



POLICY TITLE	Health and Safety Policy
-------------------------	---------------------------------

Policy Area	Health and Safety
Author	KHA – Health & Safety Consultant
Revised	KHA – Health & Safety Consultant
Relevant Statutory Regulations	ISSR Part 3,11 Health and Safety at Work etc Act 1974 The workplace (Health, Safety and Welfare) Regulations 1992 Management of Health and Safety at Work Regulations 1999 The control of substances Hazardous to Health Regulations 2002 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 The Construction (Design and Management) Regulations 2015 The Education (Independent School Standards) Regulations 2014 The Personal Protective Equipment at Work Regulations 1992 The Education (School Premises) Regulations 1999 The Ionising Radiation Regulations (2017) The Food Information Regulations (2019) DfE (2021) Health and Safety Responsibilities and duties for schools. DfE (2017) Safe Storage and Disposal of Hazardous Materials and Chemicals HSE (2014) Sensible health and safety management in schools Risk Assessment Simplified (HSENI 99 11-A)
Senior Team Lead	Director of Finance and Administration
Version	2023.2
Last Updated	August 2023
Review Date	August 2024

Health and Safety Policy

1 Aims

- 1.1 We are, through all levels of management, committed to ensure, so far as is reasonably practicable, that:
- (a) All employees are safeguarded fully in respect of health, safety and welfare whilst at work.
 - (b) Pupils and members of the public including parents, visitors and contractors' employees who enter our premises, are not exposed to any health and safety risks by virtue of the conduct of our undertaking.
 - (c) No work is carried out (by the school or contractors) that is liable to expose employees, pupils or members of the public to hazards to health, unless suitable and sufficient assessments of the risk are made and necessary measures to prevent or control the risk have been introduced.
 - (d) All contractors are able to demonstrate that they have suitable arrangements for securing satisfactory health and safety arrangements, including, where necessary, a written statement of policy.

2 Introduction

- 2.1 This is the health and safety policy of Roedean School, a Royal Charter Company (number RC000434) referred to within this policy as the School.
- 2.2 We aim to apply high standards in the management and control of all our operations, to include matters of health and safety, in order to ensure that health and safety is an integral part of the School's culture and staff, pupils and those who visit the School or may otherwise be affected by the School's operation are safe.

3 School objectives

- 3.1 Our statement of general policy is:
- (a) to provide a culture of safety, equality and protection;
 - (b) to provide adequate control of the health and safety risks arising from our work activities;
 - (c) to consult with our employees, pupils and anyone else affected on matters affecting their health and safety;
 - (d) to provide and maintain a safe place of work and safe plant and equipment;
 - (e) to ensure safe handling and use of substances;
 - (f) to ensure we have access to one or more competent persons (persons with sufficient knowledge, training and experience) to assist us in complying with our health and safety obligations;
 - (g) to provide information, instruction and supervision to employees;
 - (h) to ensure all employees are competent to do their tasks, and to give them adequate training;
 - (i) to prevent accidents and cases of work-related ill health, and make improvements as necessary where accidents do occur
 - (j) to maintain safe and healthy working conditions;
 - (k) to review and revise this policy as necessary at regular intervals;
 - (l) to ensure that adequate resources are available for the management of health and safety issues.

- (m) in accordance with our obligations under the Health and Safety at Work etc. Act 1974, we have a duty to ensure the health, safety and welfare of employees and the health and safety of others affected by the School's operations. Although pupil welfare and well-being is not strictly within the remit of this policy, we recognise that it is inextricably linked with health and safety at the School.
- (n) to prevent accidents and any work-related illnesses
- (o) to minimise risk via assessments and procedures.
- (p) to include all staff and representatives in Health & Safety decisions.
- (q) to monitor and review our policies to ensure effectiveness.
- (r) to set high targets and objectives to develop school's culture of continuous improvement.
- (s) to ensure adequate welfare facilities are available throughout our school.
- (t) to ensure adequate resources are available to address health and safety issues.

