

Two thirds... and counting!

66% of all schools in Cumbria now subscribe to our services!

A warm welcome to those of you who have recently joined us!

To ensure that our subscribers receive the best service possible from us, have access to the 800+ Health, Safety and Safeguarding documents available on the KAHSC website, and receive regular updates please do not forget to notify us if your email address has changed.



Disclosure and Barring online Update Service launches - at a cost!

The eagerly awaited Disclosure and Barring online Update Service has now been launched - bringing with it some important changes to how DBS checks will be carried out in the future.

Whilst beneficial in reducing the number of checks required saving time during the recruitment process, the monetary benefits will depend on how many DBS checks an individual has needed in the past. From 17 June 2013 employees applying for their NEXT DBS check can choose to subscribe to the new Update Service for £13 per year. (The Service and DBS check are free to volunteers). Only applicants who are applying for a NEW DBS check after 17 June can join the Update Service. If a subscription is allowed to lapse through non-payment of the subscription fee a new DBS check and a re-subscription to the Update Service will be required.

In line with the launch of the Update Service, DBS certificates will no longer be sent to the Registered Bodies and instead sent to directly to the individual, giving them greater control of their own data and allowing them to challenge the information released before it is seen by their current or prospective employer.

The other important change being made to the checking service is that certain old and minor offences will be removed from DBS certificates. Changes in legislation mean that employers can only ask individuals to provide details of convictions and cautions that they are legally entitled to know.

In light of both of these changes Schools should be thinking about changes they need to make to their recruitment process as they will now need to ask applicants to see their DBS certificate and know which convictions and cautions they can ask an individual to declare.

Right to work in the UK

Employers must check that job applicants are allowed to work in the UK before they hire them. An employer can be fined up to £10,000 if they can't show evidence that they checked an employee's right to work in the UK. Your Single Central Record should be used to record that appropriate checks have been made. The Government website - <https://www.gov.uk/legal-right-to-work-in-the-uk> - can be used for for checking if someone has the right to work in the UK

If you are confused about any of this, please give us a call and we will be happy to talk you through the changes. Further information relating to the new Update Service and changes being made to the DBS certificates is available on the KAHSC website or direct from www.gov.uk/db

This Issue

What makes Manual Handling training work?

Due diligence - what it means to schools

Is your website visible?

Ministry of Justice claims reforms

Driving at work

Minister calls for fizzy drinks ban

New Feature - Product recalls

Considering an outdoor play area?

Managing radioactive substances

Full course listings from KAHSC



What makes manual handling training work?

In 2007 the HSE published an extensive research paper into the effectiveness of manual handling training in the workplace. The results indicated little evidence supporting the effectiveness of technique and educational based manual handling training. There was considerable evidence that principles learnt during training are not applied in the working environment. As one trainer put it *“I’ve trained many, many health care staff and nurses and I’ve watched them after I’ve trained them and they go straight back to their old practices because it’s easier and quicker, or they believe it is.”*

There is strong evidence that ergonomics interventions adopting a multi-dimensional approach, observing workers in their working environment, involving workers and managers in risk assessment and problem reporting, the tailoring of training to suit the person and specific task requirements, along with equipment or task design/redesign, are effective in reducing manual handling injuries. Training should encourage the workforce to assess risk and there should be careful monitoring by management of working practices.

There are always reasons why staff seemingly ignore training and carry on with old, poor practices and it is essential that managers recognise when this is happening and find out why. Management participation in training is also essential so that they fully understand the principles staff are taught to work to and can remedy issues that may be preventing them from doing so.

Manual handling training is a service we offer and subscribers can get it free of charge through contracted contact hours and it is a well received 90 minute theory and practical session, but only a general awareness. Staff get the most out of our training when the client makes extra time available for this session and works with our trainer beforehand to address specific issues.

Think you have an issue? Want some basic awareness for all staff and/or something more tailored for the midday supervisors or nursery staff for example? Contact Penny to discuss your needs.



In Court:

Council prosecuted after school caretaker injured in fall

A 61 year old Caretaker has been forced to take retirement after being left with injuries to his knees, ankles, neck and right hand after he fell through a shed roof he was maintaining following a vandal attack. The caretaker had been trying to repair the damage to the roof, when he tripped and fell backwards, landing on concrete three metres below.

