code identified.
- All pipe line supplies will be identified.

Training will be provided to all employees who will come into contact with hazardous substances in their place of work and will include:

- the identification of hazardous substances and their effects;
- the protective clothing and/or safety equipment to be used when handling hazardous substances;
- the method of use of Hazardous Substance Safety Data Sheets providing information on the identity of the substance,
- the effects of contamination, emergency First-Aid treatment procedures and protective clothing/equipment to be worn or used during handling

Chemical Spill

It is important to know what to do in the case of a chemical spill. In most cases such incidents will be classed as an accidental spill or release of a chemical which can be managed by the staff member. Reference must be made to Section 6 of the SDS for the chemical as it details what to do in the event of an accidental release or spill of the chemical. For this reason, the SDS should be readily accessible to the staff member and should also be kept with the chemical register.

In the event of a chemical spill, the following procedures apply.

Before deciding it is safe to clean a spill:

- Make sure that the chemical in question has not mixed with other chemicals;
- Exercise extreme caution if the material is reacting (hissing, bubbling, smoking, burning);
- Exercise extreme caution if there is any sign that a chemical reaction is happening. If so contact school management who will contact the emergency services for help;
- School Management will be advised by the emergency services and will make a decision in respect of whether general evacuation procedures will apply.

Safe cleaning process:

- Remove people from the affected area;
- Ventilate by opening windows and doors;
- Refer to the SDS and follow the instructions therein;
- Wear personal protective equipment to avoid chemical burns;
- Place spilled material in a clean dry plastic container or bag or soak up using absorbents;
- Dispose of contaminated materials in accordance with manufacturer instructions
- Complete accident / incident report;

- Take appropriate precautions where safe to do so, in order to prevent any spillage entering water courses.

Slips / Trips / Falls

Fedamore CNS undertake to protect all staff, Students and the general public using its premises from injury as a result of a slip, trip or fall. Slips, trips and falls are the most common cause of major injuries at work and keeping Fedamore CNS clean, tidy and uncluttered can generally control them. It is the responsibility of each staff member to keep their own work area clean and tidy.

Staff are reminded of the following:

- Good housekeeping is a must in all working areas.
- Each work area should be free of boxes, trailing cables or rubbish.
- All extension leads should be secured either to the floor with a mat or taped down or placed tight against the wall to prevent slips, trips or falls. Maintenance staff should be advised of any trailing leads and same corrected.
- Floors should be washed, half by half (length ways), to facilitate people passing through. Caution/warning signs should be clearly visible at either end of the washed area. The person washing the floor is responsible for displaying these signs.
- Any defects in floor coverings, tiles, linoleum, shelving, etc. should be reported for urgent repair.
- Step ladders and/or footstools should always be used if accessing high shelves or storage areas. Do not attempt to use other shelves, chairs, furniture, etc. to gain access.
- Heavy or awkward items should not be stored on top of storage units.
- All corridors and passageways should be free from clutter at all times. Clear exits should be always maintained.
- Do not leave filing cabinet drawers or other drawers open when unattended.

Plant / Heating System

All plant and machinery will be maintained in accordance with manufacturer's instructions and ETB / Fedamore CNS's policy.

Photocopiers and all Office Equipment

One should not attempt to operate photocopiers or office equipment without instruction from the supplier and/or a competent member of staff. Fedamore CNS undertakes to train all staff in the use of photocopiers and office equipment. Photocopiers and office equipment contain several hot operating parts and care should be taken when rectifying any malfunction or removing a paper jam. Instruction notices on the use of photocopiers are displayed above each photocopier. If there is a risk of injury, please contact the company who supplied the photocopier to repair. Contact details:

Manual Handling

In many instances, a staff member has to manually handle a load. One should assess whether this is likely to result in injury. Support staff are provided with appropriate Manual Handling training.

One should:

- Carry out a risk assessment on the load to be moved (each item can vary in size and shape and appropriate training may be required)
- Remove or reduce the need for manual handling by using a trolley etc.
- Disperse the load e.g. divide load into smaller loads
- Not store heavy or awkward items above head height
- Request the assistance of another member of staff, who also has been trained in manual handling.
- Use safety ladders / kick-steps where required.
- Ensure the load does not catch on loose clothing.

Any employee who while carrying out their duties is at risk from manual handling activities, must attend the relevant training and also highlight to their manager when he/she experiences any associated discomforts.

Pandemics

In compliance with the requirements of the Safety, Health and Welfare at Work Act, 2005 and associated regulations, Government/HSA and HSE advice, the ETB will draw up and revise emergency plans as appropriate.

The ETB will ensure that all necessary protocols are in place, training will be undertaken by all employees and risk assessments carried out.

