



St Illtyd's Catholic High School

Health & Safety Policy Physical Education Area

July 2024

Role	Name(s)
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SLT Lead	Paul Moriarty
Date adopted by Governing Body	12 th July 24
Review date	July 27

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HEALTH & SAFETY POLICY

1. The Role of this Policy

This Physical Education Health & Safety Policy should be read in conjunction with the School's Health and Safety Policy and general safety management systems. The purpose of this document is to record the arrangements made in the Physical Education department to implement the policy.

This document is maintained by the Physical Education department. It is available to all members of staff including teachers, trainee teachers, teaching assistants etc working in the department. Staff are expected to sign the list kept in the PE office to show that they have read the document. A copy is passed to the school's nominated Health and Safety Officer.

This document recognises the right of any or every trade union in the workplace to elect health & safety representatives for its members and its right to require a health & safety committee to be set up in the school. The PE department will cooperate with any union health & safety representative to promote health, safety and welfare, and will address any matters raised by or through such a representative in a manner appropriate to the level of risk.

2. General aims

The department is keen to promote practical work as it's an essential component of PE teaching and is determined that spurious concerns about health and safety should not be allowed to inhibit good teaching. However, it is the duty of all members of the PE staff including but not limited to teachers, trainee teachers, teaching assistants, other support staff and staff who work in the department occasionally:

- to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions during work,
- to be familiar with this health & safety policy by periodic reference to it,
- to look out for any revisions,
- to follow its provisions, and
- to cooperate with other members of staff in promoting health and safety.

3. Health and safety roles

3.1 Duties, functions and tasks

The employer, The Governing Body of St Illtyd's Catholic High School, has the ultimate duty to ensure the health and safety of employees and others on the site (and hence in this department).

Cardiff County Council has issued the Governing Body with local instructions in line with legislation. They have also issued some guidance for Health and Safety for Physical Education via our school's Health and Safety Advisor.

The task of overseeing health and safety on this site has been delegated by the employer to the Head Teacher. Within the PE department, this task is further delegated to the Head of Department who has the particular function of maintaining this policy document.

This policy is reviewed every 3 years or sooner if a new Head of Department is appointed.

3.2 Communications

It is acknowledged that communication of health & safety information is of the greatest importance and is the task of the Head of Department as well as the teaching the teaching staff within the department to report any concerns to the Head of Department. See section 10 for the names of staff members with these health and safety functions.

In this department, all staff should have access to this policy. A reference copy is kept in the PE office together with any appendices on the shared notice board.

Any new instructions, restrictions or rescinded (lifted) restrictions made by the employer are communicated to all staff in writing as well as being attached to the reference copy of this policy.

3.3 Monitoring and checking

The employer expects the PE department to monitor the implementation of this policy. Records of monitoring are kept by the Head of Department.

Checklists on equipment and machines and a timetable for such checks are kept with the schools business manager or person in charge of estates. Pre-usage checks are maintained by the PE department. Annual servicing and other detailed checks are kept by the Health & Safety Officer and person in charge of estates. The Head of PE will remind the Head of estates to make this yearly booking which will take place at the start of every Academic Year. The inspection will be carried out by Gymnasium Services (07977264031 or sales@gymnasiumservices.com).

Monitoring arrangements for the effective implementation of the policy will be discussed and evaluated through a scrutiny meeting between the relevant Assistant Headteacher, their link governor, one other governor and the Health & Safety Officer. The governors will report back to the committee about the results of the scrutiny process.

4. Training policy

The person with the task of seeing that training is provided is the school's Business Manager, Julie Collins in her role as Health & Safety Officer and in charge of HR and Staffing Paul Moriarty.

Generally, this department follows the new updated guidance in AfPE 'Safe Practice in Physical Education and School Sport' – 2020 edition.

Staff may not use any item of equipment or machine if they do not have QTS status in Secondary PE or had CPD on how to use the equipment from the Head of Department. This will be evidenced through an official QTS in Secondary PE Certified certificate or a Certificate signed by the Head of Department to evidence training has been delivered. A file containing copies of any certificate is located with the Business Manager. Staff should update their skills upon expiry.

