

Health & Safety Statement St Colmcille's NS, The Quay, Westport

■ Title

Health & Safety Policy Statement

■ Introductory Statement

This policy statement was adapted to the current format in accordance with the g Primary Professional Development Service. Our previous Safety Statement was updated to take into account the most recent legislation in regard to Health and disseminated to the wider school community through the school website and ratified Management.

■ Rationale

It is a legal requirement under the Safety, Health and Welfare at Work Act, 2005 for in conjunction with employees, to prepare a Health and Safety Statement. It represents Management (BOM)'s commitment to safety and health, and specifies the manner, and the resources necessary for maintaining and reviewing safety and health standards. The BOM wishes to document their health and safety programme and make it employees, outside services providers and Inspectors of the Health and Safety Authority.

■ Relationship to Characteristic Spirit of the School

According to our Mission Statement St. Colmcille's N.S. strives to provide a caring, happy and safe environment for our pupils. In keeping with this philosophy Safety policy emphasises the importance of the health and safety of our pupils and employees. The Board of Management of St. Colmcille's N.S recognises the importance of the Legislation enacted in the Safety, Health and Welfare at Work Act, 2005. This Safety Policy sets out the Safety Policy of the Board of Management, St. Colmcille's N.S and sets out how to achieve that policy. The Board of Management's objective is to endeavour to provide a healthy work environment for all our employees and pupils and to meet our duties to the public with whom we come into contact. This policy requires the co-operation of all

It is our intention to undertake regular reviews of the statement in light of changes in legal requirements and operational changes. The Board of Management will carry out a safety audit annually and report to staff. This inspection / safety audit will be carried out more frequently if requested by either staff or the Board of Management. All records of ill-health will be monitored in order to ensure that any safety measures required can be implemented wherever possible, to minimise the recurrence of such accidents and ill-health.

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■ Aims

- to create a safe and healthy school environment by identifying, preventing, tackling hazards and their accompanying risks
- to ensure understanding of the school's duty of care towards pupils
- to protect the school community from workplace accidents and ill health at work
- to outline procedures and practices in place to ensure safe systems of work
- to comply with all relevant health and safety legislation (so far as is reasonably practicable) to include the following areas
 - *Provision of a safe workplace for all employees – teachers, SNAs, secretaries, caretaker, etc.*
 - *To ensure competent employees, who will carry out safe work practices*
 - *Safe access and egress routes*
 - *Safe handling and use of hazardous substances and equipment*
 - *Safe equipment including maintenance and use of appropriate guards*
 - *Provision of appropriate personal protective equipment.*

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■ Guidelines (*content of policy*)

POLICY STATEMENT ON SAFETY, HEALTH AND WELFARE AT WORK BOARD OF MANAGEMENT OF ST. COLMCILLE'S N.S

1.1

The members of the Board of Management of St. Colmcille's N.S are

Chairperson: Mr Seamus Moran

Secretary: Mr Kevin Munnelly

Other Board Members: Mr John Geary

Ms Helen O'Toole

Ms Elaine Hopkins

Ms Pearl Duffy

Mr George Forde – Health & Safety Officer

Ms Vanessa Rose

2. The Board of Management will ensure that, in so far as is practical, the standards of safety shall prevail and that, at a minimum, the provisions of the Health and Welfare at Work Act, 2005 are applied.

3. Specifically, the Board of Management wishes to ensure so far as is practicable:

- The design, provision and maintenance of all places in a condition without risk to health.
- The design, provision and maintenance of safe means of access to all places of work
- The provision of systems of work that are planned, organised, maintained so as to be safe and without risk to health.
- The provision of instruction to staff on proper lifting techniques of pupils with pupils with challenging behaviour when such children are enrolled
- The provision of such information, instruction, training and supervision necessary to ensure the safety and health at work of its employees.
- The provision and maintenance of suitable protective clothing or equipment necessary to ensure the safety and health at works of its employees.

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■ Success Criteria

Our success criteria will be based on the achievement of our aims to provide a safe environment for our employees, pupils and visitors. We will use staff observation and parental feedback to Health Inspector's Reports and our safety record as our benchmark for success or otherwise.