The HSE investigation found that the injured man had never received any training for working at height since he started in 2004. Oldham MBC was found guilty of breaching Section 6 of the Work at Height Regulations 2005.

The local authority was fined £7,000 and ordered to pay £12,260 in costs.

Court of Appeal overturns County Court judgement – common sense prevails

Redcar and Cleveland Borough Council recently appealed against a decision of a District Judge who had found a school, through its PE teacher, liable in negligence to a pupil who suffered significant facial injuries when he was hit by a golf club swung by another boy at the start of a golf lesson.

The Court of Appeal was not swayed by the potentially emotive concerns of an 11 year old boy being hit in the face with a golf club. Rather, it placed great weight on the particular circumstances (age of pupils, previous similar instances, pupils behaviour generally etc.) and the steps taken to ensure the activity was carried out in a safe manner. The Judge viewed the circumstances as straightforward: put simply, there was no evidence that any further action by the supervising teacher would have prevented the accident. The Court held that the Defendant’s system of supervision was adequate in the circumstances, and that, although the teacher could not see all the actions of all pupils at all times, this did not amount to negligent supervision. The pupils had had golf lessons previously and were well behaved generally. The action of the pupil who swung his club was considered spontaneous and wholly unexpected. The Appeal was therefore upheld.

Although this case does not set any new standards, it supports the proposition that activities which carry some risk can be carried out in schools provided lesson planning is thorough, as it was in this case.

It was an important feature of the case that the class had behaved well up to the moments before the accident. As a matter of common sense, if teachers are aware of unruly pupils who will not obey commands then a close analysis needs to be carried out by the teacher to consider whether that class can go ahead or whether the pupil should be excluded.

The case helpfully points to the fact that accidents can occur, and will occur, in activities carrying moderate risk without it being the fault of the teacher or the school.



Smiles and a well-earned hot drink

Six boys and girls from Langdale CE School braved the cold and swam the width of Coniston recently (Group 1 pictured above).

This is a fantastic example of what can be achieved with proper planning, supervision and support from the school, its community, and a number of other organisations including KAHSC and our Outdoor Education Adviser, Richard Simpson.

Just goes to show anything is possible.....

Product recalls are made by traders about products that have problems which could affect the safety of the user/consumer. The product should not be used and should be returned to the trader. Many people check their products at home but very few check the status of products in the workplace (if, in fact they are ever made aware that there is a potential safety concern).

Product Recalls

The Electrical Safety Council (ESC) says one person is killed every seven days by an electrical accident and 350,000 people are injured annually, partly because of a "shockingly low" response to product alerts. The charity found the average success rate of a product recall is just 10%-20%.

Where we become aware that a piece of equipment has been recalled and there is a possibility that the equipment may have been purchased by subscribing schools and other settings, we will make schools aware of the issue. A new folder has been created on our website containing details of relevant products that have been recalled since January 2013 and any action required.

Bosch, Neff and Siemens Dishwasher

Issue: Overheating part leading to potential of fire.
Models affected: Manufactured between 1999 and early 2005

Beko 6kg & 7kg Condenser Tumble Dryer

Issue: Overheating part leading to potential of fire.
Models affected: Manufactured between May and October 2012

Hotpoint Dishwasher

Issue: Component failure may result in overheating and potential of fire.
Models affected: Manufactured between June 2006 and March 2007.

Indesit and Hotpoint Washing Machine

Issue: The drum can tear apart – in some instances, causing debris to fly from the machine.
Models affected: Manufactured between 2007 and 2009.

Hoover Fridge Freezer

Issue: Overheating defrost heater element leading to potential of fire.
Models affected: Manufactured between August 2011 and August 2012.

Sanyo Microwave

Issue: Potential of electric shock
Models affected: Sold in UK and Ireland between March 2010 and January 2012.

What to do:

If you think that appliances in your school may be affected firstly check the model and serial number against those listed on the KAHSC website. If your appliance is listed, stop using it immediately, and visit the manufacturer's websites where appliance checkers will allow you to verify whether your particular appliance is one known to be faulty. From here you will be able to arrange your free of charge repair.

