



Safeguarding,  
Health and Safety  
Consultants

# THE SAFETY SCENE

## Making sense of safeguarding

Hello everyone,

Well, you've done it - got through another term - I won't say unscathed, because I believe everyone of you has been affected by Covid-19 in some way, shape or form. We are still in awe at the tremendous work everyone in schools has done, and continues to do, in order to keep educational settings going and to provide the education the children in this County deserve.

This term our colleague Barbara Ross who many of you will know, has moved on to pastures new.

Barbara has taken up a role in the NHS - our great loss and their absolute gain. We wish her well for the future.

In other fantastic news, Laura has successfully completed and passed her NEBOSH Certificate and her knowledge now will be used to support schools in a number of ways - more phone calls coming your way Laura!



All of us here at KAHSC Ltd would like to wish you a very merry but peaceful Christmas and a happy New Year. Rest and enjoy time with your families and loved ones.

Find us:



This Issue:

- In court
- Winter ready
- Domestic abuse
- New website



Stars

2021 has seen a lot of your hard work being rewarded with amazing H&S audits results.

This term our congratulations go to:

- The Queen Katherine School
- Walney School
- Wreay C of E School
- Arlecdon Primary School
- Dearham Primary School
- Flimby Primary School
- Thornhill Primary School
- West Lakes Academy



# IN COURT AND NOTABLE INCIDENTS



## FATAL LOCKER FALL

A school has been fined more than £28,000 after a nine-year-old was killed when a 6ft tall wooden locker fell on top of him.

The child was injured at Great Baddow High School in Chelmsford, Essex, on 23 May 2019, after falling from the lockers, becoming trapped underneath and hitting his head on a bench.

The wooden locker, which had a missing door, had become an improvised climbing frame while waiting for a swimming lesson to start. As two boys climbed on the front, it toppled over, falling on one of them and just missing the other child who managed to jump out of the way.

### What were the contributing factors?

- Lack of risk assessments
- No visual inspections
- Inadequate precautions and training

The school failed to ensure the safety of persons not in its employment, as it did not take appropriate measures to ensure lockers were fixed to prevent them from falling over.

A school employee confirmed that he "shook" the unit for "two or three minutes" to check whether it was stable, a test the HSE described as "insufficient".

The school pleaded guilty to breaching Section 3(1) of the Health and Safety at Work etc Act 1974 and was fined £16,700 and ordered to pay costs of £12,000.

**"I urge all organisations to urgently check that any free-standing furniture is appropriately assessed and properly secured."**

HSE inspector Saffron Turnell

## MISHANDLING ASBESTOS

A school and contractor have been fined as a result of unsafe handling of asbestos. The school contracted a heating company to install a new heating system in the school building. During the works, they disturbed ceiling tiles which contained asbestos, potentially exposing people to the dangerous fibres.

An investigation by the Health and Safety Executive (HSE) found that the contractor and the school both failed to refer to existing asbestos registers and management plans to identify the presence of asbestos within the school building. The school and contractor both pleaded guilty, the school were fined a total of £7785.37 and the contractors had to pay £6710.37.

## FALL FROM HEIGHT AT SCHOOL

The injured person was using an unsecured ladder at the school to dismantle a canopy roof when the ladder slipped, causing the worker to fall and sustain fractures to his face, a fractured femur and other injuries.

### What were the contributory factors?

- No risk assessment or safe system for dismantling the canopy roof
- No assessment as to the fragility of the roof
- Suitable equipment not provided
- Injured person was not trained
- The work was not supervised

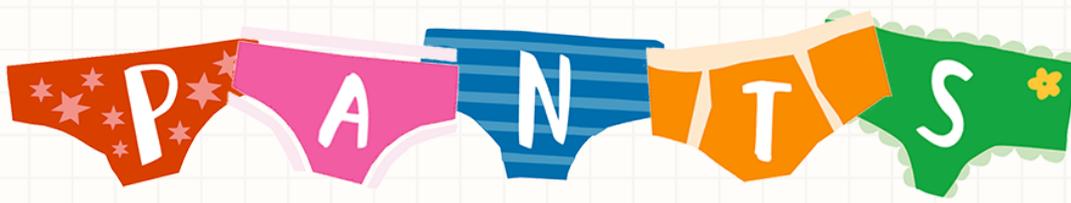
The investigation also found that other work at height at the school was also undertaken without specific planning or supervision and was not carried out safely.