Schools and Centres will implement any controls deemed necessary because of risks identified and on the advice of the ETB.

Personal Protective Equipment (PPE)

The ETB and Fedamore CNS will ensure that PPE is provided where necessary. Regular inspections will be carried out to ensure the appropriate PPE is worn. Each staff member is responsible for maintaining PPE in a good condition and shall inform the H & S Team when PPE needs replacement.

The recommended PPE for caretakers includes:

- General maintenance tasks: protective overalls, steel toe-capped boots and protective gloves suitable to the tasks identified.
- Specific maintenance tasks e.g. use of lawnmower, strimmer: visor or eye goggles in addition to PPE already mentioned

The recommended PPE for cleaners includes:

- apron/tabard, non-slip shoes, protective gloves, mask and goggles to protect from potential chemical splashes

Noise

So as to protect employees and students from the risks to their hearing, the school will comply with the requirements of the European Communities (Protection of Workers) (Exposure to Noise) Regulations, 2005.

The ETB is required to:

- Assess the risk to employees from noise at work.
- Take action to reduce the noise exposure that produces those risks.
- Provide our employees with hearing protection if we cannot reduce the noise exposure enough by using other methods.
- Make sure the legal limits on noise exposure are not exceeded.
- Provide our employees with information, instruction, and training.
- Carry out health surveillance where there is a risk to health.

The regulations do not apply to:

- Members of the public exposed to noise from their non-work activities, or making an informed choice to go to noisy places.

Low level noise that is a nuisance but causes no risk of hearing damage.

Lone Working

Lone working is generally not best practice. In an unavoidable event that this is necessary the staff member concerned is advised to always let someone know where they are and be extra vigilant and cautious in their work. Lone working staff are advised to text the principal at the beginning and end of a work period to inform him when and where they are on the premises.

Violence & Aggression at Work

Fedamore CNS is committed to the provision of a safe & healthy work environment. This includes the protection of employees from acts of aggression or violence.

Employees potentially exposed to violent situations shall have their work activities assessed by the principal. As a part of this assessment, the Principal will consult with the staff working and take into consideration the following:

- the concerns/opinion of the employee(s) in question
- any previous incidents of violent/aggressive encounters.
- the working patterns of the employee e.g., work outside of normal hours travel to and from work locations, working in isolation or on a one-to-one basis.

- the type/nature of people the employee is reasonably expected to interact with.

If the threat of violent encounter is identified, both the Principal and employee(s) concerned should discuss and identify methods of removing/minimising the potentially violent situation.

Any corrective measures that are implemented shall be subjected to a review by the principal with a view to evaluating the effectiveness of the control measure.

All employees are reminded that all incidents of aggression, threat or actual violence must be reported to their direct manager. If the perpetrator is a line manager, then please report to more senior management.

Pregnant Employees

Fedamore CNS will comply with the provisions of the Safety, Health & Welfare at Work Act 2005, the Safety, Health & Welfare at Work (General Application Regulations 2007 (Pregnant Employees etc.).

On receipt of written notification of pregnancy, recent birth or breastfeeding, each Manager shall in conjunction with Health and Safety Co-Ordinator/Officer review the working patterns and tasks of the pregnant employee.

The school will, so far as possible, identify hazards in the workplace, which could affect the health of the pregnant woman, or of her unborn child. These hazards will be assessed and managed to avoid risk.

Following identification of risk, all practicable measures will be taken to eliminate or control risk by engineering or organisational methods. If such safeguards are not possible, the employee will be reassigned to other work for which the risks are assessed as not significant or granted health and safety leave.

Psychological Safety

The management and staff of the school aim to use available programmes and resources to enhance a sense of safety and security in the School/School.

Staff have access to supports such as the Employee Assistance Programme/Wellbeing initiatives.

Staff are familiar with the Child Protection Guidelines and Procedures

Staff can avail of training relative to the role they have undertaken e.g., Fire Warden

First Aid Facilities

In compliance with the requirements of the Safety, Health and Welfare at Work (General Application) Regulations 2007 the ETB and Fedamore CNS is committed to providing suitable and sufficient first-aid facilities. Staff should be aware that in the event of a medical emergency, efforts should be made to seek professional medical assistance.

In compliance with the obligations placed upon it, the ETB and Fedamore CNS provides sufficient First-Aid kits, which are in clearly marked first-aid boxes and are readily accessible. The contents of the kits are in compliance with the Health and Safety Authority Guidelines on First-Aid. **Appendix III** outlines the Contents of First-Aid Boxes and Kits. In the event of an accident resulting in first-aid being administered, the first aiders shall ensure that a record is made as to the first-aid treatment given.

