

## Introduction

The purpose of this policy document is to define the principles, aims and organisation of health and safety within The Ladies' College (the "College") and to provide a framework which:

- Promotes consistency in College planning and practice.
- Facilitates development and change.
- Informs new colleagues, students (which shall include pupils in Melrose), parents, Governors and the wider community.

## Part 1: General Statement of Health and Safety Policy

The Board of Governors of The Ladies' College recognise our collective responsibility to ensure that, in so far as is reasonably practicable, we provide a safe, secure environment for all of our colleagues, students, contractors and visitors (including parents) and others who could be affected by our activities so that teaching and learning may effectively take place.

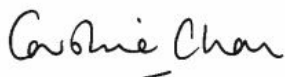
The purpose of this document is to define the principles, aims and organisation of health and safety within The Ladies' College. This policy has been compiled in accordance The Health and Safety at Work (General) (Guernsey) Ordinance, 1987 (as amended from time to time) which defines the responsibilities of employers and employees. Where the policy refers to UK legislation or regulations, the College will follow those (as appropriate) and any Guernsey equivalent.

The Estates & Wellbeing Committee of the Board of Governors holds the delegated responsibility for overseeing health and safety as part of their general responsibilities for the upkeep and maintenance of the fabric of the estates and buildings. This Committee ensures that the College's health and safety framework complies with statutory requirements, Codes of Practice and such advisory material as is or may become available to the College.

Day-to-day responsibility for the operation of health and safety at the school is vested with the Principal but all colleagues are responsible for taking reasonable care of their own safety, that of students, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the Principal, the Bursar and other members of the Senior Leadership Team ("SLT") in order to enable the Governors to comply with health and safety duties. Finally, all colleagues are responsible for reporting any significant risks or issues to the Bursar.

It is important that matters concerning health and safety are kept under constant review and, in addition to any action taken on a day-to-day basis, the Board's policy statement and methods of implementing its policy will be reviewed annually and notified to all colleagues.

Signed:



Caroline Chan

**Chair of Governors, for and on behalf of the Board**

Date: 7 October 2025

## **Part 2: Organisation**

### **1. Board of Governors**

The ultimate responsibility for health and safety in the College lies with the Board of Governors. It has a responsibility to ensure that health and safety issues are considered and addressed and that the Policy is implemented throughout the College. They will also make adequate resources available so far as is reasonably practicable, to enable legal obligations in respect of health and safety to be met. Where appropriate, advice from a competent person will be sought to advise the College and tasks will be delegated to suitable employees in order to assist the Board in carrying out its duties.

### **2. Principal**

The Board of Governors delegates to the Principal the task of establishing an adequate Health and Safety Policy and for setting a framework for its implementation, monitoring and reform, as necessary. The Principal has responsibility for all school safety organisation and is accountable to the Board.

### **3. Bursar**

The Board of Governors delegates to the Bursar the achievement of the College's Health and Safety Policy overall. The Bursar is accountable to the Principal and will have the following responsibilities:

- a) To be the focal point for day-to-day references on safety and give advice or indicate sources of advice.
- b) To co-ordinate the implementation of the approved safety procedures in the school.
- c) To maintain contact with outside agencies able to offer expert advice.
- d) To stop any practices or the use of any plant, tools, equipment, machinery etc. considered to be unsafe until satisfied as to their safety.
- e) To make or arrange investigation of premises, places of work and working practices on a regular basis and to ensure that appropriate procedures are in place so that accidents and hazardous situations can be reported.
- f) To review from time to time:
  - (i) the provision of First Aid in the school (see Section 11 on First Aid in Part 3: Practical Arrangements) and
  - (ii) the emergency regulations (see Section 10 on Fire & Other Emergencies in Part 3: Practical Arrangements)to make recommendations for improving the procedures laid down.
- g) To review regularly the dissemination of safety information concerning the school.
- h) To recommend necessary changes and improvements in welfare facilities.
- i) To ensure that all visitors, including maintenance contractors, are informed of any hazards on site of which they may be unaware.

- j) To ensure that consideration is given to the possibilities of maintenance work affecting students and colleagues.
- k) To inform the Board of Governors periodically of the safety procedures of the school.

In respect of arrangements for Melrose and the Pre-School Department, the Bursar delegates the day-to-day responsibility of health and safety at Melrose to the Head Teacher of Melrose.

#### **4. Senior School Heads of Department (Teaching) and Senior School non-teaching colleagues holding special responsibilities with respect to Health and Safety**

The Heads of Department will ensure, so far as is reasonably practicable, the health and safety of those affected by activities under their control. Specific risk assessment requirements are:

- Science (including harmful substances and flammable materials) - Head of Science
- Sports activities - Head of PE
- Drama - Head of Drama
- Art (including harmful substances and flammable materials and including photography) - Head of Art
- Music - Head of Music
- Design & Technology (including Food Technology) - Head of Design & Technology
- Trips and visits - Educational Visits Co-ordinator.

These colleagues have the following additional responsibilities:

- a) To bear the responsibility of formulating (in writing) and applying a safety policy (statement of arrangements) for their own department or area of work. They are also responsible directly to the Principal for the application of existing safety measures and procedures within that department/area of work. Advice or instruction given by the Principal must also be observed.
- b) To establish and maintain safe working procedures including arrangements for ensuring, as far as is reasonably practicable, safety and absence of risk to health in connection with use, handling, storage and transport of articles and substances, e.g. chemicals, boiling water and guillotines.
- c) To resolve any health and safety problem which other departmental colleagues may refer to them and to refer to the Bursar or to the Health & Safety Committee any problems for which they cannot achieve a satisfactory solution using the resources available to them. (See Hazard Report Form – Appendix C.)
- d) To carry out a regular (at least once a year) safety inspection of the activities for which they are responsible. Inspections should be accurately recorded and, if required, a report submitted to the Bursar or the Health & Safety Committee.
- e) To operate their own inspections as and when required e.g. annual inspection of electrical appliances. Heads of Departments are required to keep a record of all equipment and dates of inspections.

- f) To ensure, as far as is reasonably practicable, the provision of sufficient information, instruction, training and supervision to enable other employees and students to avoid hazards and contribute positively to their own safety and health at work.
- g) To, where appropriate, seek the advice and guidance of the relevant Adviser or Officer of the States of Guernsey.
- h) To propose to the Bursar or to the Health & Safety Committee (see paragraph 7 in this Part) requirements for safety equipment and additions or improvements to plant, tools, equipment or machinery, which are dangerous or potentially so.

## **5. Premises Manager**

The Premises Manager will, together with the Principal and the Bursar, assume a general responsibility for consultation with colleagues and students on aspects of health and safety, and will be responsible for:

- Building security
- Prevention of unsupervised access by students to potentially dangerous areas (in co-operation with others as appropriate)
- Contractors in respect of buildings and maintenance whilst on site
- Site traffic movements
- Maintenance of College vehicles
- Testing arrangements, maintenance and records, including fire, electrical, gas, equipment, water quality and asbestos
- Undertaking inspections for general areas and small departments of the school
- Good standards of housekeeping, including drains, gutters etc
- Control of hazardous substances for grounds maintenance activities.

## **6. External Health and Safety Advisors**

The Bursar, in discussion with the Premises Manager or the appropriate Heads of Departments, will arrange (as appropriate) for external consultants to advise on matters of health and safety within the College. Such provision may include:

- Structural surveyors retained to give advice on the external fabric of the school.
- Engineers to monitor and service the school's plant and equipment, including boilers, lifts and hoists.
- Gym and fitness equipment and machinery used in both design and technology and in the maintenance department are serviced annually.
- The school's adherence to health and safety in catering is subject to external inspection by the Environmental Health Department. In addition, external advisers may be requested to undertake a review periodically.
- The school has a suitable and sufficient fire risk assessment which is reviewed annually for items in the action plan and updated every three years, or when significant

changes are made to the interior of buildings, or new buildings are bought or added. In addition to the weekly fire alarm tests, the alarm system, together with all smoke detectors, emergency lighting, extinguishers and panic buttons are tested annually by a qualified contractor.