Further product safety notices can be found at esc.org.uk/public/guides-and-advice/product-recalls

More tales of Health & Safety nonsense!



Myth:

School ban 'dangerous' oat snacks!

Kitchen staff at Castle View School, Essex have been banned from cutting their homemade flapjack into triangular pieces after a Year 7 boy suffered a 'sore eye' when he was hit in the face by a piece thrown by another child. The following day the cooks and dinner ladies were told that the flapjack was to be cut into rectangular or square pieces from that point on as triangular pieces were a safety hazard.

Busted:

A spokesman from the HSE said: "The real issue isn't what shape the flapjacks are, but the fact that pupils are throwing them at each other - and that's a matter of discipline....We're happy to make clear that flapjacks of all shapes and sizes continue to have our full backing".

Myth:

Parents of a reception class child who gets sunburnt easily were told when providing sun cream that the school "cannot put sun cream on children for health and safety reasons".

Busted:

Health and Safety legislation does not prevent school staff from applying sun cream, on the contrary The Department for Education have made it clear that schools should take a sensible approach to this issue. Using Health and Safety as an excuse is misleading and unhelpful.

Can everyone 'see' your website?

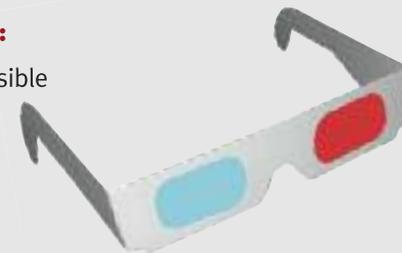
Colour is one of the most important communication tools of a website, without it your site would be boring. Whilst it may be a rainbow of colours, however can your audience actually 'see' what you are saying?

Naturally clashing colours, a growing senior population and colour blindness affecting between 5 and 8 per cent of males and less than 1 per cent of females - means that for many visitors to your site, text and images may be unrecognisable.

It is impossible to create a site that meets the needs of every visitor but it is a requirement under the Equality Act 2010 that reasonable adjustments are made to your website to ensure that it can be used by those with visual impairments – this could be one of your equality objectives.

A good way to ensure that at least the important parts are legible is to consider these pointers:

- Content that users will be required to look at for more than 2 seconds should be made clearly visible
- Main content areas should be monochromatic with font colour and background being from opposite ends of the colour spectrum e.g. white and black
- Links should be highlighted and underlined in colour
- Navigation menus should be easily differentiated from the main content
- Buttons, links and images should be enhanced with shapes, positioning or text



Further guidance on website accessibility can be found at www.usability.gov or from the Website Accessibility Initiative www.w3.org/WAI

Second KAHSC Safeguarding Conference a huge success.

Following on from the success of last year we invited delegates to join us once again in 'Making Sense of Safeguarding'.

The day kicked off with former Ofsted Inspector and Principal Officer for Safeguarding, Nick Gadfield whose speech was described as "good - cleared my mind re. Ofsted!!" and "gave opportunity to focus on accountability and procedures. This was very useful". Nick gave insight into interpreting the Ofsted Framework, the legal aspects that must and should be complied with and a look at recent Ofsted reports analysing where delegates were in comparison.

Professor David Ball, Professor of Risk Management at Middlesex University started the afternoon sessions with his inspiring talk, 'Thinking about Risk'. His extensive experience and personal interest in assessing and managing risks of all kinds, allowed him to give a practical and unique view of Risk Management which was inspiring to all. "Very interesting, good to listen to... lots of common sense. Brings our thoughts back to reality", "Good reminder about teaching children to manage risks rather than not be exposed to them".

Safeguarding Consultant Anne Sutherland delivered another thought provoking workshop around the subject of domestic abuse and its effect on young people, and examining why serious safeguarding cases are still being reported despite lessons which ought to have been learnt - "A useful reminder of the importance school can play in a situation of domestic abuse and how it affects the child".

Jeff Haslam's "great advice and direction to resources" examined the growing issue of cyber-bullying and highlighted the importance of Schools knowing what it is and how it differs from physical bullying. He gave pointers on how to develop effective procedures, looking at measures to educate the whole school community. "Fascinating insight into this area.... posed questions to consider within our own setting".