The school pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc Act 1974 and was fined £24,000 and ordered to pay costs of £5,446.



**"Falls from height remain one of the most common causes of work-related fatalities in this country and the risks associated with working at height are well known. Those in control of work have a responsibility to devise safe methods of working and to provide the necessary information, instruction and training to their workers in the safe system of working. If a suitable safe system of work had been in place prior to the incident, the serious injuries sustained by the employee could have been prevented."**

- HSE inspector Eleanor Kinman



- P** rivate are private
- A** lways remember your body belongs to you
- N** o means no
- T** alk about secrets that upset you
- S** peak up, someone can help

[Click here for resources and information on PANTS](#)



Tips and advice to help keep children safe. Talk PANTS helps children understand that their body belongs to them, and they should tell someone they trust if anything makes them feel upset or worried. Parents, carers and professionals can teach children the Underwear Rule in a simple way that can help keep them safe from sexual abuse, without using scary words or even mentioning sex. There are also guides for children and parents with learning disabilities, with autism and in different languages.

### when to talk and teach about pants...

- Bath time
- Car journeys
- Swimming
- When they approach you about a related subject
- To correct misinformation
- When a sensitive topic is shown online or on TV

[Here is a helpful PDF guide for talking to children about consent.](#)



### How to talk about pants...

- Use appropriate, anatomically correct words for body parts
- Talk about safe vs. unsafe feelings
- Talk about gut feelings, instincts and the feeling of a butterfly tummy
- Encourage short but regular conversations

'Thinkuknow' have created resources to better understand and communicate issues surrounding sharing or receiving nude or semi-nude images/videos. called the 'Send me a pic?' campaign.

Send me a pic? has been developed on the basis of five values for safe effective online safety education

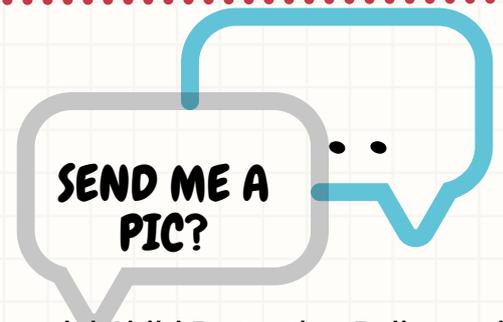
1. Safeguarding first.
2. Approach from the perspective of the child.
3. Promote dialogue and understanding.
4. Empower and enable children..
5. Never frighten or scare-monger.
6. Challenge victim-blaming attitudes.



### The 3 main areas covered are:

- Ways to say no
- Someone has asked me to send a video/picture
- What if I have already sent a nude video/picture?

For a quick overview please visit [HERE](#) and for more indepth resources such as worksheets, videos, lesson plans visit [HERE](#).



Our model Child Protection Policy and model Child on Child Abuse Policy covers sharing nude and/or semi-nude images and/or videos (formerly known as sexting). If you have any queries or concerns regarding this area please contact [kym@kymallanhsc.co.uk](mailto:kym@kymallanhsc.co.uk).

You can send your Child Protection Policy, Child on child abuse Policy and a host of others to [courtney.allan@kymallanhsc.co.uk](mailto:courtney.allan@kymallanhsc.co.uk) who will make sure it is compliant.

# SAVE THE DATE



**Safer Internet Day 2022** | Tuesday 8 February  
Together for a better internet  
[www.saferinternetday.org](http://www.saferinternetday.org)



From cyberbullying and social networking to digital identity, each year Safer Internet Day aims to raise awareness of emerging online issues and current concerns. Be sure to check their Facebook, Twitter, and TikTok profiles, and the #SaferInternetDay and #SID2022 hashtags to see the discussions taking place.