- The school has a suitable and sufficient risk assessment for legionella including a water sampling and testing regime in place.
- The Premises Manager maintains an asbestos register and is responsible for ensuring that it is kept up-to-date and for any sampling or removal before major works take place. They are also responsible for the maintenance of an asbestos management plan. They are also responsible for making sure that contractors are fully briefed on areas of asbestos before starting work.
- The school's radiation protection supervisor ("RPS"), the Head of Physics, is responsible for liaison with the radiation protection officer of the States of Guernsey and the Radiation Protection Adviser of CLEAPPS (see paragraph 21 of Part 3 for more information) for ensuring compliance with the Ionising Radiation Regulations 1999 and/or applicable local rules made to comply with these regulations. The RPS is also responsible for ensuring compliance with the Radioactive Substances Act 1993 and exemption certificates granted under them and/or their local equivalent.

## **7. Health & Safety Committee**

The Committee will meet once a term and will be chaired by the Bursar. The minutes of the meetings will be accessible to all colleagues and will be provided to the Principal and to the Estates & Wellbeing Committee of the Board of Governors. The Principal and the Chair of the Estates & Wellbeing Committee may be invited to attend. The other members of the Committee will be:

- Head of D&T
- Head of Science
- Head of Art
- Head of PE
- Head of Music
- the Educational Visits Co-ordinator
- the Premises Manager
- the Head Teacher of Melrose
- the Head of Drama
- Head of Curriculum IT & Online Safety co-ordinator
- The Primary First Aider

Other colleagues will be invited to attend meetings where appropriate. Additional meetings will be held where circumstances warrant them, subject to agreement between the Principal or the Bursar and colleagues or representatives.

The role of the Committee is to:

- discuss matters concerning health and safety, including any changes to regulations
- monitor the effectiveness of health and safety within the school
- review accidents and near misses, and discuss preventative measures
- review fire drills and to discuss any matters arising
- review any reported hazards and any action taken to rectify and prevent a recurrence
- review and discuss departmental health and safety policies annually
- receive annual reports from the Premises Manager in respect of in-house and contracted maintenance
- discuss training requirements
- monitor the implementation of professional advice
- review the College's Health and Safety Policy annually and make any necessary amendments
- assist in the development of safety rules and safe systems of work
- monitor communication and publicity relating to health and safety in the work place
- encourage suggestions and reporting of defects by all colleagues
- report annually to the Estates & Wellbeing committee on the above matters.

## **8. Colleagues**

The co-operation of all colleagues is essential to the success of this Policy and the College requests that colleagues should notify their Head of Department / the Bursar of any hazards to health and safety which they notice and of any suggestion they wish to make regarding health and safety. Colleagues are required to:

- follow this Policy
- take reasonable care for the health and safety of themselves and others who may be affected
- follow requirements imposed on the College or any other person under health and safety law and co-operate fully so as to enable the duties upon them to be performed
- carry out all reasonable instructions given by managers / senior colleagues
- to know the special safety measures and arrangements to be adopted in their own working areas and to ensure that they are applied
- observe standards of dress consistent with safety and/or hygiene
- wear their College identity badge whilst on College premises
- exercise good standards of practice

- know and apply the emergency procedures in respect of fire and first aid
- use and not wilfully misuse, neglect or interfere with things provided for their own safety and/or the safety of others
- co-operate with the appropriate safety authority of the States of Guernsey and the enforcement officer of that authority
- take care to ensure that unnecessary risks to persons and property are avoided
- comply with any reasonable request made by any of the persons named above in relation to the fulfilment of their duties.

## **9. Class Teachers**

The safety of students/pupils in classrooms, laboratories, studios, kitchens, workshops and the photography dark room is the responsibility of class teachers. Teachers have, by tradition, carried the responsibility for the safety of students/pupils when they are in their charge. If, for any reason, a colleague cannot accept this responsibility the matter should be discussed with the Head of Department in the first instance, before the lesson takes place.

### Class Teachers are expected to:

- exercise effective supervision of the students/pupils and to know the emergency procedures in respect of fire, bomb scare and first aid and to carry them out. At the beginning of each academic year they should go through these rules with their classes.
- know the special safety measures to be adopted in their own teaching areas and to ensure that they are applied, including any requirement that students should not enter specific areas without adult supervision (such as the laboratories and DT areas) or without appropriate training (the photography darkroom).
- give clear instructions and warning as often as necessary.
- follow safe working procedures personally.
- require protective clothing, guards, special safe working procedures, etc. where necessary.
- make recommendations to their Head of Department e.g. on safety equipment, additions or improvements to tools, equipment or machinery, which are dangerous or potentially dangerous.
- be aware of any student's/pupil's health problems which may affect their health and safety whilst under their supervision.

## **10. Pupils and Students**

Pupils and students throughout the College are expected to:

- exercise personal responsibility for the safety of themselves and of other students in the school premises and school grounds.
- observe standards of dress consistent with safety and/or hygiene.
- observe the school rules relating to behaviour, uniform and hair at all times.

## **11. Other Users of the premises**

Other users of the premises will be required to observe the health, safety and welfare rules of the school. In particular, visitors, parents and other volunteers helping out in school will be made aware of the appropriate health, safety and welfare policy and arrangements applicable to them by the colleague to whom they are assigned, who will also guide them should there be an emergency on site. For those hiring the College's facilities, a terms and conditions document covering health and safety issues must be signed.

The College's Site Security Policy (found on the colleague Sharepoint site), details the requirements for recording all visitors (including parents and contractors) on site.

All staff are responsible for challenging anyone on site not wearing a visitor badge or wearing a badge with a red lanyard who are unaccompanied. Staff should politely clarify the purpose of their visit and ensure they are escorted to the Senior School or Melrose Reception to follow the correct sign-in procedure. Any refusal to comply, suspicious behaviour, or safety concerns must be reported immediately to the premises team and SLT. If there is any concern for the safety of pupils, staff, or the wider school community, the police should be contacted without delay.

## **12. Contractors on School Premises**

Building work on occupied premises may create risk for those engaged in the work, for colleagues and students, and for those entering the premises. The Governors of the school have responsibility for the safety of the fabric of the building and for ensuring the safe procedures of outside contractors. The requirements of the Health & Safety Executive document "Guernsey Construction (Design and management) 2020" code of practice should be followed as appropriate. Day-to-day liaison with contractors on health and safety matters is delegated to the Bursar and the Premises Manager who will also guide contractors should there be an emergency on site.

## **13. Parents and Visitors to Melrose and the Pre-School Department**

All parents and visitors to the school should report to the Melrose office to collect their security badge and sign in and out. If visitors are invited to the school everyone should be informed by a notice on the notice board in the staffroom.

## **14. Responsibility for Melrose pupils**

The Melrose and Pre-School Department staff, acting in *loco parentis*, accept responsibility for the pupils during school hours, from 08:15 for Pre-School Department pupils and 08:10 for the remainder of Melrose. Pupils attending Early Morning Clubs will be supervised from the time the club commences. Pupils having 1:1 learning support or music lessons before school will be supervised by the teacher concerned.

Unless a pupil is attending a Melrose after school club it is our expectation that pupils will be returned to the care of their parent or guardian within fifteen minutes of the end of the school day. Finish times are: Pre-School & Lower Prep – 15:00, Middle & Upper Prep – 15:10 and Junior Pupils – 15:45. After that time pupils will wait in Melrose Reception, supervised by the Receptionist and Office Administrator until they are collected. Pupils having music lessons after school will again be supervised by the teacher concerned.



Pupils generally stay at school at lunch times but may go home / out if a request has been received by parents. Pupils going out are not the responsibility of the staff and should be signed out on leaving. On returning to school pupils should be signed in and handed over to the care of the lunchtime supervisor on duty.

### **Auxiliary Services**

We co-operate fully with the States of Guernsey as far as school medicals and dental inspections etc. are concerned.

