



**R.Y.A.N EDUCATION
ACADEMY**
VOCATIONAL CENTRE

“Respect Your Achievements Now”

HEALTH & SAFETY POLICY

Approved by: Mrs. Harris and Mr. Hoque
Approval Date: 05/03/2026



“Respect Your Achievements Now”

HEALTH & SAFETY POLICY

Under the obligation of the Health & Safety at Work Act 1974, its related regulations and in line with law enforcement the R.Y.A.N Education Academy commits to maintaining the highest practical standards of safe working practices, conditions, and environment.

The intention of the Health and Safety at Work Act (HASAWA) 1974 states that all employees, regardless of occupation or type of employment contract, should be subject to the same safety environment and health and safety method.

LOCATION

The policy covers the premises of R.Y.A.N Education Academy – Vocational Centre at **334 Bordesley Green Road, Bordesley Green, Birmingham, B8 1BY** and their environment.

RESPONSIBILITY

Employer Responsibilities:

Under Section 2 and 9 of the HASAWA 1974 Act, Catherine Elizabeth Harris (*Head of Curriculum and Education*) is responsible for policy development and implementation; ensuring all staff receive induction on health and safety procedures in order that they adhere to the application of the policy to all areas of work.

The Headteacher / Head of Curriculum and Education will: -

1. Provide information and training.
2. Consult with all staffs to establish procedures with balanced participation.
3. Designate competent personnel for health and safety.
4. Identify employees at risk and adopt appropriate measures.
5. Assess risks and implement preventative measures.
6. Ensure employees are informed they must care for their own safety and that of others, and to co-operate with the employer.
7. Maintain a place of work, in a condition that is safe and without risk, and ensure entrances exits are safe and without risk to health.
8. Ensure that people not employed (*e.g., members of the public, clients, and young people*) are not exposed to risks to their health and safety.

9. Ensure lighting, space, ventilation, equipment, heat in office is adequate to working conditions.
10. To carry out regular inspections to ensure that standards set by the safety audit are being met.
11. Display a map of the school outlining fire exits, fire equipment, warning notices and first aid box.
12. To ensure First Aider has received appropriate training in emergency First Aid at Work and holds a recognised certificate e.g., the St. John's Ambulance or Chartered Institute of Environmental Health and refresher courses are attended.

Employee Responsibilities:

All staff are responsible for acting in a safe manner whilst at work. By understanding our responsibilities and following the safety rules of the R.Y.A.N Education Academy – Vocational Centre staff will be helping with our legal duties and contributing to the safe running of our school and its environment.

Under section 7 and 8 it is the responsibility of all employees of R.Y.A.N Education Academy – Vocational Centre:

1. To take responsible care for their own safety and of other people who may be affected by his/her acts or omissions by what we do or fail to do.
2. To co-operate with the Head of Curriculum and Education so far as it is necessary to enable R.Y.A.N Education Academy – Vocational Centre to promote health and safety.
3. Not interfere with or misuse, intentionally or recklessly, anything provided in the interests of safety.
4. To co-operate so that we as staff and our Centre can fulfil our legal duties e.g., comply with our safety rules.
5. To set a good personal example in relation to health & safety.
6. Bring to the attention of the Head of Curriculum and Education of any unsafe equipment detrimental to health and safety and welfare of self/others.

First Aid Personnel Responsibilities:

1. Administer First Aid in accordance with the current Legislation and approved code of practice
2. Record all accidents that are reported to them in the CRONER Accident Book.
3. Re-stock first aid boxes at regular intervals and when necessary.

Fire Marshall Responsibilities:

1. Carry out the duties for which they are trained when emergency evacuation of the school is required.

COVID 19

It is evident that CO-VID 19 is still in our society and thar staff may still be feeling anxious at work however, the R.Y.A.N Education Academy – Vocational Centre has put the right measures in place to safeguard them.

We will involve staff in all our Risk Assessments so we can have the correct input in order to meet legal obligations as employers.