First-aid boxes are located as follows:

Main Office	Large First Aid Kit
Classroom 1	Small First Aid Kit

Drugs and Medication

It is the policy of the Board of Management of Fedamore CNS that all drugs, medications etc. given by parents to school for children will be kept in a secure place at the school office. Staff will follow the administration of medication policy for safe administration of same.

Fire Precautions

Each staff member should familiarise themselves with:

- the layout of the building
- the location of all fire safety equipment e.g., fire extinguishers, fire alarms, break glass units etc.
- the correct action to take in the event of a fire, **See Appendix V**

Fire safety equipment should be kept clear of all possible obstructions for safe and easy access. Any faults in fire safety equipment should be reported immediately to the Fire Officers / Fire Wardens.

If one suspects that a fire has broken out, or if one smells something burning, act immediately to establish the situation and raise the alarm if necessary. Do not wait for someone else to act first. **Do not put yourself in danger.**

A Permit to Work system is in operation in relation to the following activities:

- Electrical Work.
- Hot works.
- Restricted Access to the following areas:

- Roof access
- Electrical Sub-distribution rooms
- Electrical HV Transformer rooms
- Boiler House / Mechanical MCC rooms

Gas Leak

If there is a suspected gas leak staff should

- Evacuate students from the room.
- Turn off gas (if appliance is in the room such as a cooker or in a lab)
- Do not turn on or off any switches.
- Open windows
- Notify Management
- Arrange for the gas to be turned off at the meter.
- If smell persists, ring Gas Networks on 1850 20 50 50

Adverse Weather⁷

The safety of our staff and students is important and staff are advised to heed any safety advice given during adverse weather conditions such as gale force winds, icy roads, flooding etc. ⁸

The ETB and Fedamore CNS have a protocol in place where staff may be advised to stay at home on the instructions of the Government where there is risk to the safety and health during severe national weather events.

Emergency Planning

In compliance with the requirements of the Safety, Health and Welfare at Work Act, 2005 and associated regulations, will draw up and revise emergency plans as appropriate.

Planning for emergencies ensures that:

- injury to employees, students, emergency personnel and visitors is reduced to the lowest level possible
- damage to buildings, plant and equipment is reduced.
- disruption of all Fedamore CNS activities is minimised.

In the event of an emergency outside normal hours the principal may be contacted by telephone and will make available such facilities as may be required by the emergency services for any emergency external to Fedamore CNS.

⁶ Administration of Medicine Policy

⁷ LCETB Protocol on Government-Ordered Closures of ETB Schools, Colleges, Centres and Offices

⁸ Be Winter Ready – Government of Ireland

Emergency Numbers – Contact:

Garda:		Phone
	Ballyneety Garda Station	999 / 061 351102
	Roxboro	999 / 061 214340
	Henry Street	999 / 061 212400
Fire Brigade:		999 / 112
Hospitals:	UHL (Regional), Dooradoyle	061 301111
	St. Johns	061 415822
Ambulance:		999 / 112

Critical Incidents

Fedamore CNS aims to protect the well-being of students and staff by providing clarity on how the school will respond to incidents that affect the wider school community. The Critical Incident Management Plan (CIMP) is one element of the school's policies and plans. The CIMP has been developed with reference to the guidance and training offered by NEPS and the NEPS booklet entitled '*Responding to Critical Incidents – NEPS Guidelines and Resource Materials for Schools*'.

Definition

A critical incident is defined as “an incident or sequence of events that overwhelms the normal coping mechanism of the school”. Critical incidents may involve one or more students or staff members, or members of our local community. Types of incidents might include:

- The death of a member of the school community through accident, violence, or other unexpected death.
- An intrusion into the school.
- An accident involving members of the school community.
- An accident / tragedy in the wider community.
- Serious damage to the school buildings through fire, flood, vandalism, etc.
- The disappearance of a member of the school community.

Aim

The aim of the CIMP is to help School Management and staff to react quickly and effectively in the event of an incident, to enable us to maintain a sense of control and to ensure that appropriate support is offered to students and staff. Having a good plan should also help ensure that the effects on the students and staff will be limited. It should enable us to affect a return to normality as soon as possible. See CIMP Policy and Plan.

Creation of a coping supportive and caring ethos in the school

Systems are in place to help to build resilience in both staff and students, thus preparing them to cope with a range of life events. These include measures to address both the physical and psychological safety of the school community.