NSPCC are holding a safeguarding week (14th - 18th March 2022), where they will be hosting a series of safeguarding events and training opportunities.

# NSPCC

## PRODUCT RECALLS

### Wonderful teacher mug - Card Factory

Recalling the item that was for sale between 24/05/2021 and 17/08/2021. The item is incorrectly labelled as microwave safe, the handle of the mug can easily overheat and cause burns. Please return to any Card Factory store for a full refund.



## LANDING SOON...

[Kymallanhub.co.uk](http://Kymallanhub.co.uk)

Our hard working, well known website will be retiring in the next couple of months. We are excited to bring you some new, time saving features to help make your lives more convenient and efficient.

Some new features include a repository system (no more password protected documents woo-hoo!), maintenance alerts, create and delete your own users, accident and visit reports and in general, this website is just a lot more user friendly.

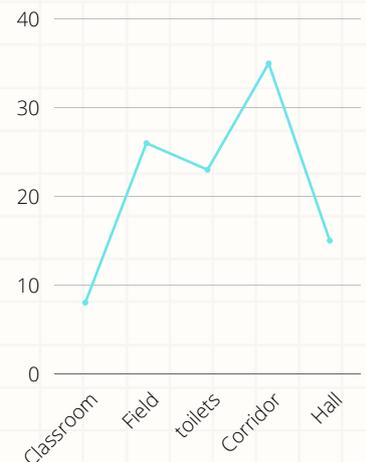
We will be doing screen recorded tutorials to show you an overview of the website when we go live to introduce everyone to the new and existing features.

We have given a limited amount of customers access to our new website to test it out and see what they think. We will have two domains, our current 'kymallanhsc.co.uk' will be our home page, then 'kymallanhub.co.uk' will be the background where documents and all your sensitive data will be held securely.

### ITS THE SAME...



### ...BUT DIFFERENT



# GET LIT THIS WINTER

## OUTDOOR LIGHTING

### The benefits:

- Makes trip and slip hazards visible
- Deters criminal activity
- Creates a welcoming atmosphere
- Can be cheap to run off solar or motion sensor

### Things to consider:

- LED bulbs can last up to 10 times longer and use up to 85% less electricity than normal halogen bulbs
- Automatic/motion sensor VS manual lighting
- Flood lighting or/and spot lights
- Maintenance access, are ladders needed?
- IP rating indicates how well the light is protected against water. Outdoor lights should have a minimum rating of 45, which means protected against light rain or sprayed water.

## CHRISTMAS TREE LIGHTS

### Always:

- Check the wires to make sure there are no frayed or damaged areas;
- Replace failed lights/bulbs immediately to prevent overheating;
- keep non-LED lights away from flammable materials;
- Switch lights off before going to sleep or leaving the house/building;
- Make sure lights are plugged into an RCD-Protected socket, never use indoor extension cords outdoors which can cause electric shocks.

### Never:

- Use Lights outdoors unless they are specifically designed for outdoor use;
- Daisy chain extension cords or lights together;
- Remove bulbs or lights when they are connected to the mains;
- Use lights that are faulty both visibly and physically. Disconnect lights that are warm to the touch when switched on.



## ELF AND SAFETY MYTHS

**Frostbite is hard to get**

**False.** you can get frost bite within 30 minutes, even in above freezing temperatures

**Don't throw sweets at the panto!**

**False.** The chance of hurting someone is very small.

**You lose most body heat through your head.**

**False.** You lose approx. 7% of body heat through your head.

**Drinking hot liquids warms you faster than cold liquids.**

**False.** Your body senses the warm liquid and thinks the body temperature has increased and works to lower it.

**Christmas lights need a PAT every year**

**False.** A visual inspection for damage is enough.



# AVOID BEING CHILI THIS WINTER



- Keep an eye out for wet and damp items of clothing, putting on a damp jumper can cause people to become cold much quicker.
- In drier winter air, we lose more water through our breath. Drink plenty of water or hot drinks.
- **Hypothermia** - shivering, slurred speech, and unusual clumsiness. If you think someone has hypothermia, seek medical attention immediately.
- **Frostbite** - pale, grey or blistered skin on the fingers, ears, nose, and toes. If you think someone has frostbite, go indoors and put the affected area in warm (not hot) water.
- Keep as active as possible to boost your circulation. Move around at least once an hour and avoid sitting still for long periods.
- Bake gingerbread! Ginger is a stimulating herb which increases blood circulation.