Therefore:

- Risks will be shared clearly and openly with staff
- We will ensure natural ventilation (opening windows, doors, etc.)
- We will use Mechanical ventilation (fans, etc.) or a combination of both
- Ensure that high 'touch points' frequently and impose a strict cleaning regime in work areas, classrooms and around the building in general.
- We will encourage employees, visitors, and contractors to use hand sanitiser where possible.

The R.Y.A.N Education Academy – Vocational Centre still adherers to the premise that If anyone our household has the following symptoms, staff must self-isolate:

- Persistent cough
- High temperature
- Loss of taste or smell

It is important to isolate if you have had close contact with someone who has had a positive COVID-19 result. **It is paramount that the person who is self-isolating does not come into work.**

- Face coverings are no longer required by law; however, the government recommends that people continue to wear face coverings in crowded, enclosed spaces. Workers may also choose to wear a face covering themselves in the workplace and this is permitted.

Reviews will be undertaken to incorporate any changes where potential risks are highlighted to ensure the latest guidance is followed.

ACCIDENT, INCIDENT, HAZARDS, REPORTING

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR), R.Y.A.N Education Academy – Vocational Centre will report to the Health and Safety Executive (HSE) any work-related fatalities, specified injuries, occupational diseases, dangerous occurrences, and injuries resulting in an employee being absent from work for more than seven consecutive days (excluding the day of the accident). Reports will be submitted within the required statutory timeframes. Over-seven-day injuries will be reported within 15 days in accordance with statutory requirements.

Injuries to pupils, visitors or other non-workers will also be reported where they arise out of or in connection with a work activity and result in the individual being taken directly from the premises to hospital for treatment.

FIRST AID

The R.Y.A.N Education Academy-Vocational Centre recognise that by providing suitable first aid facilities, having regard to the nature of our undertaking and the number and location of our staff, we may reduce the immediate impact of any accident.

It is our policy to:

- Appoint and train suitable numbers of first aid personnel. All staff were first aid trained on the **4th September 2024**.
- Provide and maintain suitable and sufficient first aid facilities.
- Ensure that first aid facilities, equipment and personnel are readily available.
- Provide additional training for first aid personnel as necessary to consider any specific hazards.

R.Y.A.N Education Academy – Vocational Centre - First Aid Reporting Procedures are as follows:

CIRCUMSTANCES

*An accident **not** requiring professional medical treatment e.g., sprains, small cuts, bruising, grazing knee etc.*

PROCEDURE

1. Basic First Aid procedure must apply, e.g., wash and clean small cuts and cover with sterile plaster if appropriate.
2. Details must be reported in the 'Accident Reporting' Book provided by R.Y.A.N Education Academy – Vocational Centre.
3. Head of Curriculum and Education must be informed of any absence resulting in absence following accident/incidents.
4. First Aid box is kept in the bottom draw of the filing cabinet in the office.

5. Qualified First Aider – **Atikul Hoque and Nasser Mustifa.**
6. First Aid information will be displayed in the general office.

Accident/incident requiring professional medical attention e.g., Hospital, Doctor.

In the First instance the welfare of the patient MUST be paramount. Details of the incident MUST be recorded in the Accident Reporting Book. If this is not complied with could be in breach of HASAWA and may lead to prosecution.

*Treatment of Hospital
(Or by local GP)*

Any 'incident' which requires an employee or Client to receive professional medical treatment MUST be recorded in the CRONER 'Accident Report Book' A telephone call should be made to Next of Kin as soon as it is practicable e.g., spouse, relative if the situation warrants such action.

Note: Scissors, creams should not be placed in the First Aid Box.

REPORTABLE INJURIES TO RIDDOR

- a fracture, other than to fingers, thumbs, and toes; amputation;
- dislocation of the shoulder, hip, knee, or spine;
- loss of sight (*temporary or permanent*);
- chemical or hot metal burn to the eye or any penetrating injury to the eye;
- injury resulting from an electric shock or electrical burn (*including any electrical burn caused by arcing or arcing products i.e., welding*) leading to unconsciousness, or requiring resuscitation or admittance to hospital for more than 24 hours;
- any other injury leading to hypothermia, heat-induced illness, or unconsciousness, or requiring resuscitation or admittance to hospital for more than 24 hours;
- loss of consciousness caused by asphyxia or exposure to a harmful substance or biological agent;
- either of the following conditions which result from the absorption of any substance by inhalation, ingestion or through the skin:
 - an acute illness requiring medical treatment; or loss of consciousness;
 - acute illness requiring medical treatment where there is reason to believe that this resulted from exposure to a biological agent, its toxins or infected material.

