



Safeguarding,
Health and Safety
Consultants

The Safety Scene

Making Sense of Safeguarding



THIS ISSUE:

- In court
- Safety around Animals
- Online Safety Act
- Bereavement
- Sun Safety
- Rumble

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@Kymallanhsc

Welcome to the Safety Scene Spring 2024

Welcome to the summer! Lots of things going on this term in relation to training; updates following the new DfE sign-in for checking pre-appointment details; changes to our model attendance policy to meet the August DfE requirements and a host of other issues we don't even know about yet! Speak soon. Kym

★ ★ ★ Star performers ★ ★ ★



Dallam School



Well done to all our
star performers
who received
brilliant H&S Audit
results!

In Court and notable incidents

Inflatable Trampoline Tragedy



What happened?

An inflatable trampoline being used by two children malfunctioned and exploded. While one child received minor injuries, a 3-year-old girl was ejected between 20 and 40 feet into the air, resulting in fatal head injuries.

The conclusion

The investigation concluded that the trampoline was imported into the UK from China in 2017 and was put into use without undergoing any of the required testing and certification to ensure its safety for public use.

There had been no proper risk assessment or work procedure established, and the company employed undertrained staff paid in cash, some of whom were too young to work without child work permits.

The defendants allowed the company's inflatables, which included several other inflatables besides the trampoline that exploded, to be operated despite not having, and not seeking, any operating instructions from the manufacturer. Additionally, they failed to have their inflatables properly annually checked and certified by an independent expert under the ADIPS scheme (a scheme for checks comparable to MoT checks for vehicles).

The outcome

As a consequence, the operations manager of the company who provided the trampoline has been sentenced to six months in jail and disqualified as a director for five years following the tragic incident on a beach in Norfolk.

The company pleaded guilty to breaching Sections 6(1A)(a) and 3(1) of the Health and Safety at Work etc. Act 1974. The company was fined £20,000 and ordered to pay £288,475 in costs.

Source: [HSE article](#)

Man Suffers Serious Injuries From Fall At Primary School

Who was involved?

A primary school hired a company to complete some work on their gutters and similar tasks. The company and its director have been sentenced after an employee fell from height, fracturing his left femur, left elbow, left arm, and pelvis, which left him hospitalized for 16 days and required surgery to add a bolt to his hip and a metal plate to his arm.

What happened?

The ladder the employee had been working from against the school wall slipped, causing him to fall to the ground.

The conclusion

An HSE investigation found there had been insufficient planning of the work at height. A safe platform from which to work, such as a properly erected scaffold, should have been provided, as workers needed both hands to carry out the work and could not, therefore, work safely from a ladder. Ladders should only be used for access, or where it is not reasonably practicable to provide safer working platforms, for short-term work of up to 30 minutes, where workers can normally maintain three points of contact.

The outcome

The company pleaded guilty to breaching Section 4(1) of the Work at Height Regulations 2005. It was fined £6,000 and ordered to pay £2,000 in costs. The director pleaded guilty to breaching Section 4(1) of the Work at Height Regulations 2005 by virtue of Section 37(1) of the Health and Safety at Work etc. Act 1974. He was handed a 12-month community order requiring him to undertake 180 hours of unpaid work and ordered to pay £1,000 in costs.

Source: [HSE article](#)

Community Order For Illegal Removal Of Asbestos At A School

What happened?

A man has been handed a community order after admitting to removing asbestos from a school without the necessary license. He intentionally falsified clearance paperwork after removing asbestos-containing materials from the school in 2021.

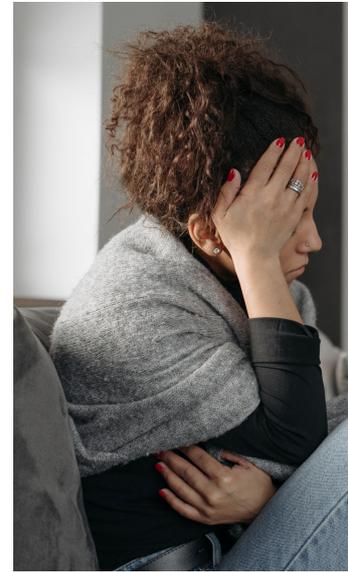
The conclusion

The HSE found that he had received the relevant training on how to safely remove licensed asbestos and was therefore fully aware of the legal requirement to hold a license. However, he failed to do so and also neglected to ensure that a four-stage clearance was carried out on both jobs by a person accredited by an appropriate body, posing a serious risk.

