

THE HIVE HEALTH AND SAFETY POLICY

Health and Safety Policy Statement

The Hive

1. This policy statement complements (and should be read in conjunction with) the [workplace health and safety policy](#) for Waltham Forest Council.

2. In compliance with the Health and Safety at Work etc. Act, the Head of The Hive will ensure so far as is reasonably practicable that:

- all places and premises where staff and service users are required to work and engage in activities are maintained in a condition which is safe and without risk to health. (This includes the health and safety of persons on The Hive premises or taking part in activities elsewhere e.g. off-site visits);
- all plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work;
- appropriate safe systems of work exist and are maintained;
- sufficient information, instruction, training and supervision is available and provided to ensure that staff are competent to do their tasks and service users can avoid hazards and contribute in a positive manner towards their own health and safety and others;
- a healthy working environment is maintained including adequate welfare facilities.

3. In addition to the above the Head of The Hive will ensure that so far as is reasonably practicable that the health and safety of non-employees is not adversely affected by its' activities.

4. Employee involvement is an important part of managing safety, and consultation on health and safety with employees forms part of this policy.

5. This policy will be reviewed and revised as necessary at regular intervals. This policy statement and the accompanying organisational arrangements supersede any previously issued.

Responsibilities of the Head of The Hive

For:

- ensuring this service complies with the health and safety legislation and the Council's health and safety management system.
- ensuring that all significant risks relating to the premises, practices and procedures associated with their work activities are assessed and are either eliminated or adequately controlled.
- planning, implementing and reviewing the organisation and arrangements for managing health and safety in this Service.
- ensuring that data relating to health and safety performance is collated, analysed and submitted in line with performance reporting to the Corporate Health & Safety Committee.
- ensuring that health and safety implications are considered when service planning, and when changes to processes or directorate structures or wider organisational changes are proposed.
- ensuring that Centre staff comply with the health and safety legislation, Waltham Forest Council's health and safety management system and local codes of practice or procedures designed to ensure health and safety.
- ensuring that all significant risks from hazards relating to the premises, practices and procedures associated with their work activities are assessed and are either eliminated or adequately controlled.
- ensuring that Competent staff are competent to undertake their work activities and their responsibilities under this policy by assessing the health and safety training needs of staff and providing the appropriate health and safety information, instruction and training.
- ensure that regular inspections of the premises and take appropriate remedial action where necessary; and record the inspection for health & safety monitoring purposes.

Detailed Arrangements and Procedures

The following procedures and arrangements have been established at The Hive to eliminate or reduce health and safety risks to an acceptable level:

1. Accident Reporting, Recording & Investigation

What should be reported?

Any accident or incident must be recorded whether it is to an employee, a service user, a student, a visitor or contractor. Records to be kept in the first aid room.

If the incident is serious it should be reported as soon as possible to the Waltham Forest AIR Line and the school. Examples of serious incidents include head injury involving The Hive first aid.

How to report an incident

Accident and incident reporting
Waltham Forest AIR Line - 03300 586 469

In the event of an incident the Injured Person (IP) or the member of staff leading the activity must report the incident as soon as possible to the Waltham Forest Accident Incident Report (AIR) Line by dialling 03300 586 469. The report must be an accurate description of what has happened.

Only report accidents or incidents after the situation has been made safe and FIRST AID has been administered if required.

If this is not possible for either the IP (Injured Person) the manager or another colleague to report the incident [contact the Health and Safety Team](#).

The report will be electronically sent to;

The member of staff making the report.
The Waltham Forest Health and Safety Team.
The Head of The Hive.

What Happens After an Accident?

If there has been an injury, the injured person must get the treatment that they need. All accidents will be investigated and the Head of Centre will (if necessary), take action to avoid a re-occurrence. If necessary, risk assessments will be reviewed and appropriate new control measures introduced.

2. Activity Risk Assessments

- Centre Senior Environmental Education Officer will ensure that each activity is covered by a risk assessment, which is reviewed on an annual basis.
- Centre staff are responsible for reading and complying with the control measures for

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each particular activity as described in the relevant risk assessment.