3.2 We will safeguard and promote health, safety and welfare by:

- (a) taking a proportionate and holistic approach to risk management;
- (b) ensuring that the School Council and the Senior Management Team are aware of and understand the School's health and safety and welfare policies and procedures and apply them sensibly and practically to the real risks in the School;
- (c) ensuring that key staff have clearly established roles and responsibilities;
- (d) documenting the significant hazards identified, adequately implementing risk controls with precautions clearly documented where needed;

3.3 Consulting with staff and safety representatives and pupils, where appropriate, to find practical solutions to health and safety issues;

3.4 Ensuring that practice and compliance is regularly monitored, feedback given and lessons learned.

4 Responsibility statement and delegation of tasks

4.1 The School through, the School Council is committed to protecting the health and safety of those affected by the School's operation and has the ultimate responsibility for the implementation of this policy and through the Chair will ensure that the requirements of all health and safety legislation are implemented.

4.2 The School delegates responsibility for health and safety matters to the Head who in turn may allocate tasks to relevant staff members.

4.3 The Head is responsible for the day to day implementation of this policy within the School.

4.4 Matters that cannot be resolved at this level must be referred to the Risk Group which includes Council representation, and the Estates Committee.

5 Duties of employees

5.1 This policy is wholly dependent upon the total co-operation of every person who works for the school and indeed all employees have a legal duty to:

- (a) Take reasonable precautions in safeguarding the health and safety of themselves and others.
- (b) Cooperate with the school and observe all health and safety rules and procedures as laid down by the school and use all health and safety equipment provided.
- (c) Comply with the training and safe systems of work issued by the School in order to maintain safe working practices

- (d) Alert management to any potential hazard that they have noticed and report all accidents, incidents or near misses that have led, or may lead to injury, illness or damage.
 - (e) Ensure that no person uses plant or machinery unless they have been fully trained in its use, follow a suitable Safe System of Work for the task and wear the appropriate PPE.
- 5.2 No person under the age of 18 years should be allowed to operate dangerous plant or machinery.

6 Staff consultation via Health & Safety Committee

- 6.1 There will be internal Health and Safety meetings at least once a term involving representatives from each area of school and any points raised will be duly minuted and actioned accordingly.

7 Risk Assessment

- 7.1 Undertaking risk assessments is the responsibility of the School. Management at all levels must assist the School by ensuring that all significant hazards within their area of responsibility are identified, properly assessed and that the risks are eliminated or controlled so far as is reasonably practicable. Appropriate information, instruction, training and supervision will be provided to staff, students and others who may be affected. Risk assessments must be reviewed at suitable intervals or when any significant change takes place.
- 7.2 This policy is applicable to the risk assessment of the health and safety risks associated with the day-to-day tasks and activities or the working environment of the School and activities the school undertakes off-site
- 7.3 This risk assessment system should be used where possible as a standard method unless it is considered inappropriate. If an equivalent system has been previously used it is not necessary to rewrite assessments but consideration should be given to change to the standard system at a future date.
- 7.4 There are specific risk assessment procedures for certain activities such as manual handling, display screen equipment, COSHH, noise, lone working etc. Where a separate procedure exists, that procedure should be used.

8 Responsibility

- 8.1 The school has a dedicated Health & Safety Responsibilities document which should be read in conjunction with this policy.
- 8.2 The Head is responsible (through the Risk Group and the Estates Committee) for ensuring that suitable and sufficient risk assessments are conducted at all levels within the School and that Risk Registers are maintained. Heads of Departments are responsible for ensuring that task risk assessments are conducted within areas under their control and that the content of risk assessments are communicated to staff and students as appropriate.
- 8.3 Heads of Non-Teaching Departments must ensure their departmental compliance is in line with relevant Health & Safety legislation and communicated through training and instruction to their individual team members.
- 8.4 Employee/Student Responsibility

Employees and students are required to participate in the risk assessment process when requested, to make themselves familiar with the contents of risk assessments and for co-operating with the

measures contained within the assessments for controlling and managing the risks to health and safety.

9 Communication, Co-operation and Co-ordination

- 9.1 Risk assessments must be clearly communicated as appropriate to employees, students and applicable staff. This is undertaken through management, who must ensure that assessments are brought to the attention of staff and students on a periodic basis (ordinarily annually) particularly following any new equipment purchase, significant changes or review of procedures.