The outcome

He pleaded guilty to six charges, three charges at each offense location, including contravening Regulations 8(1) and 20(3) of the Control of Asbestos Regulations 2012, and breaching Section 33(1)(m) of the Health and Safety at Work etc. Act 1974. He was given an 18-month community order and will also pay costs of £1000.

Menopause in the workplace



The Equality and Human Rights Commission (EHRC) has published new guidance on menopause in the workplace to help employers understand their legal obligations relating to women who are going through the menopause, as well as details on the support they should provide affected employees.

This includes advice on making reasonable adjustments for women who are experiencing the menopause so they can continue to contribute to work, as well as encouraging positive conversations about this personal issue to help create a safe and supportive work environment.

There have been numerous instances referencing the menopause in cases of unfair dismissal or direct sex discrimination at employment tribunals. However, February 2022 saw the first Employment Appeal Tribunal decision that menopause symptoms can amount to a disability for the purposes of the Equality Act 2010, thereby setting a legal precedent.

Although the menopause is not a protected characteristic under the Equality Act 2010, disability is. Therefore, if a female employee's menopause symptoms have a long term and significant impact on their ability to carry out normal day-to-day activities, these symptoms could be considered a disability, says the EHRC. As a result, employers will have a legal responsibility to act to safeguard these employees.

The EHRC's guidance advises employers that women who experience menopause symptoms may also be protected from direct and indirect discrimination, as well as harassment and victimisation, on the grounds of age and sex.

The EHRC's guidance is available on their website and can also be found on the Kym Allan Hub.

Avoid Harm on the Farm!

As the nicer weather approaches, there will be more school visits to farms, small animals brought into schools, and walks in the countryside where children may come into contact with farm animals. It's important to remind children that although many of the animals are cute and approachable, there are precautions they should take.

- 1. Listen to Adults:** Children should always listen to and follow the instructions of adults, whether they are parents, farm owners, or farm workers.
- 2. Stay in Designated Areas:** Teach children to stay within designated areas of the farm that are safe for visitors.
- 3. Be Aware of Animal Behaviour:** Teach children to observe and respect animal behaviour. Remind them to approach animals calmly and quietly, avoiding sudden movements or loud noises that may startle them. Children should never attempt to feed or touch animals without permission and supervision.
- 4. Wash Hands Frequently:** Emphasise the importance of hand hygiene, especially after touching animals or being in areas where dirt or animal waste is present.
- 5. Wear Appropriate Clothing:** Dress children in appropriate clothing and footwear for the farm environment. Closed-toe shoes with good traction are recommended to prevent slips and falls. Long pants and sleeves can offer protection against scratches, insect bites, and exposure to sun or allergens.
- 6. Be Cautious Around Machinery:** Teach children to be cautious around farm machinery, including tractors, ploughs, and other equipment. Remind them to stay a safe distance away from moving machinery.
- 7. Know Emergency Procedures:** Make sure children know what to do in an emergency, such as getting lost. Establish a meeting point and teach them how to seek help from a responsible adult if needed.



Out in public:

- If you encounter animals in public areas or fields, maintain a safe distance and avoid disturbing them.
- Stick to designated paths when walking in public areas or fields.
- Close gates behind you.
- Do not turn your back on animals.

Risk Assessments:

- [KAHSC Farm & Animal Attractions Risk Assessment \(v4.1\)](#)
- [KAHSC Handling visiting animals Generic Risk Assessment](#)
- [HPA Visits to farms resource pack](#)

Search 'animal' into the KAHSC hub for more documents

Product Recalls



Save the date



This action is being taken due to a packaging error, which has caused a limited number of bottles to be labelled with the statement 'No Added Sugar', despite the product within the bottles containing added sugar.

Nichols Plc is making consumers aware of an issue with products labelled as Vimto Original 500ml bottles purchased with the following batch codes :-

Product Names: Love the Taste promotion versions of Vimto Original 500ml (Purple Cap), Vimto Original 500ml Price Marked £1.25 (Purple Cap)

Barcodes: 5010438005008 , 5010438020582

Batch Codes: OCT 24 4050, OCT 24 4051, OCT 24 4052, NOV 24 4072, NOV 24 4073, NOV 24 4074
(located on shoulder of bottle)

JUNE

PRIDE MONTH

Getting Started toolkit to kickstart your work in tackling homophobic and transphobic bullying.

PRIMARY

SECONDARY



STRESS AWARENESS MONTH

#LittleByLittle, A Little Becomes A Lot

The Stress Management Society has commemorated Stress Awareness Month this year by inviting you to participate in the 30-day Challenge. They encourage you to select one action each for your Physical, Mental, and Emotional Wellbeing to carry out every day. It takes 30 days to turn actions into habits, which is why this is a month-long program. The 30-day challenge aims to maximise your chances of transforming useful knowledge and techniques into positive behavioural change.