KAHSC's Penny Gosling's workshop visited the subject of well-being focussing on the question "Do I need Health and Well-being procedures?" Delegates were very enthusiastic about the inclusion of well-being at this year's conference saying "great to see this getting attention and hope positive steps are taken in Cumbria towards managing well-being". Practical activities made delegates think about how this issue is viewed and dealt with in their setting and the opportunity to share ideas with other colleagues.

Joanne Caffrey of Total Train drew on her personal experiences and training to provide an engaging workshop including how to observe body language to identify an escalating situation and techniques which should and should not be used if physical intervention is required. Delegates said "thoughtful - made you think about using these techniques in school and the legal position" and "interesting to hear about body signs in anger and aggression".

All in all the day was both enjoyable and useful, with delegates already looking forward to next year! Our next conference will be held Thursday 1 May 2014 at North Lakes Hotel, Penrith - don't forget to put this in your diary!

Driving at Work

Please remember that when a Teacher or member of Support staff is authorised to drive their own car on school business the School MUST check that the employee has a valid driving licence, tax disc, MOT certificate for the car, and has business cover on their insurance certificate.

If the employee changes their vehicle, you must repeat the checks and ensure that a copy of the insurance certificate is provided with the notification of change to vehicle.

It is a legal requirement to be correctly insured when driving (not just a School or County Policy) and the consequences of not having the right insurance are very serious.

If you drive on work business, are not correctly insured and are involved in an accident:

- Any insurance claim would be invalid, making you liable for your own repairs/injury costs and possibly that of any third party/passengers.
- You could be prosecuted for driving without the correct insurance and banned from driving.
- You may find it difficult to get reinsured or find your premiums substantially increase.





MPs hear evidence on asbestos in schools

A group of MPs has been hearing oral evidence on asbestos in schools from Schools Minister David Laws, HSE's director of field operations, David Ashton, asbestos campaigners and experts.

The Education Select Committee heard the evidence on 13 March. The session focused on the scale of the problem, the need for a national asbestos audit in schools and the impact of the free schools and academy programme on asbestos management.

The MPs will now decide whether a longer investigation is justified.

Michael Lees from the Asbestos in Schools Group, Julie Winn, chair of the Joint Union Asbestos Committee (JUAC), Julian Peto of the London School of Hygiene and Tropical Medicine, and head teacher Roger Leighton gave their evidence first.

They were followed by Schools Minister David Laws and HSE's David Ashton.

JUAC said afterwards it was disappointed that the Minister rejected the need for a national audit of asbestos of schools.

"Nonetheless the minister did at least express some concern at the possible effect of the academies and free schools programmes and acknowledged that this would be addressed through a review of Government policy later this year," says JUAC.

Ministry of Justice Claims Reforms

The forthcoming Ministry of Justice claims reforms represents the largest overhaul to the personal injuries legal framework in England and Wales in over a decade. They will decrease the time allowed to investigate claims, increase damages and introduce one-way cost shifting.

From the 31st July 2013 the claims portal currently used for small motor claims will be used for most Employers Liability and Public Liability claims up to £25,000 where the accident occurs on or after 1st April 2013. The portal imposes stringent timescales for various stages of the process and therefore the changes will have a dramatic impact on the timescales for a decision on liability by the insurers.

The changes mean that insurers will be under increasing pressure to resolve liability at the earliest opportunity. This has the potential to lead to a higher number of admissions of liability in relation to notified claims.

In order to avoid increased claims costs schools will need to be in a position to make quick and reliable decisions on claims at an early stage. It will be vital for any claims documentation to be comprehensive, detailed and accurate. This will require schools to be able to evidence the implementation of robust policies, procedures and practice consistently throughout the setting. Schools must have a culture of immediate reporting of accidents through the formal channels with accurate and full information provided by member of staff who attends or reports the incident. The information available should be of a high standard which will enable the insurers to respond quickly to the strict and short timescales that are inherent in the new process.

Voluntary Aided and Foundation Schools and Academies may report accidents and incidents via the KAHSC on-line accident reporting system which is available to all subscribing schools and settings.