Trainee teachers who are following a recognised teacher training course should be supervised by a qualified teacher at all times. This also applies to people following a Graduate or Registered Teacher programme. This supervision may be progressively reduced, depending on the competence of the individual trainee teacher. In such cases, the trainee teacher must also have a certificate to demonstrate they have received CPD from the head of Department on how to use the equipment prior to doing so.

Particular training functions are delegated as follows (to be read in conjunction with section 10):

Health & safety aspects of the work of newly-qualified teachers and other new teachers	The Head of Department and designated Assistant Headteacher for Health and Safety
Health and safety of trainees on teaching practice	The Head of Department
Induction of newly-appointed teachers	The Head of Department and designated Assistant Headteacher for Health and Safety
Immediate remedial measures and other emergency procedures	The Head of Department
Health & safety training of non-PE support staff	PE Subject Teachers
Regular update training (covering new or changed regulations, new equipment etc)	The Head of Department and designated Assistant Headteacher for Health and Safety
Gymnasium and Barn annual equipment inspection	The Head of Department and/or and designated Assistant Headteacher for Health and Safety to liaise with Gymnasium Services

5. Risk assessments

Every employer is required under various regulations to supply employees with risk assessment before activities take place. These are currently being written for our curriculum sports and activities and will be completed by October 2024 – in discussions with Cardiff Council’s designated Health and Safety Advisor.

6. Clothing, personal effects and protection

The School has a written policy on clothing, personal effects and personal protection for learners in physical education under a ‘general PE risk assessment’ to be completed by September 2024, which includes the importance of safety and hygiene. All learners and parents are informed of these expectations in order to promote consistent good practice across the school and minimise potential problems that may otherwise arise. The policy draws parents’ attention to the fact that there is an element of danger to the wearer and others if jewellery and clothing policies are not strictly enforced. The School is not making a social comment about learners wearing jewellery, the only concern is one of safety for the wearer and others in PE contexts.

In the event that a learner does not have the appropriate kit with them to participate in the lesson, they will be expected to borrow some PE kit and still actively take part. If sufficient kit is not brought along, then this will result in a breaktime or lunch time detention. If it becomes an ongoing issue after school detentions will be issued and contact will be made with home.

If a learner is in school and fit, they will be expected to take part in lessons. If they have a minor ailment or injury, such as a bruised foot, or recovering from a cold, PE kit should still be brought in as participation in a different capacity is encouraged, for example, as an umpire or coach.

If a learner is suffering from a long-term injury, such as a broken leg or recovering from glandular fever, he / she should have a letter from parents to this effect supported by a note from a qualified medical practitioner. If the learner is capable of changing then they should do so. They will then participate in a different capacity, for example, as an umpire or coach.

6.1 Dress

- Young people must wear appropriate PE clothing for all PE activities following the school PE kit policy.
- Acceptable clothing is that which presents no risk of injury to the wearer or other children and young people.
- Clothing should allow unrestricted movement without being loose and when necessary provide protection for the activity concerned. Care should be taken to ensure that young people do not wear unnecessary amounts of clothing, particularly for indoor activities.
- Learners are informed that long hair must be tied back to prevent entanglement in apparatus and to prevent it obscuring vision. This is the learners responsibility to ensure this is done.
- Learners are told to remove jewellery in case of an accident, and it is their (the learners) responsibility to do so and PE staff will take no responsibility for injury if learners do not remove this
- Additional clothing or tracksuits for outdoor activity as long as it complies with the school PE kit policy on a cold day, but scarves are not permitted.
- Items of clothing worn for religious and spiritual reasons, such as a head scarf or turban should allow unrestricted movement without being loose and should not hinder personal safety and protection for the activity concerned.

