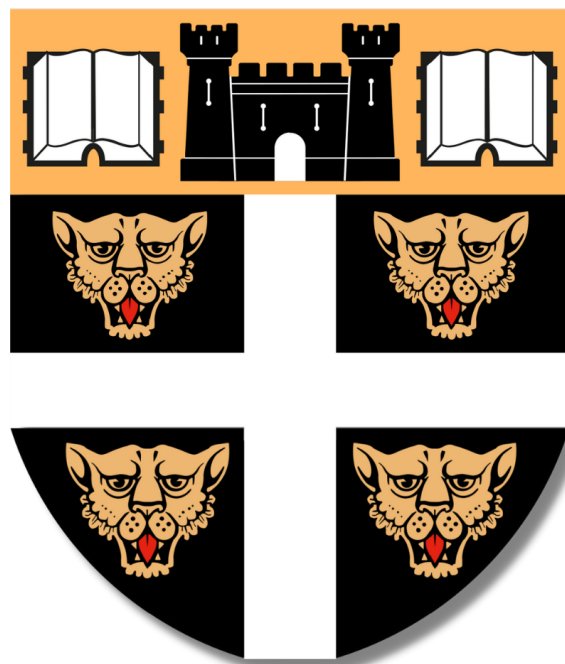


Health and Safety Policy

Dover College



Owner:	Bursar	Date: August 2026
Approved By:	CHAIR OF COUNCIL	Date: August 2026
Review Frequency	Annual or after significant incidents/changes	
Last reviewed on:	August 2026	
Next review due by:	August 2027	

Purpose

This document provides a statement of Health & Safety Policy for Dover College. It also identifies the arrangements, organisation and responsibilities for its implementation and revision.

The Policy is intended to ensure that the activities of members of staff and contractors working on our behalf do not put the Health and Safety of themselves and others at risk.

Scope

This Policy applies to all activities carried out by the college and is applicable to all employees and contractors working on the premises.

Health & Safety Policy Statement

As Governors of Dover College, we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all our employees, pupils, contractors, visitors (including parents) and others who could be affected by our activities. In our role as employer, we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered in an appropriate manner.

The Governors are committed to promoting the welfare of all in our community so that effective learning can take place.

We fulfil our responsibility as Governors of Dover College by appointing the Risk & Compliance Committee with responsibility for overseeing health and safety as part of their general responsibilities for the fabric, health, safety and wellbeing of the College, its staff and pupils.

Day-to-day responsibility for the operation of health and safety at the school is vested with the Head. However, as governors, we have specified that that the school should adopt the following framework for managing health and safety:

- The Risk & Compliance Committee reviews the minutes of the meetings of the College's Health and Safety Committee termly and receives copies of all relevant paperwork.
- A report on health and safety covering: statistics on accidents to pupils, staff and visitors, staff training, fire drills, and all new or revised policies and procedures is tabled at each term's Risk & Compliance Committee meeting.

- The minutes of the Committee's discussion on health and safety are tabled at each meeting of the full Governing Board together with any other issues on health and safety that the committee chairman wishes to bring to the Board's attention.
- The external fabric of the College, its plant, equipment and systems of work are surveyed and inspected on a regular basis by competent professionals.
- These reports (as per point above) are considered by the Risk & Compliance Committee and its recommendations (together with other defects) form the basis of the College's routine maintenance programmes.
- The College's adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to external inspection by the Environmental Health Officer (EHO). In addition, the Catering Manager arranges for an independent hygiene and safety audit of food storage, meal preparation and food serving areas three times a year, together with regular external deep cleaning and pest control services, and that the Catering Manager / Bursar's report on all these aspects to the Risk & Compliance Committee.
- The school has fire risk assessments, carried out by a competent person which are reviewed every year (25% quarterly) for progress on completion of items in the action plan, and updated every three years, or more frequently if significant changes. All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the head, the Health, Safety & Security Adviser, 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 members of staff are responsible for reporting any significant risks or issues to the Health, Safety & Security Adviser.
- All employees are briefed on where copies of this statement can be obtained on the school's intranet. They will be advised as and when it is reviewed, added to or modified. Details of the organisation and arrangements for carrying out the policy are to be found in parts two and three of this document.

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HEALTH AND SAFETY INSTRUCTIONS

1. POLICY STATEMENT

As Governors of Dover College we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all of our employees, pupils, contractors, visitors (including parents) and others who could be affected by our activities. In our role as employer we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered in an appropriate manner.

The Governors are committed to promoting the welfare of all in our community so that effective learning can take place.

We fulfil our responsibility as Governors of Dover College by appointing the Risk & Compliance Committee with responsibility for overseeing health and safety as part of their general responsibilities for the fabric, health, safety and wellbeing of the College, its staff and pupils.

Day-to-day responsibility for the operation of health and safety at the school is vested with the Head. However, as governors, we have specified that the school should adopt the following framework for managing health and safety:

- The Risk & Compliance Committee reviews the minutes of the meetings of the College's Health and Safety Committee termly and receives copies of all relevant paperwork.
- A report on health and safety covering: statistics on accidents to pupils, staff and visitors, staff training, fire drills, and all new or revised policies and procedures is tabled at each term's Risk & Compliance Committee meeting.
- The minutes of the Committee's discussion on health and safety are tabled at each meeting of the full Governing Board together with any other issues on health and safety that the committee chairman wishes to bring to the Board's attention.
- The external fabric of the College, its plant, equipment and systems of work are surveyed and inspected on a regular basis by competent professionals.
- These reports (as per point above) are considered by the Risk & Compliance Committee and its recommendations (together with other defects) form the basis of the College's routine maintenance programmes.
- The College's adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to external inspection by the Environmental Health Officer (EHO). In addition, the Catering Manager arranges for an independent hygiene and safety audit of food storage, meal preparation and food serving areas three times a year, together with regular external deep cleaning and pest control services, and that the Catering Manager /Bursar report on all these aspects to the Risk & Compliance Committee.
- The school has fire risk assessments, carried out by a competent person which are reviewed every year (25% quarterly) for progress on completion of items in the action plan, and updated every three years, or more frequently if significant changes are made to the interior of buildings or new buildings are bought or added. The Health

and Safety Committee should review this risk assessment every time it is amended and submit a report to the Risk & Compliance Committee.

- The school has a competent person undertake a risk assessment for legionella every six months and a six monthly water sampling and testing regime in place.
- The school has a comprehensive policy in place for the training and induction of new staff in health and safety related issues which should include basic 'manual handling' and 'working at height training'. Health and safety training that is related to an individual member of staff's functions, such as science technician, will be provided in addition to the 'standard' induction training. First aid training and minibus driver training are provided to any member of the teaching staff who is involved with trips and visits and to selected members of the non-teaching staff.

All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the head, 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 members of staff are responsible for reporting any significant risks or issues to the Bursar.

All employees are briefed on where copies of this statement can be obtained on the school's intranet. They will be advised as and when it is reviewed, added to or modified. Details of the organisation and arrangements for carrying out the policy are to be found in parts two and three of this document.

2. HEALTH AND SAFETY REPORTING CHAIN

It is the responsibility of everyone (staff, pupils, parents and visitors) to report any incident or occurrence that jeopardises Health & Safety. Individuals must know to whom they should report taking the appropriate action quickly. The chart below shows the normal reporting chain, although reports can be made to any member of the Senior Leadership Team (SLT) in emergency cases.

BOARD OF GOVERNORS Chair: Nathan Harris	
RISK & COMPLIANCE COMMITTEE Chair: Mr James Ryeland	
DAY-TO-DAY RESPONSIBILITY Headmaster: Mr Phil Tattersall-King	
Bursar	EXTERNAL EXPERTS
HEALTH & SAFETY COMMITTEE Bursar (Chair) Senior School Deputy Head Prep School Deputy Head Estates Manager Assistant Head, Operational and Co-Curricular Head Chef Nursing Sister Director of Sport Teacher of DT Head of Science and/or Technician Head of Support Services Employee Representative Governor Representative	
HEADS OF DEPARTMENT BOARDING HOUSEPARENTS	
WHOLE OF COLLEGE COMMUNITY Staff, pupils, governors, parents, visitors, volunteers, contractors	

3. INDIVIDUAL RESPONSIBILITIES

Headmaster

The Headmaster is designated by the Council of Governors as the person in charge of the safe day to day running of the school. In their absence, their function shall fall to the Deputy Head of the Senior School. The Headmaster has authority to arrange such changes to the system of work as are necessary to guarantee the safe continuance of the school and to authorise emergency repairs if required. He is required to appoint a College Health & Safety Officer who, in normal circumstances, is the Bursar, in conjunction with the Health & Safety Consultants

Bursar

Heads of Departments will be responsible to the Bursar for their departments.

Heads of Departments

Every Head of Department, both academic and non-academic, is responsible for ensuring, as far as is practical, that the environment in which people learn or work is safe and free from hazards.

Estates Manager

- Acting as deputy to the Bursar on Health & Safety matters.
- Responding to all defect reports from staff, governors, parents and pupils.
- Implementation of safe working practices & systems of work.
- The maintenance of plant and equipment used by the maintenance team.
- Arrangements for the use, handling, storage and transport of articles and substances apart from those items used in classrooms for teaching purposes.
- The correct use of tools and the overall safety aspects regarding electrical equipment.
- The maintenance of all grounds and garden machinery.
- The safe application of that machinery and all gardening tools and other tools.
- The safe use, handling, storage and transport of garden chemicals.
- Safe working practices of all employees are placed under their control.

Catering Manager

Safe working practices in the school kitchen and the Refectory.

- Reporting all catering equipment defects to the Estates Manager or, where appropriate, a specialist contractor.
- Compliance with all Environmental Health legislation relating to the kitchen, Refectory and waste disposal area.
- Compliance with all allergy and intolerance related legislation and best practice.
- Safe working practices for all employees are placed under their control.

Nursing Sister

Safe working practices in the Medical Centre.

- Safe storage and management of medicines.
- Inspection and maintenance of First Aid boxes.

- Termly Health, Hygiene and Safety assessments of all boarding houses, the kitchen and the Sixth Form Centre accompanied by the Support Services Manager.

Deputy and Assistant Heads

The Deputy and Assistant Heads of the Senior and Preparatory Schools are responsible for all safe working practices in their classrooms and other general areas of their schools. They are to ensure that health and safety rules and policies are followed by staff and students, and that the completion of written risk assessments of teaching practices and activities including hazardous equipment and substances.

They are to communicate and consult with staff on health and safety issues, encourage staff to report hazards, and raise health and safety concerns. They will be responsible for the policy to ensure that staff and pupils' educational and sporting activities both on and off the school premises are conducted under the College Health & Safety policy.

For the above, the Heads of Departments will be responsible to the Deputy Head of the Senior School for all health and safety of staff and pupils in their department, and teachers will be accountable to their Heads of Department.

Houseparents

Houseparents are responsible for the health and safety of staff and pupils in their House and ensuring that all members of the House understand the fire drill and accident procedure. Houseparents are to report maintenance issues likely to impact health and safety within their houses to the Estates Manager or the Bursar as soon as they arise.

4. HEALTH AND SAFETY HIGH-LEVEL DEFINITIONS

The Enterprise Risk Register

The Risk Register is a high-level document relating to risks that have the potential to jeopardise the business. Each serial (individual risk) in the register is allocated a code for probability and criticality (noting that risk is the product of the two), and the highest risks are brought to the attention of the Board of Governors, who can then decide on their appetite for risk in each case. However, the probability score must be assessed after implementing control measures. A traffic light system is employed to ensure that only those risks graded 'red' or above (i.e. those which could close the school without specific action being taken) are raised to the Board of Governors to decide on the appropriate measures.

Risk Management

Risk Management is an everyday activity arising from the risk analysis carried out by each individual in the course of their daily business. The options for action are: accept, avoid, insure or manage.