## **Part 3: Practical Arrangements**

**Risk assessments** form the cornerstone of health and safety planning. Risk assessments should be undertaken for activities both inside the College and whilst out of College and should be kept up to date. They should be prepared in accordance with the following as appropriate:

- This Policy
- The Offsites Visit Policy
- Departmental health and safety policies
- Other policies as detailed in this policy.

### **1. ACCESSIBILITY**

Arrangements for students with special educational needs/additional learning needs and / or disabilities are covered in the SENDA 3 Year Accessibility Plan which can be found on the colleague SharePoint site and on the College website.

### **2. ACCIDENT REPORTING**

- a) All accidents must be recorded on a Student/Student Injury Form (Appendix A) or Staff Accident Report Form (Appendix B) available from the Senior School Office or Melrose Staff Room. For Senior School, this must be given in to the Vice Principal for review/sign off. For Melrose this must be given in to the Melrose Head Teacher or Deputy Head Teacher for review/sign off. These forms will be securely stored by the Vice Principal or the Head Teacher for 3 years.
- b) Accidents in the Pre-School Department must be recorded in the Pre-School Accident Book as required by HSC and stored securely for 3 years.
- c) Serious accidents may require investigation. This accident investigation will be carried out internally by the Principal or a member of the Senior Leadership Team. This will normally be undertaken by the Bursar and may include the taking of witness statements, photographs and the production of a written report. All such reports will be reviewed by the Senior Leadership Team and the Health and Safety Committee as appropriate.
- d) The procedures listed above apply to accidents concerning students. If, however, any colleague or visitor is involved in an accident the Bursar must be informed immediately and the relevant Accident Form completed for sign off by the Vice Principal and the Bursar.

- e) A Report of an Injury, Disease or Dangerous Occurrence must be completed for the States of Guernsey for any major injuries (online form at <https://gov.gg/riddor>).

Accidents should be reviewed for any learning opportunities which should be reported to the Health & Safety Committee.

### **3. ADMINISTERING MEDICATION**

Details of the arrangements for the administration of medication are included within the First Aid Policy which is held on the colleague SharePoint site and is published on the College website. All colleagues are expected to make themselves familiar with the policy and apply the policy appropriately.

### **4. ASBESTOS**

The Premises Manager maintains an asbestos management plan which is regularly reviewed, updated as necessary and is brought to the attention of appropriate staff and contractors.

### **5. CONTROL OF SUBSTANCES 'HAZARDOUS TO HEALTH' (COSHH)**

The Control of Substances Hazardous to Health (COSH) Regulations 1988 and their local equivalent cover substances in the following categories:

- a) substances labelled by suppliers as very toxic, toxic, harmful, corrosive or irritant
- b) substances for which a maximum exposure is specified
- c) a micro-organism used at work that constitutes a hazard to health
- d) dust of any kind if it is present in substantial concentration in air
- e) any substance not included above which creates a comparable hazard to health.

### **Procedures**

- (i) Departmental health and safety policies should take account of hazardous substances used within their departments.
- (ii) The Premises Manager is required to ensure, so far as is reasonably practicable:
  - 1. that cleaning staff are informed of the hazards and necessary precautions to be taken;
  - 2. that cleaning staff take the recommended precautions;
  - 3. that the specified personal equipment is kept available, is maintained in good use and is used.
- (iv) Cleaners are legally required to make full and proper use of the personal protective equipment provided to protect their health and to report immediately any defect in that equipment to the Premises Manager.

### **6. EDUCATIONAL & OTHER OFFSITE VISITS**

All offsite visits should take account of health and safety requirements. Details are contained in the Offsite Visits Policy which is held on the colleague SharePoint site. All colleagues are expected to make themselves familiar with the policy and apply it when planning and undertaking any offsite visits.

## **7. ELECTRICAL SAFETY**

The four major principles of the Electricity at Work Regulations 1989 and their local equivalent are to:

- a) ensure that electrical systems or services are designed to prevent danger
- b) ensure that electrical systems or services are maintained so as to prevent danger
- c) ensure that electrical equipment (i.e. the portable electric equipment which is connected to the electrical systems) is suitable for use and properly and competently maintained
- d) ensure that every work activity which involves electricity is organised and carried out so as to avoid danger.

### **Procedures**

- (i) The fixed electrical circuits within the school should be inspected and tested at least every 5 years by a competent person. The Premises Manager is responsible for making the arrangements for this section.
- (ii) Where wiring is more vulnerable to damage and abuse, e.g. surface wiring in a temporary classroom, it should be inspected every 3 years.
- (iii) Any additions or changes to the school's wiring must be inspected and tested by a competent person before power is applied.
- (iv) The electrical circuits associated with stages/theatre halls should be inspected every two years.
- (v) Schools should keep a register of all electrical equipment and it should not be possible for apparatus previously discarded as defective to slip back into use. This is the responsibility of all Heads of Departments.
- (vi) Equipment, which was not manufactured to current standards, may require modification.
- (vii) Home-made or modified equipment should be inspected and tested by a competent person before use.
- (viii) All electrical equipment should be PAT (Portable Appliance Testing) tested and visually tested annually.
- (ix) Any hand-held equipment that has an exposed metal case should be inspected and tested by a competent person each year.
- (x) Where equipment is used outside the building via a flexible cable a residual current device (RCD) should be used in the supply circuit.

## **8. ONLINE SAFETY**

The College's ICT policies (Acceptable Use, Staff e-mail, Data Protection, Online Safety and Social Media Code of Conduct) contain details of the College's arrangements with respect to online safety.

These policies are held on the colleague SharePoint site. All colleagues are expected to make themselves familiar with them and apply the policies appropriate to their departments.

## **9. ENVIRONMENT**

Any defects in heating, lighting and ventilation should be reported to the Premises Manager or the Bursar who will take action to rectify the fault.

**Lighting** – The Chartered Institution of Building Services, in its Code for Interior Lighting 1984, recommends levels of 300 lux in halls, classrooms, libraries, gymnasium and workshops and 500 lux in art rooms, and laboratories.

**Temperatures** – Although no minimum temperatures are now specified, the UK's Education (School Premises) Regulations 1981 suggest the following:

- a) Temperature of 18°C in areas where there will be an average level of activity and an average level of clothing (e.g. classrooms).
- b) Temperature of 20°C in areas where persons are lightly clad and inactive (e.g. medical room, changing rooms).
- c) Temperature of 14°C in areas where occupants are lightly clad but where activity is vigorous (e.g. gymnasium).
- d) Temperature of circulation spaces, corridors etc should be within 3°C of the area they serve.

There is no maximum temperature specified by law. If the temperature rises, colleagues are asked to plan activities appropriately and to look to move the lesson to an alternative location.

## **10. FIRE & OTHER EMERGENCIES**

The Premises Manager will carry out and record risk assessments of the fire and emergency procedures on a regular basis or following any significant alterations to the workplace.

The Premises Manager will ensure that the requirements of Guernsey fire safety laws are observed, for example, by ensuring the maintenance of exits and fire routes. The Premises Manager will also ensure that the fire detection and fire warning system, emergency lighting and firefighting equipment are maintained by appropriate personnel and subject to regular internal checks.

The College has issued a specific Fire Safety Policy (including procedures in the case of a fire) which is held on the colleague SharePoint site. All colleagues are expected to make themselves familiar with the Fire Safety Policy (and procedures) and to apply the policy appropriately in their departments. Form tutors are required to bring the procedures to the attention of all students at the start of each year.

The College also has a Bomb Scares /Terrorism Policy held on the colleague SharePoint site. All colleagues are expected to make themselves familiar with the policy and to apply the policy appropriately.

## **11. FIRST AID**

The College has issued a specific policy in respect of First Aid which can be found on the colleague SharePoint site and the College website.

All colleagues are expected to make themselves familiar with the policy and apply the policy appropriately.

## **12. FLU AND PANDEMICS**

The College has a “Critical Incident Procedure” which provides guidance to the Critical Incident Management Team on how to manage these disruptions.

## **13. HAZARDS**

Everyone is responsible for identification of hazards.

