



Priory School Health and Safety Policy

Date: April 2020

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About this document:

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1. General Policy Statement

The Headteacher and Governors of Priory School believe that the health and safety of persons within the school is of paramount importance. It is our intention to prevent accidents and occupational ill health and where possible eliminate hazards in the workplace.

It is the intent of the Headteacher, Tony Smith, and Governors of the school to ensure that a safe and healthy workplace is provided and maintained for all our employees. This will include the provision of safe systems of work, safe plant and equipment and a safe access and egress to the premises. We will ensure that adequate information, instruction, training and supervision are provided to ensure that staff can carry out their work safely.

The Headteacher and Governors will ensure that others who are affected by our activities are not subjected to risks to their health and safety. This will include pupils, visitors, parents, volunteers and contractors.

These responsibilities will be achieved by the establishment of an effective health and safety management system within the school. This will involve the implementation of arrangements for the effective planning, organisation, control, monitoring and review of preventative and protective measures. In addition, the Headteacher and Governors will undertake to ensure compliance with policy and guidance produced by the Children's Services Department.

The Headteacher and Governors will ensure that adequate resources are identified for health and safety.

We believe that health and safety standards will be maintained only with the co-operation of all staff, pupils and visitors to the school. We expect all staff to co-operate fully with this policy. In addition, we will ensure that all pupils, visitors and contractors are provided with the information they require to enable them to comply with this policy.

It is the intention of the Headteacher and Governors that procedures to ensure relevant health and safety issues are embedded within the curriculum at all levels where appropriate.

The effectiveness of the policy will be regularly monitored to ensure that health and safety arrangements are being implemented and that the people named in the policy are carrying out their duties.

The policy will be reviewed annually and revised where necessary.



Signed

Headteacher

Date **21/05/2020**

This

policy was endorsed by the Board of Governors at their meeting on Thurs 21st May 2020)



Signed

Chair of Governors

Date

21/05/2020

2. School organisation to meet the requirements itemised under the General Policy Statement

Ultimately, the responsibility for all school organisation and activity rests by definition, with the Headteacher. However all staff have a responsibility towards safety.

3. Safety Responsibilities of Groups and Individual Members of Staff are as follows:

3.1 The Governing Body

The Governing Body in its role as controller of premises/employer (Foundation School) will ensure, so far as is reasonably practicable, the health and safety at work of employees and others (e.g. contractors, students, visitors) in accordance with Section 2 and 4 of the Health & Safety at Work Act 1974.

In order to discharge this responsibility, the Governing Body will:

- a. ensure, by attending regular health and safety training and receiving copies of all health and safety circulars, that the Children's Services' Health and Safety Policy is complemented by the school's Health and Safety Policy, that these procedures are kept up-to-date and that positive arrangements are in place to ensure that all staff and pupils are aware of and comply with its contents;
- b. ensure that the policy contains rigorous and comprehensive systems for active monitoring (auditing health and safety management systems, inspections, risk assessments) and reactive monitoring (accident/incident investigation) and rectifying identified faults within the school as outlined within Children's Services policy and guidance;
- c. ensure, via reviewing risk assessments and inspection reports, that there is adequate provision both in staffing, facilities and resources to allow the school to meet both its legal and moral obligations with respect to health, safety and welfare;
- d. nominate a Health and Safety Governor/subcommittee
- e. receive updates on the school development plan for health and safety at each meeting from the Health and Safety Co-ordinator/Health and Safety Governor/subcommittee in order to enable the Governing Body to monitor the adequacy of arrangements and take any action necessary;
- f. to consider information, statistics and reports relating to health, safety and welfare matters;
- g. to consider and make recommendations regarding individual health and safety issues which have not been resolved at management level.

3.2 Headteacher

The Headteacher has overall responsibility for safety policy, organisation and arrangements throughout the School and will:

- a. provide liaison with the Inspectors: Local Authority, Department for Education and the Health and Safety Executive (HSE) with regard to safety aspects;
- b. budget for safety and health matters;
- c. review the Health and Safety Policy annually and when significant changes occur within the organisation of the school;
- d. develop, introduce, maintain and review safety management procedures to ensure the school complies with legislative requirements and good industry

- practice e.g. risk assessments including fire, display screen equipment and manual handling;
- e. nominate specific staff with designated safety roles, e.g. Health and Safety Co-ordinator, Premises Co-ordinator, throughout the school;
 - f. chair the Health and Safety Committee, or nominate a member of senior management team to undertake this activity (if in place within school);
 - g. ensure that routine maintenance checks and inspections required by legislation of fixed service equipment, i.e. boilers, pressure vessels etc. are undertaken;
 - h. ensure the provision and maintenance of all 'fire' equipment, including the preparation and review of Fire Risk Assessments;
 - i. ensure health and safety issues associated with major building projects are complied with;
 - j. ensure that incidents, near misses and dangerous occurrences are reported via the County Council's on-line incident reporting system, minor injuries form or hazard reporting system, as appropriate;
 - k. to monitor incident trends to identify methods of reducing accidents;
 - l. to ensure the necessary records are maintained relating to accidents associated with the work of the school;
 - m. make an annual report on health and safety matters including buildings and safety management to the Governing Body;
 - n. safety procedures are developed and adhered to for operations carried out within the School by their staff and by outside contractors under their control;
 - o. ensure, in conjunction with the Heads of Department, that health and safety is considered as an integral part of the curriculum and lesson planning;
 - p. ensure that departmental inspections are carried out at regular intervals and that necessary remedial action is carried out.
 - q. ensure that health and safety is considered as an integral part of teaching;
 - r. instigate appropriate disciplinary action where it is shown that staff have ignored or shown a disregard for health and safety matters outlined within the Safety Policy, School Codes of Practice or health and safety legislation;
 - s. ensure that premises safety inspections are carried out at specified intervals e.g. weekly, bi-termly, recorded and that necessary remedial action is carried out;
 - t. ensure that health and safety is taken into account when considering any proposed or impending changes e.g. building works, room allocate or usage, etc.;
 - u. ensure that emergency procedures and fire evacuation practices are in place within the school;
 - v. investigate and advise on hazards and precautions;
 - w. have a general oversight of health and first aid matters;
 - x. monitor the general safety programme;
 - y. publicise safety matters;
 - z. to monitor student health records prior to entry and to report/advise of illnesses that need to be brought to the attention of specific staff (e.g. epilepsy);

3.3 Deputy Headteacher

The Deputy Head will assume these duties in the absence of the Headteacher and has the authority to make and implement decisions throughout the school at any level if there is:

- immediate danger, or,
- dangerous practice, or
- a breach of the law.