Health and Safety Management

Health and Safety Management is the provision of a safe and healthy environment within which the business of the school is carried out. It entails instituting procedures to monitor and address the Health and Safety issues confronting staff, pupils and visitors of Dover College. These issues include, critically, the ever-changing legislation that affects working practices and the environment. The Health and Safety is established to ensure that Dover College manages the risk correctly.

5. HEALTH AND SAFETY COMMITTEE

The Health and Safety Committee meets at least once each term. It has the duty to ensure that the School's Health and Safety Policy is fully implemented and developed to ensure the Health, Safety and Welfare of all members of the school community.

it must:

- Consider reports and information by Health and Safety Executive and Environmental Health Inspectors.
- Consider reports of workplace inspections and other relevant reports that Common Room and support staff may have submitted.
- Study school accident reports so that recommendations can be made to management on corrective action.
- Assist in the development of safety rules and safe school procedures.
- Monitor health and safety and fire training.
- Monitor communications relating to Health and Safety matters within the school.

The following will be standard agenda items:

- Discussion of all accidents since the last meeting. Recommendations for remedial action.
- Report of the termly Health and Hygiene inspection of premises and matters arising from the previous Inspection.
- Considerations of new Health and Safety instructions/advice issued by DfE of new Health and Safety legislation.
- Review of progress on remedial action for identified hazards.
- Report on fire drills.
- Review of the College Health and Safety Policy.

6. EMPLOYEE'S RESPONSIBILITIES

Teaching Staff

Teaching staff have a duty to maintain control of the pupils in their care. Where pupils' activities carry a risk, staff are to ensure the risks are communicated to those engaged in the activity that any safety rules are complied with and that good order prevails.

Teaching staff are expected to keep their classrooms free from obstructions and to ensure that housekeeping arrangements are such that access and egress to classrooms and corridors are not impeded. They are to ensure that Fire Exits within their teaching area(s) are kept clear.

They must ensure that fire precautions are observed and that defects in the working environment are reported to the Estates Manager as soon as is practicable.

All Staff – General Responsibilities

Staff will:

- Carry out all work and activities in the prescribed manner.
- Use the correct equipment for the work or activity including any relevant safety equipment and protective clothing.
- Avoid improvising or taking short cuts, which would entail unauthorised or unnecessary risks.
- Report any defects in plant or equipment to the Estates Manager as soon as is practicable.
- Report to the Estates Manager any accidents/incidents, which have led or may lead to damage to plant or equipment.
- Co-operate in the investigation of accidents with the objective of introducing methods to prevent recurrence.
- Suggest ways of eliminating risk and hazards.
- Inform other staff and pupils as appropriate of the risks and hazards involved in the work of a department or the carrying out of an activity.
- Develop a personal concern for the safety of themselves and others.
- Set a personal example of safe practice especially to pupils.

7. GENERAL ARRANGEMENTS

Risk Assessment

- The College will undertake suitable and sufficient assessments of the risks to health and safety to which staff and pupils and also visitors (including contractors) are exposed whilst at school or on school activities. Risk Assessments of departments will be carried out by each Head of Department (academic, house and non-teaching) once per year or sooner if a change of use has occurred or new hazard advised.
- The College will maintain records of all risk assessments carried out. Assessments are to be reviewed and modified as necessary.

Control of Substances Hazardous to Health (COSHH)

A number of departments in the school routinely store and handle substances hazardous to health; these substances will include proprietary brand cleaning materials, oil-based paints, medical preparations, chemicals used in experiments, poisons and flammable materials. Departments include: Science Department, Art and CDT, Domestic (Cleaning), Catering, Maintenance, Grounds and the Medical Centre. A specific COSHH Risk Assessment is to be undertaken by the head of each of these Departments to take account of the hazardous substances used or stored by them.

Accidents

Any accident to a child (during term time) will be notified to the Bursar who will keep a Register of all such accidents and the action taken subsequent to the accident. Serious sporting injuries sustained away from the College will also be registered in the Medical Centre accident book. The Headmaster's Office and Houses must also be notified.

Accidents to staff both academic and non-academic will be notified to the Bursar who will keep an accident Register, in accordance with Reporting Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). The Register is kept locked in the Bursar's safe in compliance with GDPR.

Accidents designated 'serious' resulting in major injury or death will be notified to the necessary authorities by the Bursar. Staff are to familiarise themselves with the action to take in the case of injury to a person. It is part of our insurance requirements that we notify our Insurers of all accidents occurring in the School.

Fire Precautions

Fire Procedures may be found by following the link. It is the Governors' policy that practices are carried out as listed in the fire procedure. It is the responsibility of the Heads of Department, both academic and non-academic, and of House staff to:

- Ensure that fire-fighting equipment:
 - Is kept in its allocated position.
 - Is easily accessible when needed.
 - Is not tampered with other than when used to fight fire.

- Is visually inspected regularly and any defects are reported.
- Familiarise themselves with the actions to take on discovering a fire or hearing the fire alarm.
- Ensure escape routes, especially emergency exits, are kept free of obstructions.
- Supervise the disposal of waste of any kind and not to allow it to accumulate.
- Report any defects in the building, its fixtures and fitting to ensure they are rectified in a reasonable time.
- Ensure electrical apparatus connected to the mains has been tested in accordance with the College Portable Appliance Testing (PAT) policy and bears the appropriate mark or label. This applies particularly to items brought into school by staff and pupils.

Lockdown

A separate policy on Lockdown exists.

Hazards

When perceived hazards arise they are to be notified to the Estates Manager. He will assess the hazard and arrange for the required mitigating action to be carried out. In addition, Heads of academic and non-academic departments are to report any action or incident that could be a potential hazard to staff or pupils.

Boarders' Safety

The College is committed to ensuring that boarders are safe while at school, including in the school's boarding accommodation and when away from the school's premises, but under the care of the school, on an educational visit for example. Effective measures are taken to manage risk and protect boarders from harm, and to manage any incidents that do occur. To achieve this commitment, the College applies the following standards:

- The College ensures compliance with relevant health and safety laws by regularly reviewing and effectively implementing this health and safety policy. Staff undertake sufficient training to ensure the policy is followed in practice.
- The College premises, accommodation and facilities provided are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured, and they are provided a safe environment in which they can live and learn.
- The College ensures that the welfare of boarders at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy and appropriate action is taken to reduce risks that are identified.
- The College, as part of its health and safety policy, has written procedures setting out the contingency arrangements in case of a major incident, including what happens in the case of an overnight emergency where the premises need to be evacuated.
- The College has procedures to ensure boarders' safety when off site, but under the care of the school, including when on organised visits. These procedures are proportionate and focus on managing assessed risks.
- Boarders and staff know what they would need to do in an emergency and can be evacuated safely.

- The College complies with the Regulatory Reform (Fire Safety) Order 2005 and ensures alerting systems are accessible and there are clear evacuation plans for all children subject to their needs.
- In addition, fire drills are carried out at least once per term in 'boarding time'. At least one drill per year is carried out at night in darkness, unless the school has assessed that this would be detrimental to boarders' welfare.
- HsMs will assess the need to carry out additional fire drills to ensure pupils with flexible boarding arrangements know what to do in an emergency.

Lone working

- Lone working may include:
 - Late working
 - Home or site visits
 - Weekend working
 - Site manager duties
 - Site cleaning duties
 - Working in a single occupancy office
 - Remote working, self-isolation and/or remote learning

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone. If there are any doubts about the task to be performed, then the task will be postponed until other staff members are available.

If lone working is to be undertaken on site, the Estate manager, Bursar must be informed. In addition a colleague, friend or family member should also be informed about where the member of staff is and when they are likely to return.

The lone worker will ensure they are medically fit to work alone.

Environment

Defects in lighting, heating and ventilation will be reported to the Estates Manager using the College fault reporting system, unless the matter is perceived as urgent, when it may be reported verbally to the Estates Manager..

Waste Disposal

The College will comply with the Environment Policy. All waste stored in the College grounds will be suitably protected and stored so as not to pose a Health and Safety risk to either staff or pupils or the environment. Particular care is to be taken to keep the area to the rear of the kitchen clear of rubbish and the lids of the Easybins closed.

Cleanliness

All workplaces are to be kept clear of waste matter. The College will ensure that standards of cleanliness are maintained for all areas. Care must be taken during cleaning operations not to expose individuals to substantial amounts of dust and to protect them from the risks of using cleaning agents.

Inspection

Boilers and heating equipment are inspected on a regular basis.

Substances

Heads of Departments are responsible to either the Deputy Head or Bursar for the safe handling and storage of all substances used by themselves and members of their departments.

COSHH Risk Assessments are to be held and kept up to date as appropriate.

Electrical

- Fixed electrical inspections are carried out on a rolling programme. Testing of emergency lighting is carried out regularly in academic and non-academic buildings.
- No electrical appliances other than those installed or approved by the Bursar, or those authorised by Houses/Departments will be allowed or used.
- Electrical wiring, fuses, or fittings are NOT to be tampered with. Frayed wiring, broken switches, fuses, and power plugs must be reported to the Estates Manager for immediate attention.
- All portable electrical appliances such as irons, lamps, radio and television sets are only to be used where authorised, and from power sockets provided. They are to be disconnected by the withdrawal of the plug immediately after use, and special care is to be taken to ensure that hot irons are not left standing on an inflammable material. Multipin adaptors are STRICTLY FORBIDDEN.
- Inspections (Portable Appliance Testing (PAT)) are carried out regularly as coordinated by the Estates Manager for portable electrical items owned by the school. Personal electrical items brought into school by pupils and staff, whilst not a requirement, should be inspected by a qualified electrician each year and marked accordingly, under the PAT programme. This is the responsibility of the owners of such equipment. Houseparents are to check that items brought into school have been inspected.
- Before work is carried out on any electrical circuits they are to be isolated from the power source both by switch and by removal of fuses if appropriate. A notice is to be placed over the switch/fuses as follows: "DANGER: Work in progress on electrical circuit DO NOT TOUCH SWITCHES OR FUSES"

First Aid

A separate policy on First Aid exists.

Working at Heights

One of the main causes of major injuries is falling from a height. It is therefore important that the following rules apply;

- Height should never be gained by standing on anything that is mobile other than steps and ladders made for the purpose.
- Ladders should only be used by the maintenance staff. House staff and teaching staff may only use a ladder in an emergency and then must have a second person to hold the ladder.

- Only Ladders registered under the Dover College Ladder Register (held with the Estates Manager) may be used on Dover College sites.
- Where step ladders are used they must be visually checked, as per the user checklist, before use.
- Steps must always be used fully open and where possible the person using the steps should work with their knees below the top step.
- When ladders are used they must be effectively lashed to the building to prevent slippage.
- Where possible a tower should be used complete with boards and safety rail.
- Working at Height Risk Assessments are to be held and kept up to date.

Manual Handling

It is College Policy to provide safe working procedures to comply with the Manual Handling Operations Regulations 1992.

All employees involved in manual handling operations will be given suitable and sufficient instruction.

Employees are not to lift loads that are heavy, bulky, unwieldy, difficult to grasp, unstable, unpredictable or unsafe without assistance or supervision. Employees engaged for long periods of manual handling are to take adequate rest periods or change to other tasks to avoid muscle strain.

Display Screen Equipment

- It is College policy to comply with the Health and Safety (Display Screen Equipment) Regulations.
- A suitable and sufficient analysis of all workstations and environment shall be made for the purpose of assessing the health and safety risks to which users.
- All employees defined as users of display screen equipment shall receive adequate health and safety training in the use of workstations upon which he/she may be required to work.
- All employees defined as users of display screen equipment shall, upon request, be provided with an appropriate eye and eyesight test by an optometrist or doctor, including a vision test and an eye examination. Further information can be obtained from the Bursar.
- Display screen equipment shall be maintained in an efficient state, in efficient working order and in good repair so that the: -
 - Screen image is stable
 - All controls are easily adjusted.
 - The screen tilts/swivels easily
- All employees defined as users of display screen equipment shall be given sufficient and suitable training and /or instruction regarding ergonomics and safe working practices.
- All employees defined as users of display screen equipment shall be instructed to organise their workload to ensure regular breaks from screen work, to look away,

from the screen at least once in every ten minutes and focus on something else, and to break from the screen for at least ten minutes in every hour.