REPORTING ACTION FOR ALL INJURIES

Report the injury to the immediate Head teacher and First Aid Person (s:)

- Identify source of the incident / injury, if possible

- In office hours the Occupational Health Service - Birmingham City Council must be contacted by telephone to report the incident / injury and obtain further guidance on the management of the injured worker.
- Where appropriate the injured person must be taken to the Accident and **Emergency Department, Birmingham Heartlands Hospital, Bordesley Green East, Birmingham, B9 5SS – 424 2000 – Open 24 hours.**
- Complete Incident Report Form – Blood and Body Fluid Spillage and ensure that the Head of the School is *notified (Appendix 1.)*

INJURIES TO BE TREATED ON-SITE (SCHOOL) AND THOSE TO BE DEALT WITH AT THE

HOSPITAL

The duty to notify and report rests with the 'responsible person'. For incidents involving young people and school staff, this is normally the main employer at the school.

INJURIES THAT CAN BE TREATED ON SCHOOL PREMISES:

- Sprains and strains
- Minor wound infections
- Minor burns and scalds
- Minor head injuries i.e., small cut
- Insect and animal bites
- Minor eye injuries i.e., speck of dust in eye

If the school cannot deal with any of the above injuries these can be treated by the Accident and Emergency Department at the nearest Hospital.

INJURIES TO BE TREATED BY THE ACCIDENT AND EMERGENCY DEPARTMENT - HOSPITAL:

- Chest pain
- Broken Bones
- Breathing difficulties
- Problems usually dealt with by a GP
- Severe stomach pains
- Gynaecological problems
- Pregnancy problems
- Allergic reactions
- Overdoses
- Alcohol related problems
- Mental health problems
- Conditions likely to require hospital admission

How to decide whether an accident to a young person 'arises out of or is in connection with work'?

The responsible person at the school should consider whether the incident was caused by:

- A failure in the way a work activity was organised (*e.g inadequate supervision of an off-site activity*).
- The way equipment or substances were used (*e.g lifts, machinery, experiments in a science lab etc*); and/or
- The condition of the premises (*e.g poorly maintained or slippery floors i.e., signs were not displayed*).

Therefore, if a young person is taken to hospital because of breaking an arm during an ICT class, following a fall over a trailing cable, the incident would be reportable. If a young person is taken to hospital because of their medical condition (*e.g., asthma attack, epileptic seizure*) this would not be reportable as it did not result from the work activity.

YOUNG PERSON CARE PLAN

Young person Care Plan detailing medical information will be available to key personnel which will identify:

- (a) Personal Details
- (b) Medical Condition e.g., Asthma, Epilepsy, Diabetes
- (c) Allergies e.g Nuts, Hay fever, Insect bites
- (d) Types of Symptoms that will occur
- (e) Emergency Treatment

The Young person Care Plan will state what levels of injury can be treated onsite and what levels automatically trigger and emergency call out (*See Appendix 2.*)

EMERGENCY TELEPHONE NUMBERS

Dial 999 in the event of an emergency or dial 112 as an alternative to 999.

Tell the operator which service you want at which point you will be connected

Tell the emergency service:

- Where the incident is
- What the incident is
- Where you are and the phone you are calling from

FIRE PROCEDURES

Fire extinguishers are positioned in the following locations: -

1. Kitchen
2. General Office R.Y.A.N Education Academy – Vocational Centre
3. Hallway
4. Training/Classroom

5. Computer Room
6. Social Area
7. General Office R.Y.A.N Education Academy – Vocational Centre

EXTINGUISHERS

WATER

Safe to use on wood, paper, textile, fabric. *(Not to be used on electrical equipment, flammable liquids fires, flammable metal fires).*