The Deputy Headteacher is responsible for staff training throughout the school and in particular is responsible, in consultation with the Headteacher, and Health and Safety Coordinator, for the identification and organisation of health and safety training of sufficient numbers of staff to comply with legislative requirements and good industry practice. In particular, they will ensure

- a. ensure all full and part-time staff receive appropriate health and safety training at induction which must include emergency arrangements (i.e. first aid, fire and accident reporting), and specific sections of the Health and Safety Policy are discussed to ensure that new members of staff are aware of their responsibilities and any restricted tasks and activities;
- b. adequate numbers of staff are provided with appropriate training so that they may support the following management arrangements;
 - First aid
 - Fire and emergency evacuation
 - Risk assessments, including fire, display screen equipment, manual handling, substances and general risk assessments.
- c. staff receive appropriate training so that they may carry out their work in a safe manner;
- d. sufficient staff are adequately trained to undertake teaching duties that relate to, or affect, health, safety and welfare.

3.4 Health & Safety Co-ordinator

The Health and Safety Co-ordinator is responsible for the co-ordination of health and safety management on behalf of the Headteacher throughout the school and in particular, will:

- a. make a termly report on safety matters to the Headteacher and the Governing Body;
- b. assist with inspections and safety audits;
- c. investigate and advise on hazards and precautions;
- d. develop and establish emergency procedures, and organise fire evacuation practices within the school;
- e. have a general oversight of health and first aid matters;
- f. monitor the general safety programme;
- g. make recommendations to Senior Management for matters requiring immediate attention, e.g. safety reports;
- h. make recommendations to the Headteacher on matters of safety policy in compliance with new and modified legislation;
- i. publicise safety matters;
- j. liaise with outside bodies concerned with safety and health e.g. the County Council's Health and Safety Team;
- k. monitor accidents to identify trends and introduce methods of reducing accidents.

3.5 The Educational Visits Co-ordinator will:

- a. be involved in educational visit management in order to ensure that the Children's Services' Offsite Activities and Educational Visits Policy is followed;
- b. work with group leaders to ensure that the aims of the educational visit are achievable and in line with those of the establishment;
- c. after discussion with the Headteacher and Governing Body, either approve proposal or submit to the County Council's Outdoor Education Adviser;
- d. ensure that all educational visits meet the Children's Services requirements;

- e. confirm that adequate risk assessments have been carried out;
- f. support the Headteacher in the management and evaluation of educational visits;
- g. confirm the leadership of the group is appropriate, including the accompanying staff and volunteers.

3.6 Curriculum Leaders

Each Curriculum Leader is responsible to his or her manager for the provision of safe working conditions for staff and students, and in particular will:

- a. prepare reports on safety matters for Senior Management;
- b. nominate, in conjunction with their manager, teachers responsible for particular classrooms, laboratories and workshops and the associated equipment;
- c. notify the Health and Safety Coordinator of any proposed or impending changes affecting safety, health and welfare, in room allocation or usage;
- d. ensure safety inspections of their designated areas are carried out and any hazards identified from those inspections are rectified;
- e. instigate and ensure that safety procedures are developed and adhered to for operations carried out within the section ensuring that these are in line with curriculum codes of practice issued by Children's Services Department e.g. Science, Design Technology, PE, etc.;
- f. carry out or allocate the undertaking of risk assessments which include manual handling, COSHH, and ensure details are documented and appropriate action is carried out;
- g. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
- h. ensure all accidents within the section are recorded in line with school policy and investigate reports of accidents and dangerous occurrences in their designated areas;
- i. ensure equipment, including personal protective equipment, is maintained in a safe condition and that substances hazardous to health are stored in a safe place;
- j. identify staff training and development requirements with reference to health and safety;
- k. attend to defect reports and recommendations from the Headteacher, Staff, Safety Representatives and the Health and Safety Co-ordinator;
- l. budget for safety equipment for their designated areas;
- m. circulate publicity relating to safety matters to staff within their control.

3.7 Teachers

Teachers are responsible to their Curriculum Leader for the immediate safety of the students in their classroom, laboratory or workshop. Nominated teachers are responsible for particular classrooms, laboratories and workshops and their associated equipment and as such, it is their responsibility to ensure that it is maintained to a high standard with respect to health and safety issues.

Additionally, each teacher will:

- a. undertake and implement risk assessments for specific activities and ensure that safe working procedures are followed personally;
- b. give adequate safety information regarding the activity being undertaken prior to the activity commencing and during the activity as and when required;
- c. ensure that special working procedures, protective clothing and equipment, etc. are provided and used where necessary;

- d. ensure that clear instructions and warnings are given to pupils verbally as often as necessary;
- e. ensure that the classroom and other areas are tidy and good housekeeping procedures are followed;
- f. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
- g. report defects and make recommendations to their line manager where necessary;
- h. ensure all accidents, incidents and near misses within the area of responsibility are recorded in line with the school policy, and that line managers are informed.

3.8 Technician/Teaching Assistant

The technician/teaching assistant is immediately responsible to the teacher whilst the class is in session, otherwise to their line manager.

Additionally, the technician/ teaching assistants will:

- a. follow safe working procedures personally;
- b. be familiar with the general and particular safety rules that apply to their area of work;
- c. ensure that the classroom and other areas are tidy and good housekeeping procedures are followed;
- d. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
- e. report defects to their line manager, or the Health and Safety Coordinator;
- f. ensure all accidents, incidents and near misses within the area of responsibility are recorded in line with the school policy, and line managers are informed.

3.9 First Aid Co-ordinator

The First Aid Co-ordinator, when on duty is responsible for supporting health and welfare issues within the School and in particular will:

- a. be responsible for attending to and monitoring student or visitor illness/injury and to refer students to their own doctor or hospital as appropriate;
- b. maintain the school medical room and equipment;
- c. assist in the monitoring of first aid equipment and boxes on School site;
- d. assist in the development and health promotion activities at the School;
- e. ensure adequate numbers of staff are trained in first aid procedures and to co-ordinate the work of the First Aiders;
- f. ensure the necessary records are maintained relating to accidents associated with the work of the school, in line with school policy.

3.10 School Librarian

The School Librarian is responsible for the implementation of the safety policy and for the general oversight of organisation and arrangements within the library areas of the school.

Additionally, the Librarian will:

- a. undertake and implement risk assessments for specific activities and ensure that safe working procedures are followed personally;
- b. be familiar with the general and particular safety rules that apply to their area of work;
- c. ensure that the library and other areas under their control are tidy and good

- housekeeping procedures are followed;
- d. undertake a visual inspection of equipment prior to use and ensure that portable electrical equipment is tested on an annual basis;
 - e. report defects to their line manager, or the Health and Safety Coordinator;
 - f. ensure all accidents, incidents and near misses within the area of responsibility are recorded in line with the school policy, and their line manager is informed.

