

2023
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Health & Safety Policy

Introduction

It is the policy of Debut to take all reasonable steps to ensure the health, safety and welfare of its employees, learners and visitors. It will, so far as is reasonably practicable, establish procedures and systems necessary to implement such a policy. The Company will also ensure that all relevant statutory duties and obligations are satisfied, including those duties set out in the Health and Safety at Work etc Act 1974.

The Company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses and ultimately achieving an accident-free workplace. All employees and learners at our Centers will be provided with equipment, information, instructions, training and supervision as is necessary abide by and implement the policy guidelines and achieve the stated objectives.

The Company also recognises its duty to protect the health and safety of all visitors to our Centers, including Sub-Contractors, Consortium Members, Associate Assessors and External Verifiers, Auditors, Trainers, Learners and temporary workers, as well as any members of the public who might be affected by the Company's work operations.

While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the staff, learners, visitors and others associated with Debut (such as Employers). It is the duty of everyone to take reasonable care in regard to their own and other people's welfare and to report any situation which may pose a threat to the well being of themselves or of any other person. If an person is unsure how to perform a certain task or feels it would be dangerous to perform a specific job, then it is the their duty to report this to a Manager/Supervisor or to the Health and Safety Lead/Deputy. An effective health and safety programme requires continuous communication between people at all levels.

The specific arrangements for the implementation of the policy are detailed below.

Organisation

Debut sees communication between workers at all levels as an essential part of effective health and safety management. Staff Meetings, which are held minimum monthly, incorporates Health and Safety on the agenda to ensure any new guidance may be conveyed and employees' questions on health and safety issues answered. In addition, these meetings will provide an opportunity to assess the continuing effectiveness of the policy.

Responsibility and Authority

The organisation has ultimate responsibility for learner protection and will ensure that the arrangements for overseeing health and safety are effective, robust and reviewed on a regular basis. As such two senior members of staff have been designated as H&S Personnel. In addition to these staff, Debut ensures that a Manager is present at each Centre when the premises is open for learners, including cover for any evening classes so that H&S is maintained and followed.

The designated Health & Safety personnel are:

Carla Hales (Head Office) - Director of Tuition & Health & Safety Lead
01268 560552 carla@debutacademy.com

Linda Edwards (Head Office) - General Manager & Health & Safety Deputy
01268 560552 linda@debutacademy.com

Sarah Chidley (Kent) - Director
020 8859 3446 sarah@debutacademy.com

Zoe Moseley (Herts) - Director
01920 449725 zoemoseley@debutacademy.com

Communication and Co-operation

The Company will endeavour to communicate to employees and clients who come to the site from time to time their commitment to safety and to ensure that they are familiar with the contents of this policy.

If the Company is to build and maintain a healthy and safe working environment, co-operation between workers at all levels is essential. All employees are expected to co-operate with line managers, health and safety representatives and to accept their duties under this policy. Employees have a duty to take all reasonable steps to preserve and protect the health and safety of themselves and of all other people affected by the operations of the Company. Disciplinary action under the Company's disciplinary procedure may be taken against any employee who violates safety rules and procedures or who fails to perform his or her duties under this policy.

Training

Safety training is an indispensable part of an effective health and safety programme. It is essential that every employee is trained to perform his or her job effectively and safely. All employees will be trained in safe working practices and procedures prior to being allocated any new role. In addition, due to the nature of the industry they are involved within, Health & Safety forms an integral part of their own qualifications and that of the qualification modules being delivered to learners.

Training for staff will include advice on:

- 1) the use and maintenance of personal protective equipment appropriate to the task
- 2) using equipment as per the manufacturer's instructions
- 3) performing tasks with health & hygiene observed
- 4) ensuring the classroom/other study area environments are risk assessed and safe for all
- 5) ensuring all learners are under correct supervision at all times

- 6) observing the health & safety of each individual is considered and any medical or other restrictions are observed, including any cross-contamination
 - 7) formulation of emergency contingency plans
 - 8) reporting of accidents, risks, hazards or near misses
 - 9) understanding the line management of Health & Safety reporting
- Refresher training sessions will be held every year, or as often as is deemed necessary and will provide another opportunity for employees to express any fears or concerns they might have about their jobs.