## Balancing ventilation and warmth!

- Partially opening windows and doors can still provide adequate ventilation
- air out empty rooms during breaks by swinging windows and doors open fully
- Open higher level windows to create fewer draughts
- Set heating to a higher level to even-out the windows/doors being open
- Have electronic vents/ducts that bring in fresh air

# CARBON DIOXIDE



When temperatures drop in winter and doors and windows are continually closed, levels of carbon dioxide increase. The preferred level of CO<sub>2</sub> is currently 1000 parts per million (ppm), with an acceptable baseline of up to 1500ppm, and by ensuring classrooms remain within these levels, will guarantee there is sufficient ventilation to limit the spread of Covid-19 so that students have access to cleaner air.

All schools should have received one or more carbon dioxide monitors from the government, to identify areas with above average carbon dioxide levels. If your monitor does detect high levels, you do not need to evacuate the room, you just need to increase and encourage better ventilation of the area.



# SEASONAL AFFECTIVE DISORDER

'SAD' is sometimes known as "winter depression" because the symptoms are usually more apparent and more severe during the winter.

### Symptoms:

- Persistent low mood
- Loss of interest in everyday activities
- Irritability
- Feelings of despair, guilt and worthlessness
- Feeling lethargic and sleepy at unusual times and sleeping for longer than normal
- Craving carbohydrates and gaining weight
- Children and teens may be more irritable and struggle with day time sleepiness



### Causes:

- **production of melatonin** - melatonin is a hormone that makes you feel sleepy; in people with SAD, the body may produce it in higher than normal levels
- **production of serotonin** - a lack of sunlight may lead to lower serotonin levels, which is linked to feelings of depression
- **body's internal clock (circadian rhythm)** - your body uses sunlight to time various important functions, such as when you wake up, so lower light levels during the winter may disrupt your body clock and lead to symptoms of SAD

# Useful resources

**bsi.**

Health and safety for design and technology in educational and similar establishments. Code of practice BS 4163:2021 now available to buy.

TO BUY



It provides recommendations and comprehensive guidance to whoever is responsible for planning services, equipment and machinery – and for people who might use these – in design and technology facilities in all types of educational establishments.

Click [here](#) to buy your copy today!

## FREE ANTI-BULLYING ONLINE TRAINING

Anti-Bullying Alliance (ABA) have launched a free online CPD training course, 'Bullying and Gypsy, Roma and Traveller young people'.

A full list of their free online courses are available [here](#).

## PERIOD PRODUCT SCHEME FOR SCHOOLS AND COLLEGES IN ENGLAND



The free scheme is available for schools to order until July 2022 and you can order online via the [PHS portal](#) or call PHS customer services on 01827 255500, where you will need to provide your name, your school or setting's telephone number, postcode and URN and/or UKPRN. You will then receive an email confirming the order.

Girls, non-binary and transgender learners who have periods may all need to access this scheme. All learners in schools and 16 to 19 organisations should be able to access period products if they need them. This may include, for example, where learners have forgotten their products, cannot afford products or have come on their period unexpectedly.

You can order period pads, environmentally friendly period pads, reusable period pads, applicator tampons, non-applicator tampons and menstrual cups. You can select from a wide range of period products, varying in type, size and brand. When deciding which products to order, you should consider the needs and preferences of all learners.

Please note Parents or carers may object to the use of some period products. You should consider the views of learners and parents or carers from all religious and cultural backgrounds when ordering products. More information is available in the 'equality requirements' section.

You must provide learners with safety information for each product in an accessible format before they use the product. Further information is available in the 'your responsibilities' section.

For full information and guidance on how to access free period products for your setting please visit [here](#).