Personal Protective Clothing and Equipment

- The College provides protective clothing and equipment as appropriate and instructions as to their use. It is the responsibility of staff to ensure that the appropriate personal protective clothing/equipment for the task in hand is used.
- Teachers engaged in activities with their pupils that require protective clothing/equipment must ensure such items are inspected and available for all involved before the activity starts.

Catering, Food Hygiene and Fire Safety in the School Kitchen

The school policy on Catering, Food Hygiene and Fire Safety in the School Kitchen can be found in Annex D below.

Lettings

This policy applies to lettings. Those who hire any aspect of the school site or any facilities will be made aware of the content of the school's health and safety policy, and will have responsibility for complying with it.

Violence at work

We believe that staff should not be in any danger at work, and will not tolerate violent or threatening behaviour towards our staff. All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/headteacher immediately. This applies to violence from pupils, visitors or other staff.

Smoking

We are a smoke-free school. Smoking is not permitted anywhere on the College premises. This includes vaping or the use of e-cigarettes.

Infection prevention and control

We follow national guidance published by the UK Health Security Agency when responding to infection control issues. We will encourage staff and pupils to follow this good hygiene practice, outlined below, where applicable.

- Handwashing
 - Wash hands with liquid soap and warm water, and dry with paper towels
 - Always wash hands after using the toilet, before eating or handling food, and after handling animals
 - Cover all cuts and abrasions with waterproof dressings
- Coughing and sneezing
 - Cover mouth and nose with a tissue
 - Wash hands after using or disposing of tissues
 - Spitting is discouraged

- Personal protective equipment
 - Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
 - Wear goggles if there is a risk of splashing to the face
 - Use the correct personal protective equipment when handling cleaning chemicals
 - Use personal protective equipment (PPE) to control the spread of infectious diseases where required or recommended by government guidance and/or a risk assessment
- Cleaning of blood and body fluid spillages
 - Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
 - When spillages occur, clean using a product that combines both a detergent and a disinfectant, and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses, and suitable for use on the affected surface
 - Never use mops for cleaning up blood and body fluid spillages – use disposable paper towels and discard clinical waste as described below
 - Make spillage kits available for blood spills
- Laundry
 - Wash laundry in a separate dedicated facility
 - Wash soiled linen separately and at the hottest wash the fabric will tolerate
 - Wear personal protective clothing when handling soiled linen
 - Bag children's soiled clothing to be sent home, never rinse by hand
- Clinical waste
 - Always segregate domestic and clinical waste, in accordance with local policy
 - Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins
 - Remove clinical waste with a registered waste contractor
 - Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection
- Animals
 - Wash hands before and after handling any animals
 - Keep animals' living quarters clean and away from food areas
 - Dispose of animal waste regularly, and keep litter boxes away from pupils
 - Supervise pupils when playing with animals
 - Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet
- Infectious disease management

- We will ensure adequate risk reduction measures are in place to manage the spread of acute respiratory diseases, including COVID-19, and carry out appropriate risk assessments, reviewing them regularly and monitoring whether any measures in place are working effectively.
- We will follow local and national guidance on the use of control measures including:
 - Following good hygiene practices
 - We will encourage all staff and pupils to regularly wash their hands with soap and water or hand sanitiser, and follow recommended practices for respiratory hygiene.
 - Where required, we will provide appropriate personal protective equipment (PPE)
 - Implementing an appropriate cleaning regime
 - We will use risk assessments to identify rooms or areas with poor ventilation and put measures in place to improve airflow, including opening external windows, opening internal doors and mechanical ventilation
- Pupils vulnerable to infection.
 - Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to any of these, the parent will be informed promptly and further medical advice sought.
 - We will advise these children to have additional immunisations, for example for pneumococcal and influenza.
- Exclusion periods for infectious diseases
 - The school will follow recommended exclusion periods outlined by the UK Health Security Agency and other government guidance,
 - In the event of an epidemic/pandemic, we will follow advice from the UK Health Security Agency about the appropriate course of action.

New and expectant mothers

Risk assessments will be carried out whenever any employee or pupil notifies the school that they are pregnant.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to an antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles

- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly
- Some pregnant women will be at greater risk of severe illness from COVID-19

Occupational stress

- We are committed to promoting high levels of health and wellbeing, and recognise the importance of identifying and reducing workplace stressors through risk assessment.
- Systems are in place within the College for responding to individual concerns and monitoring staff workloads.

Accident reporting

Accident record book

- An accident form will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it.
 - As much detail as possible will be supplied when reporting an accident
 - Information about injuries will also be kept in the pupil's educational record
 - Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely archived.
- Reporting to the Health and Safety Executive

The Bursar will determine and make any report required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). Reportable incidents include specified work-related injuries and diseases involving workers, over-seven-day incapacitation of workers, specified dangerous occurrences, and work-related accidents involving pupils or other non-workers where the person is taken directly from the scene to hospital for treatment. Not all accidents, hospital attendances or near misses are reportable under RIDDOR. Reports will be made within the applicable statutory timescale.

- Notifying parents. The Deputy Head Prep School will inform parents of any accident or injury sustained by a pupil in the Early Years Foundation Stage, and any first aid treatment given, on the same day, or as soon as reasonably practicable.
- Reporting to child protection agencies. The DSL will notify Kent Children's Social Care through the appropriate Front Door Service route of any serious accident or injury to, or death of, an EYFS pupil while in the College's care, where required by the EYFS framework, and will act on any advice received. The LADO will be

contacted where the circumstances also give rise to a concern or allegation about an adult working with children.

Check Lists

The Estates Manager holds copies of Health & Safety checklists for a wide range of activities. Those involved in running activities are encouraged to use the checklists as an "Aide Memoire"

Information

If members of staff or employees are uncertain about the effect of any action taken by themselves to Health and Safety, they are to raise the matter directly with the Bursar or Deputy Head as appropriate, who will be responsible for clarifying the query.

CONTRACTORS

- The college recognises the importance of managing our supply chain and engaging with contractors who are appointed to provide critical services to maintain the operational aspects of the school.
- All contractors working on the college premises will be formally appointed via a contract approval process which identifies specific health and safety arrangements.
- A formal recorded induction will be given to all contractors prior to them commencing works.
- Where projects are larger in scale, contractors will be expected to manage their own work areas under the Construction, Design and Management regulations with fencing arrangements and signs in place. Their own induction process will be provided based on any specific requirements under the policy or colleges management arrangements.

CONSTRUCTION DESIGN AND MANAGEMENT (CDM) DUTIES

The college may require for different projects to be developed due to wear and tear on the premises and general improvements to buildings and structures being required. To this end, we recognise that expertise may be required to effectively manage such projects, even if competent contractors are involved.

The College will typically fulfil the role of the client for any potential projects or construction activities being undertaken on the premises.

When acting as a client, the college will:

- Ensure that when appointing a Designer or Contractor that they have the skills, knowledge and experience and, where relevant, organisational capability to carry

out the work for which they are being appointed, or that they are in the process of obtaining them.

- Ensure that any principal designers or principal contractors are formally appointed in writing.
- Co-operate with other duty holders.
- Plan, manage and monitor the construction work under our control so it is carried out in a way that controls the risks to Health and Safety and that it is proportionate to the size and complexity of the project and the nature of risks involved.
- Ensure that effective, preventative and protective measures are put in place to control the risks and the right plant, equipment and tools are provided to carry out the work involved.
- Co-ordinate the planning, management and monitoring of our own work with that of the Principal Contractor and other Contractors, and where appropriate the Principal Designer. Attending regular progress meetings with other duty holders to ensure that our arrangements for planning, managing and monitoring our own work can feed into, and remain consistent with, the project-wide arrangements.
- Monitor the work to ensure that the Health and Safety precautions are appropriate, remain in place and are followed in practice.
- Assess the existing Health and Safety skills, knowledge, training and experience of our workers, compare these existing attributes with the range of skills, knowledge, training and experience they will need for the job and identify any shortfall to provide the 'necessary training'; and not rely on CSCS cards or similar as evidence that a worker has the right qualities.
- Ensure appropriate supervision by Contractors and newly trained individuals giving them the opportunity to gain positive experience of working in a range of conditions. The level of supervision provided will depend on the risks to Health and Safety involved, and the skills, knowledge, training and experience of the workers concerned.
- Ensure that contractors have the skills, knowledge, training, experience and leadership qualities, good communication and people management skills to be effective.
- Where a Principal Contractor has been appointed, we will ensure that a Construction Phase Plan is relevant to the work and facilitate co-operation and co-ordination between contractors or any other relevant affected parties.

We will also ensure that Employees or Contractors under our control:

- Are consulted about matters which affect their health, safety and welfare.

- Take care of their own Health and Safety and others who may be affected by their actions.
- Report anything, they see which is likely to endanger either their own or other's Health and Safety.
- Co-operate with the management of the college, fellow workers, Contractors and other duty holders.

EXTERNAL ASSISTANCE

For any external advice and for those projects which need to have a higher level of involvement by the college, an external H&S consultant has been appointed to help the situation. To ensure effective planning and arrangements, the consultant should be engaged at the earliest possible opportunity to identify the different safety aspects for the project delivery.

BULLYING / HARASSMENT

The college is committed to providing a work environment free of any kinds of bullying or harassment. This applies to all persons and prohibits bullying or harassment by any employee of the company, including supervisors, managers and visitors.

Bullying

Bullying is defined as repeated verbal, psychological or physical aggression by an individual or group against others that could be regarded as offensive, humiliating or intimidating. Any such activity is viewed as an act of misconduct.

Examples may include:

- Manipulating the victim's reputation by rumour, gossip and ridicule.
- Social exclusion or isolation.
- Preventing the victim from speaking by voicing loud criticisms or obscenities.

Manipulating the nature of the work or the ability of the victim to perform their work e.g. by overloading, withholding information or setting meaningless tasks.

Harassment

Harassment occurs if any person feels intimidated, humiliated, patronised or embarrassed by the derogatory, offensive or discriminatory remarks or actions of others. Harassment may interfere with job performance, undermine job security or create a threatening or unpleasant work atmosphere.

Sexual Harassment

Contained in a separate policy

Racial Harassment

Racial harassment is unwanted behaviour of a racial nature by one employee towards another. Examples may include:

- Abusive language, mockery or racist jokes.
- Display or circulation of racially offensive material.
- Racial name calling.
- Intrusive or persistent questioning about a person racial or ethnic origin, culture or religion.
- Exclusion from normal workplace conversation or social events i.e. frozen out.

The College deplores all forms of harassment and seeks to ensure that the working environment is comfortable and secure for all its employees.

The company will immediately undertake an effective, thorough and objective investigation of the harassment allegations.

Once the investigation is completed and determination is made regarding the alleged bullying / harassment, the result is communicated to the employee as soon as possible.

Any employee who brings a complaint of harassment will not suffer for having brought the complaint: however, disciplinary action will be taken against employees whose allegations of harassment are found to have been malicious.

OCCUPATIONAL STRESS

Stress is defined as 'the adverse reaction people have to excessive pressure or other types of demand placed on them'. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors.

We have evaluated the roles and job functions in our business and identified those jobs which are more stressful than others. This assessment has considered the HSE's stress management standards and indicators of stress within the company. As a result, we have implemented an action plan to reduce the impact which excess work pressure can have on our staff.

The stress risk assessment is reviewed at least annually in consultation with a cross section of staff and progress against the action plan is reviewed and monitored.