3.11 Work Experience Coordinator

The Work Experience Co-ordinator is responsible for developing procedures to ensure that students, placed with employers for work experience as part of their programme, are not subject to unacceptable risks and in particular, they will:

- a. ensure that all work placement providers are assessed prior to use for the first time;
- b. ensure arrangements are in place to comply with the guidelines issued by the County Council's Work Experience Team (or other external provider) are implemented and monitored;
- c. assist in the assessment of placements where there are particular causes of concern;
- d. ensure risk assessments are carried out for young people employed by or on work experience placement with the school and communicated to parents;
- e. ensure work experience employers are provided with written documentation indicating hazardous work areas/tasks that must not be undertaken by students unless proof of training/competence is available;
- f. ensure all accidents, incidents and near misses within the area of responsibility are recorded in line with the school policy.

3.12 Managers within Support Departments

Each manager is responsible to their line manager for the provision of safe conditions for staff, students and visitors and will:

- a. attend to defect reports and recommendations from the Headteacher, staff, Safety Representative and Health and Safety Co-ordinator;
- b. conduct regular inspections of their area of responsibility and rectify hazards identified from those inspections;
- c. budget for safety equipment for their area of responsibility;
- d. instigate and ensure that safety procedures are developed for operations carried out within their area of responsibility;
- e. ensure that risk assessments, including manual handling, noise, COSHH, and visual display unit assessments are undertaken and documented and that appropriate action is carried out;
- f. ensure all portable electrical equipment is tested on a regular basis;
- g. ensure equipment, including personal protective equipment, is maintained in a safe condition and that substances hazardous to health are stored in a safe place;
- h. ensure all accidents, incidents and near misses within the area of responsibility are recorded in line with the school policy.

3.13 The Bursar / Premises Co-ordinator will ensure that:

- a. reports on health and safety matters with respect to the school buildings and grounds are prepared;
- b. safety procedures are developed and adhered to for operations carried out

within the school by their staff and by outside contractors under their control. In particular they must ensure work complies with the Construction (Design and Management) Regulations;

- c. records of hazards identified on site by staff are kept, along with the remedial action taken and when;
- d. when liaising with contractors, assume the duties as outlined in 3.15 below;
- e. routine maintenance checks and inspections required by legislation of fixed service equipment, i.e. boilers, pressure vessels etc. are undertaken;
- f. the provision and maintenance of all 'fire' equipment and for the preparation and review of fire risk assessments;
- g. all accidents within the area of responsibility are recorded in line with the school policy;
- h. ensure that all portable electrical equipment is tested on an annual basis;
- i. attend to defect reports and recommendations from the Headteacher, staff, and Health and Safety Coordinator;
- j. undertake termly premises inspections and keep records of any faults identified;
- k. ensure equipment, including personal protective equipment is maintained in a safe condition and that substances hazardous to health are stored in a safe place.

3.14 The Site Team will:

- a. ensure that routine maintenance checks and inspections required by legislation of fixed service equipment, i.e. boilers, pressure vessels etc. are undertaken;
- b. ensure that premises safety inspections are undertaken e.g. weekly, bi-termly, and keep records of any faults identified (if appropriate);
- c. attend to defect reports and recommendations from the Headteacher, staff, Safety Representative and Health and Safety Co-ordinator;
- d. ensure that all portable electrical equipment is tested on an annual basis;
- e. ensure all accidents within the area of responsibility are recorded in line with the school policy;
- f. ensure equipment, including personal protective equipment is maintained in a safe condition and that substances hazardous to health are stored in a safe place.

3.15 Trade Union Safety Representatives

In accordance with the Safety Representatives and Safety Committee Regulations, the safety representatives will, where appointed:

- a. represent the employees in consultation with the employer and with their representative; investigate potential hazards and dangerous occurrences at the workplace and examine the causes of accidents at the workplace;
- b. investigate complaints by any employee they represents relating to health and welfare at work;
- c. represent employees in consultations with inspectors of the Health and Safety Executive and of any other enforcing authority;
- d. receive information from Enforcement Inspectors;
- e. attend meetings of safety committees to which they are elected;
- f. inspect the workplace if they have given the employer or their representative reasonable notice in writing of their intention to do so and have not inspected it in the previous three months. They may carry out additional inspections where there are substantial changes in work conditions.

3.16 Staff Liaising with Contractors

Staff liaising with contractors carrying out work at the school should bear in mind that they have a responsibility to take appropriate action if they observe the contractor or his employees using any working practice or item of equipment, which the member of staff considers to be dangerous or potentially dangerous. Such action could include reporting the matter to the Bursar for them to rectify or, failing that, reporting to the Health and Safety Coordinator.

Staff must ensure that contractors arriving at site report to Reception, and a nominated person ensures that the contractors are informed of any hazards on the school site e.g. asbestos. Approval must also be gained by the contractor to start work. Only those staff nominated by the Headteacher to liaise with the contractors must undertake this activity due to the procedures put in place by the school to implement the County Council's Asbestos Management in the Workplace Policy and the Safety Management of Contractors Policy.

3.17 Members of Staff Generally

Each member of staff is responsible for their own personal safety and that of other persons in the School by the proper observation of School rules and procedures e.g. by ensuring visitors report to the Reception area on arrival at the school.

Staff are reminded of the general duty imposed by the Health and Safety at Work Act 1974 at Sections 7 and 8:

7. *'It shall be the duty of every employee while at work*

- a) to take reasonable care for the health and safety of himself and other persons who may be affected by his acts or omissions at work, and,*
- b) as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.'*

8. *'No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any of the relevant statutory provisions,'*

Staff are also reminded that they must provide three months notice of any qualifications about to expire, if the qualification relates to Health and Safety issues, e.g. first aid qualifications, or minibus licence.

3.18 Students

Each student is responsible for their personal safety and that of their colleagues by proper observation of school rules and procedures.

In particular, each student will:

- a. observe standards of dress and behaviour appropriate to the working situation
- b. heed warnings and observe rules and ask for such warnings and rules where they are not made obvious
- c. not wilfully, misuse, neglect or damage things provided for safety.

4. Crisis Management

A crisis management team has been set up to assist in the reduction of major hazards and risks, and to action a recovery plan in the event of a serious accident. A separate Crisis Management Plan has been developed by the school and is summarised below.