House Analogy

Think of it like building a house – laying down a single brick may not seem significant. These actions may seem small, but they serve as the foundation of your mental wellbeing. As you continue to add more bricks, your mental health house begins to take shape. Each brick represents a conscious choice to prioritise and build your mental health and resilience. Together, they add strength and stability, making you more resilient to the challenges that life brings. Over time, the accumulation of these small, consistent efforts leads to a remarkable outcome!

The Butterfly Effect

The term '**The Butterfly Effect**' explores how a small change to one part of a complex system, can cause an effect on the entire system. The smallest, seemingly insignificant effect of a butterfly flapping it's wings in Brazil could set off a tornado in Texas – the idea that the flapping wing represents the small change of initial conditions, which creates a domino effect in weather conditions.

So #LittleByLittle, our small actions towards improving our mental wellbeing could even help others to improve theirs!

Fines for parents for taking children out of school



August 2024

In the majority of cases, schools and local authorities will try to provide support to help you improve your child's attendance first. But if this isn't effective, or if the absence is for an unauthorised term-time holiday, parents may face paying a fine.

Currently, it's the responsibility of the local authority to decide when to issue fines to parents, meaning the process varies from council to council. However, under the new national framework, all schools will be required to consider a fine when a child has missed 10 or more sessions (5 days) for unauthorised reasons.

Starting from August 2024, the fine for school absences across the country will be £80 if paid within 21 days, or £160 if paid within 28 days.

Fines per parent will be capped at two fines within any three-year period. Once this limit has been reached, other actions like a parenting order or prosecution will be considered

Fines for absences are covered in our [Model Attendance Policy](#) which can be found on the KAHSC hub.

Source: [The Education Hub](#)



Find more information about sun safety in our [Model Health and Safety Policy](#)

Surviving Summer Scorchers

Protect yourself in **five ways** from skin cancer



SLIP



SLOP



SLAP



SEEK



SLIDE

By minimising prolonged exposure to high temperatures and adhering to precautionary measures, most heat-related illnesses can be prevented. Prevention is key to safeguarding health during periods of hot weather. Here are some essential tips for prevention:

- **Stay hydrated** by drinking plenty of fluids, regardless of your level of activity. Avoid waiting until you feel thirsty, and refrain from consuming beverages containing caffeine, alcohol, or excessive sugar.
- **Dress appropriately** in lightweight, light-coloured, and loose-fitting clothing.
- Plan outdoor activities thoughtfully, **scheduling them during the cooler morning** or evening hours rather than during peak sun exposure times. Seek shade whenever possible and take regular breaks.
- **Pace yourself**, especially if you are not accustomed to high temperatures. Avoid overexertion and listen to your body's signals, refraining from prolonged exposure to the heat.

Additionally, it's important to have a section in your Health and Safety Policy stating how you protect pupils from sun exposure. You can find an example in our [Model Health and Safety Policy](#) or in our [Sun Safety procedures](#) on the hub.



Sunburn First Aid

- Get out of the sun
- Stay Hydrated
- Apply cool or cold compresses, or bathe the area in cool water
- Use a soothing agent such as aloe-vera, or a specialised after-sun lotion
- Use moisturiser to boost the moisture in your skin
- Use over-the-counter painkillers to help with the discomfort
- Avoid using soap as it can irritate the skin
- Avoid using anything oily on the skin as the grease can trap in heat

BE WATER AWARE

22nd – 28th April 2024

Simple tips to help stay safe include:

- Stick to proper pathways and stay clear of the water's edge.
- Don't enter the water after drinking alcohol.
- Walk a safe route home after drinking, with friends and away from water.
- Cold water shock can kill, walking into the water rather than jumping in can help reduce the risk.

If someone is in trouble in the water, the best way to help is by staying calm, staying on land, and remember Call, Tell, Throw:

- Call 999 for the emergency services.
- Tell the struggling person to float on their back.
- Throw them something that floats.

If you start to struggle in the water:

- Tilt your head back with ears submerged.
- Relax, breathe normally.
- Move your hands to help you float.
- Spread your arms and legs out.
- Once your breathing is controlled, call for help or swim to safety.

<https://nfcc.org.uk/our-services/campaigns/be-water-aware/>

26% of people who accidentally drowned in 2022 had alcohol and/or drugs in their system

In 2022, 266 lives were lost to accidental drowning in the UK. These deaths are preventable tragedies

Males account for 87% of these accidental fatalities, 60% of which are in inland waters such as rivers, reservoirs and lakes

40% of people who accidentally drowned had no intention of entering the water.