To assist with claims defensibility all training, risk assessments and pre-existing conditions or injuries must be recorded properly to ensure that schools and/or the LA can lodge a liability defence within the timescale if liability does not attach or if there is contributory negligence apparent.

Timescales for decisions on liability to be made

The following timescales will apply:

- Motor - 15 days (remains unaltered).
- Employers' liability - 30 days (originally 90 days).
- Public liability - 40 days (originally 90 days).

The time period for acknowledgement of the injured party's claim has been reduced to one working day (originally 21 days). At this stage it is unclear what the implications are if there is failure to acknowledge the claim form within a working day.

Further details on this issue can be found at:

<http://www.justice.gov.uk/civil-justice-reforms>

KAHSC will help and support School in formulating a response to a claim.

Call us for further information.

Safety Series



Safety Series Go6 – Farm Visits

Guidance for schools on visits to Farms and Visitor Attractions Involving Animal Contact.

Safety Series G24 – New & Expectant Mothers

For managers and educational staff managing the risks to new and expectant mothers whether they are staff or student.

Safety Series G40 – Well-being Management

Guidance on the Management of Well-being in schools and other settings and in particular deals with the management of work-related stress.

G42 – Personal Safety on home visits

For staff who undertake home visits e.g. integrating new starters, the continuing education of young people with long term illness or home-school liaison.

Due Diligence:

What it means for Schools...

You may have been hearing a bit about “due diligence” lately if you have been on a properly accredited First Aid course, because the HSE are no longer responsible for approving first aid training providers or their courses.

Accredited First Aid trainers, who pay a lot of money to deliver stringently monitored qualifications backed by a national Awarding Organisation such as Ofqual and to maintain their own competence to the highest standards, should be rewarded by being the provider of first choice for any employer. Few employers seem to understand their responsibilities in this newly unregulated field to prove that they have carried out due diligence in selecting the training course and the provider to suit their needs.

Due diligence is a legal defence whereby it is shown that “reasonable investigation” was carried out by the employer who engaged a trainer who did not deliver an appropriate course or an activity provider who provided an unsafe activity. The burden of proof is on the defendant and is no different from that required to engage a competent outdoor education provider, or select a competent electrical contractor etc.

HSE General Information Sheet 3, ‘Selecting a First Aid Training Provider’ March 2013 is only available in draft pending completion of the consultation process, but still contains some good guidance, particularly the table that summarises the effort employers need to put in to identifying a competent training provider and the appendices which detail what courses to a certain standard must cover. Download it direct from the HSE or our own website. Subscribers will be alerted when the final version is released.

Star Performers

Congratulations to Kells Infant School for scoring 99% in their recent L A Health and Safety Audit.

A huge well done to Cath Taylor and staff who all worked hard to make this happen.



Safety failings led to boy's fall

Manningtree High School in Essex has been fined after a teenager fell over four metres to the ground from a climbing wall fracturing his heel bone.

The teenager was one of four pupils trying their first-ever 'lead climb', a more advanced, mainly rock-climbing technique, during a PE lesson.

After the climber grew tired, the instructor told him to let go of the climbing wall, which he did. However, instead of being supported by the ropes being used, he fell unrestrained and hit the safety mat on the floor. The pupil, now 15, suffered a fractured heel bone, which was later pinned and plated.

The Health and Safety Executive (HSE) found the school did not have an adequate safety management system in place for lead-climbing and that the instructor was not competent to teach or supervise the exercise. It was also found that prior to the lesson none of the pupils were made aware of what lead-climbing was or the risks involved, and none had been properly trained.

Manningtree High School was fined £9,000 and ordered to pay £1,641 in costs after pleading guilty of breaching Section 3(1) of the Health and Safety at Work etc. Act 1974 for failing to adequately protect the pupils against the risk of falls.

CLEAPSS Guidance L93 Managing radioactive substances 2013 edition published

Changes to environmental legislation affecting the disposal of radioactive materials and to CLEAPSS model risk assessments regarding use of radioactive sources in schools have led to the publication of a new 2013 edition of L93.

The 2013 edition has been reorganised to form four main parts:

Part A:

Aimed at subject leaders and the school Radiation Protection Supervisor, gives guidance about the setting up of arrangements for use of radioactive substances and the reviewing of these arrangements.