10 Procedure for Risk Assessment

- 10.1 The main elements of Risk Assessment are:

- (a) Identification of the operation or activity
- (b) Identification of the hazards
- (c) Assessment of the risk
- (d) Identification of the persons at risk
- (e) Determination of the necessary control or preventative measures following the hierarchy of control.
- (f) Assessment of the residual risk
- (g) Recording the significant finds of the assessment
- (h) Communication of the assessment
- (i) Staff training, appropriate to the task and or need
- (j) Provision of PPE where deemed necessary by the risk assessment
- (k) Reviewing the assessment – annually if not before

11 Identification of the Activity, Task or Location

- 11.1 The scope of the assessment must be clearly defined. Activities, Tasks or Locations should be broken down into clear operations. It is common for some areas to require several risk assessments.

- 11.2 Identification of the hazards:

A hazard is something with the potential to cause harm (physical injury or ill health). Hazards arise from activities, tasks, are present due to the location, from the use of equipment or the use or production of hazardous substances.

12 Assessment of the Risk

- 12.1 Risk is comprised of two elements, the likelihood of harm occurring and the severity of that harm. In risk assessment, the likelihood of harm is the estimated frequency of the harm occurring and severity is the estimated seriousness of the potential to cause harm. A subjective estimate of both must be made. Opinions will vary therefore it is good practice for assessments to be undertaken by a group so that a consensus of opinion and an average of the estimates obtained.

- 12.2 Hazard severity should be rated on a scale of 1 to 5.

- 1 – Low (Trivial effect or very minor injury)
- 2 – Slight (Likely to require first aid or minor medical attention, short term effect)
- 3 – Moderate (Significant injury or condition, may result in lost time)
- 4 – High (Serious injury or condition, may have long term effects)
- 5 – Very High (Life changing injury or death)

12.3 Likelihood of harm occurring should be rated on a scale of 1 to 5

- 1 – Almost Impossible (Extremely Rare occurrence)
- 2 – Unlikely (Unlikely to occur but not impossible))
- 3 – Possible (There is a probable chance that it will occur)
- 4 – Likely (More likely to occur than not to occur)
- 5 – Almost Certain (the probability of occurrence is very high)

12.4 The factors for severity and likelihood are multiplied together to give the risk rating.

12.5 This value will help evaluate the risk as to whether the risk is controlled to the required level.

12.6 A general rating of the level of risk can be made depending on the score achieved:

HIGH P R O B A B I L I T Y / L I K E L I H O O D	5 X 1 5	5 X 2 10	5 X 3 15	5 X 4 20	5 X 5 25
	4 X 1 4	4 X 2 8	4 X 3 12	4 X 4 16 High Risk	4 X 5 20
	3 X 1 3	3 X 2 6	3 X 3 9 Medium Risk	3 X 4 12	3 X 5 15
	2 X 1 2	2 X 2 4	2 X 3 6	2 X 4 8	2 X 5 10
	1 X 1 1 Low Risk	1 X 2 2	1 X 3 3	1 X 4 4	1 X 5 5
LOW SEVERITY / CONSEQUENCES HIGH					

12.7 The risk rating enables decisions to be taken on the amount of effort to be expended on the control of a risk, but any hazard that is certain or very likely to cause injury must be attended to and the risk reduced even if the severity is low.

- 12.8 All risks must be controlled so far as is reasonably practicable. The term reasonably practicable is interpreted as the balance between the risk, and the cost and difficulty or inconvenience involved in controlling it.

13 Identification of the Persons at Risk

- 13.1 When undertaking a risk assessment, all persons who are at risk of being harmed should be identified. This may not only include those carrying out the task but other persons in the vicinity including other staff, students, visitors, contractors, members of the public and trespassers. The number of persons at risk should be taken into consideration.
- 13.2 The risk assessment should also take into account, where necessary, other risk factors such as age, gender, health, young persons, and children, those with impairments or disabilities and new or expectant mothers.

14 Determination of the Necessary Control and Preventative Measures using the Hierarchy of Control measures (Management of Health and Safety at Work Regulations)