Legionella^[1]

Legionellosis is a collective term for diseases caused by legionella bacteria including the most serious Legionnaires' disease, as well as the similar but less serious conditions of Pontiac fever and Lochgoilhead fever. Legionnaires' disease is a potentially fatal form of pneumonia and everyone is susceptible to infection

People contract Legionnaires' disease by inhaling small droplets of water (aerosols), suspended in the air, containing the bacteria. Certain conditions increase the risk from legionella if:

- the water temperature in all or some parts of the system may be between 20-45 °C, which is suitable for growth;
- it is possible for breathable water droplets to be created and dispersed e.g. aerosol created by a cooling tower, or water outlets;
- water is stored and/or re-circulated;
- there are deposits that can support bacterial growth providing a source of nutrients for the organism e.g. rust, sludge, scale, organic matter and biofilms.

There may be a risk of exposure to Legionella if any of our workplaces or premises has one of the following:

- a cooling tower or evaporative condenser
- hot and cold-water systems
- Showers^[2]

^[2] Please see information on legionella for full list of systems where this might be prevalent

SECTION 6 – REPORTING AND MONITORING PROCEDURES

Monitoring is an ongoing activity and should be reported termly to the Health and Safety Committee and on request by Corporate Affairs. Form M⁹ must be completed annually and returned to Corporate Services Department by the end of September. The review will be fully comprehensive and will cover all matters which affect the safety, health and welfare in the workplace. Staff are invited to contribute to the review through the H & S Committee. Review of relevant safety procedures will take place following all accidents and incidents. All staff will be made aware of any changes in the safety, health and welfare policy. The ETB and Fedamore CNS will adhere to all statutory requirements concerning the keeping of records and reporting.

Reporting Procedures

It is the policy of the ETB and Fedamore CNS to comply with all requirements of the Safety, Health, and Welfare at Work (General Application) Regulations, 2007 regarding the reporting of accidents and dangerous occurrences. It is also policy to investigate all accidents and dangerous occurrences with a view to preventing re-occurrences irrespective of whether they are notifiable or not.

Internal Reporting

All staff are briefed on the action to be taken in the event of an accident or dangerous occurrence this will be reported in the College of Teachers meetings.

All accidents / incidents, no matter how minor, must be reported using the Accident reporting form on StaffConnect.

The Health and Safety Committee will:

- Ensure all relevant information is gathered as soon as possible about the accident and what led up to it, obtain witness statements, and write down as they are given.
- Ensure that a photograph of the area is taken where the accident/incident happened as supporting evidence in the event of a claim;
- Remove and store any defective equipment as this will be required in the event of an investigation into the accident/incident.
- Ensure any hazards are dealt with, e.g. wet floor – dried, raised flooring – repaired etc.;
- Submit the ETB accident report form to Head Office with any other documentation required.
- If the Health and Safety Authority (HSA) are to inspect the location of the accident do not move anything unless further serious risks are to be avoided.
- Ensure that an Accident / Incident Report form is completed and filed on staff connect
- Will critically review each accident / incident (near miss) from the point of view of Place, Plant, Procedure and People, to see where the Safety System has failed and to tighten controls to prevent re-occurrence.
- Ensure the accident reporting procedures are being observed.

⁹ Form M (StaffConnect)

External Reporting

The Principal/Deputy Principal will notify Corporate Services of all notifiable accidents and dangerous occurrences who, in turn, will notify the Health and Safety Authority (HSA). For example, the following are notifiable events:

- the death of any person irrespective of whether they are at work, as a result of an accident arising out of, or in connection with work
- the death of any employee which occurs sometime after a reportable injury but **not more than one year afterwards.**
- an accident to any employee, which disables them from carrying out their normal work for **more than 3 calendar days.**

Review/Audit

Fedamore CNS will provide the ETB with a Report¹⁰ and evaluation of the extent to which the safety policy was fulfilled during the period covered by the report (H & S Audit).

Risk Assessments will be reviewed on a timely basis. For all hazards identified, there are control measures established. Through adequate performance indicators (e.g. H & S audits and accident statistics) the efficiency and effectiveness of the Ancillary Safety Statement is monitored. If the efficiency and effectiveness is inadequate measures will be taken to rectify the situation.

Data Protection

All information and documentation in relation to Health & Safety, including risk assessments, is managed, and retained in accordance with the ETB's Data Protection Policy and Data Retention Schedule.

¹⁰ This could take the form of a Corporate Survey

APPENDIX I

GENERAL PRINCIPLES OF PREVENTION

1. The evaluation of unavoidable risks
2. The combating of risks at source
3. The adaption of work to the individual, especially as regards the design of places of work, the choice of work equipment and the choice of systems of work, with a view to alleviating monotonous work and work at a pre-determined work rate and to reducing the effect of this work on health.
4. The adaption of the place of work to technical progress.
5. The replacement of dangerous articles, substances, or systems of work by safe or less dangerous articles, substances, or systems of work.
6. The giving of priority to collective protective measures over individual protective measures.
7. The development of an adequate prevention policy in relation to safety, health, and welfare at work, which takes account of technology, organization of work, working conditions, social factors and the influence of factors relating to the working environment.
8. The giving of appropriate training and instructions to employees.

