Tidbury Green School
Dickens Heath Road
Tidbury Green
Solihull
B90 1QW

Policy Name

Health, Safety & Welfare

Date of Review

Spring Term 2026

Next Review Date

Spring Term 2028

Agreed by Governors

February 2026

Date

February 2026

Policy:	Health, Safety & Welfare Policy
People authorised to make changes to this policy:	• Mrs R Fitter • Mr C Pinner
Committee responsible for approving policy:	Policy, Curriculum, Scrutiny & Standards

Questions for the reviewer of this policy:	
Does this policy comply with statutory requirements and is relevant legislation and guidance referenced in the policy?	Yes
Does the policy reflect current evidence based good practice?	Yes
Is the policy consistent with the vision and ethos of the school?	Yes
Does the policy reflect current practice in the school?	Yes

After policy review:	
Changes made:	Terminology updates: 4.2, 4.3, 4.4, 4.5, 7.5, 8.4, 8.6, 8.8, 8.9, 9.1, 12.2
Expected impact of updated policy:	Health and Safety of pupils, staff and visitors
Updated policy sent to governors:	Spring Term 2026
Updated policy sent to staff:	Spring Term 2026
Updated policy put on website:	N/A

1 Introduction

1.1 Tidbury Green School is committed to safeguarding and promoting the health, safety and welfare of all pupils, staff, visitors, volunteers and contractors. We recognise that pupils learn best when they feel safe, secure and supported, and when their physical, emotional and mental wellbeing is prioritised.

1.2 This policy should be read in conjunction with the Solihull Metropolitan Borough Council (SMBC) Health and Safety Policy, which provides the overarching framework for health and safety arrangements within maintained schools. SMBC remains the employer and holds overall responsibility for health and safety matters. This school-level policy sets out how Tidbury Green School implements, manages and monitors health and safety, safeguarding and wellbeing arrangements locally, in line with SMBC requirements, relevant legislation and statutory guidance.

1.3 This policy sets out the school's approach to ensuring a safe and healthy environment in which all members of the school community can work and learn. The Governing Body, in partnership with the Local Authority, accepts its responsibility for ensuring that all reasonable and proportionate steps are taken to protect the health, safety and welfare of pupils, staff and others affected by school activities.

1.4 In developing and implementing this policy, the school has regard to relevant legislation and statutory guidance, including but not limited to:
- The Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- The Control of Substances Hazardous to Health (COSHH) Regulations 2002
- The Regulatory Reform (Fire Safety) Order 2005
- Keeping Children Safe in Education (latest version)
- Working Together to Safeguard Children (latest version)
- Supporting Pupils with Medical Conditions at School (DfE)

1.5 This policy reflects the school's ethos and values and supports our commitment to enabling all pupils to be healthy, stay safe, enjoy and achieve, make a positive contribution and prepare for their future wellbeing.

2 Healthy school's initiative

2.1 At Tidbury Green School, we achieved the National Healthy School Standard and Enhanced Healthy School Standard. We believe that a healthy school is one in which pupils can thrive not only physically and academically, but also spiritually and emotionally. We promote a whole-school approach to the well-being of our pupils, which involves:
- giving health issues high priority in our planning;
- making sure that we have effective policies on relationships, sex and health education (RSHE) and drugs education;
- planning the curriculum to ensure that pupils have sufficient opportunity to learn about healthy living, mental health and personal safety;
- providing opportunities for pupils to take responsibility for their learning and behaviour;
- making sure that the environment is stimulating, inclusive and conducive to learning;
- providing opportunities for pupils to put forward their views and be listened to through pupil voice;
- supporting pupils who need additional care and attention, including those with SEND or medical needs;
- providing opportunities for all our staff to develop their skills, including safeguarding and wellbeing training;
- working closely with parents, carers and external agencies to provide the best possible support for

our pupils;
• ensuring snacks and meals meet current School Food Standards and 2025 Nutrition Guidance for Schools.