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■ Roles and Responsibility

DUTIES OF ALL EMPLOYEES

1. It is the duty of every employee while at work:
 - a) To take reasonable care for his/her own safety, health and welfare and that of any other person who may be affected by his/her acts or omissions while at work.
 - b) To co-operate with his/her employer and any other person to such extent as may be necessary to enable his/her employer and the other person to comply with any statutory obligations.
 - c) To use in such manner so as to provide the protection intended by the provision of any appliance, protective clothing, convenience, equipment or any other thing (whether for his/her use alone or for use by him/her in common with others) for securing his/her safety, health and welfare while at work.
 - d) To report to the Board of Management without unreasonable delay any defect in the plant, equipment, place of work or system of work, which might be likely to cause injury to health or welfare, of which he/she might become aware.
2. No person will intentionally or recklessly interfere with or misuse any protective clothing, convenience, equipment or anything provided in pursuance of the relevant statutory provisions or otherwise, for securing safety, health and welfare arising out of work activities.
3. Employees will, by using available facilities and equipment provided, ensure that all practices are performed in the safest manner possible.

DUTIES OF SAFETY REPRESENTATIVE

- Conduct an assessment to identify all hazards on the appropriate premises.
- 3). A Sample Checklist is included as Appendix 4.
- Assess the risks associated with these hazards.
- Detail arrangements made, resources supplied, and responsibility for dealing with the hazards and to keep them under review.

DUTIES OF SAFETY OFFICER

- To liaise with the Safety Rep on matters of Health and Safety.
- To make recommendations for the alleviation of potential hazards.
- To monitor progress in relation to dealing with hazards.
- Report on all of the above at appropriate BOM meetings.

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■ Timeframe for Implementation

The revised policy will be implemented from September 2018

Reviewed January 2021

Reviewed January 2024

Next Update: January 2027

■ Timeframe for Review

This policy will be reviewed every 3 years

■ Responsibility for Review

The BOM will be responsible for reviewing the policy.

■ Ratification and Communication

The Board of Management ratified this policy on the 24th of January 2024.

Signed: 
(Chairperson, BOM)

St. Colmcille's N.S. does not have adequate resources to disseminate all of its policies to all the concerned members of the wider school community. The policy is communicated to the members of the BOM and is available to the wider school community through the parents' representatives on the BOM. All St. Colmcille's N.S. policies are available for inspection in the school.

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APPENDIX 1

FIRE EVACUATION PROCEDURE

Sequence

- Alarm
- Call the fire brigade
- Evacuation
- Assembly in yard
- Roll Call (each teacher has hard copy of pupil's names in classroom and will take this with them).

Aim

To prevent panic and ensure the safe, orderly and efficient evacuation of all the occupants of the school using all the exit facilities available and to train the mind to react rationally when confronted with a fire or other emergency at school or elsewhere.

Alarm

Anyone discovering an outbreak of fire will raise the alarm at once by informing a teacher. The teacher will immediately sound the fire alarm six times.

Call the Fire Brigade

All outbreaks of fire however small, or any suspected fire will be reported immediately to the Fire Brigade by the emergency phone number.

Evacuation

On hearing the alarm, pupils will stand to attention by their desks and, when instructed by the teacher in charge of the class as to the exit route to be followed, will leave the classroom in single file. Classes will then proceed at a steady uniform pace to the place of assembly followed by the teacher who will bring the Hard Copy of pupil's names and close the classroom door and any other doors used to exit. The principal will, if safe to do so, 'sweep' the main building to ensure no pupils remain in toilet or other areas. He will carry the school register to the assembly area. The

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Deputy Principal will, if safe to do so, 'sweep' the Junior Block to ensure no pupils remain in toilet or other areas.

Assembly - Please see diagram Appendix 7

- During our staff meeting on Wednesday 1st May 2018 it was decided that classrooms 3, 4 and 5 will exit the door facing the football pitch and will assemble at a designated point on the pitch.
- Classrooms 1 and 2 will exit the main entrance door and assemble at a designated point in the yard.
- Classrooms 6, 7 and 8 will exit the door facing onto the yard and assemble at a designated point in the yard.

Roll Call

Immediately the classes have mustered at the place of assembly, a roll call or count will be taken, from the roll book. If anyone is missing an immediate search by the staff will be made. As far as is practicable, no place to which pupils have access being overlooked.

The officer in charge of the Fire Brigade will be met on arrival and immediately informed whether or not all persons have been safely evacuated.