Schedule 3 – General Principles of Prevention Safety, Health & Welfare at Work Act 2005

APPENDIX II**Responsible Persons**

MANAGEMENT TEAM			
	Jacintha Mullins		

FIRE SAFETY			
	Fire Safety Officer	Jacintha Mullins	
	Fire Wardens	Martina Naughton	

FIRST AIDERS			
First Aiders	Martina Naughton		

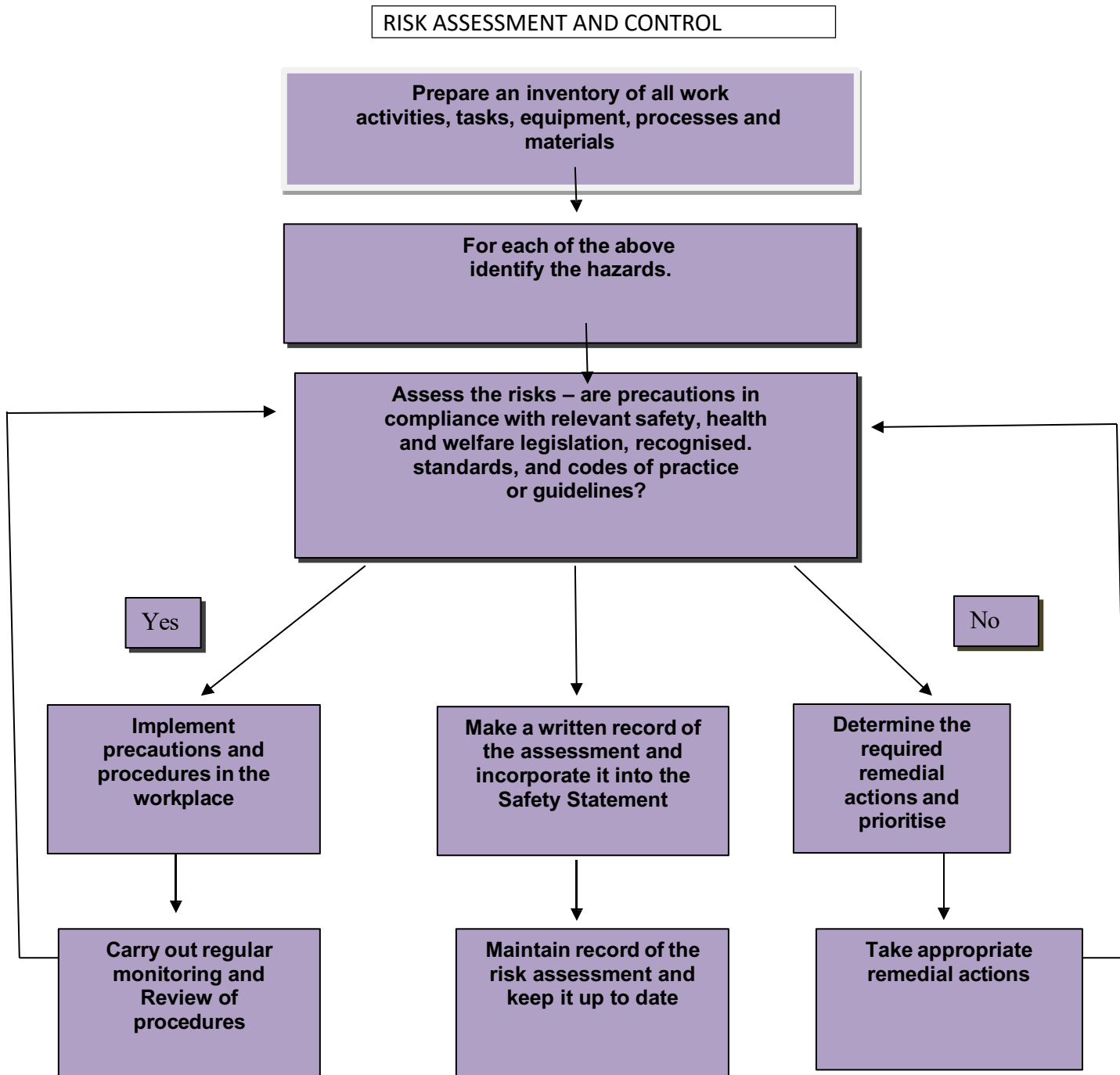
BUILDINGS OFFICER			
	Buildings Officer	Capital & Procurement LCETB: Ger Fannin Marie Cooney	