Anyone who becomes aware of a hazard should report it (using Hazard Report Form – Appendix C) to the Premises Manager or the Bursar who may take interim measures pending rectification. The Premises Manager is responsible for arranging for remedial works.

## **14. HYGIENE AND HEALTH**

Where large numbers of people work in close proximity there is an ever-present risk of outbreaks of certain infectious diseases.

The College follows the States of Guernsey Public Health Services “Health Protection for Education Settings” (Appendix D).

### **Procedures**

- (i) A high standard of personal hygiene must be encouraged.
- (ii) Colleagues should ensure that any cuts or broken skin are covered with waterproof or other suitable dressing while they are at work and (if they are aware) that similar action is taken with students while in school.
- (iii) Particular care must be taken when dealing with bleeding or other cases of spillage of body fluid.
  - 1. Plastic gloves should be worn.
  - 2. The appropriate recommended cleaning agent for the infection should be used according to the instructions published at the time.
  - 3. Keep people from the area until the spillage is dealt with.
  - 4. Contaminated paper towels should be flushed down the toilet or treated as infected waste.
  - 5. Infected waste should be incinerated or placed in a yellow plastic sack for disposal.
  - 6. On completion of work involving the cleaning up of body fluids hands should be thoroughly washed.
- (iv) Smoking. There must be no smoking or vaping on the school premises.
- (v) Students and colleagues should be made aware of over exposure to the sun. Further guidance is given in the College’s Sun Safe Policy held on the colleague SharePoint site.

## **15. LEGIONELLA**

The Premises Manager maintains a legionella risk assessment which is regularly reviewed, updated as necessary. Legionella testing is carried out regularly.

## **16. LONE WORKING**

Any colleague who works on the site outside the normal school day, must ensure that someone is aware where they are by signing in and out at reception and / or telling a colleague, family member or friend when they come on site and leave the site.

## **17. SITE SECURITY**

The College has issued a specific policy in respect of Site Security which can be found on the colleague SharePoint site.

All colleagues are expected to make themselves familiar with the policy and apply the policy appropriately.

## **18. SLIPS, TRIPS & FALLS**

Slips, trips and falls are the most common cause of injury at work. The College works to ensure that slips, trips and falls are minimised by such measures as appropriate, for example matting by doors, removing spillages promptly and ensuring that wires are not left trailing. Regular observation of the site can also identify other potential issues. Colleagues are encouraged to mitigate the possibility of slips, trips and falls in all tasks and to report any possible hazards promptly.

## **19. VEHICLES ON SITE**

The College has issued a specific policy in respect of vehicles on site which can be found on the colleague SharePoint site.

All colleagues are expected to make themselves familiar with the policy and apply the policy appropriately.

## **20. WORKING AT HEIGHTS**

All work at height should be properly planned, organised and supervised.

## **21. SOURCES OF FURTHER INFORMATION**

Colleagues can obtain health and safety information from diverse sources:

- a) the school's Health and Safety Policy. All colleagues have access to a copy of this document.
- b) Professional organisations e.g. Association for Science Education, ATL etc.
- c) The Guernsey Health and Safety Executive <https://gov.gg/hse>
- d) CLEAPSS <http://www.cleapps.org.uk>

## **22. TRAINING**

All new colleagues will be provided with a Staff Handbook and The Ladies' College Health and Safety Policy and, where appropriate, a Departmental Handbook containing the departmental health and safety policy. Health and Safety issues are covered within the colleague induction process.

Specific training will be provided as appropriate, for example, to those who act as First Aiders, those who work within the specific teaching departments identified in this document, those

involved in the preparation and serving of food, and those involved in the maintenance of the premises and grounds.

## APPENDIX A STUDENT ACCIDENT FORM



### Appendix A

#### Student Injury Accident Form (copy must be sent to Education Dept for Scholars)

To be completed for all student injuries occurring on College premises or during a College activity.

**If the injury involves a trip to A&E, then a copy must go to the Bursar immediately.**

#### STUDENT INFORMATION

|         |               |
|---------|---------------|
| Name    | Date of Birth |
| Address | Contact No    |

#### ACCIDENT INFORMATION

|                                                                                                                               |          |
|-------------------------------------------------------------------------------------------------------------------------------|----------|
| Date & Time                                                                                                                   | Location |
| Describe what the student was doing when the injury occurred (e.g. playing football) and state what went wrong (e.g. slipped) |          |
| What part of the body has been injured and what injury occurred?                                                              |          |

#### ACTION TAKEN

|                             |          |          |  |
|-----------------------------|----------|----------|--|
| First Aid given at College? | YES / NO | By whom? |  |
| Parents notified?           | YES / NO | By whom? |  |
| Child taken to Doctor?      | YES / NO | By whom? |  |
| Child taken to Hospital?    | YES / NO | By whom? |  |



**ACTION TAKEN TO PREVENT ANY FUTURE OCCURRENCE (continue as necessary)**

|  |
|--|
|  |
|--|

|                                  |       |
|----------------------------------|-------|
| Member of staff completing form: | Date: |
| Student's signature:             | Date: |
| Principal's signature:           | Date: |

## APPENDIX B

### EMPLOYEE ACCIDENT REPORT FORM

This form must be completed for all injuries to colleagues which are likely to require medical treatment or to cause absence from work.



The  
**Ladies' College**  
Guernsey

|                         |            |
|-------------------------|------------|
| <b>Personal details</b> | Full Name: |
|                         | Job Title: |

|                                          |                                        |                     |
|------------------------------------------|----------------------------------------|---------------------|
| <b>Accident Details</b>                  | Description of work being carried out: |                     |
| <b>Accident reported to line manager</b> | Injuries:                              |                     |
|                                          | Date of accident:                      |                     |
|                                          | Time:                                  | Place of accident:  |
|                                          | Description of accident:               |                     |
|                                          | Names of witnesses:                    |                     |
|                                          | Doctor's name:                         | Date of visit:      |
|                                          | Yes / No (please circle)               | Date/Time reported: |

|                          |                                                             |
|--------------------------|-------------------------------------------------------------|
| <b>Absence from work</b> | <b>Tick or delete where appropriate -</b>                   |
|                          | Did you continue working after the accident? Yes [ ] No [ ] |
|                          | If you stopped work when did you restart:                   |
|                          | Were you absent from work? Yes [ ] No [ ]                   |
|                          | <b>If absent, please complete -</b>                         |
|                          | My first day off work was:                                  |
|                          | I expect to be off work for:                                |
|                          | or I returned to work on:                                   |

|                                  |                                  |
|----------------------------------|----------------------------------|
| <b>Colleague signature:</b>      | <b>Date:</b>                     |
| <b>Bursar comments:</b>          | <b>Date:</b>                     |
| <b>Reported to HSE</b>           | <b>Yes / N/A (please circle)</b> |
| <b>Bursar signature:</b>         | <b>Date:</b>                     |
| <b>Vice Principal signature:</b> | <b>Date:</b>                     |

## APPENDIX C

### HAZARD REPORT FORM

Hazard reported to: .....

Reported by: .....

Date reported: ..... Time reported: .....

#### Description of hazard

.....  
.....  
.....

#### Immediate action taken (if any)

.....  
.....  
.....

Report received by: .....

Date: ..... Time: .....

#### Action Taken

.....  
.....  
.....

#### FOR BURSAR

Received by: .....

Date: .....

Action taken: .....

.....  
.....

Cost: .....

## APPENDIX D

### Health Protection for Education Settings

Bailiwick of Guernsey  
Public Health Services, October 20243

| READER INFORMATION            |                                                                                                                                                                      |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title                         | Health Protection for Education Settings in the Bailiwick of Guernsey                                                                                                |
| Document Purpose and key uses | To provide health protection guidance to education settings in the Bailiwick of Guernsey, aiming to prevent and control infections and promote healthy environments. |
| Publication date              | 17/10/2023                                                                                                                                                           |
| Target audience               | Children and young people settings                                                                                                                                   |
| Data sources                  | UKHSA Health Protection in children and young people settings, including education; Devon County Council Health protection for educational settings;                 |
| Version Number                | 1.0 – 17.10.2023                                                                                                                                                     |
|                               | 2.0 – 07.11.2024                                                                                                                                                     |

## Health Protection in children and young people settings

This document provides schools and childcare settings with information and resources on health protection. It aims to help them prepare for, assess, and make decisions about infection prevention and control measures. It also offers guidance on common infections, exclusion periods, and when to contact public health services.