3 The school curriculum

3.1 We teach pupils about health and safety to equip them with the skills, knowledge and understanding that will enable them to live positive, successful and healthy lives. Staff take every opportunity to educate pupils in this regard as part of the school curriculum. Through appropriate learning units, pupils learn about fire safety, road safety, water safety, sun safety and how to avoid accidents. Assemblies and visiting speakers (e.g. police, fire service, health professionals) reinforce key safety messages.

3.2 We teach pupils respect for their bodies and how to look after themselves. These issues are addressed through PSHE, RSHE, Science, Design and Technology and PE. Pupils are taught about hygiene, nutrition, physical activity and emotional wellbeing, including strategies to manage risk safely.

3.3 Health and safety issues also arise when we teach care for the environment and awareness of hazards such as litter and pollution. Pupils in Key Stage 2 receive age-appropriate drugs education and relationship education (see relevant policies).

3.4 We believe that everybody in our school can and should promote everybody else's safety. Pupils are encouraged to identify hazards in the classroom or around the school and inform a member of staff immediately.

3.5 Our school promotes the spiritual welfare and growth of pupils through the RE curriculum, special events and the daily act of collective worship.

3.6 Each class has the opportunity to discuss concerns with their teacher. PSHE time is used to help pupils discuss and overcome fears and worries. These concerns are handled sensitively and, where appropriate, referred to learning mentors or safeguarding staff.

4 School meals

4.1 Our school provides pupils with the opportunity to have a meal at lunchtimes. Parents who meet the eligibility criteria may apply for free school meals. We ensure that meals provided meet current School Food Standards and statutory nutritional requirements.

4.2 Pupils who bring a packed lunch eat in the school hall under supervision. We encourage healthy lunch choices in line with our Healthy Eating guidance.

4.3 Our school promotes a healthy lifestyle. We discourage unhealthy snacks. A break time snack can be purchased each day and fruit is provided free of charge in line with national schemes.

4.4 Tidbury Green is a nut-free school. We adhere strictly to pupils' dietary requirements, preferences and allergies as provided by parents. This information is securely recorded on Arbor and shared with Solihull Catering to ensure accuracy and consistency. All staff are made aware of pupils with significant allergies and appropriate care plans are in place.

4.5 Any staff member undertaking food preparation in school must follow the guidelines in our Food Safety Policy and hold appropriate food hygiene awareness.

5 School uniform

5.1 It is our policy that all pupils wear the agreed school uniform when attending school or participating in a school-organised event. Requirements are reviewed periodically in consultation with parents and governors.

5.2 We take a sensitive approach where uniform requirements may conflict with a pupil's religious or cultural beliefs. Adaptations are considered on an individual basis.

5.3 The Headteacher is responsible for ensuring that the school uniform policy is implemented fairly and consistently. Pupils will not be excluded solely for uniform issues.

5.4 We ask parents to equip their child with the necessary uniform and equipment. Where financial difficulties arise, the school will offer appropriate support.

5.5 On grounds of health and safety, pupils may not wear jewellery except small stud earrings. These must be removed or covered for PE and swimming. Smart watches and items that present a safeguarding or safety risk are not permitted.

6 Child protection

6.1 The Headteacher is the Designated Safeguarding Lead (DSL), supported by Assistant Headteachers and other trained DSLs. The Headteacher liaises with a named safeguarding governor. Procedures follow SMBC and statutory safeguarding guidance.

6.2 Any staff member who suspects a child may be at risk of harm must report concerns immediately to a DSL and record concerns in line with school procedures.

6.3 The DSL works closely with children's social care, the Local Authority and other agencies. The child's welfare is paramount in all decisions.

6.4 All adults employed in school are subject to appropriate pre-employment checks, including DBS checks, in line with safer recruitment requirements.

6.5 All adults share responsibility for safeguarding pupils. Concerns will always be acted upon in the best interests of the child.

7 School security

7.1 We take all reasonable steps to ensure the school site is secure. Security arrangements are reviewed regularly in consultation with relevant professionals.