HEALTH AND SAFETY REPRESENTATIVES			
	H & S Representative	Jacintha Mullins	
	H & S Co-Ordinator	Jacintha Mullins	
	H & S Committee	Jacintha Mullins	
		Laura Quirke	
		Martina Naughton	

APPENDIX III**Contents of First-Aid Boxes and Kits**

Materials	First-Aid Kit Contents	
Adhesive Plasters	20	
Sterile Eye Pads (bandage attached)	2	
Individually Wrapped Triangular Bandages	2	
Safety Pins	6	
Medium Individually Wrapped Sterile Un-medicated Wound Dressings	1	
Large Individually Wrapped Sterile Un-medicated Wound Dressings	1	
Extra Large Individually Wrapped Sterile Un-medicated Wound Dressings	1	
Individually Wrapped Disinfectant Wipes	10	
Paramedic Shears	1	
Pairs of Examination Gloves	3	
Sterile Eye Wash	1	
Pocket Face Mask	1	
Small Water Based Burns Dressing	1	
Large Water Based Burns Dressing	1	
Crepe Bandage	1	

APPENDIX IV



Appendix V

Summary of Fire Drills.

All smoke alarms, Emergency lighting, Fire extinguishers should be checked annually, by contracted company.

Please note Location of Fire extinguishers in each room.

All exit doors must be always free from clutter and not be obstructed inside or outside.

Candles should be on a proper heat resistant holder away from curtains or fabrics.

In the event of a fire prioritise the safety of students, staff, and visitors.

Then Minimise damage to property.

Upon detection of smoke or a smell of burning investigate immediately.

If a fire is found **raise the alarm** immediately.

Tackle the fire with the appropriate fighting equipment **if it is safe** to do so, and **do not take risks**.

- Foam is used on flammables, wood, paper, and plastics.
- Co2 is used on electrical equipment.
- Fire Blanket.

Otherwise **Call 999 or 112**

Evacuate the premises immediately by the nearest exit.

This must be done quietly but firmly.

Do not stop to collect any personnel belongings.

Teacher should be the last out of the room with the Rolla List closing all doors and checking toilets on their way.

Turn off Main Power switch. Located inside main gate in white metal box of Electricity Supply Board in building identified as 'Existing Well House' in Site Map (Appendix 7)

Assemble at the Assembly Point located by the main entrance to the school (Assembly Points Identified in Site Map (Appendix 7)

Conduct roll call.

Ring:

Do not re-enter the school building.

Assist the fire brigade by letting them know

- Where the fire Hydrant is (No Fire Hydrant at/near site – County Council/Fire Brigade are aware of school's circumstances)
- Location of fire.
- Any missing persons.

Notes:

Do not allow rubbish to build up near bins inside or outside.

Access code for Fire panel

Training on equipment for all staff.

Conduct a Fire Drill at least once per term.

Record fire drills and any difficulties encountered which may be rectified by next drill.

Fire Drill and Evacuation Procedure

When the Fire Alarm is activated, the following steps must be taken;

- Each classroom teacher will advise the children to evacuate the building in an orderly and quiet fashion and go to the assembly point at the school gate.
- Children must be able to hear clearly any instructions given by the teacher.
- All teachers must check the class toilets before vacating the classroom and close the door on evacuating.
- The designated SNA will assist the child/children in their care in evacuating their classroom.
- The Principal or secretary will bring mobile or school phone to the assembly point.
- The principal will take the 'fire drill pupil and staff list' with her and call the roll on reaching the fire assembly point.
- On the days, that there is only the principal and SNA on duty, then the SNA will take a supervisory role at the assembly point.
- The Principal will investigate the reason for the activation of the fire alarm.
- If fire is extinguishable, the principal will attend to it.
- Children and Staff can only return to the classroom once permission has been given to do so and the alarm is deactivated.
- If visitors are in the school it must be ascertained that they have evacuated the building.

Notes: * Pupils must not take personal property such as bags, coats etc during evacuation.

*All ancillary staff, parents and visitors must evacuate immediately on hearing the alarm.