Please note that the links on this document are sourced from the UK Health Security Agency (UKHSA). This ensures access to up-to-date information, reviewed and approved by UK official agencies. The contact details to UK Health Protection Teams and other support agencies should be disregarded and interpreted under local context – if in doubt please contact Public Health Services on 01481 224137 or email [publichealth@gov.gg](mailto:publichealth@gov.gg)

Pupils and staff in schools are particularly susceptible to infections which increase over the winter months, such as seasonal influenza (flu), COVID, RSV (Respiratory Syncytial Virus) and stomach infections (norovirus, for example). These can be very infectious and cause outbreaks in school settings due to the close contact amongst pupils and staff. The spread of these illnesses can be limited by ensuring there are good infection control practices within the school.

The latest information on infectious diseases and management of outbreaks in educational settings can be found on [Health protection in children and young people settings, including education](#). On this link you can also access further information on:

- [What infections are, how they are transmitted and those at higher risk of infection](#)
- [Preventing and controlling infections](#)
- [Supporting immunisation programmes](#)
- [Managing outbreaks and incidents](#)
- [Managing specific infectious diseases: A to Z](#)
- [Specific settings and populations: additional health protection considerations](#)
- [Children and young people settings: tools and resources](#)

Children, young people, and staff who are showing symptoms of an infectious disease or have been diagnosed by a health professional or diagnostic test, should be advised to stay away from their education or childcare setting for the minimum period recommended (if applicable). Please view the [exclusion table](#) for further details – here you can find a PDF version that can be printed, but please ensure you are using the most updated version by checking the website periodically.

## When to contact Public Health Services - Health Protection Team

Please contact us on 01481 224137 or email [publichealth@gov.gg](mailto:publichealth@gov.gg) if you experience any of the situation below or if would like to discuss any Health Protection issues.

- A higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection.
- Evidence of severe disease due to respiratory infection, for example, if a pupil, student, child or staff member is admitted to hospital.
- More than one infection circulating in the same group of students and staff for example chickenpox and scarlet fever.
- A cluster of cases where there are concerns about the health needs of vulnerable staff or students within the affected group, including special educational needs schools.

## Key messages

Please comply with the following recommendations to ensure the safety and well-being of children and staff:

- Children and staff are encouraged to stay in school or nursery with symptoms such as a runny nose, sore throat or slight cough (if otherwise well and do not have a temperature), but should stay home if they're displaying symptoms such as having a fever (stay home until the fever has passed and they are well enough to attend) or diarrhoea and vomiting (stay home for at least 48 hours after these symptoms clear up).
- Hand hygiene is one of the most important ways of controlling the spread of infections, especially those that cause diarrhoea and/or vomiting and respiratory infections.
- Coughs and sneezes spread diseases. Covering the nose and mouth with a tissue when sneezing and coughing can reduce the spread of infections. Throw the tissue away swiftly and clean your hands. 'Catch it, bin it, kill it'
- Keeping education and childcare settings clean, including toys and equipment, reduces the risk of transmission. Effective cleaning and disinfection are critical in any education or childcare setting, particularly when food preparation is taking place.
- Personal Protective Equipment (PPE) can protect staff from contamination with blood or bodily fluids (vomit, faces, etc) , which may contain germs that spread disease.
- Blood and bodily fluids can contain germs that cause infection. It is not always evident whether a child, young person or staff member has an infection, and so precautions should always be taken.
- Letting fresh air into indoor spaces can help dilute air that contains viral particles and reduce the spread of COVID-19 and other respiratory infections.
- Keep up to date with vaccinations to reduce the likelihood of infection and severe illness.
- Report outbreaks promptly to Public Health Services - Health Protection Team.

## Infection prevention and control in educational settings

Educational settings are common sites for the spread of infection as children are particularly susceptible. Not all microbes are bad, but there are a few that can cause infectious disease resulting in absenteeism and may also cause outbreaks within the setting. Outbreaks and cases of infectious disease represent a burden not only to the unwell child, but to the education setting, parents/caregivers, and the community through days lost in education, parents/caregivers taking time off work and the potential for spread of infection into the wider community. By following the everyday principles of infection prevention below, you will be helping to minimise the impact of sickness with your setting:

- Promptly exclude<sup>a</sup> the unwell child or member of staff as per current recommendations
- Check that effective hand hygiene is being carried out routinely
- Check that effective cleaning/environmental hygiene measures are in place, including safe management of blood and bodily fluids
- Ensure occupied spaces are well ventilated and let fresh air in. Use a CO2 to check that you have adequate ventilation
- Facilitate awareness of vaccinations as per [Childhood Vaccinations - States of Guernsey](#)

## How are infections spread in educational settings?

Microbes such as bacteria, viruses and fungi are everywhere and commonly do not cause infection and can even be beneficial. However, some do cause infection resulting in symptoms such as fever and sickness, especially in vulnerable people, such as young children, elderly, people with certain chronic diseases, immunosuppressed and pregnant women.

Infections are spread in many different ways, but the most common routes are through:

- Respiratory spread: Contact with cough or other secretions from an infected person. This can happen by being near the infected person when they cough and then you breathe in the organism; or by picking up the organism from an infected item, for example a used tissue or on an object, and then touching your nose or mouth. Airborne infections can spread without necessarily having close contact with another person via small respiratory particles. Flu and COVID are spread this way.
- Direct contact spread: By direct contact with the infecting organism, for example contact with skin during contact sports such as rugby and in gyms. Impetigo or staphylococcal infections are spread this way. Infections can also be spread via fomites (inanimate objects)

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<sup>a</sup> The term 'exclude' is used in this guidance to define the amount of time an individual should be advised to not attend a setting to reduce transmission while they are infectious. This is different from 'exclude' as used in an educational sense.

that can carry and spread disease and infectious agents) such as frequently touched surfaces (door handles, tables, shared equipment).

- Gastrointestinal spread: Resulting from contact with contaminated food or water (e.g. hepatitis A), contact with infected faeces or unwashed hands after using the toilet (e.g. norovirus).
- Blood borne virus spread: By contact with infected blood or body fluids, for example while attending to a bleeding person (hepatitis B). Human mouths are inhabited by a wide variety of organisms, some of which can be transmitted by bites. Human bites resulting in puncture or breaking of the skin are potential sources of exposure to blood borne infections therefore it is essential that they are managed promptly.

## Hand hygiene

Hand washing is one of the most important ways of controlling the spread of infections, especially those that cause diarrhoea and/or vomiting and respiratory infections.

Ensure that staff and children and young people have access to liquid soap, warm water and paper towels. Bar soap and fabric towels should not be used. If using electronic hand dryers instead of paper towels, then ensure that they are in good working order and clean. Drying hands is an essential part of hand hygiene. It is a good idea to keep a stock of paper towels in case the electric hand dryers breakdown.

All staff, children and young people should be advised to wash their hands as a minimum:

- After using the toilet
- Before eating or handling food
- After playtime
- After touching animals

All cuts and abrasions should be covered with a waterproof dressing.

Hand sanitisers can be used if appropriate hand washing facilities are not available, but should not replace washing hands particularly if hands are visibly soiled or where there are cases of gastroenteritis (diarrhoea and vomiting) in the setting. Please note that most hand sanitisers are not effective against norovirus. Check the manufacturer's instructions for further advice about the product.



Hand Hygiene Posters to download and print out:

[Hand Rub Poster WHO](#)

[Hand Wash Poster WHO](#)

[Wash your hands poster CDC](#)

### Respiratory hygiene

Coughs and sneezes spread diseases. Covering the nose and mouth during sneezing and coughing can reduce the spread of infections. Spitting should be discouraged.

