

HEALTH AND SAFETY POLICY

Policy Reviewed - March 2026
Date of Next Review- March 2027

PART A – GENERAL STATEMENT

The Management believes that ensuring the health and safety of staff, pupils and visitors is essential to the success of the school. In school, health and safety responsibility falls on the senior management team, administrative and teaching staff. The principal and administration manager must take reasonable steps to make that the buildings, equipment and materials are safe and do not put the health of persons at risk while they are on the premises. The policy aims to identify the key issues associated with health and safety in school. We are committed to:

- Providing a safe and healthy working and learning environment.
- Preventing accidents and work related ill health of students, teachers & staff.
- Providing first aid and emergency care.
- Complying with statutory requirements
- Ensuring safe working methods and providing safe equipment.
- Providing effective information, instruction and training about health & safety.
- Ensuring adequate resources are made available for health and safety issues, so far as is reasonably practicable

A Health and Safety Policy has been created to ensure the above commitments can be met. All members, staff and pupils will play their part in its implementation.

PART B – GUIDELINES

Roles and Actions: The maintenance of a healthy and safe school is the shared responsibility of the whole school community.

The Governing Body will:

- Decide policy.
- Give strategic guidance.
- Monitor and review health and safety issues in the school.
- Ensure adequate resources for health and safety are available.

The Principal will ensure that:

1. A school H&S policy is approved by the Management.
2. Information and advice on H&S are acted upon/circulated to staff. In particular the H&S Manual for Schools is kept in staff rooms, clinic so that it is available to all staff.
3. A regular safety inspection is undertaken.
4. Staff are competent to undertake the tasks required of them and that they have been provided with any necessary training, equipment or other resources to enable the task to be undertaken safely.
5. If he/she delegates H&S duties to an individual, normally referred to as the H&S officer, he/she ensures that the duties are clearly defined, the person is competent to carry them out and that sufficient resources are allocated to enable them to be carried out.

The Administration Manager (Health and Safety -officer) will:

- Be responsible for the day to day implementation of safety procedures throughout the school with the help of Health & Safety committee members.
- Liaise with outside agencies that can offer expert advice.
- Ensure that staffs fulfill their duties accordance with the policy.
- Formulate and coordinate safety procedures.
- Review first aid, evacuations and risk assessment procedures with relevance to staff on an annual basis or as and when necessary.
- Ensure relevant staffs have access to the appropriate training.
- Receive all health & safety information sent to the school and disseminate the information to staff as necessary.
- Consult the Principal on action required to comply with relevant health & safety policies.
- Carries out regular safety inspection.

SENIOR MANAGERS

(The Manager of school operations is responsible for the day-to-day management of Health and Safety issues within an Area/Department.)

The MSO will:

1. Ensure that H&S is a standard item on the agendas of Area/Departmental/Faculty meetings.
2. Guide the H&S Officer in identifying competent people/carrying out risk assessments.
3. Ensure that staffs are made aware of H&S information relevant to them.

The HSO & MSO: Conduct regular workplace inspections to ensure adequate housekeeping & implement corrective actions as required (Maintenance In-charge /Housekeeping). Provide safety advice & information to staff, children, visitors & contractors. · Arrange & ensure safety trainings as required appropriately. · Ensure immediate notification of accidents & hazards. · Control access to restricted areas. Security in-charge. · Assess competency of equipment users. · Ensure equipment is maintained.

All Staff will :

- Ensure that they have read the Health & Safety Policy.
- Ensure the pupils use equipment and apparatus safely in laboratories and on the ground.
- Report to Supervisor/ Principal, situations which may present a serious or imminent danger to the staff and students in the school.
- Report any concerns of abuse of pupils to the Supervisor.
- Supervisor should share information of the child with medical needs to the clinic or who may need specific handling to the school counselor.
- Supply staff is asked to familiarize themselves with this.

Students are expected to :

- Exercise personal responsibility for the safety of themselves and classmates.
- Follow the safety rules of the school and the instructions of teaching staff given in an emergency.
- Use and not willfully misuse, neglect or interfere with things provided for their safety.
- Comply with the school rules relating to general behavior.
- Take note of and comply with information provided for safety with regards activities undertaken.

Parents are expected to:

- Support the school in any health and safety matters, reported to them through circulars, talks and newsflash.

All employees must:

1. Take reasonable care for their health and safety at work and that of other people who might be affected by their actions or missions at work.
2. Any incidents/accidents/Hazards /near miss report immediately, or as soon as practicable, any defects noted in the workplace generally to their line manager or other designated person.
3. Guard everything provided for health and safety purposes.
4. Report any accident, near miss incident, dangerous occurrence or case of ill health arising out of work and cooperate with the line managers and management in investigating such accidents or incidents.
5. Cooperate with management in respect of complying with H&S requirements.

