

Bristol Old Vic Theatre School Health and Safety Policy Statement.

Our statement of general policy is:

- to secure the health and safety of students, staff and others using the School's premises or participating in our activities.
- to consult with our employees and students on matters affecting their health, safety and welfare.
- to provide and maintain safe buildings, plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction and supervision for employees and students;
- to ensure all employees and students are competent to carry out their tasks safely, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

Signed: Fiona Francombe. Principal.

Date – 12th November 2020, updated 20th September 2021

Review Date – November 2021

Responsibilities

Overall and final responsibility for health and safety is that of the School's Council of Management (Governing body).

Day-to-day responsibility for ensuring this policy is put into practice is delegated to the Principal.

To ensure health and safety standards are maintained/improved, the following people have overall responsibility in the following areas:

Downside Road site	Helen Bater
Christchurch Studios site	Richard Maxwell and Andy Jenks
Sheene Road site	Andy Scrivens

All employees and students are required to:

- co-operate with supervisors and managers on health and safety matters;
- not interfere with anything provided to safeguard their health and safety;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed in this policy statement).

Coronavirus

Measures to control the risks from COVID-19 are in place. A COVID Officer has been appointed on a temporary basis to monitor the implications that the virus has for the Theatre School and the Senior Management Team will take action as necessary.

Consultation with employees

Consultation with employees is provided by the School's Safety Committee, which is made up of representatives from the core School departments:

- Chairman and Health and Safety Advisor – Pete Goodwin
- Senior Management - Fiona Francombe
- Downside Road site – Helen Bater, Frank Bradley, Meriel Pym
- Christchurch Studios site – Richard Maxwell or Andy Jenks
- Sheene Road site – Andy Scrivens
- Estates Manager – Joe Watt
- Acting – Paul Chesterton

The Committee is scheduled to meet at least once every School term.

Consultation with students is through the School's student representatives who meet termly with senior staff and the School's governors.

Health and safety risks arising from our work activities

Risk assessments will be undertaken by each department and checked by the Head of Department.

Action required to remove/control risks will be approved by the Head of Department who will be responsible for ensuring the action required is implemented and will check that the implemented actions have removed/reduced the risks.

Assessments will be reviewed annually, when the work activity changes or if an associated incident occurs, whichever is soonest.

Safe plant and equipment

Each Head of Department will be responsible for regularly checking the condition of their equipment/plant and will be responsible for ensuring effective maintenance procedures are drawn up with all identified maintenance implemented.

Any problems found with plant/equipment should be reported to the Department Head who will also check that new plant and equipment meets health and safety standards before it is purchased.

Safe handling and use of substances

Heads of Department will be responsible for identifying all substances that need a COSHH Assessment and will be responsible for undertaking the assessments. They will be responsible for ensuring that all actions identified in the assessments are implemented and for ensuring that people coming into contact with hazardous substances are informed about the COSHH assessments. They will also check that new substances can be used safely before they are purchased.

Assessments will be reviewed annually, when the work activity changes or if an associated incident occurs, whichever is soonest.

Information, instruction and supervision

The Health and Safety Law poster is displayed at each site and a Health and Safety Information Booklet relating to the School's activities is made available on the School database with all students being asked to read it.

Contact details for advice on Health and Safety are on the poster but advice is also available from Heads of Department or from members of the Safety Committee.

Competency for tasks and training

Induction training will be provided for all employees and students by the relevant Heads of Department. Job-specific training may also be provided by visiting specialist tutors. Students are required to prove their competence before undertaking certain activities.

Where appropriate, training records are kept by Heads of Department who will also identify, arrange and monitor training requirements.

Heads of Department are responsible for supervising students in any hazardous course work and for ensuring that people working at locations under the control of other employers or organizations are given relevant health and safety information.

Accidents, first aid and work-related ill health

There are currently no jobs identified where health surveillance is required; this situation is reviewed by the Safety Committee at regular intervals.

First-aid boxes are kept at each site and within key departments.

The appointed persons are those staff identified as responsible for each of the School's three sites. In addition to first aid trained staff, the Production Arts students undergo full training at the start of their final year and take responsibility for first aid provision if called upon to do so.

All accidents, near-misses and cases of work-related ill health are recorded in the accident and incident books kept at each site and reviewed by the Safety Committee. Staff identified as responsible for each of the School's three sites are responsible for reporting accidents, diseases and dangerous occurrences to the enforcing authority as required by the regulations.

Monitoring

To check our working conditions, and ensure our safe working practices are being followed, the Health and Safety Advisor will normally visit each site termly and report findings to the Safety Committee.

The relevant Head of Department, and where appropriate, the Health and Safety Advisor are responsible for investigating accidents and work-related causes of sickness.

The relevant Head of Department is responsible for acting on investigation findings to prevent a recurrence.

Emergency procedures – fire and evacuation

The Health and Safety Advisor is responsible for ensuring the fire risk assessment is undertaken and implemented, along with the member of staff responsible for the particular site.

Fire extinguishers, alarms and escape routes are regularly checked (normally weekly) by the Estates Manager at Downside Rd. The staff responsible for Christchurch Studios and Sheene Road undertake these duties for their site on the same basis.

Emergency evacuation will be tested at least every term.