Anyone with signs and symptoms of a respiratory infection, regardless of the cause, should follow respiratory hygiene and cough etiquette, specifically:

- Cover nose and mouth with a tissue when coughing and sneezing, and dispose of used tissues and perform hand hygiene
- Cough or sneeze into the inner elbow (upper sleeve) if no tissues are available, rather than into the hand
- Keep contaminated hands away from the eyes and nose
- Carry out hand hygiene after contact with respiratory secretions and contaminated objects and materials

Posters to prevent spread of infection:

[Catch it, Bin it, Kill it Poster](#)

[Coughs and sneezes spread diseases Poster](#)

### Safe management of the environment

Keeping the setting clean, including toys and equipment, reduces the risk of infection. It is especially important to clean surfaces that people touch a lot. Cleaning with detergent and water is adequate for day-to-day cleaning as it removes the majority of microbes that can cause infection. In the event of an outbreak of infection at your setting, the Health Protection Team may recommend enhanced or more frequent cleaning, to help reduce transmission.

It is important that cleaning schedules clearly describe the activities required, the frequency of cleaning and who will carry them out. Cleaning standards should be monitored regularly by the setting. All staff with cleaning responsibilities should be appropriately trained and have access to

WHOLE-HEALTH&SAFETY-0002

the appropriate personal protective equipment (PPE), such as gloves, aprons, and fluid resistant surgical masks. There should be a designated area if there is a need for laundry facilities.

Any spillages of blood, faeces, saliva, vomit, nasal and eye discharges should be cleaned immediately, wearing appropriate PPE.

Under the waste management duty of care, educational settings must ensure that all waste produce is dealt with appropriately.

Find out more about managing the environment safely, including management of laundry and linen, at [Preventing and controlling infections – GOV.UK](#)

## Ventilation

Ventilation is the process of introducing fresh air into indoor spaces while removing stale air. Letting fresh air into indoor spaces can help remove air that contains virus particles and prevent the spread of respiratory infections such as flu and COVID. Good ventilation has also been linked to health benefits such as better sleep and concentration, and fewer sick days off from work or school. Use a CO2 monitor to check that there is adequate ventilation.

Find out more at:

[Ventilation in the workplace](#)

[Air quality for healthy schools](#)

[Guidelines on ventilation, thermal comfort and indoor air quality in schools](#)

## Infection Prevention and Control self-assessment checklist

This checklist is designed to support settings with meeting the required standards to protect people from infectious diseases within that setting. All education settings are encouraged to complete at the beginning of term and repeat on a regular basis to help ensure that all measures remain in place. The checklist can also be used to inform the educational settings whole site risk assessment. It supports compliance and adherence with the infection prevention and control measures that are required to meet those standards.

Self-assessment checklist for infection prevention and control [IPC self-assessment checklist](#)

## Teaching resources

[Home \(e-bug.eu\)](https://www.e-bug.eu/) provides free resources for educators, community leaders, parents, and caregivers to educate children and young people and ensure they can play their role in preventing infection outbreaks and using antimicrobials appropriately.

[Join Us On A Germ's Journey | A Germ's Journey](#) explore a germ's journey and the importance of handwashing, through games, activities and informational tools.

## Vaccinations

Immunisation is a key intervention to help give children the best start in life. Babies up to 12 months old receive their vaccinations at their Primary Care practice, and children aged 3 years and 4 months old (or soon after this age) receive their pre-school boosters at Lukis House. The School Nursing Team contact primary and secondary schools directly to arrange clinics for eligible children. The team also send information around the vaccine programmes to parents and carers to support decision making. Vaccinations are planned and timed to be given to children when they are at greatest risk of infection and most likely to experience the severe consequences of the disease.

Young children and/or those with chronic illnesses and neurodevelopmental disorders are at increased risk of developing complications from certain vaccine-preventable infections such as COVID, measles and flu.

Further information about how you can support immunisation in schools with the school aged immunisation team, as well as the full immunisation schedule for children if required can be found on [Supporting immunisation programmes](#).

### Flu and Covid-19

The latest guidance around eligibility for first, second and booster doses of Covid-19 vaccine are available on:

[COVID-19 Vaccination Programme - States of Guernsey \(gov.gg\)](#)

[Childhood Vaccinations - States of Guernsey](#)

### HPV

The HPV vaccine helps protect against cancers caused by HPV, including cervical cancer, some mouth and throat cancers and some cancers of the anal and genital areas. It also helps protect against genital warts. In Guernsey and following national recommendations, girls and boys aged 12 to 13 years are routinely offered the HPV vaccination when they're in school Year 8. The School

Nursing team will contact schools to arrange dates for vaccinations and provide required information to be shared with parents and students.

School Year 9 vaccinations for tetanus, diphtheria, polio and meningococcal A, C, W and Y

The teenage booster, also known as the 3-in-1 or the Td/IPV vaccine, is given to boost protection against 3 separate diseases: tetanus, diphtheria and polio. The MenACWY vaccine is also given at the same time. Both vaccines are routinely given at secondary school during school year 9. Again, the School Nursing team will contact schools to arrange dates for vaccinations and provide required information to be shared with parents and students.

Further information about these and other vaccines can be found at:

[Vaccinations – NHS \(www.nhs.uk\)](http://www.nhs.uk)

[Childhood Vaccinations - States of Guernsey \(gov.gg\)](http://gov.gg)

[Immunisation against infectious disease - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### Other useful resources

#### Flu

[Flu vaccination: simple text information for adults and children](#)

[Flu vaccination for children: leaflets and posters](#)

[Flu vaccines for children and young people for 2024 to 2025](#)

[Flu vaccination in schools](#)

[How to wash your hands \(video\)](#)

#### COVID-19

[COVID-19 - NHS](#)

#### Diarrhoea and Vomiting (including Norovirus)

[Norovirus NHS](#)

[Diarrhoea and vomiting NHS](#)

[Stop norovirus spreading this winter leaflet](#)

[Diarrhoea and vomiting outbreak: action checklist](#)

## Self-assessment checklist for infection prevention and control (IPC) measures to support educational settings

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |           |                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------|----------------------------------|
| <b>Name of Setting and Address (including postcode):</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Date completed:</b>  |           |                                  |
| <b>Assessor's name and contact email:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Assessor's role:</b> |           |                                  |
| <b>Purpose:</b><br>This checklist is designed to support educational settings with meeting the required standards to protect all its people from infectious diseases within that setting. All education settings are encouraged to complete at the beginning of term and repeat on a regular basis to help ensure that all measures remain in place. The checklist can also be used to inform the educational settings whole site risk assessment. It supports compliance and adherence with the infection prevention and control measures that are required to meet those standards. It is aligned with, and builds upon, existing <a href="https://www.gov.uk/guidance/health-protection-in-children-and-young-people-settings-including-education">Health protection in children and young people settings, including education - GOV.UK (www.gov.uk)</a> structured around protective IPC measures and gives assurance that all steps are taken to protect people from infections. It should be used alongside the <a href="https://www.gov.uk/guidance/health-and-safety-responsibilities-and-duties-for-schools">Health and safety: responsibilities and duties for schools</a> guidance. All education settings are encouraged to implement the <a href="https://www.nice.org.uk/guidance/realising-the-potential-of-schools">NICE recommendations for education providers</a> . |                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |           |                                  |
| <b>Why is this important?</b><br>The main way of spreading infections is through close contact with an infected person. For instance, when someone with flu like symptoms breathes, speaks, coughs or sneezes, they release particles (droplets and aerosols) containing the germs. These particles can be breathed in by another person. Surfaces and belongings can also be contaminated with microorganisms when people who are infected cough or sneeze near them or if they touch them. If someone has an infection, there is a risk that they will spread it onto surfaces such as furniture, benches or door handles even if you do not touch them directly. The next person to touch that surface may then become infected.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |           |                                  |
| <b>Instructions:</b> A nominated person should undertake this assessment, completing their contact details above. If any issues have been identified, then these should be escalated to the person in charge for action to ensure that all the requirements are met. You can also contact the Health Protection Team at Public Health Services for any IPC advice or request a site support visit.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |           |                                  |
| <b>1</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Minimise contact with individuals who are unwell</b>                                                                                                                                                                                                                                                                                                                                                             | <b>Yes</b>              | <b>No</b> | <b>Comments/Actions required</b> |
| 1.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | All staff and children are advised to stay away from the setting environment when they feel unwell with symptoms of an infectious disease such as respiratory viruses and Diarrhoea & Vomiting (D&V) for the <a href="#">advised amount of time</a> . More information can be found <a href="#">Managing specific infectious diseases: A to Z - GOV.UK (www.gov.uk)</a> as well as <a href="#">NHS Conditions</a> . |                         |           |                                  |
| 1.2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | This <a href="#">poster</a> has been shared with all parents and carers                                                                                                                                                                                                                                                                                                                                             |                         |           |                                  |
| 1.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Staff know how and when to contact the Health Protection Team at Public Health Services for help and advice. If you suspect cases of infectious illness at your setting but are unsure if it is an outbreak, please call health protection team on 01481 220000 or email <a href="mailto:publichealth@gov.gg">publichealth@gov.gg</a> <a href="#">Managing outbreaks and incidents - GOV.UK (www.gov.uk)</a>        |                         |           |                                  |
| 1.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | A separate room/area is available (with appropriate supervision) for anyone that may become unwell during the day who is unable to leave the setting immediately.                                                                                                                                                                                                                                                   |                         |           | Detail room/area identified      |

