

Desmond College Ancillary Safety Statement

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.

Policy Area	Health and Safety
Version	1.00
Date	13 th November 2019
Monitored	Annually
Responsibility	Health and Safety Committee
This policy is an uncontrolled copy. Each staff member should consult the Principal for the latest version of this document.	

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DESMOND COLLEGE

Safety and Health Policy

Note This policy is effective from 13th November, 2019 and replaces all previous Safety and Health Policies

Safety and Health Policy

In accordance with the Safety, Health and Welfare at Work Act 2005, it is the policy of the Desmond College and Limerick and Clare Education and Training Board (LCETB) 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 in Desmond College 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. Desmond College and LCETB 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.

Desmond College and LCETB 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: *Miriam Montgomery*
Miriam Montgomery, Chairperson BOM

Date: 13th November 2019

Signed: *Vourneen Gavin-Barry*
Vourneen Gavin-Barry, Principal

Date: 13th November 2019

Safety is a journey, not a destination

Policy Statement

Desmond College 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. Desmond College 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 Desmond College

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 line manager.
- 3.2 It is a requirement of LCETB that where it engages with third parties, that appropriate evidence is sought of their systems and structures; the objective being to ensure that LCETB 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 LCETB 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 co-ordinators.
- 4.9 Develop an enhanced awareness of health and safety
- 4.10 Promote an integrated approach to the management of health and safety

INTRODUCTION

Desmond College is a co-educational post primary school under the auspices of Limerick and Clare Education and Training Board. Desmond College was formally known as Newcastlewest Vocational School. Desmond College provides second level education for 12-18 year old from Newcastlewest and the surrounding areas. The school provides a class for students with mild general learning disabilities and two classes for students on the autistic spectrum. Desmond College also has an ionad lan-gaeilge in its Gaelcholaiste, where it provides education through the medium of Irish.

Mission Statement

Desmond College and Gaelcholaiste strive to support and encourage each individual within the school community to reach his/her potential in a caring environment.

Aims and Objectives

We aim:

To make our school a caring place where students can reach their full potential in a pleasant and humane environment.

We are in 'loco parentis' and we endeavour to treat each individual student with respect and dignity, having as our priority the sanctity of the human being.

We want our students to grow in self-esteem, self-worth and self-confidence and we seek to instil in them a respect for people and property.

We want to set a pattern for adult life so that our students will be able to adapt more easily to such things as punctuality, cooperation, responsibility and pride in their work.

We hope that our students would see themselves as making a valuable contribution and service to society throughout their lives.

The care of our students is of paramount importance and will permeate through all aspects of school life.

School Philosophy

The philosophy of this school is such that it recognizes, supports and endeavours to accommodate the right of students to learn in an educationally conducive environment and regardless of innate ability, family or social circumstances, endeavours to ensure that the educational, emotional, spiritual, psychological and moral welfare of each individual student is provided for, encouraging at all times the cooperation and assistance of parents/guardians.

Each student is encouraged to participate to the fullest possible extent in the social, physical and cultural activities of the school, so that, on completion of his/her formal second level

education, he/she may emerge as a self disciplined, responsible and well adjusted citizen, capable of playing an active and positive role in modern society.

Vision Statement

Desmond College aims to foster a community that learns together in a happy, safe, supportive and healthy environment where education is a partnership between School, Home and the Community, with the wellbeing of the student at its core.

Desmond College adopts values that determine how we operate within an educational and administrative setting and influence our interaction with students, staff and stakeholders.

Desmond College staff adheres to a number of 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

The Mission, Vision and Values of Desmond College and LCETB are translated in Limerick and Clare ETBs Strategic Plan 2017 – 2021 which declares the objectives to be achieved to ensure the quality of the services provided. Strategic Goal 2.5 explicitly states that LCETB will “promote active awareness of health, safety, wellbeing and welfare for staff, students and learners at a personal and organisational level”.

Desmond College’s Ancillary Safety Statement is derived from the LCETB Corporate Safety Statement. Desmond College will ensure all staff and learners 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 Desmond College.

SECTION 1 - SAFETY, HEALTH AND WELFARE 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.

Desmond College 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 learners.
- 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.

Desmond College 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.