Reporting & Recording Accidents or Near Misses

All injuries, however small or slight, sustained by a person at work must be reported to their Tutor, Line Manager or to the Health and Safety Lead/Deputy at their respective Center. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive. Each accident book is located in the main office at each designated Centre and accessed by the onsite Manager/First Aider and is reviewed regularly to assess any common factors or areas of concern. Near misses must also be logged in this book to ensure they are reported and any risk is eliminated.

Inspections

The Company believes that regular systematic inspections of the workplace are an important instrument in ensuring that it demonstrates compliance with the Workplace (Health, Safety and Welfare) Regulations 1992 and other relevant statutory provisions. In this respect our Centres take part in an annual H&S Audit conducted by a trained representative from our HR company. An action plan is provided after audit to indicate any areas to be addressed. Linda Edwards also undertakes intermittent Centre risk assessment and H&S checks at centres to ensure H&S compliance is maintained between yearly audits.

Work-based Environments

Regular inspections of the workplace will be conducted by either the Head of Apprenticeships or designated trained staff member during employer sign up and initial appointment, as well as throughout an apprentice's programme when visits are conducted. In addition, inspections will be conducted in the relevant areas whenever there are significant changes in the nature and/or scale of the Company's operations. The Head of Apprenticeships will be encouraged to participate in conducting such workplace inspections. Workplace inspections will also provide an opportunity to review the continuing effectiveness of the policy, identify areas where revision of the policy may be necessary and check the Employer has up-to-date Public Liability Insurance and First Aid provision for the staff. These inspections are also conducted for any new placements before any Traineeship learners commence their work experience.

Work Equipment

The Company will take all reasonable steps to ensure the safety of all employees using work equipment provided by the Company, as well as to ensure the safety of others who may be affected by the equipment. The Company will seek to liaise with suppliers to ensure that any new machinery is designed and supplied to work in a safe manner, and will seek to inform and train employees to use the equipment in a safe and efficient manner.

Should employees have any problems relating to the operation of equipment, or the safety of that equipment, they should immediately inform their line manager or their health and safety representative, so that steps can be taken to remedy the situation promptly. All work equipment procured, hired or used by the Company will comply with the Provision and Use of Work Equipment Regulations 1992 and is to be maintained in good working order and repair. The Company will endeavour to ensure, in liaison with equipment suppliers and manufacturers that all equipment used in the workplace is safe and suitable for the purpose for which it is used.

All workers will be provided with such protection as is adequate to protect them from dangers occasioned by the use of work equipment. All work equipment will be clearly marked with health and safety warnings where appropriate. The use of any work equipment which could pose a risk to the well being of persons in or around the workplace will be restricted to authorised persons. Equipment should only be used by personnel properly trained and authorised. Disciplinary action under the Company's disciplinary procedure may result from improper or unauthorised use of work equipment.

Personal Protective Equipment

The Company recognises the duties and obligations established by the Personal Protective Equipment at Work Regulations 1992. The Company will provide personal protective equipment (PPE) where risk assessment identifies the requirement for worker protection where the risk presented by a work activity cannot be adequately controlled by other means. All reasonable steps will be taken to secure the health and safety of employees who work with PPE.

All workers who may be exposed to a risk to their health and safety while at work will be provided with suitable, properly fitting and effective PPE. All personnel required to use PPE will be provided with adequate information and training to enable a fuller understanding of the issues associated with its use.

The Company will:

- Carry out an assessment of proposed PPE to determine whether it is suitable
- Take appropriate action following assessment of risk
- Ensure that where two or more items of PPE are used together, these are compatible and are as effective used together as they are separately
- Provide accommodation for correct storage of PPE
- Arrange for the maintenance, cleaning and repair of PPE (this includes training individuals to undertake before use and after use checks)
- Train staff in the safe use of PPE
- Replace any PPE as necessary and at no cost to the employee
- Provide adequate information to every employee in respect of any risks which may exist
- Re-assess as necessary if substances used or work processes or equipment change.

Manual Handling Operations

The Company's objective is to minimise any risk to employees of accident or injury resulting from manual handling operations. The Company complies with the Manual Handling Operations Regulations 1992 (Amended 2002).

The Company will endeavour to avoid the need for manual handling activities, so far as is reasonably practicable. Where it is not possible to avoid manual handling operations, an assessment of the operation will be made taking into account the task, the load, the work place and the capability of the individual concerned. The Company will then introduce controls to reduce the risk of accident or injury to the lowest extent reasonably practicable.

Assessments will be reviewed when there is a significant change in:

- The activity or process
- The working environment
- The numbers or abilities of personnel
- The nature of the loads to be handled.