We encourage a supportive culture where colleagues assist each other to ease peaks in workload. The nature of our work demands regular communication between managers and staff and plenty of opportunities for staff to share problems and seek additional support if needed. The company discourages staff from working excessive working hours and has implemented HR procedures to ensure compliance with the Working Time Regulations.

We offer support through managers, the HR team and where necessary professional counsellors, where individuals experience excessively stressful situations or stress related ill health.

We intend that all staff will be properly resourced and trained to undertake their role. Our thorough selection processes assist us in matching individuals to the demands of each job function. Through ongoing management reviews, new starter induction procedures and annual staff appraisals, we identify and manage training and development needs. We believe in offering developmental opportunities to staff where possible and where the member of staff desires it.

Management and supervisory staff receive training in good staff management practices. If the business is intending to implement organisational or procedural changes, we ensure that managers communicate and consult with staff at an early stage.

Poor performance and attendance is actively managed to identify causes and solutions, including providing additional training or moving individuals to more suitable roles where necessary and possible. This approach also reduces the burden on other staff who would otherwise have an additional workload.

Bullying, harassment and discrimination are not tolerated, and the company has HR policies in place in respect of these issues together with a grievance policy. All of these policies have been publicised to employees.

COMMUNICATION

The college sees communication within the organisation as an essential part of effective Health and Safety management. The company will endeavour to communicate to employees their commitment to Safety. In doing so, we will ensure that employees are familiar with the contents of the Company's Health and Safety Policy. Communication with employees will be in the form of directions and statements, in writing, by way of the Policy Statement and by example.

The college aims to work with their Client's Health and Safety representatives and other employers to ensure that all information and documentation is shared regarding Environmental, Health and Safety matters and is communicated to relevant employees to always ensure safe working of all parties. If an employee has concerns with regards to health and safety, they are encouraged to contact their Site Supervisor or Managing director so that the issue can be solved. Members of the public who may have concerns with regards to any matter will be given the telephone number of the head office so that it can be dealt with.

The college will ensure that there is adequate consultation with all personnel should there be any alteration to working practices; when new plant is introduced or for any reason that may impinge on the Health, Safety and Welfare of employees, in accordance with the Health and Safety (Consultation with Employees) Regulations 1996 and the Safety Committee and Safety Representatives Regulations 1977. Employees are encouraged to have a representative when a formal convener has not been appointed.

DUST

Some hazardous substances are the product of a work process, such as the dust produced when cutting timber or concrete. Dust from concrete products is known to be particularly hazardous. The college will purchase tools and equipment when available that eliminates dust or in the next instance reduces dust produced. Water suppression or a dust extraction system will be implemented and in the last instance Respiratory Protective Equipment (RPE) will be worn by the operatives to further reduce any remaining risk.

For any employees requiring the wearing any RPE they will be face fit tested, where they have beards present then a positive air-fed pressure mask will be purchased and suitable training provided on both the use, storage and general upkeep of the equipment.

ANNEX A - MEDICAL CENTRE POLICY

INTRODUCTION

Dover College is committed to:

- The everyday physical and psychological care of its pupils (day and boarding).
- The occasional care of its pupils in those circumstances where they find they have had during the school day:
 - Accident
 - Injury
 - Sickness
 - Anxiety/ emotional needs

The Medical Centre exists to provide services to cover their policy and to be the administrative centre for the school's Counselling Service.

PROCEDURES

Weekly Routine

The Medical Centre is covered by a qualified nursing sister Monday to Friday from 07:45 hrs – 17.00 hrs (except for 12:30-13:00 when the medical centre matron will be available).

The medical centre matron/first aider works in the department Monday to Friday 07.15hrs – 13:15 hrs

The Medical Centre is open daily as follows:

- Morning surgery is conducted from 07:45 until 09:00 Monday to Friday. Pupils should have a signed chit/email from their housemaster/deputy housemaster..
- If pupils are not able to attend morning surgery, then if not an emergency it is requested that they try and attend during their break times.
- All pupils attending the Medical Centre must have a signed chit/email from their House parent or 2 i/c unless in an emergency, during lesson time staff sending the pupil should email both the Medical Centre and house parent in advance.
- No chit is necessary if asked to attend by the medical centre staff.
- All pupils are to report to a member of the medical centre on arrival to the department.
- All visits to the Medical Centre are entered in:
 - Daily treatment book
 - Pupil notes
 - An email or phone call to house parents and deputy houseparents to update
 - Parents will be emailed/called when medication is required and to update as necessary.

Doctor's Surgeries

- Boarding pupils requiring an appointment with a Doctor should visit the Medical Centre by 08.00hrs daily so that a sit and wait appointment can be obtained.
- Boarding pupils may be placed off games by the Medical Centre before 11.20hrs daily. Day pupils should be signed off on games by parents. In an emergency any pupil can be signed off games.
- Pupils signed off games should be issued with a chit by the medical centre staff and their names emailed to house parents, deputy house parents, head of boys/girls sport and the LRC

Pupils staying in Medical Centre

- If a pupil is not well enough physically or psychologically to attend lessons the pupil must stay in the Medical Centre and not return to their boarding house.
- Pupils may stay in the Medical Centre for a number of reasons:
 - for a short period of rest (e.g. following painkillers) before returning to lessons
 - resting for the day
 - time out for challenging issue/ support/ counselling
 - accidents where an injury requires ongoing treatment
 - waiting for appointments
 - If using an Exit Card.
- Day pupils should, where possible, be sent home and house parents/deputy houseparents will be informed of any pupil kept in the Medical Centre via phone / email/ ISAMS and updated as required.
- No pupil will ever be left alone in the Medical Centre.
- If any pupil needs to stay overnight, night cover will be provided by Medical Centre staff or where needed agency nursing staff.
- House parents/deputy houseparents must be informed if any pupil is sent to the boarding house.
- If any pupil is unwell and requires hospital admission, then the House parents will be asked by the Medical Centre to arrange transport (and an escort where required) with the involvement of the Deputy Head.
- The same procedure applies if a boarding pupil needs to attend minor injuries or accident and emergency if for example a fracture is suspected. The Medical Centre matron may also be able to do this if available. Day pupils should be taken by parents once contacted by the Medical Centre.
- Pupils sent to hospital will be escorted by the Medical Centre matron or house parents/deputy house parents, depending on the nature of the visit.
- The Headmaster and Bursar should be informed as quickly as possible of any serious medical incidents.

Recording Accidents

- All accidents should be reported to the Medical Centre for assessment and then recorded in the accident book held in the Bursary administrator's office.

Boarding pupil unwell at night

- Where possible the pupil should attend the Medical Centre at 07:45hrs

- If this is not possible then a member of the Medical Centre staff will visit the pupil in their own boarding house and, if appropriate, escort them to the Medical Centre. In the event the Nurse in the Medical Centre is a lone worker then a senior member of staff may be needed to cover the Medical Centre while the nurse attends the house.
- House parents or deputy house parents can telephone the emergency doctor service on 111 for advice or an appointment after a verbal telephone assessment has been carried out, or if the Medical Centre is closed and they are concerned about a pupil. Houses should not hesitate to call 111 or an ambulance if they are concerned over a pupil's condition. Further information is given in the Medical Information Pack issued to all boarding houses.

Prescriptions

- Any medication prescribed by a doctor is collected from the pharmacy as soon as it is available and practicable and pupils are asked to return to the Medical Centre during the day to be administered the first dose. An appropriate agreement/paperwork will then be discussed and arranged for following doses, if the pupil is deemed Gillick competent to self administer..
- All pupils eighteen years and under are exempt from payment as they are in full time education.
- Parents and Guardians must ensure that pupils who are taking medically prescribed drugs, provide written relevant information on the medication, reasons for its administration, doses and the times/dates to be given on presenting drugs to the house parents, or to the Medical Centre. The Medical Centre can provide a form for parents to complete for self administration.
- If the prescription is in a foreign language, parents are required to send an English translation of the prescription along with the reason for the medication, doses and administration details. Should there be any inadvertent miscalculation of dosage, the school must be aware of the drug content.
- Controlled drugs to be administered in school, must have a prescription and Doctor's letter with full instructions on how and when to administer. These drugs must be administered by following the controlled drug protocol.

Registering of New Pupils

- All new boarding pupils are to be registered with the School Doctor through the White Cliffs Medical Centre. For weekly boarders, parents will be contacted to discuss the best option for the registration of their child with the school doctor or to remain with their family surgery
- Appointments will be emailed to the house parents/deputy house parents for pupils to attend the Medical Centre for a basic nurse medical and an introduction to the department. If a medical/psychological concern is highlighted, an appointment will be made for them to see the doctor.

Outside appointments

- Pupils should come to the Medical Centre prior to any appointment to collect any appointment cards.
- Taxis and escorts will be arranged by the Medical Centre if required.

- Medical Centre staff will make emergency dental, orthodontic and optician appointments as required, although pupil's general check-ups should be carried out at home during the school holidays.
- Reminder emails will be sent to the house parents/deputy house parents prior to the new week beginning with a follow up email reminder the day before/the morning of the appointment. The Medical Centre will also email sixth formers regarding any medical appointment.
- The school cannot make appointments for day pupils.

Allergy List and Medical Condition

- An up to date Allergy/ Medical conditions list will be available for all staff and updated as soon as pupils have had their basic medical. This can be found on Google Docs under Medical Centre for all staff to access, any serious allergies/ medical conditions will be high-lighted to the relevant staff immediately.

First Aid Boxes

- All First Aid boxes are the responsibility of each house/ department and must be brought (by house staff and heads of department) to the Medical Centre for checking and restocking if they are used or the seal broken.
- Whenever the contents of a First Aid Box have been used, then the box must be brought as soon as possible to the Medical Centre for replenishment or contact made for the used item to be replaced, the box will then be resealed.

Vaccinations

All vaccinations in school are carried out as per the local health authority guidelines and will be organised by the Medical Centre nurses. All pupils due their vaccination will receive an information pack, an assembly as seemed necessary. A consent form will be sent to their parents/guardians for completion and will be informed by the school Medical Centre when the vaccinations are due to be carried out in school by the community nurse immunisation team. Details of all vaccinations given in school will be sent home on a child leaving the school.

Flu Vaccinations:

Offered to all pupils from Reception to Form 5 (Year 11)

H.P.V. (Human Papillomavirus) immunisations

Vaccinations are offered to all Remove pupils (year 8).

Polio/Tetanus and Diphtheria

Meningitis ACWY

Vaccinations are offered to all Fourth Formers (year 9) during the Lent term

Meningitis ACWY

Vaccinations will be offered to all Upper Sixth pupils who have not already received this via their G.P. An advice sheet will be sent from the Medical Centre at the end of the Lent term.

Holiday Vaccinations

Pupils travelling to “at risk” countries can make an appointment with Medical Centre nurses to be advised on the appropriate vaccination recommended by the health agencies. All vaccinations will be provided by outside agencies (travel clinic/G.P.) and are recorded in the appropriate books and the pupil’s medical file kept in the Medical centre.

Flu Vaccine

Sixth form boarders who fit the criteria set out by the health authority will be offered the influenza vaccination and will be encouraged to have it in October/November of each year which will be given at by the White Cliffs Medical practise.

Pupils from Reception to form 5 (year11) will be contacted by the local Health Authority via Dover College and an immunisation programme will be set up after liaising with ourselves (the Medical Centre), the Senior School and Prep School.

Medical arrangements for The Prep School

- If pupils are absent on account of illness, the parent should telephone the Prep School office before 08:45.
- All ill or injured pupils should be cared for in the Prep School. Parents should be contacted if they are required to go home or to the Doctor’s/ hospital. The Medical Centre is to be used in an emergency or for advice.
- Routine medical matters should be referred to the pupil’s own doctor via the parents/guardian.
- If pupils require medication of any kind during the school day parents must complete the appropriate consent form held in the Prep School giving the name, dose and time the medication is to be given and the reasons for their administration..
- All medication must be in its original packaging with the name of the pupil clearly visible, plus in date.