Desmond College 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:

Vourneen Gavin Barry

Vourneen Gavin Barry, Principal

Committee Members are:

Vourneen Gavin-Barry, Principal

Liz Cregan, Deputy Principal/ Health & Safety Co-ordinator

Thomas Byrne, Fire Safety Officer

John English, Fire Warden

Sean Shiels, H & S Committee

Claire Sheahan, H & S Committee

Carmel O'Shea, H & S Committee

Aisling Ryan, First Aider

Damien Carey, H & S Committee

Margaret O'Mahony, Health and Safety Officer

Sandra Quaid, First Aider

SECTION 2 - RESPONSIBILITIES

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

The Principal, Deputy 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.

Principal

The 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 Desmond College
- Report, without undue delay, on all accidents and dangerous occurrences within Desmond College
- Be fully aware of LCETB 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 LCETB procedures so as to minimise risk to employees and learners
- Provide and arrange appropriate training in consultation with Corporate Affairs
- Ensure that only trained employees operate machinery and that all machines are operated safely
- Ensure that an up-to-date machines register is maintained for all machines operated within the premises
- 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

The Deputy Principal has responsibility for the coordination of Safety, Health and Welfare and acts as Health and Safety Coordinator.

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, 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 Affairs.
- 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 Desmond College

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

Health & Safety Committee

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 the H&S Coordinator in relation to safety, health and welfare matters at any time and are urged to do so.

The H & S Committee duties:

-

- 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
- Keep colleagues informed of key H & S issues and new H & S legislation, as appropriate

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 school
- Meetings will be held once a term
- 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

Fire Safety Officer

The Fire Safety Officer 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, learners 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 Officer.

The Fire Safety Officers will:

- Ensure that any employees, students and users new to Desmond College are briefed on fire safety arrangements
- Ensure that all fire services and equipment in Desmond College 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
- Organise fire drills on a regular basis in consultation with the H & S Co-ordinator and Principal
- Up-date the Fire Register on an on-going basis

The Fire Safety Officer is Tom Byrne.

Fire Warden

The Fire Warden will:

- 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
- Shut off, if safe to do so, the main gas supply to the premises

The Fire Warden is John English.

The Fire Safety Officer and the Fire Warden shall take on the duties of the other in the event of one being absent.

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

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

The First Aiders are Aisling Ryan and Sandra Quaid.

Teachers

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 learners 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 Desmond College and/or LCETB
- Ensure that accidents / incidents or dangerous occurrences are reported to the Principal and complete an Accident / Incident Report Form on Staff Connect.
- 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
- Ensure all defects in plant and machinery is notified immediately and equipment de-activated, if necessary
- Co-operate with senior management on all Safety Policy implementation and to complete risk assessments when taking students out of the school or as required or when requested by management.

Students

Students have a responsibility not to endanger themselves or others by their acts or omissions.
(See Code of Behaviour)

Contractors

Desmond College, in conjunction with LCETB, shall seek to employ only competent contractors to carry out work. To achieve this, only contractors that have demonstrated an understanding of health and safety and an ability to manage their work safely will be considered.

With regards to maintenance contracts the LCETB shall ensure that during works, arrangements are in place to monitor the Contractor for safe work practices specifically in connection with any risks, which may arise to staff, visitors or any other members of the public.

Desmond College will share its Ancillary Safety Statement with contractors and will seek the contractor's site-specific statement appropriate to the working environment:

1. for their staff working on site and how they will provide for these requirements, and
2. how they will ensure the safety, health and welfare of the students and staff of the School and others affected by their activities

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 Desmond College. 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 on the subject of H&S, from accident/incident reports. Desmond College 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 Desmond College'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 actually occurs or a near miss occurs, it is essential that the accident be reported so that the risk involved can be rectified.

All accidents are recorded on Staff Connect. **All near misses must be reported in writing to 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.

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

It is Desmond College'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 and,
 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*)

Health and Safety will be placed on the agenda of all staff meetings.

Health and Safety Training

Desmond College 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 Desmond College and LCETB to:

- identify safety training needs
- carry out that training
- measure the competence of trainees

Desmond College and LCETB 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.
- Hygiene Provision Training
 - To include the use of cleaning materials and equipment
- Defibrillator Training
- Using Ladders
- Working at Height Training
- Use of Chemicals Training
- Motorised vehicles

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 Desmond College caretaking staff only. Caretaking staff using a ladder² 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

VDU Use⁴

Operators of VDUs 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^o
- 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

Hazardous Materials

LCETB and Desmond College 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 (Note: list below is not exhaustive)

Toner	Domestos	CIF Kitchen Cleaner
Pritt Stick	Toilet Block	Air Freshener
Tippex	Brasso	Dettol
Dettol	Scouring Pads	Washing Up Liquid
Furniture Polish	White Spirits etc.	Peroxide
Bleaching Powder	Universal screen wash	Beeswax & cold Wax
Colouring Products	Barbicide	
Linseed Oil	Fixatives	Plaster Clay
Degreasers-cleaning products		

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 LCETB. LCETB undertake to provide appropriate chemical handling training for staff who are in contact with any chemicals during the course of their work.