7.2 All visitors must sign in via the Inventry system, wear an identification badge at all times and follow safeguarding procedures whilst on site.

7.3 Staff must challenge any unfamiliar person not wearing identification and report concerns to the office or senior leader immediately.

7.4 Any suspected trespasser must be reported immediately to the Headteacher or Site Manager. The police will be contacted where necessary.

7.5 Internal doors are fitted with magnetic locking systems operated by authorised staff ID cards. These operate in compliance with fire safety requirements and evacuation procedures.

8 Safety of pupils

All reasonable care will be taken by all staff to ensure pupils are kept safe.

8.1 Teachers are responsible for ensuring curriculum activities are safe and appropriate risk assessments are completed where required. RIDDOR, COSHH and other statutory requirements are followed.

8.2 Lunchtime supervisors and Flamingos (Before and After School Club) staff ensure activities are safe and complete risk assessments as appropriate.

8.3 Parental consent is obtained for off-site activities. Risk assessments are completed and approved by the Headteacher.

8.4 First aid provision is available across the school. Trained first aiders are identified and accessible.

8.5 Serious injuries will result in parents being contacted immediately and emergency services called if required.

8.6 All injuries and medical events are recorded electronically using the First Aid Forms App and securely stored.

8.7 Reasonable force will only be used in line with statutory guidance and the school's Behaviour Policy. Incidents are recorded appropriately.

8.8 Two defibrillators are located on site and maintained in accordance with manufacturer guidance. Staff receive awareness training.

8.9 Daily, weekly, monthly and annual site checks are carried out in line with SMBC guidance. Contractor compliance certificates are stored securely.

9 Fire and other emergency procedures

9.1 Evacuation procedures are displayed in all rooms. Fire drills are conducted at least termly and recorded. Staff complete annual fire safety training. Fire alarm systems, extinguishers and emergency lighting are tested and maintained in line with statutory requirements. Lockdown procedures are reviewed annually.

10 Educational visits

10.1 The school ensures that all educational visits comply with Local Authority guidance. Risk assessments are completed and visits are approved through the appropriate SMBC systems. There is a designated teacher for Educational Visits who evaluates and checks visit planning, itineraries and any pupil adaptation required.

11 Seat belts

11.1 We use coaches and minibuses fitted with seat belts. Pupils are instructed and supervised to ensure seat belts are worn at all times when vehicles are moving.

12 Medicines

12.1 Parents are encouraged to administer short-term medication outside of school hours wherever possible.

12.2 For long-term medical needs, Individual Healthcare Plans are created where appropriate. Medication must be provided in original packaging with pharmacy labels. Records of administration are maintained.

12.3 Staff administering medication follow written consent and relevant training. Emergency medication (e.g. inhalers, EpiPens) is readily accessible.

13 Online safety

13.1 The school uses filtered internet services and monitoring systems. These systems block harmful content and generate alerts to the headteacher if harmful content has been attempted in school. Pupils are taught about online safety through the computing, e-safety and PSHEE curriculum. Staff follow the Acceptable Use Policy for the use of school devices. Breaches are managed in line with safeguarding and managing allegations procedures.

14 Theft or other criminal acts

14.1 Incidents of theft are investigated by the Headteacher. Serious incidents are reported to the police and recorded appropriately.

14.2 Any incident involving violence towards staff must be reported immediately and may be referred to the police.

15 The health, wellbeing and welfare of staff

15.1 The school recognises its duty of care to staff. The Headteacher leads on mental health and wellbeing, supported by senior leaders. Access to occupational health and employee support services is available via SMBC.

15.2 Violence, threatening behaviour or abuse towards staff will not be tolerated and will be addressed in line with relevant policies.

16 Monitoring and review

16.1 The Governing Body has a named governor responsible for health and safety oversight.

16.2 Regular audits and risk assessments are undertaken to ensure compliance and continuous improvement.

16.3 The Headteacher implements this policy on a day-to-day basis and reports to governors.

16.4 This policy will be reviewed annually, or sooner if there are significant changes in legislation, guidance or school circumstances.