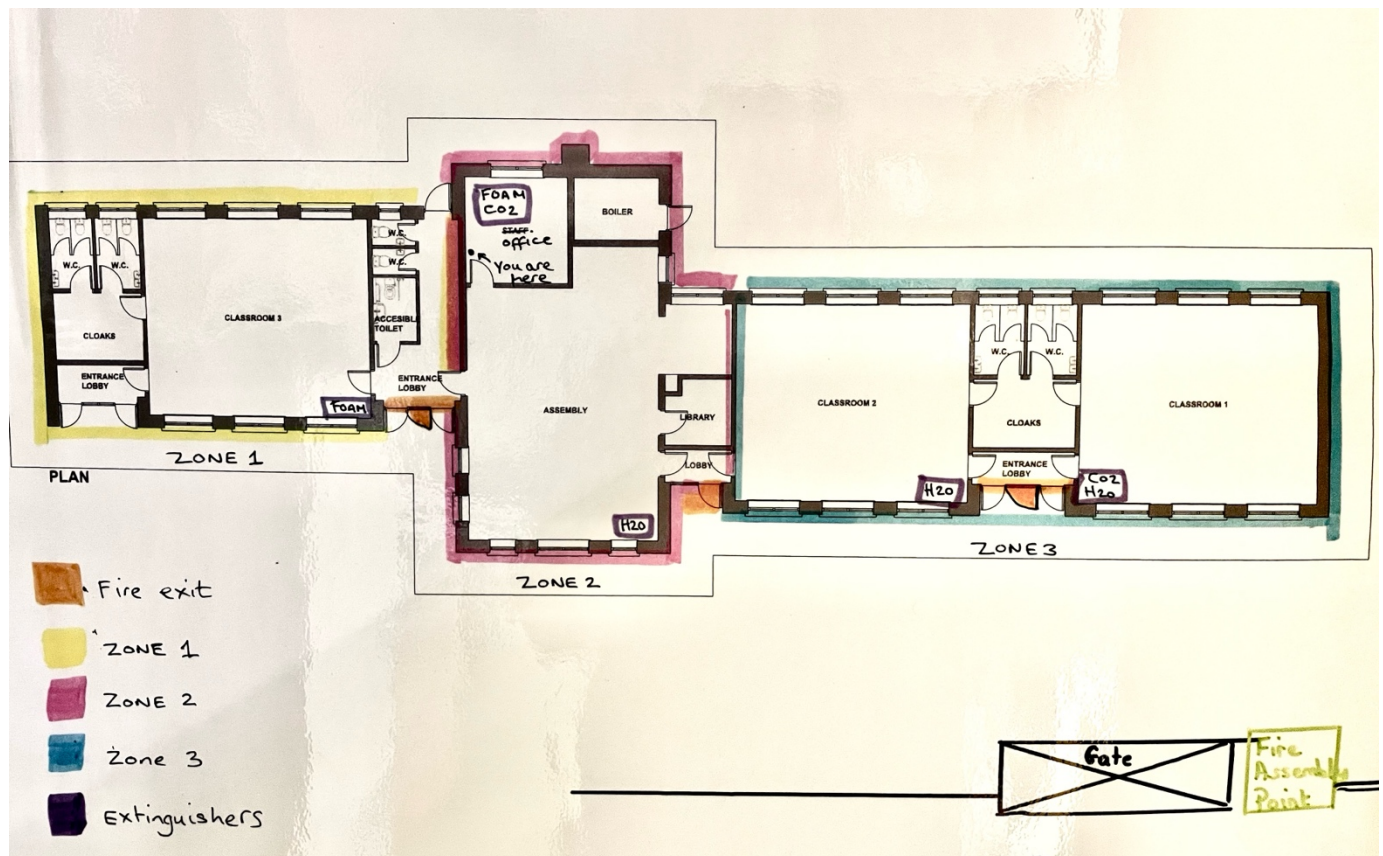
*Special care should be given to children with special needs.

*The Principal or Fire Warden should meet with the fire brigade and immediately inform whether or not persons have been safely evacuated.

Role and Responsibilities:

All teachers are responsible for the safety and well-being of the pupils in their care. The Principal and Fire Warden has overall responsibility for ensuring proper procedures are in place.

Fire Escape Routes



Appendix VI

Policies and Procedures

This Ancillary Safety Statement should be read in conjunction with the following policies and procedures developed by the ETB, Fedamore CNS, as appropriate. Fedamore CNS and ETB policies and procedures are in the process of being made available on StaffConnect.

Relevant Fedamore CNS Policies & Procedures

- Admission & Participation Policy
- Code of Behaviour
- Anti-Bullying Policy
- Child Protection Safeguarding Statement and Risk Assessment
- Administration of Medication Policy
- Disciplinary & Grievance Procedures
- Access to Records/Data Protection Policy

LCETB Policies & Procedures

- LCETB Policies & Procedures

Workplace Policy

Work Equipment Policy

Smoke-Free Workplace Policy

Pregnant Workers Policy

[LCETB Code of Conduct for Members](#)

Pregnant Employee Risk Assessment

[LCETB Personal Protective Equipment Policy](#)

Out of Hours Working Policy

[LCETB Manual Handling Policy](#)