Attacking Fire

Circumstances will dictate whether fire-fighting operations will be attempted. Fire fighting will always be secondary to life safety. While small fires may be dealt with summarily, in the case of a sizeable fire, safe evacuation will be the primary concern.

Fire Drills and Testing Alarms

A Test fire drill will be held once per term. It will be carried out according to the above procedure with the exception of 'Calling the Fire Brigade'. A record of all fire drills will be kept. It will include details of drills including date, time, weather

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conditions, time taken for evacuation and any other relevant information. Fire Alarms will be tested once a term outside of school hours.

APPENDIX 2

ADMINISTRATION OF MEDICATIONS

As a general rule, teachers will not be involved in the administration of medication to pupils. There are, however, exceptional circumstances where there is an ongoing condition such as diabetes, epilepsy etc. or a condition necessitating emergency treatment. In such circumstances and where a teacher or SNA is willing to become involved in the administration of medication a set procedure will be followed:

- The parents of the pupils concerned will write to the board of management requesting the board to authorise a teacher to administer the medication. The request should also contain written instructions of the procedure to be followed in administering the medication.
- The board of management, having considered the matter, may authorise a teacher to administer medication to a pupil. If the teacher is so authorised s/he should be properly instructed by the board of management.
- A teacher should not administer medication without the specific authorisation of the board.
- In administering medication to pupils, teachers should exercise the standard of care of a reasonable and prudent parent.
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- The board of management will inform the school's insurers accordingly.
- The board of management will seek an indemnity from the parent(s) in respect of any liability that may arise regarding the administration of medication.

Arrangements will be made for the safe storage of medication (Principal's Office).

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APPENDIX 3

HAZARD CONTROL FORM			
Hazard	Action Taken	Date Remedied	Person Responsible

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APPENDIX 4

SAFETY REPRESENTATIVES' CHECKLIST

1 CIRCULATION AREA

1.2 Passages

Check that:

- 1.2.1 floor surfaces are even and are not slippery;
- 1.2.2 passages are adequately lit;
- 1.2.3 litter or rubbish has not been allowed to accumulate;
- 1.2.4 mats, etc, are not positioned in such a way as to be tripping hazards;
- 1.2.5 there are no areas of loose, flaking or damaged paint, plaster or plasterboard.

1.3 Doors and Windows

Check that:

- 1.3.1 doors are unobstructed;
- 1.3.2 doors with glass windows have toughened or laminated glass;
- 1.3.3 doors with a fire resistance requirement have wire reinforced glass;
- 1.3.4 there are no doors with:
 - loose or broken hinges;
 - damaged or sticking catches;
 - broken wood panels or glass panels;
 - loose or stiff handles;
- 1.3.5 doors are not allowed to swing freely without restraint;
- 1.3.6 windows are not broken or cracked;
- 1.3.7 windows open easily without undue force being applied;

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- 1.3.8 windows do not jut out dangerously when open;
- 1.3.9 windows are cleaned regularly;
- 1.3.10 windows do not have broken fastenings or cords;
- 1.3.11 where necessary, a window pole is available.

2 HEATING AND VENTILATION

Check that:

- 2.1 the heating system is regularly serviced and maintained in good order.
 - 2.2 the heating system is adequate to comply with the requirements of circular 24/82;
 - 2.3 where there are large areas of glass facing direct sunlight, there is provision for shading, e.g. Venetian blinds;
 - 2.4 windows can be easily opened to allow for adequate ventilation.
- Further advice on heating and ventilation is given in the next section.

3 FIRE SAFETY

Check that:

- 3.1 the fire exits and escape routes are clear from obstructions;
 - 3.2 fire doors are kept unlocked and unobstructed whilst people are on the premises;
 - 3.3 all designated fire exits are clearly marked;
 - 3.4 evacuation procedures are clearly displayed;
 - 3.5 staff and children are familiar with evacuation procedures;
 - 3.6 staff are familiar with and have been adequately trained in the procedure to be followed when using fire fighting equipment;
 - 3.7 there have been practice evacuations/fire drills held at least once per term;
 - 3.8 fire doors open outwards and are not held or wedged open;
 - 3.9 fire extinguishers and fire blankets are checked and maintained in accordance with manufacturer's instructions;
 - 3.10 the fire fighting equipment available is that recommended by the local authority's fire officer and is located in accordance with the fire officers recommendations;
 - 3.11 the fire alarm system is tested at regular intervals whilst the school is in session to ensure that it works and is audible in all parts of the building;
 - 3.12 flammable substances e.g. cleaning fluid etc, are stored correctly, away from any sources of heat.
- More detailed advice on fire safety is given in the next section.