# SQUID GAME



## THE GAMES...

The Squid Game's basic story is based in South Korea and revolves around 456 heavily debt-ridden people from different age groups and strata of society, who participate in six rounds of various children's games to win a approximately £28million. There can only be one winner who must eliminate all other players to win the money. The series can be watched on Netflix and has an age rating over 15 +.

- **Red light, green light** - A simple game where participants must cross the finish line without being seen to move. They can only move when the main player shouts 'Green light'.
- **Sugar honeycombs** - Players must cut out various shapes out of a thin piece of honeycomb with great precision, aiming to not break the shape
- **Tug of war** - A well known game across the world where they are split into two teams but they play on an elevated platform.
- **Marbles** - Players could play any marble game of their choice or take it using underhand methods, the aim was to have more marbles than your component.
- **Hopscotch** - This was played on an elevated glass platform, some squares were made of brittle glass causing the player to fall through the platform.
- **Squid Game** - The game is played by drawing a square, a triangle and two circles on the ground (the same shapes seen throughout the whole series) and has two teams trying to invade each other's space. The tricky part is: you can't touch any lines and must hop on one foot on most areas.

## THE FACTS

- Over 111 million Netflix users watched the series in the first 28 days of release, making it the most watched show in 90 countries.
- The show has a rating of 15 + due to sexual scenes, scenes of suicide and graphic violence.
- Many children haven't actually watched the series and instead, have copied the challenges due to TikTok trends.
- The most popular trend is the honeycomb challenge, where a mixture of sugar and bicarbonate soda are mixed at 150 degrees creating a thick, sticky consistency when melted, which hardens into a honeycomb type biscuit. You then imprint a shape using a cookie cutter before it hardens and cut it out using a needle, being careful not to break the cookie.



## WHAT NOT TO DO

An issue that some schools have run into, while with the best intentions, when trying to educate children on the dangers of online challenges and copying others online and on screen, some have said 'Do not watch Squid Games', rather than having a broad discussion, this has caused many children to go home and research what the series is and therefore become exposed to some of the more graphic content, whereas if it was never mentioned, they would have likely never realised it was a programme and instead thought it was simply another TikTok trend.

If you have any questions regarding any Tiktok challenges, trends or social media in general, please contact [courtney.allan@kymallanhsc.co.uk](mailto:courtney.allan@kymallanhsc.co.uk)

## CYBER SECURITY TRAINING FOR SCHOOL STAFF

A cyber security training package for school staff to help improve their school's cyber resilience.

The NCSC has produced free cyber security training to raise awareness and help school staff manage some of the key cyber threats facing schools.



**Presentation pack** - ideal for staff meetings and inset days - [download here](#)

**E-learning video** - Ideal for staff to do at a convenient time - [watch on Youtube here](#)

Other resources can be found for governing boards, senior leaders, school staff, school IT, administrators, reporting incidents and more on the NCSC website [here](#)



# DOMESTIC ABUSE

## SAFE SPACES

Boots, Superdrug, Morrisons, Well pharmacies, TSB banks and independent pharmacies across the UK provide Safe Spaces in their consultation rooms for people experiencing domestic abuse.

Find your nearest Safe Space [here](#)



A major legal development in Domestic Abuse legislation was passed into law in 2021

### Whats new:

- Controlling or coercive behaviour now covers post-separation abuse (those who no longer live together)
- Recognises children as victims if they see, hear or experience the effects of abuse.
- Eligible homeless people due to Domestic Abuse automatically have a 'priority need' for assistance.
- 'Revenge porn' offence has been widened to cover threats to share intimate images or videos.
- A new offence of non-fatal strangulation or suffocation of another person.

## USEFUL LINKS

- [Get a court order to protect you or your child](#)
- [Support someone you know](#)
- [Get help for children and young people](#)
- [The survivors handbook](#)
- [Check whether someone has an abusive past with 'clares law'](#)
- [Email support for women helpline@womensaid.org.uk](mailto:helpline@womensaid.org.uk)
- [Email support for men info@mensadviceline.org.uk](mailto:info@mensadviceline.org.uk)

The Crime Survey for England and Wales showed that 1.6 million women and 757,000 men had experienced domestic abuse between March 2019 and March 2020, with a 7% growth in Police recorded domestic abuse crimes. Although there is limited official data so far on the impact of lockdown on domestic abuse, the Office for National Statistics (ONS) report that in mid-May 2020, there was a 12% increase in the number of domestic abuse cases referred to victim support. Between April and June 2020, there was a 65% increase in calls to the National Domestic Abuse Helpline, when compared to the first three months of that year. [Source](#).