		
CALL	TELL	THROW
999 and ask for the right service	them to float on their back	them something that floats

BeWaterAware # FloatToLive

In the know: Rumble



In our [last newsletter](#), we talked about Twitch. This term, we will focus on one of Twitch's competitors and a YouTube alternative, Rumble.

Rumble is a video hosting website created in 2013 where people stream content, and users can join or host live audio chat rooms on various topics, engaging in real-time conversations with others. In the past, high-profile content creators banned from other streaming channels and social media platforms have migrated to Rumble due to its more relaxed restrictions and filters. Notable users who transitioned to Rumble after being banned from other social media sites include TateSpeech (Andrew Tate with 1.8 million followers), Donald Trump (2.1 million followers), Russel Brand (1.8 million followers), and Dan Bongino (3.1 million followers). Due to its more relaxed approach to freedom of speech, most of the top trending videos on Rumble tend to be politically leaning.

You do not need an account to watch live streams and content; however, you need an account (which is free to join) to subscribe, follow, and interact with videos, such as commenting and participating in live chat. Users can post 'Rumble rants' in the chat, where they pay and their Rumble Rant (comment) will stick at the top and be highlighted for a specific amount of time. Typically, the host will read out the Rumble rant and interact with comments that have been paid for.

A large portion of Rumble's streaming videos are gaming-related, such as COD, Modern Warfare, and GTA, or 'just chatting,' which involves live streams lasting hours or sometimes days, during which the host engages in casual conversation, listens to music, plays games, eats, etc. However, most popular gaming streamers are tied to contracts with other streaming platforms and have not made the move to Rumble. With the creation of more streaming platforms and high financial contracts, it's unlikely that many of the most popular gaming streamers will make the move anytime soon; some of the most popular streamers are locked into contracts with Twitch and Kick for up to \$100 million for 2 years.

Children and Parents: Media Use and Attitudes 2023

Youtube was the most used online platform amongst 3-17 year olds (88%)

9 in 10 3-17 year olds play video games either handheld or on a console

3 in 10 3-17 year olds have experienced someone being mean to them online

Approx **50%** of 3-17 year olds surveyed used WhatsApp and TikTok

Ownership of mobile phones increases gradually up to age 8, where it then accelerates to near-universal among children aged 12

55% of 8-17 year olds play video games to hang out with people they know

25% of 8-17 year olds play video games with people they don't know

32% of 8-17 year olds believed all or most of what they see on social media to be true

Nearly a quarter (23%) of children claimed to be confident in their ability to identify what is real or fake online but could not correctly identify a fake social media profile when presented with one

online safety act

"We pledge a zero tolerance approach to protection from online harm"



October
2023: New
legislation

Key changes:

- Social media site must rapidly remove illegal and/or harmful content such as bullying, harassment, pornography, extremist activity, violence, suicide, self-harm and eating disorders.
- Removal of any animal cruelty.
- Sites must be transparent about hazards that children using them could encounter by publishing risk assessments.
- Scams and fraudulent adverts must be blocked or removed and companies are liable to be fined.
- Easier convictions of online abusers or people who share intimate images without consent - this now includes those who threaten to share such images.
- Sites now need easily reporting mechanisms for children to flag harmful or concerning material and all sites must provide options to filter out unwanted content.
- Sites must prevent children from accessing inappropriate materials such as enforcing age limitations, requiring age verification via ID submission or age estimation tools.
- Companies who fail to comply may be fined up to 10% of the companies annual turnover or up to £18million, criminal action against companies and/or senior managers and business disruption measures such as preventing companies from being accessed or generating income in the UK (Banning apps/websites).

Bereavement and pupils with SEND

"Whether you are working with pupils in a mainstream school or in an SEN setting, it is really important for them to have access to the truth."

LGfL has partnered with Child Bereavement UK to develop resources for preparing for and coping with bereavement among pupils with SEND. These resources cover various aspects:

- Support for Pupils with SEND: Protection, communication, emotions & behaviours, reactions, life-limiting conditions, vulnerability, and routine.
- Understanding Death and Grief: Beliefs, rituals, new experiences, neurodiversity and non-verbal pupils.
- Communication and Language: Concrete language, social stories, strategies for parents and carers.
- Strategies for Support: Expressing feelings.
- Managing the Death of a Pupil.
- Supervision.
- Looking after Yourself and Your Colleagues.