4 ELECTRICAL EQUIPMENT

4.1 General

All electrical equipment should be maintained and checked regularly by a competent person. Such maintenance should include checking that:

- equipment is correctly wired and earthed;
- plugs are correctly wired;
- use ratings that are correct for the type of equipment being used (fuse ratings should be marked on the equipment and the plug).
- the mains supply is still capable of meeting the maximum demand;
- the distribution system (i.e. sockets, bench supplies etc) is suitable for the type of work being carried out;
- the isolating switches are marked, well-sited, accessible and known to staff;
- residual current (earth leakage) circuit breakers are used where appropriate.

4.2 Lighting

Visually check that:

- 4.2.1 all the light fittings are working and are kept in a clean condition;
- 4.2.2 light switches are not broken and appear to be in a safe condition;
- 4.2.3 the lighting is adequate for the type of work being undertaken as specified in Circular 24/82.

4.3 Plugs/Sockets/Leads

Visually check that:

- 4.3.1 plugs are in good condition with no cracks or pieces missing;
- 4.3.2 sockets are in good condition with no cracks or pieces missing;
- 4.3.3 socket screws and mountings are secure;

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- 4.3.4 sockets are situated in safe positions, convenient for the equipment to be used and not subject to damp;
- 4.3.5 indicator lights on sockets function correctly;
- 4.3.6 insulation on leads is not cracked or frayed;
- 4.3.7 leads are without knots or joins and are reasonably free of 'kinks';
- 4.3.8 Leads are the correct length for the equipment being used;
- 4.3.9 there are no trailing leads;
- 4.3.10 surge protection adaptors are being used and not overloaded;
- 4.3.11 leads and flexible cable are securely fixed at both equipment and plug ends.

4.4 Equipment

Check that:

- 4.4.1 fixed and portable electrical equipment is not damaged and, as far as you are aware, is operating correctly;
- 4.4.2 copies of manufacturers' instructions/operating manuals are easily accessible;
- 4.4.3 equipment is only being used for purposes for which it was intended;
- 4.4.4 where appropriate, all electrical equipment is switched off and, unplugged when not in use;
- 4.4.5 mains isolating switches are easily accessible and known to staff;
- 4.4.6 on/off indicator lights function correctly;
- 4.4.7 equipment incorporating heating has a thermal safety cut-out in addition to a thermostat;
- 4.4.8 equipment containing liquid has a leakage detector;
- 4.4.9 all items of electrical equipment are properly and regularly maintained and serviced.

5 Vermin Control

Check for Vermin on an annual basis

6 FIRST AID

Check that:

- 6.1 notices are posted in prominent positions detailing:
 - telephone number of local doctor, gardai, hospital.
 - procedure for dealing with individual pupils emergencies due to known conditions/allergies etc
- 6.2 first aid boxes are readily available and adequately stocked
- 6.3 the accident book is readily available and kept up-to-date.

7 GENERAL PURPOSE CLASSROOMS

- 7.1 look again at sections 1-4;

Check that:

- 7.2 hazards are not arising from overcrowded classrooms;
- 7.3 all cupboards, fixed blackboards, display units are stable;
- 7.4 classroom furniture is not damaged;
- 7.5 wherever possible, there are no sharp edges or corners on the furniture;
- 7.6 furniture is positioned safely;
- 7.7 all shelf mountings are secure.

8 HALLA

Check that:

- 8.1 floors are clean, even, non-slip and splinter proof;
- 8.2 all brackets securing ropes, wall bars etc are sound;
- 8.3 PE equipment is stacked securely and positioned so as not to cause a hazard; (in store area)
- 8.5 there is a regular routine for inspecting furniture, floors, apparatus, equipment and fittings;
- 8.6 wooden beams, benches etc are free from splinters and generally sound;
- 8.7 vaulting horses, beams and benches are stable and do not wobble when in use;

9 NON-TEACHING AREAS

9.1 Offices

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Check that:

9.1.1 substances for use with photocopying machine are stored correctly, and that the room where photocopying machine is operated is adequately ventilated;

9.2 Kitchen Areas

9.2.1 the kitchen/dining area is kept clean;

9.2.2 the kitchen floors are sound and non-slip, especially when wet;

9.2.3 first aid boxes are available in the kitchen area;

9.2.4 equipment is adequately guarded.