- 14.1 Management must ensure that the most appropriate and effective method or methods of risk control are utilised in eliminating or managing risks. Where appropriate and as far as is reasonably practicable, the hierarchy of risk control measures listed below should each be considered and applied in the order given. In many cases a suitable combination of control methods may be necessary.
- (a) Elimination of hazard
 - (b) Substitution with lower hazard or risk
 - (c) Enclosure
 - (d) Guarding/Segregation
 - (e) Safe Systems of Work
 - (f) Written Procedures
 - (g) Supervision
 - (h) Training
 - (i) Information/Instruction
 - (j) Personal Protective Equipment
- 14.2 Assessment of the Residual Risk
- (a) The risk to health and safety of a task should be assessed with all the necessary control measures in place to establish the net or residual risk. The risk should be reduced to Low or to As Low As is Reasonably Practicable (often referred to as ALARP). If the risk is not Low or As Low As is Reasonably Practicable, consideration should be given to additional control measures to reduce the risk further.
 - (b) Once the risk has been reduced to As Low as Reasonably Practicable, any remaining risk should be highlighted in the assessment so that it can be communicated to those affected or responsible for implementing any of the control measures.
- 14.3 Recording the Assessment

The risk assessment must be recorded (electronic methods are acceptable). A general form is available for this purpose on the W:\document_area\Risk Assessments. All significant details and findings must be included though reference may be made to other documents such as procedures rather than reproducing them in full.

14.4 Communication of the Assessment

- (a) The information contained within the assessment must be communicated with those staff and students who may be affected by the work. For assurance purposes it is good practice to keep a record of when and how the assessments have been communicated.
- (b) Information about the risks may also need to be communicated to other people e.g. to members of the public through signage and other staff such as safety representatives or auditors who will require access to the information from time to time.

14.5 Reviewing the Assessment

- (a) Risk assessment should be seen as a continual process. Risk assessments must be reviewed and kept up to date to take account of changes in processes and work methods, new staff or changes to other activities or hazards.
- (b) In addition, a general periodic review of all assessments must be undertaken. There is no set period for general review though 6 to 12 months is often advised. A general review date should be recorded as part of the assessment.

15 Training

- 15.1 Anyone undertaking a risk assessment must have received appropriate training and have sufficient knowledge and understanding of the assessment process. Input is often required from others during the risk assessment process. Whilst it is not necessary for everyone to be trained, anyone involved should receive a briefing or an overview of the process from a competent person.

16 Specific Health & Safety Training

- 16.1 Appropriate training (FAAW, fire, Manual handling, etc.) to be conducted by staff commensurate with their duties, as identified by the school. This training to only be conducted by competent persons.
- 16.2 The School has a full list of those staff trained in the school, and produced a full training needs analysis.

17 Record Keeping

- 17.1 Records of risk assessments should be kept for at least seven years. Some assessments in connection with medical records and health surveillance may have to be kept for forty years
- 17.2 All accidents and incidents, including near-misses or dangerous occurrences will be reported as soon as possible to the health centre using the school Accident Report form. The Health and Safety officer will review and co-ordinate the investigations into these and will inform the Director of Finance & Administration if the accident is reportable to the HSE or under the RIDDOR guidelines.
- 17.3 The length of time of an investigation will vary depending on the seriousness of the situation. The School will compile the results of the investigation on an Incident Investigation form.

- 17.4 The Health & Safety officer will produce a monthly report and updates to the Director of Finance & Administration and the Headteacher.

18 Monitoring/Audit

- 18.1 The School (through the Health & Safety Officer) should monitor the compliance of this policy and take appropriate action where necessary. Records of risk assessment, instruction and training, maintenance events etc. should be made available for audit by internal/ external auditors.

19 Fire Safety

- 19.1 All staff fully understand and effectively implement the Fire Evacuation Plan.
- 19.2 The Headteacher is responsible for certifying that the procedures for ensuring that safety precautions are properly managed will be discussed, formulated and effectively disseminated to all staff.
- 19.3 The school has both a Fire Evacuation Policy and Fire Prevention Policy and these should be reviewed and read alongside this policy

20 Visitors & Contactors

- 20.1 The procedures outlines in the Visitor Policy and the Contractors Policy will be implemented by relevant staff when receiving visitors to the school.
- 20.2 Anyone hiring the premises will be made aware of their health & safety obligations when making the booking.
- 20.3 Contractors will be responsible for the health and safety of their employees and for ensuring safe working practices. They will not constitute a hazard to staff, pupil or visitors to the school.