6.2 Sensory aids – spectacles and hearing aids

- The wearing of sensory aids will usually be determined by the nature of the activity (i.e. activities involving physical contact would not be appropriate).
- A balanced judgement should be made as to whether wearing the item constitutes a greater or lesser risk to the wearer and to the group in those activities where physical contact is absent.
- Spectacle wearers should be encouraged to secure their spectacles using appropriate tabs or bands prior to play. Parents should be asked to provide shatterproof lenses in spectacles or ideally plastic lenses whenever the participant relies on wearing spectacles during PE. It is the learners responsibility to take care of spectacles and hearing aids if they are worn in PE

6.3 Footwear

- Barefoot working is recommended for activities such as gymnastics and dance but trainers will be allowed if deemed safe and/or appropriate to do so.
- Learners should never participate in socks on polished surfaces.
- When organising indoor activities, a situation where some learners have footwear and some are barefoot should be avoided.
- Appropriately studded boots are recommended for invasion games played in grass pitches. Such footwear should not be worn inside the school building, and put on or removed at the school entrance.
- The provision of appropriate footwear for outdoor activities on grass is a major issue for the School. It is essential to ensure that appropriate risk assessment is undertaken to ensure that reasonable

decisions can be made about appropriate footwear and its appropriateness for the varying activities and equally variable ground conditions.

- Appropriate training shoe footwear must be worn for indoor games activities in all phases of education and footwear should be clean and free from mud. It is the learners responsibility to bring appropriate trainers with them for learning

6.4 Jewellery

- All jewellery and personal effects such as watches, necklaces and body piercings must be removed for physical education and related activities.
- Staff regularly remind learners that no jewellery should be worn during PE lessons but it is ultimately the learner's responsibility to remove all jewellery prior to PE lessons.
- Learners are told that all valuables are their responsibility and are put in their bags in the changing rooms at their own risk and doors to the changing rooms may not always be locked.

We would prefer it if learners did not bring valuable items to school. The school will not be held responsible for lost items. It is important that learners understand that they bring in items at their own risk. If it is felt necessary to bring in such items, we would advise that items are stored in the learner's bag and labelled with their name so that learners can look for this. If items are handed to PE staff, the school, department and member of staff cannot accept any responsibility for the items. Learners are reminded of the school's policy on mobile phones and if phones have any damage or are lost that is the learners responsibility.

If, under exceptional circumstances, jewellery cannot be removed (e.g. cultural practice or newly pierced ears), risk of injury should be reduced where it is practicable to do so.

- Studs being secure by the use of micropore tape or masking tape (not sellotape or elastoplasts).

Medi-alert bracelets and necklaces will be worn by some children and it is sensible to remove these items during the period of participation. The teaching and support staff will be aware of the special circumstances relating to that child and will know how to react should difficulties arise.

Disclaimers from parents about the wearing of any item of jewellery by a learner should be declined as such indemnities have no legal status. The duty of care remains firmly with the school on such matters but ultimately it is the learners responsibility to removed these items.

6.5 Sun burn and skin damage

The School increases learner's knowledge about the dangers of the sun and the importance of protection and all learners are encouraged to apply sun screen/block preparations and to use a non water resistant product. The sunscreen used should be SPF15 or higher. Learners will be informed that they can reapply this at the very start of their PE lessons.

During Physical Education where games are being played outside, care should be taken to ensure that clothing is loose fitting. Where possible, players not taking part should be sitting in some form of shade if accessible and appropriate.

6.6 Gum Shields

Gum shields are highly recommended to be worn at all times for Rugby and Hockey, during extra-curricular and competitions. It is the responsibility of the learner and parent to provide gum shields and ensure it is warm. PE staff will not take any responsibility if learners choose not to wear this or don't provide one.

7. Activities and procedures

7.1 Sporting events

The School offers a range of sporting activities throughout the year. We endeavour to arrange matches with other local schools throughout the year and information including team lists, venues, travel times and the staff contact will always be passed to the selected learners. Permission for participation is on the school's confidential form under parental consent for 'school visits'.

7.2 Security

No class or learner is allowed to be in a PE teaching area without adequate supervision. The PE staff will not be held accountable if any incidence/accident occurs if a student enters any PE facility without permission.

7.3 Concern for others

All PE areas are made safe for cleaners and contractors to work in before these persons are allowed to proceed.