DRY POWDER Safe to use on flammable liquid fires, gaseous fires, electrical fires. *(Not be used on flammable metal fires).*

CARBON DIOXIDE CO²

Safe to use on flammable liquid fires, electrical fires. *(Not be used on wood, paper, textiles etc.).*

WET CHEMICAL

Safe to use on wood, paper, textiles etc. cooking oils, deep fat fires. *(Not be used on live electrical equipment, flammable liquid fires, flammable gas – **do not** put the nozzle into fat or oil.)*

Aqueous Film Forming Foam (AFFF) Foam Spray

Safe to use on wood, paper, textile, flammable liquids. *(Not to be used on electrical equipment, flammable metal fires).*

OTHER

FIRE BLANKET

For smoothing fires:

Safe for use on chip pan fires, deep fat fires, waste bin fires; for wrapping around someone whose clothes are burning.

WHO IS RESPONSIBLE FOR USING A FIRE EXTINGUISHER?

- (a) It must be a responsible person. It can be an employer or a designated employee, e.g., 'Fire Marshall.'
- (b) The person and or 'Fire Marshall must be competent in using the fire extinguisher.
- (c) Training, must be undertaken an extinguisher in the event of an emergency when, e.g., evacuating a building or as a first aid firefighting appliance.

FIRE DRILL

- In the event of a fire employees are required to leave the building immediately (do not waste time looking for personal belongings).
- Assemble at the corner of **334 Bordesley Green Road, Bordesley Green, Birmingham, B8 1BY**

- Close all doors before leaving the building if it is safe to do so (*This will prevent the fire from spreading.*)
- Call fire emergency services, **dial 999** or **112** from any phone.
- You are required to follow the procedure in external venues when working outside of R.Y.A.N Education Academy – Vocational Centre.

WARNING NOTICES

Warning notices will be displayed on equipment where appropriate and on the walls in the General Office/Classroom for information purposes.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

In line with COSHH Regulation R.Y.A.N Education Academy will assess risk, and control measures to be used when dealing with specified chemicals. It is in the interest of the Project to identify chemicals (if any) in the location of work and to take hazard avoidance measures when appropriate.

Under the COSHH legislation R.Y.A.N Education Academy – Vocational Centre will: -

1. Assess the risk to health arising from substances at work and what precautions are needed.
2. Introduce appropriate measures to prevent or control risk.
3. Where necessary, monitor the exposure of employees and carry out an appropriate form of surveillance of their health.
4. Ensure that control measures are used, and that equipment is properly maintained and procedures observed.
5. Inform, instruct, and train employees about the risks and the precaution to be taken (this task will be undertaken by a qualified person).

MANUAL HANDLING

Manual handling refers to “*transporting*” of a load by one or more workers, including, putting down, lifting, pulling, carrying, or moving a load. In the case of back injuries, the R.Y.A.N Education Academy – Vocational Centre will ensure: -

- The avoidance of the need for manual handling where practicable
- Arrange work stations to reduce risk of back injury.
- Provide adequate training on lifting and handling loads.
- Where manual handling cannot be avoided ensure to reduce the risks i.e., taking into consideration the person, task, load, working environment, individual capability, and other factors such as the employees’ height.

PROTECTIVE CLOTHING

1 PROTECTIVE CLOTHING AND PERSONAL PROTECTIVE EQUIPMENT (PPE)

R.Y.A.N Education Academy – Vocational Centre recognises that certain activities, particularly vocational and practical activities, may require the use of Personal Protective Equipment (PPE).

Where risks are identified through risk assessments, appropriate PPE will be provided and must be worn.

Examples of PPE may include:

- Safety goggles
- Protective gloves
- Dust masks
- Protective clothing or aprons

Staff must ensure that pupils understand when PPE must be worn and how to use it safely.

WOODWORK / WORKSHOP ROOM SAFETY PROCEDURES

R.Y.A.N Education Academy – Vocational Centre provides vocational learning opportunities which may include the use of woodwork tools, hand tools, and workshop equipment. Due to the potential risks associated with these tools, strict safety procedures must be followed at all times.