Part B:

Guidance for teachers and technicians who use or handle radioactive sources.

Part C:

Aimed at Radiation Protection Supervisors, provides reference materials and information to assist in dealing with various incidents, the disposal of and transportation of sources.

Part D:

Forms, checklists, template letters etc. that can be copied and adapted for use.

The 2013 edition of L93 and CLEAPSS advice regarding what action should be taken following the changes can be found on the KAHSC website or direct from CLEAPSS.

New! Coming Soon

Model Accessibility Audit - to assist Schools in identifying deficiencies in their disability access

Are you considering an outdoor play area?

If you are thinking of setting up an outdoor play area please seek advice before you start!

There are many considerations for health and safety but also you want to ensure that you maximise the benefit for the children during play and that you get the best value for money. Play England and the Play Safety Forum have produced guidance 'Managing Risk in Play Provision'. This implementation guide shows how play providers can replace current risk assessment practice with an approach that fully takes into account the benefits to children and young people of challenging play experiences:
www.playengland.org.uk/resources/managing-risk-in-play-provisionimplementation-guide

If you do provide equipment and want something made bespoke for you, there are European standards that apply to equipment so seek advice before you carry out any works. You also need to have the equipment inspected to check compliance. There are companies that may be able to assist you with this, and whilst we cannot recommend any, here are two contacts that you may wish to use: Play Safety Ltd (RoSPA) Tel: 01367 244600, e-mail: info@rospaplaysafety.co.uk or website www.rospa.com or the Play Inspections Company (PI) Tel: 01202 590675 e-mail info@playinspections.co.uk website www.playinspections.co.uk

Compliance with the European standards does not remove your responsibility to ensure that the equipment is safe and you will need to set up a programme of inspection and maintenance. Your risk assessment must also consider supervision, numbers and age of the children, behaviour, restricting access etc. Please be mindful of where you locate equipment, difficulties have arisen where younger siblings or others can access equipment before and after school and during events.

Need for revamped 'Stranger-Danger' alert identified

A recent report commissioned by the charity Parents and Abducted Children Together (PACT) and The Child Exploitation and Online Protection (CEOP) Centre has re-ignited calls for a revamp of the 'stranger-danger' warnings to children.

It was found that in 42% of police reports studied, the abductor or would-be abductor was not known to the child. It also showed that 17% were abducted (or attempted) by a parent, 2% by another family member and 35% by someone known to the child but not related.

Due to inconsistent recording of offences the true extent of child abduction is impossible to calculate. Although details are held by the authorities of different types of child abductions, this information is not always published or made routinely available.

The report, 'Taken – a study of child abduction in the UK', set out a number of recommendations such as agreeing a UK definition of child abduction, improving recording and responding to incidents, revamping the 'stranger-danger' warnings for children and learning why attempted abductions fail.

The report is available to download from www.ceop.police.uk



Minister calls for fizzy drinks ban

Health secretary Jeremy Hunt has called for a crackdown on the selling of fizzy drinks in schools, according to newspaper reports. The plan comes as part of the Government's efforts to tackle rising childhood obesity and follows new figures which reveal that around 30,000 preventable deaths a year are caused by people being overweight or obese.

Under guidelines introduced by Labour in 2007, state schools are prohibited from selling fizzy drinks, crisps, sweets and junk food and Mr Hunt wants academies and new free schools to be subject to the same rules, saying that councils who clamp down on the selling of these types of food and drinks through vending machines on school premises would have the full support of the Government.



Figures released earlier this year showed that ten per cent of children are obese by the time they start school, three in ten aged 2 to 15 are classed as being either overweight or obese. However, Mr Hunt's plans have been criticised by the soft drinks industry, who believe that the problem requires better education about diet and healthy lifestyles. The British Soft Drinks Association said: "Obesity is a complex problem with many causal factors and it is unlikely a blanket ban on vending machines in schools is going to make much difference."



- Local Supply Teachers
 - HR Consultancy Service
 - Umbrella Body for DBS checks
 - Temporary & Outsourced Cleaning Services
- Contact us:**
Tel: 01228 530554
Email: teaching@system-people.co.uk
www.system-people.co.uk

MINIBUS ASSESSMENTS DUE?