Re-assessment may also be required where accident/absence statistics show that the original control measures were not sufficiently effective.

Debut's Management will ensure that all staff refresh e-learning manual handling training signposted by our designated HR company regularly so they are aware of current guidance.

Display Screen Equipment

Many employees are required to routinely use Display Screen Equipment (DSE) as part of their daily work. The Health and Safety (Display Screen Equipment) Regulations 1992 (Amended 2002) establish criteria for the selection, location and use of DSE in the workplace. All reasonable steps will be taken by the Company to secure the health and safety of employees who work with DSE.

The Company will conduct health and safety assessments of all workstations staffed by employees who use DSE as part of their usual work and will ensure that all workstations comply with the requirements established in the regulations, thus reducing risks to DSE users to the lowest extent reasonably practicable. Staff will complete a home working risk assessment which also includes display screen equipment.

DSE users will be allowed periodic breaks in their work. Breaks in work may take the form of other work activities or tea breaks. Employees are entitled to eye tests to ensure their visual acuity is compatible with the requirements of DSE work. If the examination reveals the need for corrective lenses, then the cost of providing lenses and frames, for display screen activity only, will be the responsibility of the Company.

All DSE users will be given appropriate and adequate training on the health and safety aspects of this type of work and will be given further training and information whenever the organisation of the workstation is substantially modified. All staff using DSE refresh their display equipment training signposted by our designated HR company regularly so they are aware of current guidance.

Control of Substances Hazardous to Health

Within the working environment, many substances are routinely used that could potentially be injurious to health if not properly stored, handled or used correctly. The Control of Substances Hazardous to Health Regulations 2003 establishes a duty on the Company to assess the risks from the use of substances at work.

A risk assessment will be conducted of all work involving exposure to hazardous substances. The assessment will be based on manufacturers' and suppliers' health and safety guidance and the Company's own knowledge of the work process and utilising relevant information and guidance made available by the Health and Safety Executive (e.g. EH40).

The Company will ensure that exposure of workers to hazardous substances is minimised and adequately controlled in all cases. All employees who will come into contact with hazardous substances will receive comprehensive and adequate training and information on the health and safety issues relating to that type of work.

Assessments will be reviewed periodically whenever there is a substantial modification to the work process.

Employees at Special Risk

The Company recognises that some workers may from time to time be at increased risk of injury or ill-health resulting from work activities. The Company therefore requires that all employees advise their line manager if they become aware of any change in their personal circumstances which could result in their being at increased risk. This could include medical conditions, permanent or temporary disability, taking medication and pregnancy. Where personnel at special risk are identified, for example learners with disabilities, learners with learning /language difficulties or young persons, a further assessment of risk in addition to the general risk assessment will be undertaken. Any staff or learners who are pregnancy will undergo a risk assessment and this is reviewed periodically by the HR Officer.

H&S and COVID-19

We have a dedicated COVID policy which provides guidance on symptoms, isolating, hygiene and sanitising, sick pay, training during COVID-19, remote learning, at risk groups, PPE, distancing, reporting COVID cases, reporting and logging incidents of COVID.

We continually update our COVID related health & safety procedures based on DFE, Awarding Body and Government guidance. Please refer to Debut's COVID policy , COVID log and risk assessments for further guidance on this matter.

Additional COVID compliance is listed in the following supplementary documents:

Safeguarding Policy

E&D Policy

COVID Staff Risk Assessment

COVID Learner Risk Assessment

COVID Action Plan

Prevent Policy

Induction Policy

IAG Policy

Fire Safety Precautions (All Centers)

Fire is a significant risk within the workplace. This is the Company's fire safety policy and all the procedures that must be adhered to. The Company responsible for the maintenance and testing of fire extinguishers and equipment is Fire Protection who conduct annual audits at all Centres.

All employees have a duty to conduct their operations in such a way as to minimise the risk of fire. This involves taking care, keeping combustible materials separate and away from sources of heat or ignition and avoiding unnecessary accumulation of combustible materials anywhere. Employees must report any faulty electric cable or flex or loose connection immediately to their line manager, health and safety representative. All electrical equipment which does not require continuous operation should be switched off when not in use and plugs removed from socket outlets. Employees should never attempt to repair or interfere with electrical equipment or wiring themselves, and should not use dual or other socket outlets unless these have been properly authorised.