21 Construction and Maintenance

- 21.1 When undertaking construction or maintenance work, the school will do so in accordance with The Construction (Design and Management) (CDM) Regulations 2015/ Construction work means the carrying out of any building, civil engineering or engineering construction work, including:
- 21.2 The construction, alteration, conversion, fitting out, commission, renovation, repair, upkeep, redecoration, or other maintenance, decommissioning, demolition or dismantling of a structure
- 21.3 The preparation for an intended structure, including site clearance, exploration, investigation (but not site survey) end excavation (but not pre-construction archaeological investigations, and the clearance or preparation for the site or structure for use or occupation at its conclusion.
- 21.4 The installation, commission, maintenance, repair or removal of mechanical, electrical, gas, compressed air, hydraulic, telecommunications, computer or similar services which are normally fixed withing or to a structure.
- 21.5 The assembly on site of a prefabricated elements to form a structure or the disassembly on site of the prefabricated elements which, immediately before such disassembly formed a structure.

- 21.6 The removal of a structure, or of any product or waste resulting from demolition or dismantling of a structure, or from disassembly of prefabricated elements which immediately before such disassembly formed such a structure.
- 21.7 The Director of Finance & Administration will ensure that all construction and maintenance projects have a formally appointed principle designer and principle contractor.

22 Personal Protective Equipment (PPE)

- 22.1 PPE means all equipment worn, or held, by staff or pupils which is designed to protect them from specified hazards. The school will provide employees and pupils who are exposed to hazards at the school, which cannot be controlled by other means, with PPE where appropriate. All staff and pupils will be provided with protective eyewear in all workshops and laboratories. Visitors will also be supplied with PPE when appropriate.
- 22.2 Staff and pupils will use the PPE provided and care for it according to the instructions and training given. Supervising staff will ensure PPE fits the wearer properly. When more than one item of PPE must be worn, the item should be compatible and remain effective. PPE will not be worn if wearing it causes a hazard greater than the hazard it is intended to protect the wearer from. Defects in the Support staff PPE will be reported to the Head of Estates and will not be used while awaiting repair or replacement. Defects in pupil and academic staff PPE will be reported to their Head of Department and will not be used while awaiting repair or replacement.

23 Hazardous Materials

- 23.1 The school will act in accordance with the COSHH Regulations at all times.
- 23.2 The school will only purchase hazardous materials from a reputable source, making sure that the relevant material safety data sheets (MSDS) is provided by the retailer on delivery. The school will only order supplies of hazardous materials when existing stocks are no longer adequate, and in quantities that are no larger than necessary.
- 23.3 The Head of Department/Manager is responsible for ensuring all products that may be hazardous to health are risk assessed before being used in their department, taking into account the advice on the relevant MSDS.
- 23.4 For departments that are applicable the school will utilise the use of Hazcards as produced by CLEAPPS which is recognised by ISI and HSE as a definitive basis for undertaking practical work safely.
- 23.5 The Director of Estates, in liaison with the Health & Safety officer, will ensure that the relevant control measures and appropriate guidelines are put in place to manage the risks identified in risk assessments. Control measures will be checked and reviewed by the Director of Estates on an annual basis to ensure continued effectiveness, even when they are known to be reliable.
- 23.6 All equipment, materials and chemicals will be held in appropriate containers and areas conforming to health and safety regulations. Hazardous substances will be labelled with the correct hazard sign and contents label. Storage life will be considered by department leaders. All COSHH regulations will be adhered to.
- 23.7 Low-toxic products, such as corrective fluid and aerosol paints, will be stored securely and only used under supervision in a well-ventilated area. Dust and fumes will be safely controlled by local exhaust ventilation equipment.

- 23.8 No staff member or pupil should ever be put at risk through exposure to any hazardous substances used in the school. No new hazardous materials will be used in the school without the written approval from the Health & Safety Officer. The Health & Safety officer will ensure that staff are appropriately trained to use hazardous materials.

24 Asbestos Management

- 24.1 In accordance with HSE guidance, an asbestos management survey was undertaken on 22nd July 2021 by Assurity Consulting, which is a United Kingdom Accreditation Service accredited surveying organisation.
- 24.2 As a result of the asbestos management survey, risks were identified and dealt with on a priority basis.
- 24.3 This survey will be undertaken again following any changes of use to a location or prior to any significant building work.
- 24.4 Annual conditioning assessments are completed and staff training given.