Call Mike Thomson (Dip.D.I.)

With over fifteen years experience in School Minibus Assessments and Training countywide,

To discuss your needs please call 07876 136131 or email mgththedale@aol.com

Health & Safety and Safeguarding Courses 2013/14

Check out the wide range of information below to find a course that suits your training needs. Please note: Dates and venues provided are provisional and may be subject to change.

Course	Date	Venue	Course fee	
<p>Educational Visits Co-ordinator Training (1 day or 3 hrs.)</p> <p>The essential OEAP accredited one day training course for new or never before trained Educational Visits Coordinators AND the essential half day Refresher course for EVCs whose training is more than 3 years old. Includes guidance on roles, responsibilities, risk management, best practice and current hot topics, delivered by highly qualified Educational Visits Advisor - Richard Simpson.</p>	Full Day		£135.00 + VAT per person	
	October 2013	Carlisle Area		
	October 2013	Furness Area		
	October 2013	Whitehaven Area		KAHSC subscribers £120.00 + VAT per person
	Half Day (Refresher)			
	November 2013	Carlisle Area		£60.00 + VAT per person
	November 2013	Furness Area		KAHSC subscribers £55.00 + VAT per person
	November 2013	Whitehaven Area		
		March 2014	March 2014	£120.00 + VAT per person
<p>Visit Leader Training (1 day)</p> <p>An essential day inside and outside the classroom for Visit Leaders delivered by Richard Simpson of Outdoor Initiatives. This full day course aims to familiarise leaders with good practice in supervision, raise awareness of key guidance, advice and support and provide practical training in effective risk management in specific environments.</p>	April 2014	April 2014	KAHSC subscribers £105.00 + VAT per person	
	October 2013	Carlisle Area		
	November 2013	Whitehaven Area	£55.00 + VAT per person	
<p>Visits Emergency Management (2 hrs.)</p> <p>Delivered by Richard Simpson this 2 hour session is primarily for the senior leadership of a school and aims to examine what serious accidents or incidents might befall a school trip and how they should be managed through every phase of the emergency.</p>	November 2013	Furness Area	KAHSC subscribers £50.00 + VAT per person	
	November 2013	Penrith Area		
	8 Oct 2013	Carlisle Area	£45.00 + VAT per person	
<p>Health & Safety for Governors Training (2 hrs.)</p> <p>As relevant to existing Governors as it is to new ones this 2 hour course delivered by Penny Gosling of KAHSC aims to set out the H&S responsibilities of Governors including an overview of what safeguarding really means. We also define Governors' involvement in policy making and reviewing as well as in ensuring school is meeting the aims of policies.</p>	9 Oct 2013	Furness Area	KAHSC subscribers £40.00 + VAT per person	
	10 Oct 2013	Whitehaven Area		
	4 Feb 2014	Penrith Area	£60.00 + VAT per person	
<p>Display Screen Equipment Assessor Training (3 hrs.)</p> <p>Need to carry out DSE Assessments on people and workstations in your workplace? Delivered by Penny Gosling of KAHSC this half day session will equip you with knowledge of the law as well as an understanding of how the use of DSE can cause ill-health, how to prevent it, how to assess colleagues and how to solve problems. Concludes with a practical demonstration at a workstation and written assessment.</p>	5 Feb 2014	Whitehaven Area	KAHSC subscribers £55.00 + VAT per person	
	6 Feb 2014	Furness Area		
	November 2013	Furness Area	£80.00 + VAT per person	
<p>Asbestos Awareness Training (3 hrs.)</p> <p>Delivered by Chris Earley (CWE Asbestos Consultants), this course provides delegates with an overview of what asbestosis, where it can be found, its effect on health and legal responsibilities in managing asbestos in schools.</p>			KAHSC subscribers £70.00 + VAT per person	

Don't forget to ask about other in-house training sessions we offer including:

Manual Handling of objects 90 minutes / Risk Management 75 minutes / Visits Management 75 minutes

If you wish to book a place on one of our courses or require further information please contact us on 01228 210152 or alternatively e mail Julie.smithson@kymallanhsc.co.uk