Smoke detectors and manually operated fire alarms (shouting FIRE or blowing a whistle) are located at strategic points throughout the workplace. If a smoke detector sounds, it is the responsibility of any employee present to activate the alarm and evacuate the building.

Fire extinguishers are also located at strategic points throughout the workplace; however, Employees are not expected to tackle a fire themselves as it would pose a threat to their personal safety to do so. If the situation is dangerous or potentially dangerous, the employee should activate the alarm (Shout FIRE or blow a whistle) and evacuate the building immediately.

Exit doors and corridors must never be locked, blocked or used as storage space. In the event of the fire alarm being activated, or in any other emergency situation (such as a bomb scare), all employees must leave the building by the nearest available exit in an orderly fashion and assemble at the designated assembly point. The designated assembly points for fire evacuation meeting points are detailed within each centre clearly and this information is relayed to all staff, visitors and learners.

Lead Managers are responsible for keeping their Centres safe from fire, ensuring that their staff are trained in proper fire prevention practices and emergency procedures. Employees should ensure that they are familiar with the position of the nearest fire fighting equipment, alarms and emergency exits. Practice fire drills will be conducted regularly to ensure employee familiarity with emergency evacuation procedures.

Smoking

Smoking is not permitted anywhere within a 10 meter perimeter boundary of any Centres site any time, by any person regardless of their status or business with the organisation.

Report an Accident or Disease under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013

The current regulations governing the notification and recording of accidents are the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. These regulations require that certain prescribed events, injuries and diseases be formally reported. Notwithstanding our legal obligations, the Company views accident investigation as a valuable tool in the prevention of future incidents. In the event of an accident resulting in injury, a report will be drawn up by the line manager detailing:

- The circumstances of the accident including photographs and diagrams wherever possible
- The nature and severity of the injury sustained
- The identity of any eye witnesses
- The time, date and location of the incident
- The date of the report

All eyewitness accounts will be collected as near to the time of the accident as is reasonably practicable. The completed report will then be submitted to the Health and Safety representative who will attempt to discover why the accident occurred and what action should be taken to avoid a recurrence of the problem. A follow up report will be completed after a reasonable period of time examining the effectiveness of any new measures adopted.

Lead Managers are responsible for reporting all cases of accident and disease to the Health and Safety representative. The Health and Safety representative is responsible for reporting cases of accident and disease to the relevant enforcing authority under the regulations where applicable.

First Aid

Each Centre will have their own first aid box, fully stocked and audit checked regularly. The first aid box should only be accessed by a designated First Aider. Details of where the first aid box is located will be relayed on a poster - usually in the main office of each centre.

The First Aiders are:

*Linda Edwards - Jade Schaverien - Harriet Brown- Bobbie Hales
Kersti Harding - & Collette Palmer*

These persons holding a current first aid certificate are responsible for the proper use and maintenance of the first aid box, taking care of any first aid requirements and to assist in completion of accident book and ensure records are handed to Health & Safety representative who shall make sure all records are held and stored in secure place in accordance with Data Protection Act.

Safe Working at Home

Questionnaires are provided to all staff to complete to gather information on safe working practices at home, including environment and the furniture for appropriate use. This has been more of a focus during lockdown periods during COVID where home working has been more common.

Fire Evacuation

Debut ensures the Landlord of any Debut premises and Company Directors comply with Fire Safety in the Workplace. This involves the following:

- Carrying out regular Fire Risk Assessments, reviewing findings and ensuring any areas requiring improvement are carried out
- The nature and severity of the injury sustained
- Informing the designated H&S staff, Management or Landlord about any risks identified
- Put in place, maintain all appropriate fire safety measures.
- Plan for an emergency.
- Provide staff information which includes fire safety instruction and training.
- Provide fire evacuation information to all those using the premises.
- Carry out regular fire drills
- Ensure fire prevention information is taught to all learners and staff.
- Ensure firefighting equipment is assessed on a regular basis.