Slips / Trips / Falls

Desmond College 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 Desmond College 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.

⁴ Visual Display Unit Policy

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 maintained at all times.
- Do not leave filing cabinet drawers or other drawers open when unattended

Plant / Lift / Boiler / Heating System

All plant and machinery will be maintained in accordance with manufacturer's instructions and LCETB / Desmond College's policy.

Procedure to be followed if someone gets stuck in the lift:

- Contact the caretaker on duty
- The caretaker will:
 - Determine what floor the lift is stuck on (the lift only ever stops at floors – not in between floors)
 - Open the door by using the unlocking system on the top left-hand side of each door
 - Contact Midwestern Lifts once the person is free

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. Desmond College 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.

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

Personal Protective Equipment (PPE)

LCETB and Desmond College 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 Committee when PPE needs replacement.

The recommended PPE for caretakers includes:

- General maintenance tasks: protective over-alls, 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 canteen staff includes:

- Tunic with protective head band with net, non-slip shoes, gloves

The recommended PPE for cleaners includes:

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

First Aid Facilities

In compliance with the requirements of the Safety, Health and Welfare at Work (General Application) Regulations 2007 LCETB and Desmond College 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, LCETB and Desmond College 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:

Ground Floor	Top Floor	Other Rooms
Reception Office	Home Econ R 11	Rang Grandin
Art R 4	Staff Room	Art R24
Woodwork Room R9	Science R 17	Woodwork R 22
Metalwork Room R 10	Science R 21	
PE Hall		
Sports Kits x 4 in PE Hall		

Defibrillators are kept in Reception and in outside PE Hall

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

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.**

Contractors

Each contractor employed by LCETB/Desmond College will be provided with a copy of the school's Ancillary Safety Statement and provide a signed receipt for same. Capital and Procurement LCETB shall:

- Supervise the contractor to ensure compliance with the requirement of the policy, conduct a pre-work safety orientation and advise the contractor of any known potential hazards e.g. chemicals, machines etc.

Contractors must:

- Report to Reception where they will sign in and be issued with a visitors pass
- Comply fully with the requirements of LCETB's *Policy on Health and Safety Requirements for Contractors*
- Undertake a Desmond College health and safety policy familiarisation briefing prior to any work commencing
- Co-operate fully with any person appointed as project supervisor
- Provide all information requested by LCETB / Desmond College or any person acting on their behalf
- Ensure that all work is carried out in compliance with the Safety, Health and Welfare at Work, Construction Regulations 2006, and (S.I. 504 of 2006)
- Ensure that all sub-contractors comply with the Construction Regulations and observe all safety procedures as stipulated by the Project Supervisor Construction Stage
- All work equipment used by the contractor must be safe, free from defect, properly maintained and comply with the provisions of the Safety, Health and Welfare (General Application) Regulations, 1993
- Electrical equipment shall be 110 volt or battery operated. All lifting equipment shall carry a certificate of test as appropriate
- Not put at risk any Desmond College staff member, student or visitor
- Provide a copy of their own safety statement to LCETB
- Co-operate with Desmond College so that we can comply with legislation on safety and health
- Carry appropriate insurance cover
- Report any defects in the place of work which might endanger safety
- Obey any safety regulations in force within Desmond College
- Report any accidents or dangerous occurrences to the H & S Team or a nominated person
- Cordon off the boundaries of the contractor's operations, where reasonably practicable and provide warning signs
- Provide any emergency safety equipment which may be required for the contractor's operation
- Follow strictly the terms of any permit-to-work system in force at the time of the contract
- Not use any LCETB equipment

In accordance with the provisions of the Safety, Health and Welfare at Work Act, 2005 the contractor shall be provided with all relevant information concerning inherent hazards under the control of LCETB.

The information provided will include the following:

- Relevant sections of the Ancillary Safety Statement
- Internal safety procedures and practices
- Emergency procedures

Contractors will be supervised to ensure that:

- The requirements of LCETB's / Desmond College's policy are being observed
- Equipment or substances are not left or stored on the premises without prior approval

- Circulation routes and means of escape are kept clear at all times
- All accidents and dangerous occurrences are reported so that a full investigation can be carried out as appropriate
- Permit-to-work systems are used as appropriate
- The no smoking policy is observed

For its part, LCETB / Desmond College will abide by Section 12 of the Safety Health and Welfare at Work Act 2005 with regard to the obligations imposed on it concerning a safe place of work for contractors.