9.3 Boiler Rooms

9.3.1 there is no combustible waste stored in boiler rooms or elsewhere (e.g. oily rags);

9.3.2 all safety devices in the boiler room are in proper working order;

9.3.3 the boiler is regularly maintained by a competent person;

9.3.4 all cleaning materials, particularly those which might be hazardous, are securely stored;

9.4 Staff Facilities

9.4.1 the staffroom is clean, warm and well lit;

9.4.2 there are adequate cloakroom facilities and storage facilities for personal belongings, books etc;

9.4.3 the staffroom is large enough for the numbers to be accommodated and sufficient seating is provided, both with upright chairs and tables or desks for working and with comfortable seating;

9.4.4 there is provision for tea and coffee to be made;

9.4.5 staff sanitary facilities are suitable, sufficient and properly cleaned.

9.5 Hygiene

Check that the following are available:

9.5.1 soap

9.5.2 hand drying facilities

9.5.4 toilet paper

9.5.5 litter bin per classroom

9.5.6 provision for disposal of sanitary towels

9.5.7 safe, suitable, sufficient and properly cleaned sanitary facilities.

9.6 Outside Area

9.6.1 roofs, guttering, drain pipes etc are, as far as can be seen, sound and well maintained;

9.6.2 all play areas, are kept clean and free from glass;

9.6.3 outside play/PE appliances are securely anchored;

9.6.4 holes for goalposts, netball posts, tennis posts are covered when posts are not in position;

9.6.5 outside lighting works and is sufficient;

9.6.6 all parking facilities for cars and cycles are safe in regard to the presence of pedestrians;

9.6.7 all builders' materials, caretakers' maintenance equipment etc are kept securely.

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APPENDIX 5

PROCEDURE IN THE EVENT OF AN ACCIDENT/SERIOUS ILLNESS

When a teacher witnesses an accident involving a pupil or other employee, or when an accident or serious illness is brought to the notice of a teacher the following procedure will be followed:

- The teacher will ascertain the seriousness of injury or illness.
- Minor injuries will be dealt with in a manner consistent with what any prudent parent would do in a similar situation. However, this treatment will not generally include administration of medication (See Appendix 2).
- In a case where serious injury or illness is suspected, the teacher will take a decision as to whether or not the injured/ill person can be moved. Where it is felt a breakage or other such serious injury has occurred, the injured/ill person will be made comfortable and kept warm in situ until the emergency services can be contacted.
- If the injured/ill person is a pupil, the parents or guardians will be contacted immediately in all instances.
 - If it is felt the pupil needs to be brought to casualty, parental permission will be sought. If a parent/guardian cannot be contacted a

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decision will be made by a member of staff in the best interests of the child. This may involve a trip to casualty or the calling of an ambulance. Written parental consent for such action will be a prerequisite for enrolling a child in the school.

- In such circumstances, repeated attempts will be made to contact parents.
- Where a pupil is carried in a member of staff's vehicle, it is policy to carry additional pupils to ensure that a pupil will not be alone in the vehicle with a staff member at any time.
- If the injured/ill person is an adult, the next of kin will be contacted immediately in all instances. The procedure will follow the same lines as with a pupil adapted to an adult's circumstances having regard to the health & safety of the injured/ill person.
- A written report will be kept of all serious accidents (accident book in office).

APPENDIX 6

Dignity at Work: Building & Maintaining a Positive & Effective Work Environment

- The Board of Management of St. Colmcille's N.S. has adopted the following as part of the school's Health & Safety Statement.
- This document was formulated in light of a number of background documents, including the Health & Safety Authority's *Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work* (2007) and the Equality Authority's *Code of Practice*, given legal effect in the Statutory Instrument entitled *Employment Equality Act 1998 (Code of Practice) (Harassment) Order 2002* (S.I. No. 78 of 2002).

A. Core Principles

This school is committed to a positive work environment where work is done in an atmosphere of respect, collaboration, openness and equality.