|                                                                                                                                                                                                                |                                                                                                                                                                                                         |            |           |                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|----------------------------------|
| 1.5                                                                                                                                                                                                            | This area has hand washing facilities, surfaces that are clutter free and easy to clean, personal protective equipment (PPE) readily available, and a window which can be opened or is well ventilated. |            |           |                                  |
| <b>2</b>                                                                                                                                                                                                       | <b>Hand Hygiene</b>                                                                                                                                                                                     | <b>Yes</b> | <b>No</b> | <b>Comments/Actions required</b> |
| Hand hygiene is the act of cleaning hands for the purpose of removing soil, dirt, and microorganisms and is a primary measure for reducing the risk of transmitting infection.                                 |                                                                                                                                                                                                         |            |           |                                  |
| 2.1                                                                                                                                                                                                            | All staff and pupils have been educated in the correct way to clean their hands and when and why they need to clean their hands.                                                                        |            |           |                                  |
| 2.2                                                                                                                                                                                                            | Hand Washing posters are displayed by all sinks ( <a href="#">e-Bug poster</a> , <a href="#">WHO hand washing poster</a> )                                                                              |            |           |                                  |
| 2.3                                                                                                                                                                                                            | Hand sanitiser is available where there is no sink available at risk assessed sites where hand hygiene should be completed e.g. entrances and exits points                                              |            |           |                                  |
| 2.4                                                                                                                                                                                                            | Hand Sanitiser posters are displayed by all hand sanitiser dispensers ( <a href="#">WHO Hand rub poster</a> )                                                                                           |            |           |                                  |
| 2.5                                                                                                                                                                                                            | Liquid soap is available at all hand washing sinks. Ideally, warm water should be available as this encourages individuals to wash their hands for longer.                                              |            |           |                                  |
| 2.6                                                                                                                                                                                                            | Hands can be dried adequately. Paper towels are preferred. Hand dryers should be in good working order. Fabric towels should NOT be used.                                                               |            |           |                                  |
| 2.7                                                                                                                                                                                                            | Foot operated bins are available for disposal of waste/paper towels/ tissues.                                                                                                                           |            |           |                                  |
| 2.8                                                                                                                                                                                                            | Bins are in clean and good working order. Replace broken bins.                                                                                                                                          |            |           |                                  |
| <b>3</b>                                                                                                                                                                                                       | <b>Respiratory Hygiene</b>                                                                                                                                                                              | <b>Yes</b> | <b>No</b> | <b>Comments/Actions required</b> |
| 'Coughs and sneezes spread diseases.' Everyone should be encouraged to cover their mouth and nose with a disposable tissue and wash hands after using or disposing of tissues. Spitting should be discouraged. |                                                                                                                                                                                                         |            |           |                                  |
| 3.1                                                                                                                                                                                                            | All staff and pupils are educated in respiratory hygiene as outlined above.                                                                                                                             |            |           |                                  |
| 3.2                                                                                                                                                                                                            | Respiratory hygiene posters are on display in staff and pupil areas ( <a href="#">e-Bug poster</a> , <a href="#">Catch it, Bin it, Kill it poster</a> ).                                                |            |           |                                  |
| 3.3                                                                                                                                                                                                            | Disposable tissues are available to promote good respiratory hygiene.                                                                                                                                   |            |           |                                  |
| 3.4                                                                                                                                                                                                            | Waste bins are available to encourage swift disposal of used tissues – followed by hand hygiene.                                                                                                        |            |           |                                  |
| <b>4</b>                                                                                                                                                                                                       | <b>Cleaning</b>                                                                                                                                                                                         | <b>Yes</b> | <b>No</b> | <b>Comments/Actions required</b> |
| Regular cleaning plays a vital role in limiting the transmission of harmful infections.                                                                                                                        |                                                                                                                                                                                                         |            |           |                                  |

| <p><u>Cleaning of the environment</u>, including toys and equipment, is an important function for the control of infection in childcare settings. It is important that cleaning schedules clearly describe the activities needed, the frequency and who will carry them out. Cleaning standards should be monitored regularly by the setting. Cleaning staff should be appropriately trained and have access to personal protective equipment. Reducing clutter and removing difficult to clean items can make cleaning easier.</p> |                                                                                                                                                                                                                                                                                                                                                                    |  |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| 4.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | The environment has been decluttered and all non-essential items removed from all rooms, corridors and other shared spaces.                                                                                                                                                                                                                                        |  |  |  |
| 4.2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | During an outbreak, the use of shared resources has been reduced wherever possible.                                                                                                                                                                                                                                                                                |  |  |  |
| 4.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Frequently touched surfaces should be wiped down at least twice a day, and one of these should be at the beginning or the end of the working day using your usual cleaning materials.                                                                                                                                                                              |  |  |  |
| 4.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | There is enhanced cleaning of shared areas that are used by different groups that includes cleaning frequently touched surfaces more often than normal, such as:<br>door handles, handrails, tabletops, play equipment, toys, electronic devices (such as phones and computer keyboards) at times of outbreaks.                                                    |  |  |  |
| 4.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Cleaning schedules are kept and monitored to ensure standards are maintained. Cleaning schedules should include information about who cleans what, when and how.                                                                                                                                                                                                   |  |  |  |
| 4.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | A colour coding system is in place for cleaning equipment. Colour-coded equipment should be used in different areas with separate equipment for kitchen, toilet, classroom and office areas (for example, red for toilets and washrooms, blue for general areas, green for kitchens and yellow for cleaning areas where an infectious case has been).              |  |  |  |
| 4.7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | PPE is worn for cleaning in line with <a href="#">COSHH</a> for the task being completed and the products being used.<br>Gloves and disposable apron may be needed when using certain cleaning products (check manufacturer data sheets). Face mask and eye protection should be worn if risk is high (i.e. cleaning areas where there are visible bodily fluids.) |  |  |  |
| 4.8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Disposable cloths and mop heads etc are available for cleaning after a confirmed/suspected infectious case attending the premises. They are disposed of after use.                                                                                                                                                                                                 |  |  |  |