- Access to the Workshop
- The woodwork/workshop room must remain locked at all times when not in use.
- Access to the workshop is restricted to authorised staff and supervised pupils only.
- Pupils must never enter the workshop without direct staff supervision.
- The responsible staff member must ensure the room is securely locked when the session has ended.
- Supervision
- Pupils must be directly supervised by a trained member of staff at all times when using workshop tools or equipment.
- Staff must ensure pupils understand the safe use of tools before beginning any activity.
- Pupils must follow all safety instructions given by staff.
- Tool and Equipment Safety
- All tools and equipment must be stored securely when not in use.
- Only appropriate tools for the pupil’s ability and task should be issued.

- Staff must check equipment before use to ensure it is safe, maintained, and not defective.
- Any damaged or unsafe equipment must be removed from use immediately and reported to the Headteacher / Head of Curriculum and Education.
- Personal Protective Equipment (PPE)

Where appropriate, pupils and staff must wear suitable protective equipment including:

- Safety goggles
- Protective gloves (where appropriate)
- Dust masks when required
- Protective clothing or aprons

Loose clothing, jewellery, or long hair must be secured before using equipment.

- Behaviour Expectations
- Pupils must behave responsibly and follow all safety instructions.
- Running, horseplay, or misuse of equipment in the workshop is strictly prohibited.
- Any unsafe behaviour will result in the activity being stopped immediately.
- Risk Assessments
- A specific risk assessment must be completed for the workshop and all woodwork activities.
- Risk assessments will consider the needs of pupils with SEND, including autism and ADHD, ensuring activities are adapted appropriately.
- Emergency Procedures
- Staff must know the location of first aid kits and emergency equipment.
- Any accident or near miss must be reported and recorded in the Accident Reporting Book in accordance with RIDDOR procedures.
- Equipment must be switched off immediately if a hazard occurs.
- Maintenance and Inspection
- Workshop equipment will be regularly inspected and maintained.
- Staff will report faults immediately to the Headteacher / Head of Curriculum and Education.
- Tools must be returned to their designated storage after use.

USE OF DISPLAY SCREEN VDU EQUIPMENT

The **R.Y.A.N. Education Academy – Vocational Centre** is committed to ensuring the health and well-being of its employees when using **Display Screen Equipment (DSE)**, including laptops and desktop computers.

To support this, the academy will:

1. Require employees who regularly use **laptop or desktop computer equipment** to undergo an **eye screening test** as part of their employment conditions.
 - a) R.Y.A.N Education Academy – Vocational Centre will contribute to the cost of annual eye test (note not exceeding (£29.95), for any employee eligible. The contact lens check normally costs £50. Employees should submit receipts for authorisation of payment.
 - b) Where the eye test shows that spectacles will be needed by the employee specifically for the use of computer-based work, they are asked to provide a copy of this in writing by the Optician. A contribution of the cost (**£50.00**) of spectacles

adequate for use of a laptop or computer will be met by R.Y.A.N Education Academy – Vocational Academy and a receipt must be provided for payment.

R.Y.A.N Education Academy will also meet the costs of extra eye tests if users are described as: -

- 1) Suffering from any form of visual impairment which may be reasonably considered to be related to use of laptop or computer-based work.
 - 2) If more frequent testing recommended by an optician/optometrist.
2. The designs of work equipment, such as tables, chairs are arranged in order that the employee can work at ease and in comfort.
 3. Employees are trained on how to use computers properly and how they must be seated.
 4. Employees are allowed to take periodical breaks from using computer equipment to alleviate eye strain, headaches, fatigue, stress, and possible lime disorder.



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INCIDENT/ACCIDENT/DAMAGE/LOSS/REPORT FORM

Please complete this form including all relevant details, e.g., witnesses, suspects, etc. and then pass to the Head Teacher as soon as possible after the incident. Each incident of loss or damage **MUST** be reported and filed. Failure to do this will fall in breach of the HASAWA 1974.