Debut's designated Fire Marshalls are:

Linda Edwards
Jade Schaverien

Company Safety Rules

- All employees should be aware of, respect and adhere to the rules and procedures contained in this policy
- All employees must immediately report any near misses, unsafe practices or conditions to their line manager, their health and safety representative.
- Horseplay, practical joking, misuse of equipment or any other acts which might jeopardise the health and safety of any other person are forbidden
- Any person whose levels of alertness and/or ability are reduced due to illness or fatigue will not be allowed to work if this might jeopardise the health and safety of that person or any other person

- Employees must not adjust, move or otherwise tamper with any electrical equipment, machinery or air or water lines in a manner not within the scope of their duties, unless instructed to do so by their line manager
- No employee should undertake a job which appears to be unsafe
- No employee should undertake a job until he or she has received adequate safety instruction and is authorised to carry out the task
- All injuries must be reported to a line manager, a health and safety representative.
- Employees should take care to ensure that all protective guards and other safety devices are properly fitted and in good working order and shall immediately report any deficiencies to their line manager.
- Work shall be well-planned and supervised to avoid injuries in the handling of heavy materials and while using equipment
- No employees should use chemicals without the knowledge required to work with those chemicals safely.
- Suitable clothing and footwear will be worn at all times. Personal protective equipment must be worn wherever appropriate

Housekeeping

- Working areas must be kept clean and tidy
- Any spillage must be cleaned up immediately
- Waste materials and rubbish must be placed in the receptacles provided and removed routinely
- All materials and equipment must be properly and safely used and when not in use properly and safely secured.

Training

Debut ensures that training of main H&S Officers is to the standard IOSH Managing Safely and Assessor's training is to qualification standard Level 2 or above and refreshed intermittently. Any new procedure that may arise from HSA or Gov.uk is filtered down to staff at staff meetings and forms part of the agenda.

Center H&S Compliance

Linda Edwards (Center Manager) at Head Office will conduct H&S audits and the outcome will be recorded on an action plan for H&S leads to resolve any issues. H&S Audits are also conducted annually at Wickford and Sidcup by our Prime Contractor (Central Training Group) and HR Company (Wirehouse).

Access and Egress

- Walkways and passageways must be kept clear from obstructions at all times
- If a walkway or passageway becomes wet it should be clearly marked with warning signs and/or covered with non-slip material. Any liquid spilt on the floor should be wiped up immediately

- Trailing cables are a trip hazard and should not be left in any passageway
- Any change in the floor elevation of any walkway or passageway must be clearly marked
- Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway in such a way as to constitute a safety hazard
- Where a passageway is being used by any vehicles or other moving machinery, an alternative route should be used by pedestrians wherever possible. If no alternative route is possible, the area should be clearly marked with warning signs.
- All fire doors must be kept clear at all times.

Tools and Equipment

- Company machinery and tools are only to be used by qualified and authorised personnel. It is the responsibility of the line manager to determine who is authorised to use specific tools and equipment
- It is the responsibility of all employees to ensure that any tools or equipment they use are in a good and safe condition. Any tools or equipment which are in any way defective must be reported to a line manager so that they can be repaired or replaced
- All tools must be properly and safely stored when not in use
- No tool should be used without the manufacturer's recommended shields, guards or attachments
- Approved personal protective equipment must be properly used where appropriate
- Persons using machine tools must not wear clothing, jewellery or long hair in such a way as might pose a risk to their own or anyone else's safety
- Employees are prohibited from using any tool or piece of equipment for any purpose other than its intended purpose.

Protective Equipment

Employees must use all personal protective equipment provided to them in accordance with the training and instruction given to them regarding its use. Employees who have been provided with personal protective equipment must immediately report any loss of or obvious defect in any equipment provided to their line manager or to the Health and Safety representative.

Learner Knowledge

Debut ensures that it embeds H&S throughout a learner's programme and will also evaluate learning has taken place by means of a workshop, questioning, practical assessments, review questions, learner questionnaires and completion of a Be Safe Knowledge booklet.

Linked Policies

Please refer to Debut's linked policies below for additional information regarding Health & Safety Standards:

- Academic & Vocational Appeals Policy
- Apprenticeship Expectation Policy
- Confidentiality Policy
- Complaints Policy
- COVID Policy
- Communication Policy
- Data Protection Policy
- Equal Opportunities & Inclusion Policy
- Freedom of Information Policy
- Guide to Fees & Payments Policy
- Health & Wellbeing Policy
- Initial Assessment Policy
- IAG Policy
- Induction Procedure – Learner Policy
- Learner Positive Behaviour Management Policy
- PSED Support Policy
- Review & Appraisal – Staff Policy
- Review & Appraisal – Learner Policy
- Staff CPD/Personal Development Training Policy
- Skills for Life/Transferrable Skills Policy
- Teaching & Learning Policy

Policy Revision

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