Prep School Medical arrangements

- All new pupils will undertake a basic medical assessment and introduction to the Medical Centre the term they arrive by the nursing staff. This will require parental consent before the medical is conducted, via the medical form. In the event no consent is obtained, the pupil will just have an introduction to the Medical Centre.
- First aid is administered within the Prep School by staff who have completed First Aid training. Minor injuries must be recorded in the Prep School accident/incident book.
- If the Prep School staff deem the injury more serious then advice or assistance for the medical staff will be sought.

ANNEX B - LEGIONELLA MANAGEMENT POLICY

1. SCOPE

The guidance is applicable to all employees of and contractors for Dover College who undertake activities associated with water services and systems. Water systems are considered to include all water plants, pumps, pipes, tanks, valves, showers.

2. OBJECTIVES

2.1 To clearly identify the responsibilities of individuals as appropriate.

2.2 To ensure that suitable and sufficient risk assessments are in place where significant risks have been identified, in particular legionella, as follows:

- water systems incorporating an evaporative condensers
- hot and cold water systems;
- other plants and systems containing water which is likely to exceed 20C and which may release a spray or aerosol during operation or when being maintained.

2.3 To ensure that systems are managed and controlled in accordance with the COSHH Regulations and the L8-2013 Approved Code of Practice and HS(G) 274 guidance

3. GUIDANCE

3.1 The Estates Manager is appointed as the “responsible person” with responsibility for ensuring that the Legionella Management Plan is implemented.

3.2 Day to day responsibility for monitoring and ensuring that the systems are being correctly operated, lies with the Estates Manager & Maintenance Manager who have attended a certificated course in water safety awareness. All records of testing and certification will be held in the Estates Office.

3.3 Dover College routinely appoints appropriately qualified contractors to conduct legionella risk assessments. A manual which specifies control regimes is included at Appendix 1.

3.4 In Premises where Dover College is deemed to be responsible, it will:

1. undertake a water quality risk assessment on all relevant water systems;
2. the assessment will be updated as appropriate, for example if new equipment is added and as a matter of course reviewed every two years;
3. the details of any risks will be made available to those persons who may be affected;
4. copies of the risk assessment will be available for inspection by persons entitled to do so;
5. If the risk assessment shows that there is a reasonably foreseeable risk, the Estates Manager/Maintenance Manager will ensure the implementation of safety precautions and control measures. In most cases, they will require a written Water Quality Scheme by a competent person and will involve contractors carrying out maintenance regimes on water systems.

3.5 A Water Quality Log Book will be maintained for each relevant system, available for inspection and will contain: -

- the risk assessment findings;
- the written scheme detailing control measures;
- the results of monitoring, inspections, tests or checks completed and the dates;
- details of the water system not in use and control measures taken;

3.6 Where school employees (e.g. catering staff, domestic staff, maintenance staff) have responsibility for implementing practical control measures these are included at Appendix 2.

3.7 Where a contractor is employed by the School to implement specialist control measures, an example list of duties is included at Appendix 3

3.8 Records will be kept for the period for which they remain current and at least 5 years following that period.

3.9 Scientific water tests may be required when there appears to be a problem with water supply e.g. discolouration, temperature etc. In the event of a positive water sample notification will cover:

- Details of the sample
- The organism
- Location
- Advice on appropriate remedial measures, such as isolating the building and disinfecting the system.

The Estates Manager, Bursar and Head Master will be informed at once, even if no one is ill, and remedial action will be taken at once. The Chairman of Governors must be notified at once if anyone becomes ill with legionella, as any outbreak of the disease must be reported to the HSE and **UK Health Security Agency (UKHSA)**.

LEGAL REQUIREMENTS AND EDUCATION STANDARDS

References:

A Handbook for the Inspection of Independent Schools: Part 3: The Regulatory Requirements of Independent Schools (www.isi.net).

B. "Legionnaires' disease: Essential Information for Providers of Residential Accommodation" HSE Guidance, May 2003 (www.hse.gov.uk)

C. "Approved Code of Practice - The Control of Legionella Bacteria in Water Systems (ACOP L8)" HSE, 2013) and HSG 274 guidance (www.hse.gov.uk)

D. "How good is the Drinking Water"? (www.dwi.gov.uk)

E. "Guidelines for Environmental Design in Schools" DCSF Guidance, 2003(www.gov.uk/dfe)

Appendix 1:

WATER SAFETY MANUAL CONTENTS

Dover College employed ARA Ltd, a firm of water safety specialists to prepare a water safety manual for all the school buildings, boarding houses and residential accommodation.

The manual identifies and assesses the main sources of risk in every building, taking account of:

- Water temperature
- Potential for water stagnation in long pipe runs and "dead legs" or infrequently used taps and showers
- Potential for aerosol formation, especially in showers, drinking water fountains
- Condition of the water throughout the premises
- The use thermostatic mixing valves (in order to avoid scalding) that potentially set a favourable outlet temperature for legionella growth
- Signs of debris in the system, such as rust, sludge or scale that could provide food for growing legionella
- Condition of the pipe work, plant, tanks etc.

PHYSICAL PREVENTATIVE MEASURES

The water safety manual identifies a series of preventative measures to the physical structure of our buildings that either have been taken or are planned in order to control the risk of legionella at the school:

- Any such dead legs have been isolated at the point where they connect to live pipework or where possible completely removed.
- All metal cold water tanks to be replaced by covered plastic tanks to ensure that they are free from debris.
- All hot pipes and calorifiers/hot water tanks have been insulated.
- Water is heated and stored in the calorifiers/hot water tanks at temperatures above 60 degrees C in order to kill bacteria
- Cold water is stored below 20 degrees C, so that bacteria cannot thrive.

The manual is reviewed and updated annually, or each time that a new measure is introduced.

Appendix 2:

INTERNAL CONTROL MEASURES

Nominated staff within the catering, domestic and maintenance departments have been instructed in the need for legionella prevention measures. They are tasked with carrying out the following regular water checks (where required to be recorded in the water manual) in order to maintain good water hygiene:

Taps

- Any cold tap that has not been used within a seven day period is flushed for 2 minutes on a weekly basis (avoiding splashing so as to minimise the creation of an aerosol)
- Any hot water tap that has not been used within a seven day period is similarly flushed for models with thermostatic valves fitted: at least 5 minutes and ordinary taps: 2 minutes, or until the temperature reaches 60 degrees C on a weekly basis and before the water is used

- Temperature checks to hot water are conducted by inserting a thermometer in the outflow of the first and last tap of each circulation system for the required period and recording the temperature. We will contact our external contractor about the safety implications if the hot water does not reach 50 degrees C after running for 5 minutes.
- Temperature checks are carried out to the first and last cold water taps in order to ensure that they operate at below 20c after running for 2 minutes. We record the temperatures and will contact our external contractor about the safety implications if the cold water exceeds 20 degrees C after running for 2 minutes.

Showers

- Any shower (whether heated directly by an instant water heater or through mains hot water that is not used within a seven-day period is flushed through for 2 minutes. Minimising the creation of an aerosol is achieved by placing a plastic sack or similar, over the shower head or by removing the shower head and placing the hose directly over the drain outlet.
- Shower heads and hoses are dismantled and descaled on a termly program.
- The designation "Shower heads" will also include college catering pot wash areas

Toilets

- Any toilet that is not used within a seven-day period is flushed each week, and the flushing mechanism on urinals checked.

Cold Water Tanks

- Running program in place for temperatures to be taken from the water in the tank and the water in the ball valve.
- The tank is inspected visually on an annual basis.

Calorifiers/ Hot Water Tanks

- The water temperature leaving and returning to the calorifiers/ hot water tanks is inspected and recorded.
- The calorifiers/hot water tanks are inspected annually.

Drains

- Drains are disinfected monthly
- Debris is cleared from external drains weekly

Hot Water Systems

- Hot water systems that are shut off for the holidays must be heated to 60 degrees C, and then kept at that temperature for at least one hour in order to kill all bacteria.
- Staff then flush the system before use.

Cold Water Systems

- All cold water systems that are unused during the holidays are also thoroughly flushed through before use.

ADDITIONAL CONTROL MEASURES TO BE TAKEN DURING AND AFTER ANY HOLIDAY PERIOD OR MOTHBALLING OF BUILDING

After a school holiday period/ break, or where any area has been mothballed or systems have been out of use for any reason, a situation may exist where legionella can breed. Their is particularly the case during a summer holiday period when high temperatures may accentuate the problem. In these instances, the following action needs to be taken:

- Key outlets need to be flushed on a weekly basis for approximately 3 minutes to ensure that the water in the system is refreshed.

- Where regular flushing has not been able to take place, the system may need a chemical disinfection.
- Prior to re-occupation and before any hot water outlets are used, the hot water system needs to be thermally disinfected by operating the system at full working temperature of 60° for at least one hour.

Appendix 3:

EXTERNAL CONTROL SERVICES

We employ external contractors to help us to manage water safety in the following areas:

Heating plant

- Our boilers and heating plants are serviced annually.
- The calorifiers/hot water tanks are checked and descaled.
- The heating system is serviced, sludge removed

Water Sampling

- ARA Ltd conduct sampling and analysis of our water supplies:

Water heaters

- Point of use water heaters are checked and serviced annually

ANNEX C - DOVER COLLEGE FIRE SAFETY POLICY

This is a whole school policy including the Early Years Foundation Stage.

The overall responsibility for Fire Safety is vested in the Headmaster.

Fire Safety Manager

The Headmaster has designated the Estates Manager as the Fire Safety Officer.

Fire Officer

The Fire Officer is the Estates Manager. The out of hours Fire Officer is the on site Caretaker. The duties and responsibilities of all fire roles are contained in the Fire Safety Orders attached to this Policy. The Fire Safety Orders form part of the Dover College Policies and Procedures and are available for sight by all staff.

It is the school's policy to minimise the risk to life and to reduce injury by maintaining the physical fire safety integrity of the school in ensuring that staff, pupils and visitors do not add to the fire risk and through safe evacuation of our buildings if a fire breaks out. The fire safety policy, procedures and risk assessments at Dover College are designed to help our community to respond calmly and effectively in the event that fire breaks out in one of our buildings.

All staff and students are to comply with the Fire Fighting Regulations statutory legislation relating to fire safety, subject only to exemptions permitted in such legislation. All staff and students are required to assist in achieving this policy.

All staff and students are to comply with the following:

- To read and understand the requirements of the Fire Safety Orders.
- Not to intentionally or recklessly misuse any firefighting or fire safety equipment.
- To report faulty firefighting or fire safety equipment, non-compliance of Fire Orders and misuse of firefighting or fire safety equipment.

Heads of Departments and HSMS are to ensure that all staff and students within their area of responsibility are acquainted with the School Fire Orders and fully understand the meaning of fire safety, hazards and the necessity of being observant and immediately reporting any concerns at all times.

The school Fire Officer (Estates Manager) holds the overall Fire Safety Orders which are divided into three parts, Part 1 contains general information regarding Fire Safety requirements and Fire Prevention Measures applicable to the School. Part 2 contains the special action to be taken in the Event of a Fire, roles and responsibilities. Part 3 contains guidance and instructions on the maintenance of standards for fire safety.

FIRE SAFETY ORDERS (PART 1)

Fire Prevention

Copies of these Fire Safety Orders are to be displayed prominently in all buildings. Each member of staff and pupil is to have their attention drawn to these fire orders on arrival and termly thereafter.