PART C – ARRANGEMENTS

GENERAL ARRANGEMENTS

1 – ACCIDENT/INCIDENT RECORDING/REPORTING

- Any of pupil complaining of illness or who has been injured is sent to the school clinic where he/she gets the treatment (Accompanied by Teacher / Assistant Teacher or with Class Assistant) with a referral slip.
- All incidents, ailments and treatment are reported the accident book.
- Parents are contacted if there are any doubts regarding the health or welfare of a pupil.
- In the event of a serious incident an ambulance is called by School Doctor/MSO/HSO, and a Nurse accompanies the pupil to hospital. Parents are also informed accordingly.

1.1 – STUDENTS – All accidents to students involving injury are to be recorded. This will initially be by using the standard sheets in the school student accident book, which is kept in the clinic. In addition, any reportable incident will immediately be recorded in the incident reporting system. Reportable incidents are any fatality, any major injury, which is a break/fracture of any bone except for a toe or finger and any injury where the student is taken direct from site to hospital, whether by ambulance, member of staff or relative.

1.2 – STAFF: All accidents to staff are to be recorded and this will be done by immediately recording information in the Incident reporting system. (School Clinic)

1.3 –Administration of medicines:

- Medicines are stored in a locked cupboard. Staff record the time medication is given and sign the record sheet.

1.3 Pupil Health:

- Parents are given essential information regarding the vaccines through talks and circulars.
- Provisions of support for children with medical needs & ensure cleanliness in the campus and provision of clean water consumed by children and staff members.
- Parents are requested to submit or inform the teacher/ clinic in charge regarding any regular medication or care needed for their wards.

1.4 – Educational Visits:

- Section Heads and teachers have the responsibility for ensuring that safety of students is taken care of when organizing a visit to a place of educational interest to students.
- In case of emergencies, details to contact source of help communication arrangements.
- Parents concerns are taken about the child's participation.
- Safety while travelling in school bus is adhered to.

1.5- Visitors:

Visitors Record is maintained. Identification cards with yellow lanyards are issued to all the visitors.

2 - CONTRACTORS ON SITE: There are two distinct types of contractors who will have access to site. These will be service contractors who regularly work on the site and building contractors who work on an 'as and when' basis.

2.1 – SERVICE CONTRACTORS – Service contractors have regular access to site as specified by a contract. Such contractors' visits can vary from an annual visit, e.g. to service Ac's, check fire extinguishers etc., to those on site daily, e.g. cleaning or catering staff. The service contract specifying, what work is expected of them and what they can expect from the school. Their personnel will follow their own safety systems of work but, their working methods do take into account how they will impact upon staff, students and other visitors on site. The school has/will provide details of its safety systems of work to the contractors where ever relevant and in the case of the cleaning/catering contractors they have been consulted over emergency arrangements.

2.2 – BUILDING CONTRACTORS – These are contractors who attend site to undertake building works, which can vary from simply replacing a broken window to remodeling a room or building a new block. The following is the general risk assessment on these activities that identifies the potential hazards and how these will be minimized/eliminated.

2.3 - Hazards: Associated with building work relate to personal injury or damage to health caused by:

1. Slips/trips/falls as a result of contamination of surfaces by spillages, trailing leads or un protected edges.
2. Being hit by falling objects dropped by persons working above head height.
3. Inhalation of smoke/fume through heating substances or use of same, i.e., paint/varnish/tar etc.
4. Coming into contact with machinery or vehicles.

The above is only a brief outline of the hazards associated with this activity that may occur in areas where staff and students have access. Such hazards are controlled by the arrangements listed below and by the effective supervision of students.

3 – SMALL SCALE BUILDING WORKS – This will include day-to-day maintenance work and all work undertaken on site where a pre site meeting has not taken place.

1. All contractors must report to the office on their arrival and under no circumstances are they to commence work until given approval to do so by MSO.
2. Before any work commences, it is essential that the MSO & HSO is made aware of :
 - i. what work is to be undertaken?
 - ii. where the work is to be carried out
 - iii. an indication of the likely timescale
 - iv. what equipment is to be used?
 - v. What services are required?

3. Before work is to commence, the contractors must be advised by the MSO/HSO where they can gain access to services, what the fire precautions are for the building, i.e. upon hearing the alarm, which is a continuous bell, they must exit the building immediately and report to the playground/field.

4. The contractors must be advised who to contact on site if they have a problem.

3.1. - LARGE SCALE WORKS - This encompasses all work where a pre site meeting is required. In normal circumstances this will involve work where part of the site is completely handed over to the contractors. Such work usually coming under the requirements of the Construction Design and Management Regulations and the school must exercise the duties of the Client as contained therein.

4 - E-SAFETY The school has a separate policy for E-safety and a copy of this policy can be found **IN IT LABS / STAFF ROOMS**. The policy indicates there is a whole school approach to E-safety.

5 4.1 - Policy on student internet safety : The Indian Academy has a clear policy on student Internet safety and the Principal and staff is responsible to ensure that the policy is implemented. Staff is responsible for educating the students on Internet safety policy and ensures that they adhere to it. Staff needs to make sure that they supervise use, plan access and set good examples. At The Indian Academy, the internet facility is given to students to raise educational standards and to support them with access to more educational materials. It is an entitlement for students who show a responsible and mature approach to its use. We provide a safe and secure Internet access as part of their learning experience. The access is designed which includes filtering appropriate to the age of the student. We ensure material derived from internet by staff and students complies with copyright law.