Report on Accident/Damage/Loss/Incident

Action Taken:

Report Completed by:

Signature:

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Date of Incident:	Date of Report:
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Health & Safety Executive Informed	Yes	No
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Comments (Official Use Only)



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YOUNG PERSON CARE PLAN

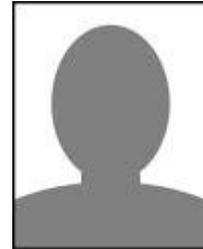
Name: _____

YOUNG PERSON

PHOTO

D.O.B: _____

Year Group: _____



This young person has an allergy to:

This young person takes the following medication:

Emergency Contact Number & Address:

Medical Condition:

Signed: _____ Date: _____

Describe the condition and give a description of individual symptoms / Side effects of medication:

Signed: _____ Date: _____

Emergency Treatment: (*On-site or Hospital*)

Signed: _____ Date: _____

IF THIS CARE PLAN IS TO BE DISPLAYED ELSEWHERE THEN PARENTAL CONSENT MUST BE OBTAINED



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**MANAGEMENT POLICY
OF BLOOD AND BODY FLUID SPILLAGE**

ABSTRACT

“... In the health care setting, blood-borne pathogen transmission occurs predominantly by percutaneous or mucosal exposure of workers to the blood or body fluids of infected patients. Prospective studies ... have estimated that the average risk for HIV transmission after a percutaneous exposure is approximately 0.3%, the risk of HBV transmission is 6 to 30%, and the risk of HCV transmission is approximately 1.8%. To minimize the risk of blood-borne pathogen transmission ... adherence to standard precautions, including the appropriate use of hand washing, protective barriers, and care in the use and disposal of needles and other sharp instruments. Employers should have in place a system that includes written protocols for prompt reporting, evaluation, counselling, treatment, and follow-up of occupational exposures that may place a worker at risk of blood-borne pathogen infection. A sustained commitment to the occupational health of all ... will ensure maximum protection for [workers] and ... the availability of optimal medical care for all who need it.

INTRODUCTION

Blood and body fluids (e.g. – Faeces known as stool (normally brown in colour), Vomit, Saliva, Urine, Nasal and Eye discharge, and Sexual Fluids) may contain viruses or bacteria capable of causing disease. It is, therefore, vital to protect both yourself and others from the risk of cross infection. To minimise the risk of transmission of infection both staff and young people should practice good personal hygiene and be aware of the procedure for dealing with body fluid spillages.

Exposure to blood and other potentially infectious body fluids may result in the transmission of blood-borne viruses (BBVs), including Human Immunodeficiency Virus (HIV), hepatitis B Virus (HBV), and hepatitis C Virus (HCV) (Health and Safety Executive (HSE) 2002.

PURPOSE

This document provides information concerning hazards and risks associated with potential exposure to BBV infection following an inoculation injury or blood and body fluid exposure incident. It also describes the procedure to follow should an injury of such nature occur.

From an equality perspective the standards and procedures are for all staff in the R.Y.A.N Education Academy -Vocational Centre and others who provide services to the school, irrespective of age, race, colour, religion, disability, nationality, ethnic origin, gender, sexual

orientation or marital status, domestic circumstances, social and employment status, HIV status, political affiliation, or trade union membership.

The Head of Departments, teaching staff and all staff members will use Blood / Body Fluid Clean-up kits to clean up blood and blood contaminated fluid spills within the school and on offsite school trips / activities. All staff members will ensure these materials are always available for use and to be accessed without delay.

Note: Blood and Body fluid kits must be kept out of the reach of young people' and used by staff members who know how to use the kit.

DEFINITION

A body fluid exposure incident is defined as a puncture of the skin or contamination of mucous membranes caused by: -

- All penetrating sharps/needle injuries
- Contamination of abrasions with blood or body fluids
- Scratches or bites involving broken skin, (*i.e., causing bleeding or other visible skin puncture*)
- Splashes of blood or body fluids into eyes or mouth (Russell 1997).

FIRST AID FOLLOWING BLOOD OR BODY FLUID EXPOSURE INCIDENT

Procedure for Blood or Body Fluid Clean-up

Blood or body fluid clean-up materials should be readily accessible to any employee at the R.Y.A.N Education Academy – Vocational Centre, who might be faced with a situation that would involve handling or cleaning up of blood or body fluid spills. Although it would be appropriate if a trained member of staff handled all body fluids.