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |           |                                  |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|----------------------------------|
| 4.9      | <p>When a case of suspected or confirmed infection has been identified at the setting then one of the following cleaning and disinfection regimes is used:</p> <ul style="list-style-type: none"> <li>a combined detergent disinfectant solution at a dilution of 1,000 parts per million available chlorine (ppm av.cl.)</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>a household detergent followed by disinfection (1000 ppm av.cl.). Follow manufacturer's instructions for dilution, application and contact times for all detergents and disinfectants</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>if an alternative disinfectant is used within the organisation ensure that it is effective against the suspected/confirmed organism causing the infection</li> </ul> <p>Steam cleaning should be used when items that cannot be cleaned using detergents or laundered, for example, upholstered furniture and carpets.</p> |            |           | Document here the product used   |
| 4.10     | <p>Any spillages of blood, faeces, saliva, vomit, nasal and eye discharges should be cleaned immediately, wearing PPE. Use gloves and an apron if anticipate splashing and risk assess the need for eye protection. Following manufacturer's guidance, Spillages must be cleaned using a product which combines detergent and disinfectant that is effective against both bacteria and viruses.</p> <p>Use disposable paper towels or cloths to clean up blood and body fluid spills. These should be disposed of immediately and safely after use. A spillage kit can be useful for bodily fluids like blood, vomit and urine.</p>                                                                                                                                                                                                                                                                                                                                |            |           |                                  |
| <b>5</b> | <b>Laundry</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Yes</b> | <b>No</b> | <b>Comments/Actions required</b> |
| 5.1      | Items are washed in accordance with manufacturer's instructions. Use the warmest water setting recommended by the manufacturer and dry items completely.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |            |           |                                  |
| 5.2      | Washing machines and tumble dryers are in good working order and are used in accordance with manufacturer's instructions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |            |           |                                  |
| 5.3      | There are separate clean and dirty areas in the laundry room with clean and easily accessible handwashing facilities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |            |           |                                  |
| 5.4      | To minimise the possibility of dispersing particles through the air, items are not shaken prior to washing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |           |                                  |
| 5.5      | Anything used for transporting laundry should be easy to clean and is cleaned using usual cleaning products after use.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |            |           |                                  |



| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Ventilation                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Yes | No | Comments/Actions required |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|---------------------------|
| <p>When a person with a respiratory infection cough, talks, or breathes, they release droplets and aerosols which can be breathed in by another person. While larger droplets fall quickly to the ground, smaller droplets and aerosols containing virus can remain suspended in the air for some time indoors, especially if there is no ventilation. Ventilation is the process of replacing this shared air with fresh air from the outside. The more ventilated an area is, the more fresh air there is to breathe, and the less likely a person is to inhale infectious particles. The <a href="#">Health and Safety Executive guidance on Ventilation in the workplace</a> and <a href="#">CO2 monitoring in schools tools</a> provides more information.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |     |    |                           |
| 6.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Ensure any mechanical ventilation equipment is in good working order. Systems are maintained in line with manufacturers' instructions. Set ventilation systems to using a fresh air supply and not recirculating indoor air, where possible. If you are unsure, seek the advice of your heating, ventilation and air conditioning (HVAC) engineer or adviser.                                                                                                                       |     |    |                           |
| 6.2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Natural ventilation is achieved by opening windows (in cooler weather windows should be opened just enough to provide constant background ventilation, and opened more fully during breaks to purge the air in the space). Opening internal doors can also assist with creating a throughput of air. If necessary external opening doors may also be used (fire doors can only be used if this is documented as part of the settings fire risk assessment and where safe to do so). |     |    |                           |
| 6.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | The need for increased ventilation is balanced with maintaining a comfortable temperature especially in periods of extreme cold or heat weather.                                                                                                                                                                                                                                                                                                                                    |     |    |                           |
| 6.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | CO2 monitoring is in place to assess whether there is sufficient ventilation. If you identify that ventilation is poor, you should take steps to improve fresh air flow. If you cannot increase the supply of fresh air, you should consider whether you can reduce the number of people using the room. You can find more information on ventilation and CO2 monitors in the <a href="#">here</a> .                                                                                |     |    |                           |
| 7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Personal Protective Equipment (PPE)                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Yes | No | Comments/Actions required |
| The setting has adequate amounts of PPE available for staff to use when needed:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |     |    |                           |
| 7.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Disposable single use gloves when there is a risk of contact with bodily fluids.                                                                                                                                                                                                                                                                                                                                                                                                    |     |    |                           |
| 7.2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Disposable single use plastic aprons when clothing is at risk of being contaminated by bodily fluids                                                                                                                                                                                                                                                                                                                                                                                |     |    |                           |
| 7.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Disposable single use Fluid Resistant (TIIR) Surgical Masks when there is a risk of splashing of blood or body fluids into the worker's nose or mouth.                                                                                                                                                                                                                                                                                                                              |     |    |                           |
| 7.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Disposable single use or re-usable eye protection                                                                                                                                                                                                                                                                                                                                                                                                                                   |     |    |                           |
| 7.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Hands are always cleaned after removing PPE.                                                                                                                                                                                                                                                                                                                                                                                                                                        |     |    |                           |
| 7.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | All staff who may need to use PPE have been trained in how and when to use PPE safely and know how to risk assess usage of PPE.                                                                                                                                                                                                                                                                                                                                                     |     |    |                           |

|     |                                                                                                                                                                                                                                                                                                                                           |  |  |  |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| 7.7 | PPE is worn for cleaning after a suspected/confirmed case has left the setting (The minimum PPE to be worn for cleaning is disposable gloves and an apron. If a risk assessment of the setting indicates that a higher level of virus may be present then additional PPE to protect the cleaner's eyes, mouth and nose may be necessary). |  |  |  |
| 7.8 | PPE is worn when dealing with individuals who become unwell with COVID-19, flu-like or D&V symptoms in the setting.                                                                                                                                                                                                                       |  |  |  |
| 7.9 | Re-usable eye protection is cleaned in line with the manufacturer's instructions.                                                                                                                                                                                                                                                         |  |  |  |

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## Managing **INFECTIOUS DISEASES** in all education and childcare settings

A practical guide for staff

The online guide offers information and resources for the following:

|                                                                                                                                                                |                                                                                                                                  |                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <br>Introduction to infection control in all education and childcare settings | <br>Prevention and control                      | <br>Outbreak management                  |
| <br>Managing specific infections                                              | <br>Cleaning the environment                    | <br>Staff health, pet and animal contact |
| <br>Immunisation                                                              | <br>Diarrhoea and vomiting outbreak action list | <br>Exclusion table                      |

**ADVICE AND GUIDANCE**  
To find out more, visit [www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities](https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities) or [bit.ly/2xiJpPZ](https://bit.ly/2xiJpPZ).

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|                                                                           |                                             |
|---------------------------------------------------------------------------|---------------------------------------------|
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| Outbreak management                                                       | Managing specific infections                |
| Immunisation                                                              | Exclusion table                             |
|                                                                           | Diarrhoea and vomiting outbreak action list |

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## Should I keep my **child off school?**

**Yes**

|                                                | Until...                                                                                                                                     |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Chickenpox                                     | at least 5 days from the onset of the rash and until all blisters have crusted over                                                          |
| Diarrhoea and Vomiting                         | 48 hours after their last episode                                                                                                            |
| Cold and Flu-like illness (including COVID-19) | they no longer have a high temperature and feel well enough to attend. Follow the national guidance if they've tested positive for COVID-19. |
| Impetigo                                       | their sores have crusted and healed, or 48 hours after they started antibiotics                                                              |
| Measles                                        | 4 days after the rash first appeared                                                                                                         |
| Mumps                                          | 5 days after the swelling started                                                                                                            |
| Scabies                                        | they've had their first treatment                                                                                                            |
| Scarlet Fever                                  | 24 hours after they started taking antibiotics                                                                                               |
| Whooping Cough                                 | 48 hours after they started taking antibiotics                                                                                               |

**No**  
but make sure you let their school or nursery know about...

|                      |                 |
|----------------------|-----------------|
| Hand, foot and mouth | Glandular fever |
| Head lice            | Tonsillitis     |
| Threadworms          | Slapped cheek   |

**Advice and guidance**  
To find out more, search for health protection in schools or scan the QR code or visit <https://qrco.de/minfec>.

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