Adult bullying and harassment in the workplace are phenomena which this school will seek to prevent and will not tolerate. All employees have the right to be treated with dignity and respect. Management is committed to intervening in an appropriate manner - utilising one of the accepted Management/INTO procedures - to investigate and deal with allegations of bullying or harassment. The provisions of Circular 40/97 on *Assaults on Staff in Primary Schools* will be utilised as appropriate.

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B. What is Workplace Bullying and Harassment?

The Board of Management adopts the definition of adult bullying as set out by the Task Force (2001):

"Workplace Bullying is repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work. An isolated incident of the behaviour described in this definition may be an affront to dignity at work but, as a once off incident, is not considered to be bullying".

Harassment is covered by Employment Equality legislation and is based on a person's standing within one of the nine categories (or grounds) specified in that legislation (gender, marital status, religion, sexual orientation etc.) Harassment is defined in law as "unwanted conduct" related to one or more of the discriminatory grounds which "has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person."

It is recognised that bullying and harassment complaints may arise among work colleagues but may also arise in relation to visitors to the school. In either case, the commitment to a positive workplace, where dignity at work is respected, prevails.

C. A Positive Work Environment

It is agreed that we will all work to make this school a happy place to work. A happy place to work has a positive work environment characterised by

- Our Catholic Ethos
- A supportive atmosphere
- Good and open communication (e.g. through opportunities at regular staff meetings)
- Appropriate interpersonal behaviour
- Collaboration
- Open discussion and resolution of conflict
- Recognition, feedback and affirmation as appropriate
- Fair treatment of all staff (including fair systems of selection and promotion in line with agreed procedures)

Every person has a responsibility to play his/her part in contributing to a positive work environment. In this regard, a person who is a witness or bystander has a clear responsibility to raise concerns about dignity at work and threats to this, in an appropriate and timely manner.

The Safety Statement - as mandated under the Safety, Health and Welfare at Work Act 2005 – will also include a commitment to a positive work environment, in light of the Employer's obligations as outlined at Section 8 of that Act, including the duty to manage work activities in such a way as to prevent "improper conduct or behaviour" likely to put health and safety at risk.

It is agreed that the adoption of this policy in our school will be accompanied by a number of steps to examine our work environment and, as necessary, to agree changes which reflect a commitment to dignity at work. These steps will be initiated by Management, and be repeated by way of review at appropriate intervals.

The actions to be undertaken may generally be described as Identification, Assessment, Implementing Strategies and Monitoring.

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D. Adult Bullying as a Problem

Our school recognises that Adult Bullying and Harassment are problems where they occur in any workplace.

Bullying behaviour generally amounts to psychological abuse which causes serious pain and suffering. Studies have shown that any person may become a target, irrespective of their personality or ability. In addition to its unacceptable effects on persons who are its targets, workplace bullying and harassment is extremely detrimental to organisational effectiveness.

Bullying may include behaviours such as:

- Verbal abuse/insults, undermining remarks
- Excessive monitoring of work
- Withholding work-related information
- Exclusion with negative consequences.

Such behaviours need not and should not be part of a workplace. This policy aims to ensure that a positive environment prevents such behaviours from occurring. Where bullying or harassment does occur or is alleged to have occurred, there are means of tackling it through the agreed procedure.

E. What Happens if there is an Allegation of Bullying or Harassment?

Without prejudice to an individual's right to take such advice or steps as they themselves may decide, the Board of Management will take seriously any allegations or workplace bullying or harassment.

Supportive and effective procedures, in accordance with nationally-agreed practice, are in the place in this school. These procedures to address and investigate allegations will focus on the earliest possible resolution, will proceed as necessary from informal to formal stages and will have a stress on confidentiality.

F. Summary

Management has a duty of care towards employees. Similarly, employees have a duty of care towards one another. This policy seeks to set out principles and practices to support the exercise of that duty in our school.

Just as inappropriate and undermining behaviour among work colleagues is taken seriously, so is such behaviour when perpetrated against an employee of this school by any other person.

Together we are committed to building and maintaining a work environment where respectful, open and equal relationships are the norm.

In summary, we are committed to having a positive, happy place to work.

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APPENDIX 7

School Layout and Class Numbers

Old Building:

**Exit Door
Football Pitch**

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Room Number 4

Room Number 3

Room Number 1

Room Number 5

Room Number 2

Staff Room

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New Building:

Exit Door onto yard

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