Students

Students have a responsibility not to endanger themselves or others by their acts or omissions.⁵

Visitors

Visitors must:

- Report to Reception where they will sign-in in the Visitors Book

SECTION 6 – REPORTING AND MONITORING PROCEDURES

Monitoring is an ongoing activity and should be reported quarterly to the Health and Safety Committee and on request by Corporate Affairs. 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. LCETB and Desmond College will adhere to all statutory requirements concerning the keeping of records and reporting.

Reporting Procedures

It is the policy of LCETB and Desmond College 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. All accidents / incidents, no matter how minor, must be reported using the Accident reporting form on StaffConnect. All near misses must be reported in writing/email to the Principal.

The Health and Safety Committee:

- 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

⁵ Student / Learner Code of Conduct – Policy specific to Centre

- Ensure the accident reporting procedures are being observed

External Reporting

The Principal/Deputy Principal will notify Corporate Affairs 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 or not 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, some time 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**

Desmond College will provide LCETB with a Report⁶ and evaluation of the extent to which the safety policy was fulfilled during the period of time 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. In the event that the efficiency and effectiveness is inadequate measures will be taken to rectify the situation.

Emergency Numbers – Contact:

		Phone
Garda:		Newcastlewest 06920650
Fire Brigade:		999 / 112
Hospitals:	UHL (Regional), Dooradoyle St. Johns	061 301111 061 415822
Ambulance:		999 / 112
Cara Medical Centre		06977040/ 0868549400

⁶ 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, in particular, 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**

Vourneen Gavin Barry, Principal
 Elizabeth Cregan, Deputy Principal/ H&S Co-ordinator
 Tom Byrne, Fire Safety Officer
 John English, Fire Warden
 Aisling Ryan, First Aider
 Sandra Quaid, First Aider
 Carmel O'Shea, H&S Committee
 Claire Sheahan, H&S Committee
 Margaret Omahony, H&S Committee
 Damien Carey, H&S Committee
 Sean Shiels, H&S Committee

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

PE Hall and Reception

Materials
Adhesive Plasters
Individual Sterile Wound Dressings
Large Water Based Burns Dressing
Individually Wrapped Disinfectant Wipes
Pocket Face Mask
Pairs of Examination Gloves
Sterile Eye Wash
Blanket
Paramedic Shears
Antiseptic Wipes
Tweezers
Savlon
Ice packs

Woodwork Room 10

Materials
Adhesive Plasters
Large Water Based Burns Dressing
Individually Wrapped Triangular Bandages
Sterile Eye Wash
Pairs of Examination Gloves
Paramedic Shears
Individually Wrapped Disinfectant Wipes