4.1 Crisis Management Team:

- The Headteacher;
- Deputy Headteacher;
- Health and Safety Co-ordinator;
- Bursar;
- Information Manager;
- Premises Officer;
- Headteacher's PA;
- Senior Leadership Team (SLT).

4.2 Function of the Crisis Management Team:

- To act as the decision making authority for the management of an incident.
- To develop the procedures and practices to be used for handling emergency situations and communicating these to all employees of the organisation.
- To establish and maintain a crisis management centre. The centre will have the necessary equipment available for rapid activation during an emergency. The equipment includes communications equipment, emergency plans and procedures, a log to record all actions taken during the crisis, necessary office equipment and supplies and appropriate maps and building plans.
- To assess the nature, degree and likelihood of threats to the organisation's interests (personnel, facilities, information and other assets) in order to determine the vulnerability to those threats of the organisation's personnel, facilities or assets.
- To test the crisis management plan on a regular basis to ensure that it is feasible and realistic. Whenever the plan is found to be deficient immediate corrections will be made.

5. General Emergency Procedures

The summoning of emergency services is via the Office Manager and the Headteacher.

Out of school hours, please contact emergency services by dialling 9 - 999 and the on-duty member of the site team.

In the event of a major disaster, the Crisis Management Team must be alerted.

6. Fire Procedures (also see the Fire Safety Policy)

Priory School have adopted the ESCC Fire Safety Policy.

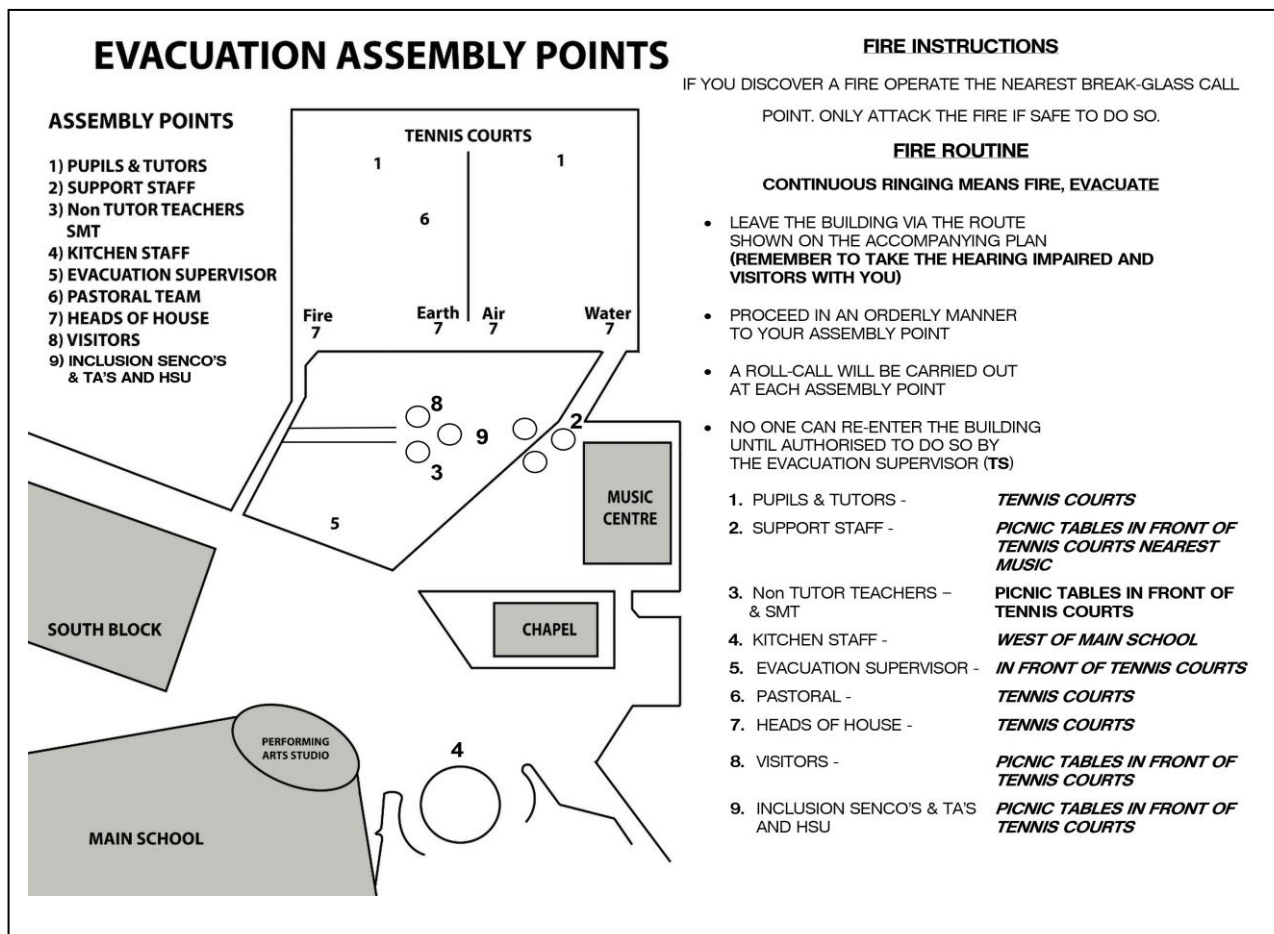
The signal for evacuation will be the continuous ringing of the fire bell. Always evacuate the school if the fire alarm sounds – assume every alarm could be for real. Never re-enter

the building while the alarm is still sounding or before a senior member of staff has confirmed it is safe to do so.

On hearing the alarm, leave the room you are in and proceed to the nearest safe exit out of the building, switching off the lights, closing the doors and windows as you do so.

Everyone must walk swiftly – not run – and take no belongings with them.

When outside the building assemble the pupils at the assembly point. Check that all pupils/visitors/volunteers, etc. are accounted for.



The Headteacher's PA (or in their absence the Office Manager) must take the support staff registers to Assembly Point 2.

The Receptionist (or in their absence the Office Manager) must take the Visitors Book to Assembly Point 8.

The Admissions Officer (or in their absence the Office Manager) must take the Non-tutors, Cover Supervisors and SLT registers to Assembly Point 3.

House Assistants must take copies of registers to the tennis courts.

The Pastoral Team will take spare registers.

Tutors must report to their House Assistant / Head of House to confirm whether or not all of their pupils/ visitors/ volunteers, etc. are safely out of the building.

Teacher's must know the correct route for evacuating the class which they are teaching, and it is the responsibility of the Headteacher to define the route and inform all members of staff. They are responsible for maintaining clear access to that escape routes at all times, and for helping to maintain access to the other escape routes. Teachers will be responsible for evacuating volunteers or other visitors to their classrooms in an emergency.