25 Cleaning

- 25.1 Cleaning standards will be monitored by the Head of School Services. The standards required are made clear during the termly audits. Special consideration will be given to hygiene areas.
- 25.2 Waste collection services will be monitored by the Head of Estates. Special consideration will be given to the disposal of laboratory materials and clinical waste.
- 25.3 The Director of Finance & Administration is responsible for ensuring that the school is at a safe temperature for staff and pupils to work in. The school will adhere to the provisions as outlined in The Education (School Premises) Regulations 1999, which states:
- 25.4 Where there is below normal level of physical activity the temperature shall not be lower than 21 Degrees Celsius
- 25.5 Where there is a normal level of physical activity associated with teaching the temperature shall not be lower than 18 Degrees Celsius
- 25.6 Where there is a high level of physical activity the temperature shall not be lower than 15 Degrees Celsius.

26 Infection Control

- 26.1 The school actively prevents the spread of infection through the following measures:
- (a) Routine immunisation
 - (b) Maintaining high standards of personal hygiene and practice
 - (c) Maintaining a clean environment.
- 26.2 The school keeps up-to-date with national and local immunisation scheduling and advice.
- 26.3 The school will ensure that arrangements are in place to minimise any health risk, by ensuring hygiene standards are maintained and pupils and staff are not permitted in school if they are unwell.

- 26.4 Further information can be found in the Health Centre – Policy for the Control of Infectious Illness within School document.

27 Allergens and Anaphylaxis

- 27.1 The school's Allergen and Anaphylaxis Policy is implemented consistently to ensure the safety of those with allergies.
- 27.2 Parents are required to provide the school with up-to-date information relating to their children's allergies, as well as the necessary action to be taken in the event of an allergic reaction. This information is stored on the students' health notes.
- 27.3 The Catering Manager will ensure that all pre-packed foods made on the school site meet the requirements of Natasha's Law.
- 27.4 Staff will receive appropriate training and support relevant to their level of responsibility, in order to assist pupils with managing their allergies.

28 Smoking

- 28.1 The school is a non-smoking premises and no smoking will be permitted on the grounds. The school's Fire Prevention Policy will be read and understood by all staff. All staff, pupils, visitors and contractors will be made aware that this is a no smoking site.

29 Security

- 29.1 The school has both a Security Policy and CCTV policy that support in reducing security risks.
- 29.2 CCTV systems are in place and used to monitor events and identify incidents that take place. CCTV systems may be used as evidence when investigating reports of incidents. CCTV footage is personal data, so will be handled in accordance with the requirements set out in the CCTV policy.
- 29.3 All staff are expected to take reasonable measures to ensure the security of school equipment being used. Missing or believed stolen equipment will be reported immediately to a member of the Security Team.
- 29.4 The school will consider and keep abreast of local developments that may cause a security risk.

30 Severe Weather

- 30.1 The school will act in accordance with the Severe Weather Procedure (on site) Policy at all times.
- 30.2 The Head & Director of Finance & Administrations will make a decision on school operations in relation to Adverse Weather Conditions.

31 Safe use of Minibuses

- 31.1 Health & Safety procedures with regards to the use of School Minibuses can be found in the Transport Policy.
- 31.2 The Head of Estates is responsible for arranging the annual maintenance of the minibus, including MOTs and road tax.

31.3 All drivers will have a valid license, be over the age of 25 years and hold a D1 or passenger carrying vehicles licence. Drivers will complete the relevant form from the school and supply a photocopy of their driving licence.

31.4 The minibus will carry strictly one person per seat and seat belts must be worn at all times.

32 School trips and visits

32.1 All Health and Safety procedures for school trips can be found in the school's Visits out of School Policy.

32.2 The Head of Experiential Learning & Health and Safety Officer are responsible for ensuring full compliance with this policy for all trips and visits.

33 Additional Policies

33.1 The school operates additional policies with regards to health and safety and these should be reviewed and read alongside this policy. The policies of interest include:

33.2 First Aid Policy

33.3 Health & Safety Responsibilities Policy

33.4 Risk Assessment Policy

33.5 Fire Evacuation Policy

33.6 Fire Prevention Policy

33.7 Visitors Policy

33.8 Contractors Policy

33.9 Health Centre – Policy for the Control of Infectious Illness within School

33.10 Allergen and Anaphylaxis Policy

33.11 Security Policy

33.12 CCTV Policy.

33.13 Severe Weather Procedure (on site) Policy

33.14 Transport Policy.

33.15 Visits out of School Policy.