The following are to be complied with:

- The school is a No Smoking site, which includes staff accommodation.
- Emergency exits/ escape routes are to be kept clear at all times.
- Fire doors to properly fulfil their function, are required to be self-closing and to be kept closed. Doors left open or wedged open, especially in living accommodation, prejudice the safety of lives in the event of fire.
- The unauthorised use of candles, or any form of unauthorised lighting is prohibited.
- Individual heaters of any description are strictly forbidden. Any such heaters will be confiscated.
- All electrical appliances, including laptop computers, are to be switched off when rooms are unoccupied. Laptops must never be left on beds when switched on. House staff have authority to switch off at the wall sockets laptops which are found running in an unoccupied room.
- Waste paper, cardboard, etc inside offices, stores and living accommodation could result in serious fires, particularly during silent hours, due to the possible inclusion of spontaneously combustible materials in the waste. Under no circumstances are sacks of waste paper to be retained inside boarding houses.
- All flammable materials on site, including flammable petroleum products and paints, are stored in a safe manner that minimises the risk of accidental ignition.
- Liquid Fuel Caps on fuel containers empty or otherwise are always to be closed. Containers must be stored upright.
- Fire Alarm systems are never to be used for any purpose other than that for which they are intended. Use of fire alarms for any other purpose is strictly prohibited.

Responsibilities

Nominated staff with fire roles and duties can be found in Part 2. The College Fire Folder is located in the entrance to the Bursary, the Fire Officer is to be in possession of this folder during all fire events.

Fire Control

The Fire Control Centre will be located in the Bursary. In the event of a fire or practice drill it will be manned by the Bursar, Deputy Head and nominated support staff. In out of hours it will be manned by the Deputy Fire Officer and Senior Members present.

A fire control station is sited immediately outside the Bursary office, this will hold the College Fire Folder, site maps, klaxon key and fire officer's high visibility jacket.

Fire Systems

Electrically operated fire alarms are located in all of the buildings, these are activated by breaking the glass cover or the detection of smoke /fire.

Fire extinguishers are sited around the school, these are to be operated by competent, trained staff and are not to be tampered with or used for anything other than fighting fires.

Fire Blankets are sited in various buildings and accommodation, to be used on small contained fires of any type.

3 fire hydrants are located on the main Close, a location map is held in the Estates office as well as the Fire Officers folder.

Fire alarm testing will take place on a weekly basis in all buildings fitted with electronically operated fire alarms, tests will be carried out in all buildings at approximately the same day and time each week to reduce the chances of confusion with a real fire alarm, unless authorised by the Fire Officer. No action is to be taken by staff or students, except to be recorded in the building fire folder.

Fire Drills

A general whole school fire practise will take place each term during daylight hours and results recorded in the school fire folder. Outcomes from the drill will be disseminated as necessary.

Each boarding house will also carry out a mandatory termly, day and night house fire drill and record in the house fire folder. Concerns identified must be immediately passed to the Estates Manager for action.

Staff or pupils with an injury/ disability must arrange with the HSMS and/ or HoD about the safe evacuation in the event of a fire in accordance with their Personal Emergency Evacuation Plan (PEEP).

Action in the Event of a Fire

In the event of a fire, a Fire Control Centre (FCC) will be established in the Bursary or as an alternative the FCC can be located in Priory Lodge or the Prep School.

Anyone discovering a fire must:

- Move away from the fire and sound the alarm by shouting *Fire, Fire, Fire* and operate the fire alarm using the nearest available call point (red break glass box).
- Attempt to tackle the fire only if trained and it is safe to do so by using the fire appliances available, if the fire is small, localised, or to clear an escape route.
- Leave the building by the nearest available exit/ route, closing all doors, windows in the area involved, where possible.
- Move to assembly point.

Action on hearing the fire alarm (all staff except Fire Marshals):

All staff & students:

- Switch off any equipment being used (if able to do so quickly).
- Exit the building by the nearest available exit/ route, closing all doors, windows if safe to do so.
- Assemble at the designated fire assembly point on the Close.
- Do not re-enter the building until told by the Fire Officer that it is safe to do so. Please note the silencing of the alarm is not a signal to re-enter.

HSMs:

House staff are to call the roll for students including affiliated staff, house parents' family members, and guests. HSMs are to report to the Deputy Head who will be coordinating confirmation of the academic staff and students.

Staff affiliated to a boarding house:

Report to their affiliated house assembly point.

Medical Centre:

If the fire is not located in the Medical Centre, all staff and patients are to remain in the medical centre, if safe to do so, staff are to inform the FCC of anyone staying in the medical centre. If the building fire alarm sounds, then evacuate to the main school assembly point and inform the Fire Officer.

Catering Staff:

Make safe all catering appliances, assemble at designated assembly points. Senior member to account for staff and report to the Fire Officer.

Support Staff:

Assemble at designated assembly points, HoD accounts to confirm all support staff and visitors, report to the Fire Officer. Some support staff have certain duties in relation to fire emergencies within their remit.

Domestic staff:

Assemble at designated assembly point, HoD to account for staff and report to Fire Officer.

Estates Staff:

All estates staff and contractors engaged in work are to assemble at their designated point. HoD Maintenance is to confirm all accounted for, and report to the Fire Officer. Estates staff are to be prepared to support the Fire Officer. Be prepared to be dispatched to the fire area to turn off utilities or act as search parties.

The Deputy Head is to coordinate with the School Fire Officer, before a decision is made of any further action.

All staff and students are to remain at their assembly points until the ALL CLEAR is given.

In the event of inclement weather or if it is expected that the assembly process will be prolonged for any reason, pupils are to be directed from the Close to gather in the Refectory or, if that is not available, in the Chapel.

Fire assembly map is located at Appendix 1.

FIRE SAFETY ORDERS (PART 2)

Working Hours

- The Bursary office is to be notified of the location and extent of the fire also confirming whether the Fire Brigade have been notified.
- The office is to inform the day Fire Officer who will decide what further action is needed, (decide what other areas need immediate evacuation and to where).
- Be prepared to brief the Fire Controller and / or the Emergency Services on arrival.

Out of Working Hours

- The member of staff dealing with the fire is to notify the out of hours Fire Officer who is to be notified of the location and extent of the fire also confirming whether the Fire Brigade have been notified.
- The Fire Officer will decide what further action is needed, (decide what other areas need immediate evacuation and to where).
- Be prepared to brief the School Fire Controller and /or the Emergency Services on arrival.

Tallis Music School and PAC

If this building is to be evacuated for any reason then the building fire alarm must be set off at the control panel in all cases. This action is to activate the visual beacons in the music sound pods.

Summer Boarding and Lets The group leader of those hiring College facilities will be briefed on arrival on the action required in the event of a fire and on hearing the Klaxon. Group leaders will have an induction session and training on fire alarm procedures and drills. A school safety information pack containing fire instructions and alarm panel keys will be provided. Let staff ensure that all new staff and students take part in a day and night *fire practise within 24hrs of arriving* at the school.

Duties of the Fire Safety Manager

The Estates Manager who is the designated Fire Safety Manager, is responsible for ensuring that:

- The fire safety policy is kept under regular review by Governors and SLT.
- The fire safety policy and procedures are promulgated to the entire school community.
- Everyone in the school (including visitors and contractors) are given clear written instructions on where they should go in the event of fire.
- Records are kept of the fire induction training given to new staff and pupils.
- Procedures for emergency evacuation are regularly tested and lessons absorbed.
- Fire risk assessments are regularly reviewed and updated.
- Fire prevention measures are meticulously followed.

- Fire procedures and risk assessments are reviewed on each occasion that a building is altered, extended or rebuilt, or when new buildings are acquired.

Duties of the Fire Controller

The Bursar is the designated Fire Controller. The on-site Caretaker is the designated out of hours Fire Controller. The Fire Controller is responsible for ensuring that:

- Set up and coordinate the Fire Control Centre.
- As required instigate emergency procedures in the Business Continuity Plan.
- Deputise as the Fire Officer and duties.
- Coordinate any response to the press, after consultation with the Headmaster, Governors.

Duties of the Fire Officer

The Estates Manager is the designated Fire Officer. The Caretaker is the designated out of hours Fire Officer. The Fire Officer is responsible for ensuring that:

- Advice to the Fire Safety Manager on Fire Orders, fire technical services and firefighting systems.
- Coordinate whole school fire practises, in consultation with the Fire Safety Manager.
- Implementation of measures for fire prevention and firefighting equipment.
- Production and implementation of building fire folders.
- Allocation, servicing, testing of all fire fighting extinguishers.
- Maintenance and testing of all fire alarms via an external contractor.
- Testing and maintenance of all fire water hydrants.
- Annual coordination of all building fire folders and termly spot checks.
- Coordination of staff training and record keeping.
- Liaison with Fire Marshals ensuring best practices.

In the event of a fire:

- Take charge of the firefighting operations until the Fire & Rescue Services arrive.
- Liaison with the FCC, ensuring safety of all staff and students.
- Liaison with DHA for accountability of staff and students.
- Liaison as requested with Kent Fire & Rescue Services.
- Liaison with Estates staff, coordinating control of utilities, search parties, school access, identification of water hydrants.

Duties of the Fire Marshals

Those in charge of houses, academic or support departments have specific responsibility for carrying out checks of fire systems in addition to the periodic maintenance activities carried by the Estates Manager.

Building Fire Marshals and Deputy Fire Marshals must work together to ensure provisions below are covered.

General duties:

- Maintaining a high level of awareness of fire safety standards and dealing with issues arising, with consultation with the Fire Office (Estates Manager).

- Making daily visual checks of the fire alarm panel for faults, of the fire extinguishers, of escape routes and of emergency lighting. These checks should be carried out as part of daily routine. To include checks as per section 1 of the fire folder.
- Making weekly checks as above, but in greater detail. Carrying out weekly checks of function of the fire alarm system together with a check of the correct functioning of any automatic door release systems. Recording checks in the folder provided and signing that the checks have been carried out and faults reported.
- Making monthly checks in conjunction with the above; all findings are to be recorded in the fire folder.
- Recording of all fire checks in the building fire folder or nominating a deputy to carry out in absence.
- Maintaining fire safety knowledge by attending fire training courses.
- Providing fire safety induction training for all new staff.
- Understanding requirements of those staff and/ or students with a disability and/ or require a PEEP (personal emergency evacuation plan) to be implemented.
- Liaison with the Fire Officer in production of any PEEP and ensuring findings are implemented.
- Nominate building staff to act as door monitors, while fire marshals carry out their duties.

Duties on hearing building fire alarm:

- Check the fire panel and if applicable carry out an initial assessment to confirm presence of a fire.
- Be prepared to fight a small fire using the fire extinguishers provided only if trained to do so and you have a clear escape route.
- Check all areas are clear of staff and students, including toilets, storerooms etc.
- If deemed necessary, contact the emergency services on 999, otherwise inform the Bursary that the fire alarm has been initiated but no fire has been confirmed.
- Move to the assembly area and report to the Fire Officer to confirm building clear, or areas not cleared/ any staff unaccounted for.
- No staff or students are to re-enter the building until the Fire Officer has given the all clear.

Staff

Staff are responsible for the safe evacuation of the building, boarding house/class or other. All new staff, full-time, part-time, permanent or casual, must receive fire instruction pertinent to the building they work in. They are to familiarise themselves with escape routes, exits, firefighting equipment, location of any emergency cut-off controls and any duties they may have within the building.

A rule of thumb is that an area should take no more than 1 to 2 minutes to "sweep" clear, in residential buildings a longer time may be tolerable, depending on the fire risk assessment.

General list of staff allocated fire roles and responsibilities:

An up to date list of Fire Marshals is available in the Bursary and Fire Marshals are displayed around the site.