7.4 Staff monitoring in changing rooms

All PE areas should be made safe for learners and staff and no learner should enter a changing area without teacher permission. Staff should be present in the PE area (including being inside the changing room if needs be) to monitor and ensure the safety of learners within these areas.

7.5 Maintenance of equipment

Maintenance of the equipment is co-ordinated through Gymnasium Services. Records of the checks are kept with them, within the Head of Department and with the Health and Safety Officer. Maintenance will be completed annually. The Head of PE will remind the Head of estates to make this yearly booking which will take place at the start of every Academic Year. The inspection will be carried out by Gymnasium Services (07977264031 or sales@gymnasiumsolutions.com).

PE staff at the School will visually check all equipment prior to use and damaged equipment is not used. On a termly basis, relevant equipment that is planned on being used will be checked over.

8. Emergency procedures

8.1 Fire

PE staff will follow the normal school procedures in case of fire or the sounding of the fire alarm.

8.2 Reporting procedures

Injuries or suspected injuries to a learner or of staff, dangerous occurrences and instances of damage or theft will be reported using the standard school procedures. Following an injury, so that the Regulations can be complied with, the accident must be reported to the Reception Office where they will complete a report.

Dangerous situations and incidents which might have resulted in injury ('near-misses') should be reported to the Head of Department. These will be analysed and discuss at department meetings and recorded with the minutes.

9. Physical Education rules for learners

The rules for learners during PE lessons are as follows.

1. Report any accident to your teacher immediately.
2. Ensure you have all the correct equipment and kit to participate in an activity.
3. Follow any instructions given precisely.
4. All jewellery must be removed.

10. Staff roles and Emergency contacts

Staff roles and/or emergency contacts	
Local Authority Health & Safety Adviser	James Littlemore 07890897855 james.littlemore@cardiff.gov.uk
Overseeing health and safety in this school	Ieuan Price – Assistant Headteacher in charge of Health and Safety pricei52@stilltyds.cardiff.sch.uk
Overseeing health and safety in the PE department	Steph MacLennan - Head of PE Department maclennans8@stilltyds.cardiff.sch.uk
Various training functions	See table in section 4.
Overseeing the checking of activities against the model risk assessments and recording significant findings	Head of Department
Detailed checking of activities is further delegated by year group	Head of Department

Emergency contacts

Serious accident: Ambulance service	9-999
Serious accident: School first-aiders	222/221/227/
Serious accident: School health & safety officer	

11. External Coaches

In order for external coach companies to be used, it is essential that they have satisfied all LEA requirements in terms of the roadworthiness of the buses used, first aid equipment is carried, sufficient means of onward travel should a breakdown occur, and that all drivers used for school trips have had a satisfactory DBS check. This information is recorded and stored through the Evolve system used to record school trips. If a new company is approached they must satisfy these requirements before any booking is made.

12. School sporting events procedure

- PE teacher identifies the team for a particular fixture, which should include a team captain, the team, substitutes and reserves (those who may be required should a member of the team or substitute withdraw).
- Enough time should be given to allow for this information to be passed home by the learner.
- A list is placed on the fixture board next to the PE office with all the fixture details and MUST include:

Match date, Team, Sport, Venue, estimated time for Departure and estimated Arrival back at school, a team list and the contact name of the teacher who MUST be notified if any player is unable to play and the member of staff must have a team list with them at all times in case of an emergency. This information is also to be provided to our school's designated person to put onto Evolve – currently Luisa May.

If one of the reserves is used every effort should be made to contact the home by the learner, especially if this occurs on the day of the fixture.

Learners should regularly look at the notice board and when they see they have been selected for a match, it is THEIR responsibility to ensure all the match information is collected from the relevant PE staff and passed onto parents/carers.

No further written confirmation from a parent/carer is required where it has already been provided through the Confidential Form on the learner's admission to the school. Where this is not recorded in SIMS then written permission needs to be obtained. Where not provided the learner will be deselected from the team. The team captain could also be used to ensure all the players have looked at the board or can be given a duplicate team list and chase up players.

Evidence of Staff reading and understanding the H&S booklet:

Name	Signature	Date