SLT will check the toilets as they 'sweep' the building. The Premises Coordinator will arrange for any supplies of gas and/or electricity to be turned off should the need arise.

The Health and Safety Co-ordinator will organise practice fire evacuations as appropriate, but at least once every other term and (ideally) before the end of the first week. Each fire drill will be recorded in the fire log and monitored for effectiveness by the Headteacher.

The extinguishers will be serviced and maintained as part of an annual contract. Any faults must be reported to the Bursar / Premises Coordinator for immediate remedial action. Emergency evacuation notices are displayed in all classrooms. The Health and Safety Coordinator will ensure that these notices are displayed in a prominent position as part of the premises inspection. Teachers should report missing evacuation maps to the Health and Safety Coordinator.

Any pupil with special needs must be given special consideration by their class teacher as to whether or not a Personal Emergency Evacuation Plan (PEEP) is required. This will need to be devised with the Health and Safety Co-ordinator, if the class teacher or SENCO identify a particular problem.

A fire risk assessment has been completed for these premises and will be reviewed on an annual basis or when any changes occur.

7. Bomb Incident Management

The Bomb Incident Management plan is detailed in full in the Evacuation Procedure.

Unlike fire evacuations, it is difficult to define clear, mandatory guidelines that must be followed. Some decisions must be made at the time in question depending upon the actual circumstances. Therefore, the Crisis Management Team will liaise with the Children's Services Department, Police and the Fire and Rescue Service and follow their advice on the evacuation procedure and assembly point. This will then be communicated to staff, pupils, visitors, etc. by an appropriate means.

The initial Assembly Point is likely to be the tennis courts, although this depends if the location of the bomb is known. All staff and students will then evacuate to the far corner of Ham Lane Playing Fields, which is the ESCC recommended distance of 500 metres from the school.

Any member of staff who receives information regarding a bomb on-site must immediately inform the Headteacher or a member of senior management in their absence.

8. First Aid Procedure (also see the First Aid Policy)

There will be at least 50 people on the staff who will have current first aid training, with the aim that there should be one qualified person on site at any one time.

The named first aiders for the school are listed in Appendix 2 at the end of this document and also published in school on the intranet, in Quick Links.

A list of the location of first aid boxes is kept by the Pastoral Team. The Pastoral Assistants provide first aid support and maintain a central supply of first aid materials to supplement first aid boxes. Parents are expected to inform the school if their child has an allergy and a list of any such children will be kept in the Pastoral Office, and in individual student records on SIMS.

All injuries, which come to staff attention, no matter how slight, should be recorded in the Medical Log and/or County Council's on-line incident reporting system.

In case of doubt as to whether or not a child's parent should be immediately alerted, contact the Pastoral Office or in their absence, the Health and Safety Coordinator. Err on the side of caution.

In the event of an accident, we may consider it wise to send a pupil to hospital. In these cases, parents will be informed as soon as possible so they can make their way to school to accompany their child. If they cannot make it to school in time, and it is deemed necessary by the paramedics, or the parents, or the child; the pupil will be accompanied by a member of staff.

9. Accident Recording and Reporting (also see the Incident Reporting and Investigating Policy)

In the event of an accident, the following procedure must be followed:

- render any equipment inoperative.
- summon assistance.
- if the injury is of a minor nature, ensure follow-up treatment is carried out by reporting to the Pastoral Office.
- if the injury is of a major nature then an ambulance should be summoned immediately without undue delay attempting to contact parents or guardians.
- if the injured person is mobile then parents should be phoned so they can take the student to the hospital for emergency treatment.

Ideally, parents will be phoned and asked to come to school to accompany their child in the ambulance. If they cannot arrive in time, it will be up to the paramedics, parents, and student whether they are accompanied by a member of staff. The age, maturity, and nature of the injury should be taken into account when making this decision.

The member of staff taking the injured person should:

- stay with the injured person and return with them; or
- stay with the injured person until the parent/guardian arrives at the hospital and then return to school, taking a taxi if necessary.

All staff must report any accident (or near misses) involving themselves or visitors/volunteers by recording the details on the County Council's on-line incident

reporting system. Pupil accidents, depending on the severity will be reported either in the Medical Log in Pastoral and/or County Council's on-line incident reporting system.

Specified categories of incidents are reportable to the HSE and these will be undertaken by the County Council's Health and Safety Team.

All accidents will be investigated to prevent re-occurrence. The Health and Safety Coordinator will monitor the accidents to identify trends. The Governors will also receive information on accidents at each meeting.

Priory School have adopted the ESCC Incident Reporting and Investigating Policy.

10. Health Issues

10.1 Smoking

(also see the No Smoking Policy)

In an effort to reduce the risk to health from passive smoking, there is a No Smoking Policy at Priory School.

10.2 Alcohol and Drug Abuse

(see also, the Drugs and Alcohol at Work Policy, and the Drug Related Education and Incidents Policy)

Staff attending work while under the influence of alcohol or drugs creates an unprofessional image of the school and increases the risk of accidents both to themselves and to colleagues. To minimise the probability of accidents from alcohol or drug abuse, staff whose judgment is impaired will be excluded from work and will be subject to disciplinary procedures.

If you are feeling depressed or anxious about either your work or social situation, alcohol or drugs will not provide a long-term solution. For help, see the support agencies listed in the Drug Related Education and Incidents Policy.

Some drugs prescribed for medical reasons are likely to impair judgment and lower concentration. If you feel you are affected when on medication, please inform your line manager so that additional arrangements may be made to safeguard you while at work.

Priory School have adopted the ESCC Drugs and Alcohol at Work Policy.

10.3 Staff Wellbeing

(also see the Stress Management Policy)

Stress is defined by the HSE as "the adverse reaction people have to excessive pressures or other types of demands placed on them." This distinguishes stress from the pressures or challenges that provide the motivation for everyday living. Being under pressure can often improve performance but when demands and pressures become excessive, they can lead to stress.

People respond to pressure in different and individual ways. Much will depend on an employee's personality, experience, motivation and the support available from managers, colleagues, family and friends. Difficulties faced outside of work can also have an impact on someone's ability to cope or function well at work.

If stress is intense and sustained it, can lead to mental and physical ill health and contributes to employee ill health and sickness absence. It is important that all staff are aware of the factors that can give rise to stress (stressors) so that where possible their causes can be foreseen and appropriately managed before damage/harm is done. The Headteacher will liaise with staff in identifying the individual stressors and, where practicable, steps will be taken to minimise/eliminate these stressors.

Workloads and stressors will be monitored on an on-going basis as part of 1:1 reviews.