The materials for clean-up should be centrally located and packaged into a readily accessible container i.e., self-sealing plastic bag.

Materials should comprise:

- (a) Disposable latex gloves
- (b) Disposable paper towels
- (c) Absorbent material
- (d) Plastic bags with twist seals
- (e) Alcohol towelettes
- (f) Gauze pads

Instructions for the use of materials:

- (a) Wear disposable gloves when handling blood or bodily fluids. If there is potential for the blood or body fluid splashing wear a face mask.
- (b) All bleeding wounds should be covered with a sterile dressing found in first aid kit.

- (c) Soak spilled blood or body fluid with disposable towels or absorbent material.
- (d) Vigorously clean affected area with soap, water, and disinfectant.
- (e) **Place all soiled material in a plastic bag and ensure seal is tight.**
- (f) Remove gloves, turning inside out during removal and place in plastic bag of soiled materials. Make sure that you avoid touching the skin with soiled gloves. Seal and dispose of plastic bag properly.
- (g) Wash hands thoroughly with soap and water after you have disposed of all soiled materials.

If blood or body fluids should be spilled on a person, the following procedures must be adhered to:

- (a) When the skin is unbroken, the skin must be washed using a disposable soap or alcohol towelette under running water. Towels should not be used again and placed in a sealable bag properly.
- (b) If open cuts or wounds have been in contact with blood or body fluids from another person, the skin must be washed by scrubbing with disposable soap and running water. A skin disinfectant i.e., 70% alcohol, Betadine etc. should be applied after washing.
- (c) In the event of exposure of blood or body fluid getting in the eyes, flood the exposed area with room temperature running water for 2-3 minutes. A mild eye wash solution wash can be used if available (*always check for allergies or medical reactions.*)
- (d) Soiled clothing must be washed separately in the washing machine and not to be washed with any other linen or clothes or sent for laundering.

Remember: Spills of blood and body fluid may contain viruses such as Hepatitis B or Human Immunodeficiency Virus (HIV.) Therefore, it is extremely important to disinfect all areas where the spill has occurred using disinfectant.

The R.Y.A.N Education Academy – Vocational Centre has an obligation to ensure that appropriate cleaning equipment is provided on the school site. The Academy should also ensure this policy is accessible to all staff and guidelines are stored with cleaning equipment. Key members of staff should be trained in disposal of body fluid spills and identified to all staff.

Note: Designated cleaning equipment will be held in the following areas, Cleaners department, Administration Office, Lower Administration office Concord Youth Centre room.

REPORTING BLOOD AND BODY FLUIDS

- Report the incident to the school nurse or A & E out of hours.
- Complete an accident form
- The Health and Safety officer should carry out a risk assessment to reduce further occurrences.
- The Trained Staff / School Nurse (if appropriate) will seek advice and a risk assessment carried out in consultation with the local health authority on further treatment.

Blood and Body Fluid Kit is purchased from First Aid for Less – 0800 177 7118



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REVIEW PROCESS FOR POLICIES AND PROCEDURES
BLOOD AND BODY FLUID

NO.	DETAILS OF POLICY	COMMENTS
1.	Title of Policy	Management Policy of Blood and Body Fluid Spillage.
2.	Drafted by:	Catherine Elizabeth Harris
3.	Who does the policy affect?	Every staff member of the R.Y.A.N Education Academy – Vocational Centre
4.	Are the National Guidelines / Codes of Practice given?	Yes
5.	Has the consideration been given to equal opportunities when developing the policy and have key personnel being involved where appropriate?	Yes
6.	Where was policy information obtained from?	Health and Safety Executive - Incident reporting in schools (<i>accidents, diseases, and dangerous occurrences</i>) <i>Guidance for employers</i>
	Policy Management	
7.	Is there a requirement for a new revised management structure for the implementation of the Policy?	No
8.	If No Why?	All key personnel and are involved in the Policy and staff are aware of its implementation.