3. Animal care and cleaning

- The Head of Centre will ensure that the animal care risk assessments are reviewed annually.
- Centre staff undertaking animal cleaning duties will make sure they are familiar with and abide by the specific risk assessment for the task (to be found on shared drive).
- Centre Staff will ensure that the outdoor animals have been cleaned and health checked weekly.
- Centre Staff will ensure that the indoor animals have been cleaned and health checked as required.
- The site and animal care officer (or in their absence other Centre) staff will ensure that all animals have been cleaned to a sufficient standard (all staff will be trained on induction).

4. Asbestos

- The Asbestos Register is the responsibility of Waltham Forest Facilities Management. Contractors may have sight of register prior to starting any work on the premises. Staff should not drill anything to walls without first obtaining approval from the Head of Centre.

5. Dogs on site

- Staff and visitors are allowed their dog on site at the discretion of the Head of Centre. It is the owner's responsibility to ensure good control, behaviour and care is exercised at all times.
- The owner must ensure that they have suitable insurance in case of injury or damage to the building.

6. Electrical Equipment [fixed & portable]

- Waltham Forest Council is responsible for arranging testing of portable and fixed electrical equipment.
- Staff should carry out a visual check of electrical equipment before use.
- Equipment seen to be faulty should not be used.
- Faults to fixed electrical equipment should be reported to the Waltham Forest Facilities Management via the WF self service portal.

7. Fire Precautions & Procedures [and other emergencies incl. bomb threats]

- Waltham Forest Council is responsible for appointing an accredited person to undertake a Fire Risk Assessment.
- The Head of Centre is responsible for ensuring that there is an up to date Fire and Emergency Evacuation Procedure which is reviewed on an annual basis.
- The Council is responsible for appointing contractors to maintain the fire alarm and fire extinguishers. Centre staff responsible for reporting faults to the council.
- The Head of Centre will ensure that fire drills will be undertaken twice per year (as a minimum) and recorded in the fire log (reception office).
- For procedure and responsibilities in a fire drill (and other regular testing of fire alarm, emergency lighting etc.) see the **Fire and Emergency Evacuation Procedures**.

8. First Aid

- The Designated First Aider and Appointed Person at The Hive is: Kerry Rolison.
- All staff undertake first aid training every 3 years. Current Qualification held by staff; Outdoor First Aid, level 3 valid until July 2024.
- Centre staff carry a first-aid kit on all field excursions or the first-aid room is clearly signed on the first floor of the Centre.
- Centre staff are responsible for ensuring that their individual first aid kit has appropriate contents.
- The first aid kit in The Lodge is checked regularly by the site and animal care officer. Visitors are instructed to tell Centre staff if items have been used from it.
- Head of Centre will check contents of first aid kits each half term.
- Head of Centre is responsible for ensuring there is an adequate and up to date supply of first aid equipment (kept in first aid room).
- Centre staff to report to Head of Centre if first aid equipment is running low.
- First-aid should be rendered, but only as far as knowledge and skill permit.
- If necessary and practicable the casualty may be escorted back to the Centre and their condition monitored. If the situation is too serious for this action, summon the emergency services using the 999 service and alert the Head of The Hive as soon as possible.

9. Food hygiene

Residential

The catering for residentials is managed by Waltham Forest Catering.

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Bushcraft cooking

A member of staff will have a current food hygiene certificate.

10. Grounds maintenance

- Head of Centre is responsible for managing the maintenance regime for the grounds which is subject to regular checks.
- Head of Centre is responsible for ensuring that a log is kept to monitor the maintenance of machinery used for grounds maintenance.
- Head of Centre is responsible for ensuring that a risk assessment has been completed for any grounds maintenance work to be undertaken.
- Centre staff undertaking ground maintenance will ensure they are familiar with and abide by the specific risk assessment for the task.

11. Hazardous Substances (COSHH)

- Safety data sheets are located in the reception office.
- Centre staff undertaking cleaning duties will make sure they are familiar with and abide by the specific risk assessment for the task.
- Centre staff undertaking animal cleaning duties will make sure they are familiar with and abide by the specific risk assessment for the task.