First-Aid Policy

[LCETB Fire Safety Policy](#)

[LCETB Display Screen Equipment Policy](#)

[LCETB Defibrillator Policy](#)

[LCETB CCTV Policy](#)

DES Teacher's Wellbeing Resource Guide

Code of Practice for Dealing with Complaints of Bullying
and Harassment in LCETB Workplaces

Code of Practice for Dealing with Complaints of Sexual
Harassment in LCETB Workplace



Chemical Substances



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR
LIMERICK & CLARE
Education & Training Board

The school/centre recognises its duties under the Safety, Health & Welfare at Work Act, 2005 General Applications Regulations, 2007-2016 & associated regulations to control all chemical substances brought into the workplace, which may be hazardous to health or the environment.

The main objective regarding harmful substances is to source a less harmful substitute where reasonably practicable. While this is an objective it also recognised that this may not always be possible therefore it is important to understand the risks posed by each chemical substance, to safely store and minimise exposure by staff and students.

Chemical substances include but are not limited to cleaning substances, paint, laboratory chemicals, machine cleaning materials, toners, acetone etc.

The safe management and handling of chemicals is the responsibility of everyone who utilises such materials during the course of their working day. To minimise risks the following must be observed by all staff and students;

- Follow the advice set out in the Safety Data Sheet (SDS), which provides useful information on chemicals, describes the hazards the chemical presents and gives information on handling, storage and emergency measures in case of an accident or a spill;
- Do not to use hazardous chemicals where possible. If absolutely necessary and if using hazardous chemicals, then a risk assessment must be completed;
- Ensure compliance with the requirements of the appropriate legislation;
- Ensure compliance with the requirements of this Safety Statement;
- Prevent accidents or ill health arising out of the use of chemical agents;
- To ensure the use of the least environmentally harmful option when selecting and using chemicals.

Chemicals must not be placed in unlabelled containers and must only be used in accordance with the manufacturer's guidelines.

Purchasing of Chemicals

Before a chemical item is purchased the person making the purchase shall check that the chemical item type or chemical product type is on the approved list of chemical items / products that are on an approved purchasing list, already have a risk assessment in place and / or are on the Chemical Inventory. Minimal quantities should only be purchased at any given time.

All chemicals must have a Safety Data Sheet. This SDS provides useful information on chemicals, describing the hazards the chemical presents and gives information on handling, storage and emergency measures in case of an accident. As noted above, where a hazardous chemical is being used, a risk assessment must be completed for it.

The SDS must be kept as part of the Chemical Inventory and kept in a location which is clearly identifiable

and easily accessible by staff and emergency services.

Where a chemical is supplied without an SDS, this must be requested from the supplier.

Chemical Inventory

School/Centre Management will ensure a Chemical Inventory is put in place using the sample Chemical Register Template. The inventory will be updated when new chemicals are sourced and will form part of the annual risk assessment review of systems by the Safety Committee

In establishing and maintaining an inventory the following should be observed;

- Clearly identify each chemical by checking the label on the container, the Safety Data Sheet or any other documentation that came with the chemical;
- Where there are chemicals that are unknown either through no documentation, label on container or illegible labels, the unknown and location should be marked in inventory and arrangements made to safely remove from premises;
- Consider any by products that may be generated such as dust, fumes etc. so that correct control measures are in place e.g. extractors;
- Note the purpose for which the chemical is used for so that if the purpose is longer needed, unused chemicals can be safely disposed of;
- Note the quantity of each chemical, where and how it is stored so that only required amounts are purchased.

Managing Risk

The main risks associated with the use of chemicals are health effects as a consequence of the inhalation, ingestion or skin contact. All these risks are assessed and appropriate controls communicated to all affected employees.

To keep risk as low as possible the following controls will be observed:

- Quantities of chemicals used will be kept to a minimum;
- Storage areas for chemicals will be clearly identifiable with access restricted on a need's basis;
- Ongoing risk assessments for hazardous chemicals;
- Where required, personal protective equipment (PPE) will be provided;
- Staff using chemicals will be required to familiarise themselves with the safety data sheet and take all precautions necessary for the safe handling of the chemical;
- Staff will also be required to ensure their students/learners are aware of the precautions to be taken and that students use appropriate PPE;
- Specific training in the safe use and handling of pesticides is provided as appropriate;
- Chemicals must be disposed² of in accordance with manufacturer's guidelines and legislative requirements.

Please refer to StaffConnect for Risk Assessment Templates

² Corporate Services check with each school/centre on an annual basis it see if there is a requirement for disposal of chemicals. Please provide a list if you need any disposed of. If you require immediate disposal contact corporateservices@icetb.ie where arrangements will be made for collection.