Priory School have adopted the ESCC Stress Management Policy.

10.4 Expectant Mothers

(also see the New and Expectant Mothers Policy)

Pregnancy should not be equated with ill health. It should be regarded as part of everyday life and its health and safety implications can be adequately addressed by normal health and safety management procedures.

Many women work while they are pregnant, and many return to work while they are still breast-feeding. Some hazards in the work place may affect the health and safety of new and expectant mothers and of their children. The policy sets out the known risks to new and expectant mothers and gives advice on what needs to be done to comply with the law.

Procedure

- Staff (full and part-time) are required to inform their Line Manager and Personnel as soon as possible and in writing when pregnancy has been confirmed.
- Personnel will inform the H&S Coordinator.
- The Line Manager will undertake a risk assessment of the employee work activity to ensure no risk to the health of the employee or the unborn child. Copies of the risk assessment will be kept and will be reviewed if circumstances surrounding the pregnancy alter in any way.
- The Health and Safety Co-ordinator is available to give advice at any stage of the process, but the general principles of common risk assessment will apply.

Priory School have adopted the ESCC New and Expectant Mothers Policy.

11. Risk Assessments and Guidance Notes/School Codes of Practice (also see the Risk Assessment Policy)

Specific risk assessments are required for activities involving fire, manual handling, substances and the use of display screen equipment while more general risk assessments must be completed for those activities where specific assessments have not been carried out.

Although risk assessments relating to most activities of the school will have been or will be completed on your behalf, all staff have a responsibility to make themselves familiar with both the general and the specific risk assessments relating to your area of work. Copies of these assessments are held by Line Managers, or are in the Health and Safety folders of individual departments.

The following staff will complete risk assessments for the areas highlighted below:

- Premises The Bursar
- Curriculum Heads of Department/Teaching staff
- Offsite Visits Visit Leader
- Individual/specific Line Manager

Areas of work or activities that are deemed to be more hazardous are likely to have detailed, documented arrangements to minimise the associated risks. It is the responsibility of staff to make yourself aware of the contents of those relating to your area of work.

Various Codes of Safe Working Practice and guidance issued by East Sussex County Councils Children's Services Department and the Department for Education are available either in school or by accessing on the Web. Appropriate information is also held at Departmental level. All new and existing staff should be aware of the contents relevant to them.

The Children's Services Department has published guidance on Offsite Activities and Educational Visits, which details clear procedures to be followed when planning and arranging a visit.

Priory School have adopted the ESCC Risk Assessment Policy.

11.1 Departmental Health and Safety Policies

All Curriculum Leaders are responsible for drawing up and maintaining policies for Health and Safety within their Departments. These policies will be consistent with the school policy and will reflect the specific needs, practices and hazards relating to the Department.

These Departmental Policies will be part of the Departmental Guidelines issued to all members of staff teaching or working within the Department, and available to all staff to read in the Policies and Procedures section on the intranet.

12. Specific Hazards

Schools are not generally considered dangerous places to work in, but they can still present risks, which could lead to injury or health. The hazards relevant to this school are detailed below along with the safe procedures put in place to manage the associated risks.

12.1 Asbestos

(Also see the Asbestos Management in the Workplace Policy)

The school has had an asbestos survey completed for the premises and staff will be informed of the locality of any asbestos containing materials within the school and should record that this has been undertaken. The survey is available for staff to view as part of the Asbestos Management Plan in the Staff Shared Areas, under Reference / Health and Safety.

Asbestos materials in good condition are safe unless asbestos fibres become airborne, which may happen when materials are damaged. It is essential that where asbestos has been identified staff follow the safe working systems within the school and ensure that the fabric of the building is not disturbed and follow the escalation procedure in the Asbestos Policy where damage to an asbestos material has been identified. The Site Team have been nominated to liaise with contractors to ensure that they are provided with relevant safety information and will approve works to be undertaken in school. The Bursar is available to answer any specific concerns contractors might have.

Priory School has adopted the ESCC Asbestos Management in the Workplace Policy.

12.2 Legionella

(See also the Legionella Policy)

The risk of contracting Legionellosis from our water system is low, but a managed approach to the condition and use of water systems is vital to manage risk, raise awareness of standards and ensure compliance with specific statutory requirements. Therefore, a process is in place to commission a risk assessment of our water systems that will be reviewed on a bi-annual basis or where there has been a physical change to the water distribution system along with the risk assessment and recommended regular monitoring undertaken by the Site Manager/Caretaker.

Priory School has adopted the ESCC Legionella Policy.

12.3 Display Screen Equipment (DSE)

(Also see the Display Screen Equipment Policy)

All staff that use PCs must complete the DSE Self-Assessment Checklist. The nominated DSE Assessor is the Health and Safety Coordinator.

An audit of all staff has been undertaken to identify those staff that would be considered DSE 'users'. DSE 'users' are entitled, if they wish, to an eyesight test, particularly if they are experiencing visual difficulties associated with the use of DSE. A list of those users considered to be DSE users can be found in the Display Screen Equipment Policy.

The optician's fee for the eyesight test will be reimbursed by the school. The Standard letter must be completed by the employee prior to the eye test, and taken to the optician. The employee must return the completed form to the Bursar after the test.

If the optician confirms that a user requires new visual correction specifically for work with DSE, as indicated by a tick in box 3 of the Optometrist's Report, the school will pay a

contribution towards the cost. It should be noted that some users who already wear glasses may or may not need special glasses for display screen work.

Priory School have adopted the ESCC Display Screen Equipment Policy.

12.4 Electrical Equipment

(Also see the Electricity at Work Policy)

All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely. Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them.

All electrical equipment is checked annually under the terms of the maintenance contract. The Bursar is responsible for maintaining accurate records and ensuring that all equipment in current use is checked and for making arrangements for the equipment to be accessible.

If there is any doubt about the safety of the equipment, it will not be used. Any potential hazards will be reported to the Bursar, or the Health and Safety Coordinator, immediately.

The Headteacher must be aware of, and approve the use of, any item being brought into schools by a member of staff, volunteer or a pupil. The Headteacher must be aware of and approve the arrangements for temporary electrical extensions required for drama productions, Christmas decorations.

Priory School have adopted the ESCC Electricity at Work Policy.

12.5 Machinery and Equipment (also see the Work Equipment Policy)

There is a list of all equipment owned by the school and this is kept by individual departments. Maintenance schedules are in place to ensure that all equipment is safe. Guidance notes will be kept individually by departments on the relevant machinery and equipment used by their staff and pupils.

