




Sensible health and safety management

Going beyond sensible management	Striking a sensible balance	Failing to reach a sensible standard
		
<ul style="list-style-type: none"> • The Board of Governors, Local Authority or school managers adopt an overly cautious approach - insisting on written precautions for even the most trivial risks. • The culture aims to provide an environment of absolute safety, where the elimination of all risks squeezes out all other considerations. • Paperwork becomes a priority taking up staff time while sensible and practical suggestions for more appropriate approaches are not considered. • Existing resources to make life easier, for example HSE's classroom checklist and CLEAPSS/SSERC advice, are not used as intended. 	<ul style="list-style-type: none"> • The school leadership team understand the safety policy and apply it practically to the real risks in the school. • Key staff have clearly established roles and responsibilities. • Paperwork is kept to a minimum with the significant hazards identified, their risks adequately controlled and precautions clearly documented where needed. • School leaders consult with staff including employee representatives/ trade union safety representatives – looking for practical solutions to health and safety issues. • Learning is enabled by making proportionate decisions. 	<ul style="list-style-type: none"> • No one leads or takes responsibility for health and safety. • There is a lack of understanding about risks, priorities and risk management. • Precautions for higher risk activities eg off-site or work at height, have not been identified. • Important documents and records are not kept up to date. • Senior managers are unaware of staff concerns and there is no engagement with staff on risk management. • Members of staff are left to deal with difficult decisions without the necessary skills, experience and training. • Key information is not passed to contractors working on site.