## GASLIGHTING

Gaslighting is a form of psychological abuse where a person or group makes someone question their sanity, perception of reality, or memories. People experiencing gaslighting often feel confused, anxious, and unable to trust themselves.

Someone will do or say something abusive and then deny that it ever happened.

Gaslighters typically use statements such as "You're too sensitive"; "You're nuts"; "Lighten up"; "You need help"; and "I was only kidding."

## GASLIGHTING RED FLAGS

You apologize without knowing what you did wrong. 

There is an imbalance of power. 

 They give you affection... then abruptly yank it away.

They assign motives to your actions that are the opposite of your intentions.  = 

When you try to explain how you feel, they're dismissive. You are "overreacting" or "too sensitive." 

Most interactions leave you feeling small or ashamed.



They insist it didn't happen that way.

~~Yes.~~  
~~Maybe.~~  
I don't know.

You find yourself questioning your beliefs & opinions. If your point of view doesn't match theirs, it's wrong.

You edit every word before you speak it, changing any thought that they could possibly misconstrue.

@introvertdoodles

## KAHSC training and additional services

Upcoming training in the spring term available to book **NOW** all in person:

- IOSH Safety & Health Management in Education
- H&S essentials for site managers
- H&S essentials for head Teachers
- Safer recruitment

You can pay when you book using your card details or you can pay later via BACS or cheque, we just ask that payments are made before the training takes place where possible.



- ✓ Simple booking process
- ✓ Pay online, by BACS or by cheque
- ✓ Quick links to our live webinars
- ✓ More accurate booking information
- ✓ See all our available courses at a glance
- ✓ Waiting list for fully booked courses

**CLICK HERE TO SECURE YOUR PLACE**



*Live webinars*

We have held some very successful live webinar training sessions, and while we understand it won't ever be the same as 'in-person' training, we believe it is the most safe and secure way of providing training during the pandemic.

We can provide a range of training sessions online both open to everyone or closed just for your organisation including:

- Designated Safeguarding Lead update
- Single Central Record training
- Online safety
- H&S essentials for governors and head teachers
- Wellbeing awareness
- Work at height
- DSE
- and more

If you would like virtual training which is not on the list above, please contact us on 01228 210152 or e-mail [laura.sim@kymallanhsc.co.uk](mailto:laura.sim@kymallanhsc.co.uk) and we will try our best to accommodate your requests.

### Take advantage of our support

#### Single Central Records

We can check and amend where necessary your SCR for a small fee of £30 + VAT to make sure you are compliant with the most up to date guidance.

Please send your SCR to [kym@kymallanhsc.co.uk](mailto:kym@kymallanhsc.co.uk)

#### On-site audits and support

Unfortunately we are now booked up until March 2022 for Health and Safety Audits and Fire Risk Assessments for Academies, VA and Foundation schools. Please contact us to book in your On-site audit for the summer term.

Please contact [helen.blamire@kymallanhsc.co.uk](mailto:helen.blamire@kymallanhsc.co.uk) for all your audit, fire risk assessment and asbestos needs!

### Recorded webinars available now

#### Single Central Record

**£40 + VAT**

Over 100 people attended Kym's 2 hour webinar which covered all the who, what, where and why's of the single central record.

#### Designated Safeguarding Lead Update

**£75 + VAT**

Carolyn Eyre delivered a 2 hour live webinar exploring the changes made to 'Keeping Children Safe in Education' September 2021 and their impact on the leadership and management of child protection in schools and other educational settings.

**You can purchase the recordings of the webinars and watch at a time that suits you by e-mailing [courtney.allan@kymallanhsc.co.uk](mailto:courtney.allan@kymallanhsc.co.uk)**