To access the full free resources visit [Sendbereavement.lgfl](https://www.sendbereavement.lgfl.co.uk)

Tell Mama

Tell Mama is a confidential support service for those suffering from anti-Muslim hate and discrimination across the UK. Their website features a number of different ways to report anti-Muslim incidents, including via phone or WhatsApp: [Report in Anti-Muslim Hate or Islamophobia \(tellmama.org\)](https://www.tellmama.org). The site also hosts useful resources, including on mosque security.

KAHSC training and additional services

For more information on the courses we have available please visit buytickets.at/kahsc. We recommend you save this to your online bookmarks to keep track of our available open training sessions.

You can pay when you book or you can pay later, we just ask that, where possible, payments are made before the training takes place.

- ✓ Simple booking process
- ✓ Pay online, by BACS or 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

Asbestos Awareness

Via Teams

Tuesday 4th June 9:30 - 1:30

IOSH Safety & Health Management in Education Refresher

Greenhill Hotel, Wigton

Tuesday 5th June 9:30 - 4:30

Crooklands, Kendal

Tuesday 18th June 9:30 - 4:30

Data Protection

Via Teams

Tuesday 2nd July 9:30 - 12:30

Fire Warden

Carlisle/Wigton Area

Tuesday 24th September 9:30 - 12:30

Crooklands, Kendal

Wednesday 25th September 9:30 - 12:30

SCR Webinar

We held two SCR webinars in March which are now available to purchase as a recording for just £40 + VAT.

Please contact courtney.allan@kymallanhsc.co.uk to purchase a download.

Full day EVC

Carlisle/Wigton Area

Wednesday 9th October 9:30 - 3:30

Crooklands, Kendal

Thursday 10th October 9:30 - 3:30

EVC Refresher

Via Zoom

Tuesday 22nd October 9:30 - 12:30

2 day IOSH Safety & Health Management in Education

Carlisle/Wigton Area

Tuesday 12th & 19th November
9:30 - 4:30

Crooklands, Kendal

Tuesday 26th November & 3rd December
9:30 - 4:30

In house:

- Safeguarding Level 1
- Online Safety
- Work at Height
- Risk Assessments
- Wellbeing
- Manual Handling
- Single Central Record
- DSE
- Visit Management

To book any in-house training sessions please contact courtney.allan@kymallanhsc.co.uk for more information or to book.

KAHSC training and additional services

Take advantage of our support

FREE

Policies

We understand that you are all under a great deal of pressure and that it is difficult to keep up with changes to policies and procedures. If you are unsure about the status of your policies and procedures and are using our models, then we can update or revise them for **FREE**. Our main policies can be found on the right.

If you would like to take up this service, please send your policies to courtney.allan@kymallanhsc.co.uk

Access Audits

Access audits are assessments of buildings designed to evaluate their accessibility to people with disabilities. These audits aim to identify barriers that hinder individuals with disabilities from using or accessing buildings, facilities, and services, and provide recommendations for eliminating these barriers.

The process of conducting an access audit involves a physical inspection of your school, along with a review of relevant policies, procedures, and documentation. Our colleague, Paul, will examine features such as entrances, parking, signage, elevators, and toilets to assess whether they meet current accessibility standards. Subsequently, a report will be provided, highlighting areas where you have met the requirements and offering recommendations for improvements.

It is a statutory requirement to publish your access audit on the school website. We're here to help! If you have any questions or would like to book an access audit, please contact paul.wanless@kymallanhsc.co.uk. Access Audits start from as little as £200.

Fire Risk Assessments

If you have not recently had a Fire Risk Assessment or would like a review of your current FRA please feel free to get in touch today with paul.wanless@kymallanhsc.co.uk who can do one for you from just £150 + VAT.

Health and Safety Audits

If you are a Community or Voluntary Controlled School and are due an LA Health & Safety Audit, we can carry out a 'Pre-LA Audit' to help you get prepared. This service is free to subscribing schools. Please contact laura.sharp@kymallanhsc.co.uk for more information.

Single Central Record

We can check and amend your SCR for a small fee of £55 + VAT to make sure you are compliant with the most up to date guidance. Please contact kym@kymallanhsc.co.uk for more information.

Anti-fraud V1

Attendance V1

Behaviour V21

Charging and remissions V10

Child on child abuse V8

Code of conduct V12

Complaints procedures V4

Data Protection V21

Health and Safety

Intimate care and toileting V18

Online Safety V8

Overarching Safeguarding V4

Positive handling Procedures V16

Safe Recruitment V17

Suspension and Exclusion V5

AND MORE!