Consultation Process		
9.	Was there external / internal consultation	Internal Only
10.	If external / internal comments have not been included	The Head of School with key personnel was confident through research to put the policy together and so external consultation was not required. However, the and Heartlands Hospital, Bordesley Green East, Birmingham, B9 5SS – 424 2000 – Open 24 hours will be contacted regarding the Clean-up kit to ensure the appropriate kit is purchased.
11.	Does the policy have any attachments etc? If so, state their function.	The Policy will have a copy of the Incident form for reporting Blood and Body Fluid Spillage
Risk Management		
12.	Name / Job Title of who submitted the policy for agreement Is a review of the Policy required by Ofsted	Catherine Elizabeth Harris – Head Teacher / Head of Curriculum and Education Yes
Policy Review (<i>For use only when the policy is for review</i>)		
13.	Policy Name:	Management Policy of Blood and Body Fluid Spillage.
14.	Are any changes required of the Policy	No – will look at this at the next review date
15.	Review of Policy will be undertaken by:	Catherine Elizabeth Harris – Headteacher / Head of Curriculum and Education
16.	Date of Next Review	November 2026

REPORTING BLOOD AND BODY FLUIDS

- Report the incident to the school nurse or A & E out of hours.
- Complete an accident form
- The Health and Safety officer should carry out a risk assessment to reduce further occurrences.
- The Trained Staff / School Nurse (if appropriate) will seek advice and a risk assessment carried out in consultation with the local health authority on further treatment.

Blood and Body Fluid Kit will be purchased from First Aid for Less – 0800 177 7118



“Respect Your Achievements Now”

BLOOD AND BODY FLUID SPILLAGE – INCIDENT FORM

Please complete this form including all relevant details., e.g., witnesses, suspects, etc. and then pass to the Head Teacher soon as possible after the incident. Failure to do this will fall in breach of the HASAWA 1974.

Name of Staff Member: _____ Position: _____

Name of Young person: _____ Year Group: _____

Home Address: _____

Home Telephone No: _____ Mobile: _____

Parent (s) / Guardian (s) Carer (s) Telephone No: _____

A. Description of incident:

B. Complete all the sections below:

1. Wound

(a) Did the incident cause a wound on the young person / employee? Yes No

(b) Did the wound result in visible bleeding? Yes No

(c) Was the wound caused by: Needle Human Bite Insect Bite?

Other sharp instrument (specify) _____

(d) Was the object causing the wound potentially contaminated with blood/body fluids? Yes No

2. Blood/Body Fluid

(a) Did the individual's blood / body fluid come in contact with your body?

Yes No

(b) What was the substance to which you were exposed? Blood faeces

Urine Vomit Saliva Sexual Fluids

(c) If the substance was anything other than blood was there any blood

visible in the fluid? Not Applicable Yes No Unknown

(d) What part of the body was exposed to the substance? (Tick all that apply) Mouth Eyes Nose Ears Skin (specific Location)

_____ other (Specify) _____

C. How long was you body part in contact with the substance? _____

(a) If the exposure was to your skin, was your skin abraded in any way?

Yes No

(b) If yes, what was the nature of your skin abrasion? Acne Eczema Cracks

due to dry skin unhealed cuts / scratches other (specify) _____

D. Which of the following procedures were being used at the time of the incident?

(Tick all that apply) cuts / open wounds covered with bandages Gloves

(vinyl/latex) Mask Goggles / glasses Other (specify) _____

E. Intervention applied – after exposure what did you do? Washed hands / exposed

area Changed clothes Flushed eyes / rinsed mouth Showered other

(specify) _____

F. Medical Intervention – in the event of contact with blood and / or body fluid it is

required that you discuss with trained physician or school nurse (if applicable)

- HBV antibody or previous vaccination status for HBV
- The need for HIV/HBV antibody testing
- Notifying your doctor or health care provider of the exposure to blood or body fluids immediately.

Date such discussion occurred: _____

Signature: _____ Date: _____ Time: _____

Name: _____

School Nurse/ First Aider: _____ (if applicable)