Tweezers
Savlon
Ice packs

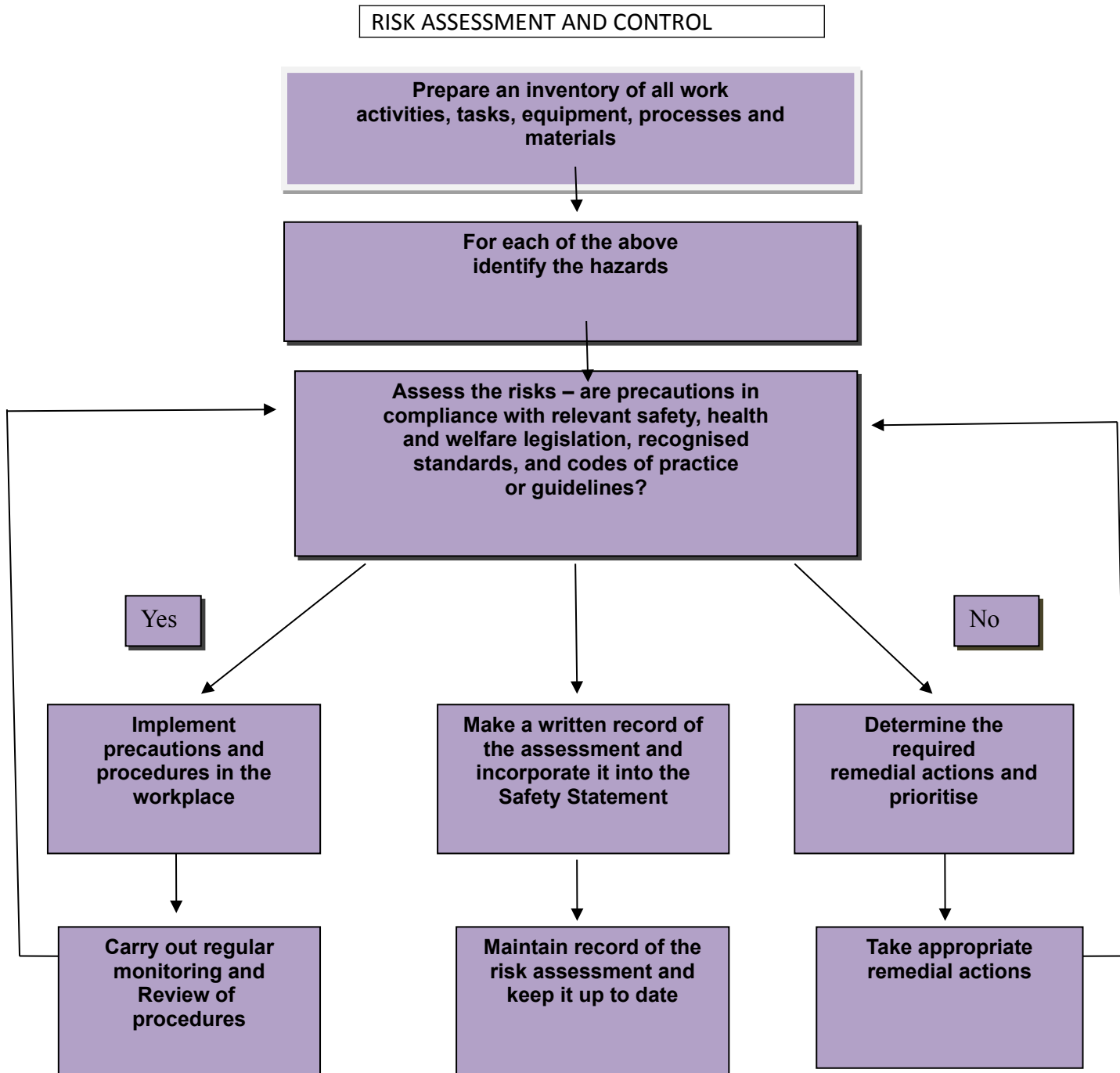
Metalwork Room 10

Materials
Adhesive Plasters
Burn Spray
Burn Gel
Sterile Eye Wash
Pairs of Examination Gloves
Paramedic Shears
Individually Wrapped Disinfectant Wipes

Sports Kits

Materials
Adhesive Plasters
Sterile Eye Pads (bandage attached)
Fon Blankets
Dressing
Medium Individually Wrapped Sterile Un-medicated Wound Dressings
Large Individually Wrapped Sterile Un-medicated Wound Dressings
Extra Large Individually Wrapped Sterile Un-medicated Wound Dressings
Individually Wrapped Disinfectant Wipes
Paramedic Shears
Pairs of Examination Gloves
Sterile Eye Wash
Cold Spray
Plasters
Ice Packs
Crepe Bandage

APPENDIX IV



Appendix V

Policies and Procedures

This Ancillary Safety Statement should be read in conjunction with the following policies and procedures developed by LCETB, Desmond College IVEA, TUI, ASTI as appropriate. Desmond College and LCETB policies and procedures are available on StaffConnect and on the school website : www.desmondcollege.ie

LCETB Policies & Procedures

- Learner Code of Commitment
- Bullying and Harassment Policy – Learners
- Conduct and Behaviour Policy
- Breach of Behaviour Procedure
- Critical Incident Policy & Procedures
- Food Service Staff Hygiene Procedure
- CCTV System Policy

LCETB Policies & Procedures

- Workplace Policy
- Work Equipment Policy
- Smoke-Free Workplace Policy
- Pregnant Workers' Policy
- Pregnant Employee Risk Assessment
- Personal Protective Equipment Policy
- Out of Hours Working Policy
- Manual Handling Policy
- First-Aid Policy
- Fire Safety Policy
- Display Screen Equipment Policy
- Automatic External Defibrillator Policy
- CCTV System Policy

DES, IVEA, TUI, ASTI

- 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 Workplaces
- DES Teacher's Wellbeing Resource Guide

Desmond College Policies and Procedures

New Policies and Procedures are ever evolving. These will be brought to the attention of staff as they are developed.