6 -FIRST AID

The school will have a basic recommendation for first aiders, which is for three persons to have a first aid at work certificate (school nurses & Swimming Instructor). Few Academic and Non-Academic members are also first aid trained.

6.1 - FOLLOWING ACCIDENT - In all cases where an accident involves a serious injury, e.g. Broken bone, or where there is any doubt about the injury the injured person is not to be moved, unless in danger, until assessed by the first aider. The first aider will then decide what action is to be taken but where they are in doubt as to the severity of the injury the advice is to obtain immediate medical attention by dialing 999 and asking for an ambulance. In cases involving students, their parent/guardian should be contacted as soon as possible, but this should not result in a delay obtaining medical attention. For cases involving injuries to students that are less serious but still of concern, e.g. sprains,

Strains, cuts etc. the student will be asked if parents/guardians should be contacted or if they feel fit enough to stay in school.

NB in the event of a bump to the head it is essential that persons be monitored and not left alone or unsupervised.

6.2 – RECORDING - Any accident where first aid is administered to students is to be recorded initially in the student's accident book and in other cases recorded in the system.

6.3 – FIRST AID BOXES/MATERIALS - First aid boxes are kept on site and these only contain approved materials.

6.4 – INJURIES INVOLVING BLEEDING - Staff dealing with injuries involving bleeding must wear appropriate protective clothing. (disposable gloves are kept in the school clinic).

7 – GENERAL MAINTENANCE CONTRACTS

All equipment on site will be maintained in efficient working order to ensure that it is safe to use. Without detracting from the generality of the above the following maintenance arrangements have been made.

a) ELECTRICAL INSTALLATION

The fixed electrical installation is tested by maintenance contractors every 5 years as required by the electricity at Work Legislation.

b) FIRE EXTINGUISHERS

Fire extinguishers are subject to an annual check by contractor and on a weekly basis the Extinguishers are checked by the site staff to ensure that, they are in position and that the pins are in place.

8 – MEDICAL NEEDS

The school will try to accommodate pupils with medical needs wherever practicable in line with the School H/S Policy.

8.1 – FIRE The Fire alarm installed in TIAD is connected to the Civil Defense, Dubai, which is automatically alerted when the alarm is sounded. An immediate confirmation call is made to the school by them. The measures to prevent fires starting and the measures to ensure everyone can escape from the building in the event of a fire are in place. Exit routes are marked with fluorescent green arrows.

8.2 FIRE PRECAUTION ARE IN PLACE

Evacuations plans are displayed in each class room, Teachers & Students responsibility are also posted in every class.

Fire drills are carried out 3 times a year, once in each term.

All staff are reminded that in the event of a fire the priority is to raise the alarm and ensure that everyone gets out of the building. Fire extinguishers are provided to aid escape if required but are not otherwise intended to be used.

8.3 – SECURITY

The school site has been assessed and Security issues are regularly reviewed. If staff have any questions on Security, they should initially speak to their line manager or Head of Area/Department/ Faculty who will refer the matter on to the H&S officer if unable to resolve it.

8.4 - WATER ASSESSMENT

Water analysis of Drinking & Swimming pool water to be carried out periodically. Swimming and PE policy is also in place.

8. PLAYGROUND:

- The playground is zoned for different activities – Basketball, football, quiet area and adventure trail. Pupils have to stay in zoned areas. Staff actively encourages pupils to play safely and discourage fighting or other rough games.
- Members of staff supervise the playground both morning and afternoon.
- Staff are on duty during recess.

9 – TRANSPORTATION ON CAMPUS

- The speed limit within school ground is 5-8 kmph.
- All vehicles will be driven in a safe manner taking into account the nature of the pedestrian population.
- All vehicles are restricted to the bus bay area, if there is need for further movement within the campus it is strictly monitored by security personnel.

10. Nutritional Standards:

- The teachers monitor the eating habits of students during break times. (all grades)
- Teachers and wellness committee discusses and creates awareness about balanced healthy lifestyle.

11. Movement around the school:

- Pupil should stand in a single line when waiting.
- NO pupil should remain unsupervised in classrooms and outside on the ground. Etc.

12. Supervision of Pupils:

- Staff and other supervising adults should remain good order and discipline, safeguarding their health & safety all the times.
- Staff should be in class when pupils come into class in the morning.
- Staff should be punctual in collecting pupils from the playground.
- The same duty applies when staff supervises pupils after school.
- If a member of the staff knows that he /she is unable to undertake a duty on a certain day, then she/ he should organize another staff member to cover up for him/her.
- If a parent fails to collect a pupil, after school staff should make effort to contact the parent.

Review of policy. A review of the policy will be undertaken annually by the Principal, Health & Safety coordinator, Section heads and Teachers in charge. Any amendments or updates will be disseminated to all the staff. Date of Next review: New Academic Year - / April 2027

Regards,


Principal
The Indian Academy,
Dubai
Prarthana Kale
Principal