Where manufacturers' instructions are not available, the Curriculum Leaders will prepare instructions for maintaining the equipment and/or machinery and will liaise with the Health and Safety Co-ordinator to obtain such advice as may be needed for preparing those instructions. If necessary, a copy of the instruction will be exhibited close to the equipment or machinery to which it relates.

Priory School have adopted the ESCC Work Equipment Policy.

12.6 Moving and Handling (also see the Manual Handling Operations Policy)

All equipment must be moved safely. Large pieces of equipment will only be moved by people who have received training. PE equipment may be moved by pupils but they must be given clear instruction in the correct way to lift and handle items. Close supervision is appropriate at all times.

The Health and Safety Coordinator, and the Bursar, will be responsible for undertaking risk assessments for moving and handling tasks, including those activities carried out by pupils. Training will be offered to those staff that are expected to lift objects. If you are apprehensive about your capability to move goods, equipment or furniture, please either ask for help or do not undertake the activity.

Where lifting equipment is provided, only those members of staff who have been trained in the use of the equipment may undertake this activity.

Priory School have adopted the ESCC Manual Handling Operations Policy.

12.7 Housekeeping (also see the Workplace Health, Safety and Welfare Policy)

The risk of injury within the workplace is most likely to be caused by the more mundane hazards as a result of poor housekeeping. Trips and falls can be caused by trailing cables, objects left on floors, traffic routes blocked within the classroom. It is the responsibility of the teacher to ensure that their classroom has clear traffic routes and that exit routes are kept clear. The Site Team will undertake an inspection whilst opening the school each morning to ensure that communal areas are free from trip hazards, etc. The Site Team will report all hazards, obstructions, defects or maintenance requirements to the Health and Safety Co-ordinator. It is the duty of all staff to be vigilant and aware of possible hazards, and to report any they see to their Line Manager, the Site Team, or the Health and Safety Coordinator. If any spillages occur, these should be dealt with immediately.

The school will be cleaned as per the cleaning schedule and will be monitored by the Site Manager. All waste will be disposed of according to appropriate health and safety guidelines.

12.8 Violence at Work (also see the Violence and Aggression at Work Policy)

All staff must report to their line manager/Headteacher any incident of aggression or violence (or near misses) directed to themselves from any source. All incidents of violence will be reported via the County Council's on-line incident reporting system.

Priory School have adopted the ESCC Violence and Aggression at Work Policy.

12.9 Offsite Visits

The school has a separate policy on offsite visits. Staff must ensure that prior to planning or accompanying an offsite visit, that they are aware of the school and Children's Services Offsite Activities and Educational Visits Policy.

12.10 Work Experience Placements (also see the Work Experience Policy)

The school has a separate policy on the arranging of work experience placements. As specific legislation applies to young workers including students on work experience, it is essential that the school's work experience policy is followed.

Priory School has adopted the ESCC Work Experience Policy.

12.11 Hazardous Substances (also see the Control of Substances Hazardous to Health (COSHH) Policy)

Responsibility for implementation of the Control of Substances Hazardous to Health (COSHH) Regulations, annual review and (where necessary) updating has been delegated to Curriculum Leaders. The main departments that use these types of substances are Design Technology, Art, Science, and the Site Team.

The legislation requires that any substance used in the school must have a product safety data sheet and that hazard and risk assessments for that substance be carried out, maintained in written form, and available to the users. COSHH Assessments, and the MSDS, will be kept in the department using them.

A record of the arrangements currently in force will be maintained by the Health and Safety Co-ordinator. It may be inspected by the staff (or the Health and Safety Executive) at any time.

Any colleague unsure of their position in relation to COSHH may consult the Health and Safety Co-ordinator.

Priory School have adopted the ESCC Hazardous Substances Policy (COSHH)

12.12 Radiation

The Science Department holds a selection of radioactive substances. A Radiation Protection Supervisor has been nominated within the school along with a Radiation Protection Officer for Children's Services. The Radiation Protection Adviser is appointed by CLEAPSS on behalf of the school and local authority. The role of the Radiation Protection Supervisor and Officer is to ensure that the school complies with the Ionising Radiations Regulations. Further information is contained in the Science Department's safety policy.

12.13 Pressure Systems

All pressure vessel systems in the school will be listed on the inventories of the departments concerned and will be subject to annual inspection by a County Council appointed contractor. Safety certificates for all such systems will be displayed in the vicinity of the system concerned. Systems identified as faulty will be removed from use at once.

Written inspection and reporting schemes for affected items are kept by the Bursar and must be consulted prior to any inspection.

12.14 Noise at Work (also see the Noise at Work Policy)

All members of staff need to be aware of "nuisance noise" and respect the needs of others in the school. Common sense and courtesy by all members of staff, pupils and visitors to the school will prevent problems arising.

Any member of staff or visitor detecting a potential problem will report immediately to their Line Manager.

Priory School have adopted the ESCC Noise at Work Policy.

12.15 Lettings

If the school is let, the Headteacher must be satisfied that the hiring organisation will use the premises in a safe manner. A signed, written letting agreement will be completed and copies kept by the Bursar.

13. Use of Minibuses and Other Vehicles

The Guidelines for Minibus Operation apply to all minibuses and other large passenger-carrying vehicles e.g. people carriers and are also the minimum standards to be applied to any vehicle hired for use on school business.

Eligibility to Drive – All drivers must:

- be aged 25 and under 65 and have held a full current driving licence for at least three years without claim or conviction - the minimum age is reduced to 23 for teachers appointed to teach physical education
- be authorised by their line manager to drive a minibus
- have passed the ESCC Minibus Driver Training and Assessment.

Drivers of vehicles on the school site are subject to all normal regulations including the wearing of seat belts and crash helmets. A speed limit of 10 mph is imposed on vehicles on site. Drivers of all vehicles, whether car or motor cycle must not drive carelessly or inconsiderately on any occasion.

Procedures are in place to notify the Bursar of any faults identified with the minibus. Guidance notes on what to do in case of an accident are kept in the glove compartment of the minibus.

14. Supporting Pupils with Medical Conditions (also see the Supporting Pupils with Medical Conditions Policy)

The school has a separate policy on the local arrangements for the administration of medicines and for supporting children with medical conditions. Staff should make themselves familiar with the content of that document.

As a summary, the Pastoral Team will administer medicines and keep a record that they have been given. We must stress that pupils should not be at school if they are unwell and if at all possible, pupils should receive their medication at home.

For all medicines to be administered parents should complete a consent form. Each time there is a variation in the pattern of dosage a new form should be completed. A new form should be completed for each medicine to be administered.

The smallest practicable dose should be brought into school in individual original containers, which should be clearly labeled with the pupil's name and dosage instructions.