12. Lone Working

- Centre staff to read and abide by the lone working procedure and out of hours call out procedure.

13. Low ropes equipment

- The Head of Centre will ensure there is a risk assessment in place and that an annual check is carried out by by ROSPA.

14. Poster on Health and Safety Law

- Head of The Hive is responsible for ensuring that the poster is up to date and is presented in an appropriate place.

15. Reporting Faults

- Staff should report any faults to the Head of Centre.
- Head of Centre ensures the fault is reported the fault to FM using the WF self service portal, using the Centre's generic email.

16. Safeguarding

- Head of Centre will ensure that all staff and regular volunteers have correct DBS clearance.
- Centre staff and volunteers abide by the safeguarding policy and procedures.

18. Security

Doors

- All external doors **MUST** be kept closed and access to the building made using the keypads/fobs. Centre staff will not disclose code to visiting staff.
- If a group (class) is using the garden for lunch or play, doors may be left open **ONLY** while the group is in the grounds. It is the responsibility of the Centre staff member leading the group to ensure doors are closed at the end of lunch/playtime.

Visitors

- All visitors should sign in to the visitors' book located in the front hall and must wear a visitors lanyard when on site.
- Anyone in the grounds without permission should be asked to leave by Centre staff (if safe to do so).

19. Storage, cleaning & waste disposal

- Centre staff will ensure that their classroom has been cleaned and tidied to a sufficient standard (all staff will be trained on induction). Centre staff undertaking cleaning duties will make sure they are familiar with and abide by the specific risk assessment for the task.
- Centre staff will ensure that equipment has been cleaned to a sufficient standard and that it is stored correctly after use.
- Contract cleaner is responsible for cleaning all toilets, corridors, stairs, pods, lodge and staffroom to a sufficient standard.
- Contract cleaner is responsible for ensuring deep cleans of the building are carried out (as agreed with Head of Centre). Specialist equipment is stored in locked cupboard and used by contract cleaner only.
- Centre staff will ensure that their classroom general waste and compost is emptied into the appropriate bins. Contract cleaner responsible for emptying bins in toilets and staffrooms.
- Centre staff will encourage all visitors to take their rubbish home with them to recycle.
- Spillages to be cleaned immediately by Centre staff using appropriate cleaning resources and procedures.

- Sanitary and nappy bins are emptied by a contractor on a regular basis.
- Cleaning equipment to be stored in areas that are out of bounds to visitors. Disinfectant spray for classroom tables is in labelled bottles.

20. Smoking

- No smoking is allowed anywhere on Council premises (including the grounds).

21. Training and Development

- Centre staff will be undergo H&S training as part of their induction.
- H&S arrangements will be reviewed on a regular basis as set out by the Head of Centre.

22. Use of VDU's / Display Screens / DSE

- Staff using screens for a prolonged period will ensure that they have undertaken the council's VDU risk assessment.

23. Use of own vehicles by staff for The Hive business

- Centre staff using their own vehicle for off-site visits are responsible for ensuring that they have the correct insurance, MOT and tax.

24. Use of minibus

- Staff driving the minibus must have passed the Waltham Forest driving assessment and following the handbook guidance.
- Driver will ensure they follow the relevant risk assessment.

25. Vehicles on Site

- The Hive staff will ensure that they follow the coach safety risk assessment.
- The Hive staff will ensure that they follow the grounds risk assessment.

26. Volunteers

- Head of Centre will ensure that all regular volunteers have correct DBS clearance.
- Centre staff responsible for a volunteer must ensure that they have had specific H&S briefing.
- Volunteer is responsible for ensuring that they abide by the event specific risk assessment provided by Centre staff.

27. Water Quality/Temperature/Hygiene

- It is the Council's responsibility to ensure that water hygiene samples and checks take

place as required.

Monitoring the Policy and results

Head of Centre is responsible for updating the Health and Safety policy on an annual basis.