FIRE SAFETY ORDERS (PART 3)

Fire Alarm operating Instructions

Fire alarms within Dover College currently fall into 4 categories:

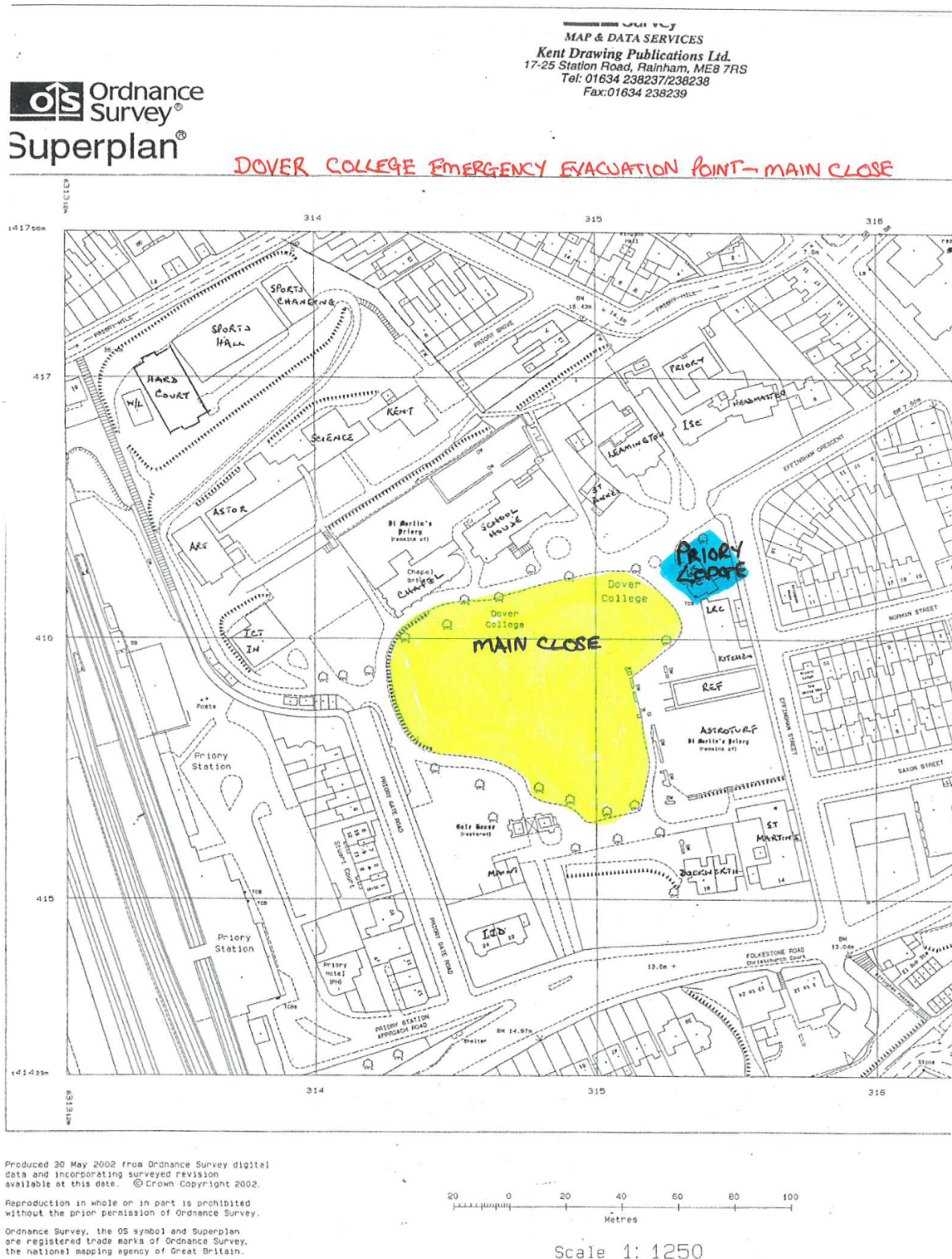
- | | | | |
|----|----------------------|---|------------------|
| 1. | Audibent system | - | web/app operated |
| 2. | Fire alarm systems | - | code operated |
| 3. | Fire alarm systems | - | key operated |
| 4. | No fire alarm system | - | verbal alarm |

Attached operating instructions for building fire alarm systems. *It is imperative that the alarm panel code is not compromised.*

Building Name	Panel Control
Prep School	Code operated
Gate House	Code operated
Refectory/kitchen	Code operated
Priory Lodge	Code operated
Menzies	Code operated
Tallis	Key operated
ISC	Code operated
St Anne's	HM House
Priory/ Medical	Code operated
Sports hall/suite	Code operated
Kent/leo wright building	Code operated
Science/Astor	Code operated
CDT	Code operated

ICT	Code Operated
Chapel	Code Operated
Maple House	Code operated
Beech House	Key operated
Ash House	Key operated
Cherry Tree House	Key operated

Appendix 1 - Dover College Emergency Evacuation Point



ANNEX D - CATERING AND FOOD HYGIENE POLICY

1. Scope

This policy sets out the statutory, regulatory and other responsibilities for Dover College in regard to its provision of catering.

2. Introduction

Dover College aims to deliver excellent standards of catering. The College is committed to maintaining a healthy eating policy ensuring that all meals are fresh, contemporary and nutritionally balanced and are meals which the pupils, staff and visitors enjoy eating. Healthy eating plays a vital role in supporting the education of our pupils. The benefits are three-fold:

- their ability to concentrate in the classroom;
- a greater appreciation for cultural, fresh and seasonal ingredients; and
- the enjoyment of dining with friends over a meal.

3. Making good decisions and learning about food

The College recognises the importance for pupils to build a positive relationship with food and promotes this through guidance from houseparents' and teachers and by utilising PSHE, cookery clubs and activities.

To ensure all pupils and particularly boarders receive balanced diets, it is intended that all pupils eat within the College wherever possible and the College actively discourages pupils from purchasing any food from outside. However, on occasion pupils will purchase food outside of the College, and therefore the College supports all pupils to develop the confidence, knowledge and understanding to make appropriate food choices in their future lives.

Where there are concerns about a pupil's relationship with food, this will be raised firstly with their houseparent and then this may be escalated to the Designated Safeguarding Lead (DSL).

4. Menu and menu cycle

The menus will be structured within a three-week cycle and will be changed regularly throughout the year to ensure that the pupils have a varied choice of meals. The menus will contain as much seasonal and local produce as possible, giving them the ability to reflect the changing seasons. The menus for each cycle will be determined in advance and published.

The Catering department will consult with the pupil and staff bodies as often as possible to ensure that the menus reflect preferences. Our approach has been to note Government guidelines and, on an ongoing basis, we are working to reduce levels of salt, sugar and fat in products and recipes.

Supplies of fresh fruit, vegetables and salads are readily available along with water and fruit juices. There is also a morning tuck shop available. Parents are welcome to sample our menu at any time.

5. Special dietary requirements

The catering team needs to be sensitive to the requirements of any multi-cultural requirements with varied menus provided to meet the broad range of pupils. For pupils with special dietary requirements including vegetarian and vegan diets, the parent / carer / pupil should ensure that their special requirements are fully reported to the Catering Manager at the start of each school year, ensuring that they are able to present alternatives if the core menu does not meet their dietary needs.

The minimum performance standards required by the College is listed below:

- The Catering Manager is expected to implement all up-to-date and ongoing Government Nutritional Recommendations appertaining to food preparation;
- Vegetarians are catered for and there is no requirement to register;
- Other special diets are catered for and the Catering Manager will be informed of these, supported by a Doctor's note detailing requirements. It is the responsibility of the Catering Manager to ensure safe working practices are in place to prevent cross-contamination;
- All foods/dishes should be labelled correctly and where they contain items which may cause an allergic reaction these should be clearly stated;
- Catering staff should be fully briefed on the content of all dishes prior to service;
- Nut Safety: The catering department does not knowingly purchase, store or use nuts or products containing nuts or nut traces. This applies to meals, constituents of a meal, sandwiches and snacks served. However, the College is unable to totally guarantee that items produced in our kitchens and / or offered for consumption /sale are free from nuts or nut products. Labels of individually wrapped pre-packaged goods should be checked to establish the contents of the product. Dover College cannot confirm the accuracy of the information supplied on wrapped products.

The Catering Manager is available to speak to any parent/carers who has concerns about their child's special dietary requirements.

6. Minimum performance standards

6.1 Food Quality

Dover College considers it important to use fresh, seasonal food and to minimise the use of frozen ingredients and bought-in, ready-prepared foods. The Catering Manager will be a well-qualified professional with a proven track record, able to communicate with pupils, staff and visitors to the school and should take a proactive approach to feeding the Dover College community.

The catering team will be expected to provide a wide range of nutritionally balanced foods from which pupils can make their own selection, therefore increasing the enjoyment of their meal and encouraging greater responsibility. The government's food and nutrient based standards shall be used as guidance when compiling menus.

Dover College is keen to ensure that the food served will be of a high quality and will appeal to the pupils. It should be well-presented and dishes displayed should accurately reflect the menu. Hot dishes should be served at above the temperature of 63°C and cold dishes should be served chilled below 8°C. In order to meet the high standard of menu production and to

provide the best value available, ingredients should be purchased fresh whenever possible. Full advantage should also be taken from seasonally available products. All retail products used will be recognised quality brands. The quality of deliveries from suppliers is the responsibility of the Catering Manager.

Where possible, batch cooking methods should be implemented to ensure that food is cooked little and often to retain freshness for each sitting.

Incoming supplies will be checked to ensure transportation has been correct and that the food is delivered in excellent condition and at the correct temperature. Any non-compliant items will be rejected. All incoming food to be signed for and stored appropriately as soon as it arrives. Supplies will only be purchased from reliable and authorised sources.

Dover College will endeavour to comply with the Government's non-statutory nutritional guidance.

6.2 Statutory, regulatory, and best practice requirements

- Nut or traces of nut are labelled in accordance with regulations – see point 5 above;
- HACCP system is in place and the document is checked by everyone;
- Staff training to cover induction, use of equipment, emergency procedures and evacuation procedures;
- Compliance with COSHH procedures;
- Appropriate development of staff to include Basic Food Hygiene training or NVQ or equivalent with regular departmental refresher training;
- All staff to understand their individual and team responsibilities;
- Risk assessments to be reviewed and disseminated;
- First aid boxes must be replenished termly and used in accordance with training;
- The catering department will maintain the correct ratio of First Aid trained staff at the appropriate level;
- Compliance with health and safety legislation at all times

6.3 Food hygiene, preparation, serving and consumption

The catering department will:

- ensure compliance with daily cleaning and disinfection regime;
- ensure compliance with hand-washing and cleansing regime;
- regularly inspect food stock with appropriate rotation and to remove any out of date or damaged/decaying/decontaminated food;
- wear appropriate uniforms and PPE;
- inspect all areas where food is prepared, served and consumed for cleanliness and hygiene before and after each meal;
- inspect dining areas and counters for dirty plates, cutlery etc. together with bowls/bins for food waste throughout service;
- ensure spills are dealt with promptly and safely, if necessary cordoning off an area.
- check and record fridge temperatures of the hot and chilled service counters on a daily basis;
- carry out food preparation with regard to the highest standards of food hygiene e.g. separate cutting boards for meat and vegetables;
- ensure raw and cooked food to be stored in a safe and appropriate way;

- adhere to relevant exclusion periods during times of sickness;
- ensure adequate pest control is in place;
- clean cooker hood filters on a regular basis;
- adhere to non-smoking and vaping regulations.

6.4 Quality Assurance

Staff will be monitored by the Catering Manager and in turn he will be monitored by the Bursar to ensure that departmental procedures are followed effectively.

Dover College will review this policy annually and ensure that practice is in line with this policy. Any review will take into account the most up-to-date legislation and recommendations.

Where applicable, the College will seek external advice, guidance and procure professional services to ensure it is following statutory legislation and best practice for example by utilising nutritionists and dieticians, professional cleaning services and independent audits.

6.5 Equipment

- Equipment to be checked daily and functionality recorded;
- Faults will be reported immediately and equipment de-commissioned if it is unsafe;
- Equipment to be serviced and maintained according to guidance.