The Pastoral Team will liaise with parents/carers on the development of health care plans, etc. when required and staff should ensure that they familiarise themselves with these documents.

15. Training and Information (also see the Health and Safety Training Policy)

All members of staff will be directed to the Staff Handbook when they commence employment with the school. This Handbook includes health and safety information such as; fire evacuation information, bomb incident information, key Health and Safety names and contact details, information about accident and incident reporting, and information about the online health and safety training each employee is required to undertake each academic year. A volunteer will receive a specific induction relevant to the activities they are undertaking in school.

The Headteacher will:

- inform staff of any changes in the policy
- assess the training requirements of the staff and integrate those needs onto the school development plan to inform Governors
- assess the training needs of new members of staff
- ensure staff are released for any training.

Every member of staff will be made aware of the Children's Services Health and Safety Training Policy and will be shown how to access the document via Czone. If any member of staff feels the need for training, they must alert the Senior Management Team.

Staff are also reminded that they must provide notice of 3 months if qualifications relating to Health and Safety issues are due to expire, e.g. First Aid.

The school has developed a supply teacher's pack and this will be issued to all supply staff that includes health and safety information.

Priory School subscribe to the Cylix online health and safety training system. Teaching staff are required to undertake four modules each academic year, and support staff two. Staff should see the Health and Safety Coordinator for login details.

16. Monitoring Health and Safety

Health and safety standards must be monitored by the Senior Leadership Team in conjunction with the school Governors by the following:

- the Senior Leadership Team will include health and safety as part of the agenda of their regular meetings,
- the Health and Safety Coordinator will monitor health and safety through a programme of departmental inspections,

- the Governors' agenda and Headteacher's report to the Governors will both have health and safety as a standing agenda item.

16.1 Inspections

To maintain and improve standards throughout the school a formal premises inspection will be undertaken three times per year and records kept. The school will be inspected by the Health and Safety Coordinator, the Bursar, the Curriculum Leader of the department to be inspected, and if possible, a Governor, and trade union representative.

Science, Art, and DT will carry out internal inspections three times a year, and share the reports with the Health and Safety Coordinator.

16.2 Auditing

As a means of confirming that the necessary systems to comply with legislation are in place and are being followed the Health and Safety Team will complete a health and safety audit at least every 4 years. The action points identified through the audit will form part of the school development plan.

17. Visitors

The Headteacher and Governors must accept the responsibility for health and safety of visitors to the school, including contractors.

All visitors to the school will be asked to sign in at Reception and sign out when they leave. The book will also show a map indicating 'Assembly Point 8', where visitors will go in the event of an evacuation. Each member of staff will accept responsibility for specific volunteers or visitors including checking that they are aware of emergency procedures and supervising their evacuation in case of an emergency.

Curriculum Leaders will ensure that volunteers have the necessary safety information.

18. Trade Union Safety Representatives

Trade unions can appoint safety representatives who are legally entitled to inspect premises, investigate accidents and undertake safety training.

The trade union safety representative may consult the Deputy Heads or the Health and Safety Coordinator on any relevant health and safety matters.

19. Health and Safety Policy Review

The school acknowledges that the Health and Safety Policy is a working document that includes details of policy and procedures relating to health and safety issues.

The school will constantly monitor and update the Policy as appropriate and will undertake a formal review on an annual basis seeking endorsement from the Governing Body.

20. Record Keeping

In previous sections, reference has been made in various places to record keeping. There follows a list of those responsible for maintaining such records, and where they are kept.

Records of:	Produced by:	Location:
Accidents on site involving staff	Those involved in the accident	Staff Medical log in the Pastoral Office, and recorded on the ESCC online Accident, Incident and Near Miss reporting facility on czone.
Accidents on site involving students	Pastoral team	Medical Log in Pastoral Office. If hospitalisation is required, accidents should also be reported through the ESCC Accident, Incident and Near Miss online facility.
Accident Investigation (staff)	Line Managers / Health and Safety Coordinator	H&S Coordinator, and ESCC online Accident, Incident and Near Miss Reporting facility (if required)
Accident Investigation (students)	Teacher / H&S Coordinator	H&S Coordinator
First aid administered	Pastoral Team or first aiders	Pastoral Office
Medicines administered	Pastoral Team	Pastoral Office
Risk Assessments	Relevant parties	H&S Coordinator
COSHH Assessments (Science)	Senior Science Technician	Prep Room
Electrical Tests	ESCC approved contractor	Premises Officer
Maintenance of machinery and equipment	ESCC approved contractor	Premises Officer
Display Screen Equipment Assessment	H&S Coordinator	Office

Manual Handling Assessment	Premises Officer	Premises Officer
Training of staff and students	Deputy Head	Deputy Head
Violent Incidents	Same as accident reporting	
Testing of equipment	ESCC approved contractor	Premises Officer
Noise Assessments	ESCC approved contractor	H&S Coordinator
Pressure Systems	ESCC approved contractor	Premises Officer
Monitoring Reports	H&S Coordinator	H&S Coordinator

Appendix 1: List of Useful Contacts in School

Health and Safety Governor	Gaydree Wrigley
Health and Safety Coordinator	Gary Jones
Premises Coordinator	Ian Fines
Trade Union Safety Representatives	Justin Cook (UNISON)
Educational Visits Coordinator	Gary Jones
Work Experience Coordinator	Lindsay Wigans
Radiation Protection Supervisor	Elinor Rose
Laser Specialist (Science)	Susan Carpenter
First Aid Coordinator	Gary Jones

Appendix 2: List of First Aiders

An up to date list of first aiders can be obtained from the Health and Safety Coordinator. The following lists are current at the time of the Health and Safety Policy review.

Current First Aiders

First Aid at Work

Tracey Allsobrook
Mandy Brown
Susan Carpenter
Kate Coppard
Claire Cornish
Pippa De Villiers
Julie Gander
Beth Robinson
David Rogers
Emma Sheffield

Emergency First Aid at Work

Angela Badham
Amanda Burgess
Regi Camenzind
Kirstine Carbis
Richard Cherryman
Karen Clinton
Justin Cook
Patricia Cowlin

Domenico DeLetteriis
Greg Emans
Helen Fines
Becca French
Sara Goodacre
Greig Guilford
Helen Hockin
Paul Holt
Paul Horsted
Sasha Lakeman
Morgan Lasalle
Justine Marsden
Claire McCrae
Gill Miles
Greg Orme
Lawrence Quinn
Elinor Rose
Arif Said
Jodie Schwick
Angela Shirley
Nicola Stevens
Lindsay Wigen
Ioannis Zigras