7. Environmental responsibilities and waste disposal

Dover College is conscious of its environmental responsibilities and all staff and pupils to adopt environmentally sound practices. The catering team should endeavour to purchase goods in season and source goods from local suppliers where practical and possible. It is the catering team's key responsibility to supply food that is fresh, high quality and that has been prepared in a hygienic and safe manner. Sustainability initiatives are also important to our ethos.

Hygienic waste disposal will be carried out in accordance with industry practice.

Appropriate portion control will ensure the minimum amount of food is wasted.

8. Complaints

Any complaints regarding catering at Dover College should be made in accordance with the College's Complaints Policy. Serious issues could be raised through the College's Whistleblowing Policy.

ANNEX E - ASBESTOS MANAGEMENT POLICY

Policy

- Dover College is committed to maintaining a safe environment for staff pupils and visitors. This includes ensuring that all asbestos containing materials (ACM), or materials likely to contain asbestos, are maintained in a state that presents no hazard and that Dover College complies with current legislation.
- Where asbestos containing materials are discovered, the appropriate procedures will be undertaken to ensure safe removal as soon as practicable.
- The College will keep and maintain an up-to-date Asbestos Register (held in the Estates Office).

Procedures

Means of Organising

The organisational structure for the management of Asbestos at Dover College is identical to the H&S reporting chain

Responsibilities

As a matter of policy, all staff members of the Dover College community have responsibility for ensuring that they understand the procedure for managing asbestos at Dover College and report areas of concern and/or new risks as they are identified, in accordance with the structure. Ultimate responsibility lies with the Chair of Governors for:

- Recognising and accepting responsibility for asbestos management.
- Establishing a suitable organisation for managing asbestos.

The implementation of these responsibilities is delegated to the Estate Manager. In particular, he is to ensure that:

- Staff are familiar with the policy and procedures and understand their delegated responsibilities and duties.
- An asbestos register is maintained in accordance with statutory regulation that records identified Asbestos Containing Materials (ACM).
- Undertaking the statutory activities described in the Control of Asbestos Regulations 2012.
- Maintaining the asbestos register held in the Bursary.
- Planning work that impinges on the identified ACM and takes appropriate measures to ensure that risks are neutralised, through either removal or encapsulation by appropriately qualified contractors.
- Ensuring annual inspection of identified ACM to ensure that they are in a safe condition and taking appropriate measures. Inspections are to be recorded centrally.
- Restricting access to or interference with ACM.
- Maintaining a Permit to Work System for contractors employed at Dover College who are likely to come into contact with, or work in close proximity to, ACM.
- Carrying out Management Priority Risk Assessments as described in HS(G)227.

All school staff are required to be familiar with the contents of these procedures and to understand the reporting chain. In addition, they are to:

- Make themselves aware of identified ACM in their area(s) of work or accommodation.
- Report as soon as possible any activity by any individual(s) that might lead to, or have led to, disturbance of ACM.

Management of ACM

The Management Priority Risk Assessment provides a relative rating of the risk posed by each identified ACM and hence a priority for action. Where identified, ACM will be managed through a number of methods:

- In areas of high vulnerability to damage or disturbance, asbestos will be removed by appropriately qualified contractors. Where possible, this work will be undertaken during school holidays. Examples might be hot-water pipes lagging in 'public areas' that have started to deteriorate.
- In areas of medium risk, asbestos may be encapsulated or removed in accordance with advice from appropriately qualified contractors, depending on location, accessibility and vulnerability. Examples might be hot-water pipe lagging in good condition and in areas of infrequent or restricted access.
- In areas of low risk, ACM will be left in situ and the condition and risk posed monitored annually. Examples are asbestos sink pads.

ANNEX F - PORTABLE APPLIANCE TESTING POLICY

1. Introduction

This policy outlines Dover College arrangements for portable appliance inspection and testing (PAT testing) and provides general advice to users on how to tell if a portable appliance is safe or unsafe to use. Electrical equipment must not be used if there is any doubt about its safety.

2. Portable Electrical Equipment

Portable appliances are generally equipment that have a power cable and plug which are normally moved around or can be easily moved from location to location. They also include larger equipment that can be moved but will generally remain stationary in fixed locations e.g. photocopiers.

Portable electrical equipment is categorised into:

- Hand held
- Mobile
- Stationary
- IT Equipment

Portable equipment does not include electrical equipment that is permanently connected to the building electrical supply i.e. hard wired or 3 phase equipment. More guidance can be found at Appendix 1.

3. Responsibilities

Dover College Estates Department will ensure PAT testing is carried out as per frequency of in-house service inspection and testing with respect to the various types of equipment used, identified in Appendix 3.

House staff, Heads of Department and staff in general must ensure that arrangements are in place for all portable equipment to be available for inspection on the specified dates provided by the Estates Department within their areas of control. This will include equipment in offices, laboratories, workshops, stores, boarding houses and equipment brought on site as part of an event, academic activity.

The college PAT testing schedule will be supported by all staff ensuring that:

- Electrical equipment is used as per manufacturer's instructions.
- User checks are carried out ensuring equipment has no obvious visual damage or defects before use.
- Any defective or out of test date equipment is removed from service and reported to Estates.
- Only use portable equipment that has a valid inspection/ test label.

4. Types of Inspections

4.1 User Checks

Users must check equipment before use. The user check is a vital safety precaution, as many faults can be identified by a simple visual inspection. The user is the person most familiar with the equipment and that it is in a safe condition and working properly. The user check is limited to an external visual inspection without any dismantling of equipment, such as removal of plug covers.

These user checks do not need to be recorded. However if faults are identified action must be taken to prevent further use until repair or disposal. A guide on what to look for during a user check is given in Appendix 2.

4.2 In-Service Inspection & Test

An in-service inspection and test is a more detailed examination of equipment, carried out by trained and competent person, involving:

- Preliminary visual inspection
- Earth continuity test (Class I equipment only)
- Insulation resistance test if applicable, or protective conductor current/touch current test or substitute/ alternative leakage test.
- Functional test.

5. Frequency of Inspection & Testing

Inspection and testing of electrical equipment is a means of assessing if appliances are safe or repair is required. The frequency of inspection will depend upon the likelihood of faults developing and consequences of lack of maintenance. Factors which influence this include:

- Environment (wet conditions)
- User (i.e. used by multiple users or limited to one person)
- Equipment construction (Class I or class II)
- Type of equipment (portable, hand held or stationary)

6. New Equipment

No inspection and testing is required before putting equipment into first use. However portable equipment should be checked by the user before use. New equipment should be inspected once it has been installed for 12 months or sooner if convenient.

7. Staff & Pupil Owned Equipment

It is not a requirement to inspect and/or test electrical equipment owned by staff or pupils, they are responsible for their own personal electrical equipment. Nevertheless, if staff observe that pupils electrical equipment appears faulty the damage must be pointed out to them. Action must be taken to remove, isolate, confiscate, until able to be removed from college property or fault rectified.

However the college has a duty of care to residential pupils and college property that electrical equipment is in a safe condition. This equipment will therefore be incorporated within the colleges PAT inspection and testing on an annual basis.

8. Inspection Process

Staff will be informed of all inspect dates and any requirements necessary for the PAT inspection and test to take place. This will vary depending on use of building.

9. Leased Equipment

Equipment hire companies are required to ensure that all equipment supplied by them is safe to use and is inspected and tested before and after use. If electrical equipment testing is not part of the service agreement then this equipment should be included in the in-house testing programme for Dover College.

10. Equipment Brought on Site for Events

Equipment brought on site for an event must be in a safe condition to use. It will be the responsibility of the Event Coordinator to ensure equipment has been suitably inspected and if required tested.

11. Labelling

Suitable labelling will be provided on equipment that has been tested. Passed labels will be green on white for easy visual identification.

Failed equipment will be removed immediately from the immediate workplace; pupil's items will be passed onto House staff and held in a secure location until house staff confirm with parents/ pupil disposal arrangements. College equipment will be removed and passed on to HoDs until departmental disposal. Failed labels will be red on white for easy visual identification.

12. Record Keeping

Inspection & testing carried out by an appointed contractor will supply records of all items examined. Internal inspection & testing carried out by college staff a Portable Appliance Register will be maintained for each building. All records will be held and managed from the Estates Office.

13. Monitoring

Compliance with the procedure outlined in this policy should be overseen by the various Heads of Departments, House staff on a day to day basis. The college Estates Manager will coordinate the annual reviews, as required, as well as monitor record keeping. On site monitoring will also take place during the annual health and safety inspection tours.

14. Further Information

Further information and guidance is available from the following sources:

www.iee.org

www.hse.gov.uk/pubns/indg236.pdf

APPENDIX 1 – CATEGORIES OF PORTABLE ELECTRICAL EQUIPMENT

Hand-Held Equipment

Portable equipment intended to be held in the hand during regular operation, e.g. power drill, hedge cutters, hairdryer, soldering. This type of equipment is the most hazardous type of equipment as the current can flow from hand to hand and pass close to the heart.

Mobile Equipment

Mobile equipment is intended to be moved while in operation, e.g. vacuum cleaners, kettles, desk fans, benchtop centrifuges.

Stationary Equipment

Equipment has a greater mass than 18kg and is not provided with a carrying handle, e.g. refrigerator, freezer, washing machine and photocopier.

IT Equipment

IT equipment includes computer monitors, data terminal equipment, power packs, mobile phone charging units, printers and televisions. Users should test plugs and leads to their equipment if safe to do so.

APPENDIX 2 – USER CHECKS

Users of portable appliances should look for the following indications of damage or faults, before using the equipment:

- Is the user aware of a problem, does the appliance work?
- Damage to cable/lead e.g. fraying, abrasions
- Damage to plug e.g. cracked casing, pins bent, plug screws loose or missing, plug rattles
- Non-standard joints, including taped joints in cable
- Exposed coloured wires where cable enters plug
- Damage to outer cover of equipment or obvious loose parts
- Signs of overheating on equipment
- Equipment being used in conditions not suitable e.g. wet workplace
- Extension leads or adapters overloaded e.g. too many appliances for fuse rating
- Residual Current Devices (RCDs) failing to disconnect from supply when test button pushed

If any of the above are identified, do not use equipment, remove from service and report to the Head of Department, Estates Department, respectively.

Frequency of Checks

Where equipment is stationary, or not moved frequently, or not used in hostile environments, e.g. catering, workshops, laboratories, user checks may not be required until the equipment is moved, at which point it would be convenient to do so.

Where equipment is handheld, moved frequently, or is used in hostile environments, it may be prone to more damage. Therefore user checks are recommended weekly for all such equipment, and before use for handheld equipment.

Where portable appliances are used by members of public, lettings e.g. conferences, short residential stays, it is recommended that staff carry out a user check weekly as part of their normal room servicing duties.

APPENDIX 3 – RECOMMENDED IN-SERVICE INSPECTION & TESTING FREQUENCY

A fixed test frequency cannot be set for all types of equipment and environments. However the below test frequencies are given as a guide for compliance.

Area where equipment is used	Type of equipment	Frequency/type of inspection
Low risk Office	IT and general office equipment that is not moved frequently (e.g. photocopiers, fridges, desk, computers, shredders)	36 months in-service inspection and test
Medium risk Workshops, laboratories, residential accommodation and kitchens	IT and other equipment that is not moved frequently (e.g. microwaves, scientific analytical equipment)	User checks 24 months in-service inspection and test
	All mobile handheld equipment (e.g. kettles, fans, heaters, extension leads, food blenders, laboratory and scientific workshop equipment and power tools)	User checks 12 months in-service inspection and test
High risk External environments, harsh environments e.g. exposure to water, chemicals, solvents, construction caterings or equipment moved in vehicles	All portable equipment	User checks 12 months in-service inspection and test