

Statement of Intent:

The Executive Headteacher, Heads of School and the governing body are committed to establishing and implementing arrangements that will:

- ensure staff and pupils are safeguarded when on school premises, or engaged in off-site activities (e.g. school trips, sports events etc.).
- ensure the premises for which they are responsible have safe access and egress for all staff, pupils and visitors.
- provide adequate facilities and arrangements for welfare.
- provide and maintain safe plant and safe systems of work without risks to health.
- ensure safe use, handling, storage and transport of articles.
- provide suitable information, training, instruction and supervision to keep all staff, pupils and visitors safe.

Employer Responsibilities

Kent County Council as the employer has a statutory duty in respect of health and safety in community and voluntary controlled schools to ensure that premises and people are healthy and safe.

The responsibility is devolved to the headteacher, who has day to day responsibility for staff, pupils and others as 'officer in charge' of the premises.

The head teacher will ensure the overall implementation of the policy.

Executive Head Teacher Responsibilities

- To ensure this policy is reviewed annually, or before if there are any changes in circumstances;
- To ensure that employee responsibilities regarding health and safety are included in his/her job description and that it is properly received and understood;
- To include health and safety issues in the school improvement plan, if necessary;
- To carry out regular health and safety inspections (at least three times a year) and take remedial action as appropriate;
- To undertake risk assessments, record significant findings, and review annually, or before if there is a change in circumstance;
- To receive and deal promptly with raised issues or complaints about unsafe premises, equipment or work practices;
- To liaise with KCC property and infrastructure support and/or the building maintenance consultants and/or with contractors to resolve property maintenance issues;

- To ensure that the requirements of any enforcement officer (e.g. HSE Inspector, Environmental Health Officer, Fire Liaison Officer, or Environmental Agency Inspector) are properly addressed;
- To ensure that emergency evacuation procedures are in place and tested;
- To ensure that adequate first aid provision is available and kept up to date;
- To report health and safety issues to the governing body on a regular basis;
- To monitor and review all health and safety policies and procedures.

NB: Tasks can be delegated to other staff members but the responsibility remains with the Executive Headteacher.

Governors' Responsibilities

- The governing body will promote a strategic overview for health and safety.
- The governing body will take all reasonable measures to ensure that the premises and equipment on site are safe and do not put the health or safety of staff, pupils or visitors at risk while they are on the premises.
- The governing body of a community, voluntary controlled, community special and maintained nursery school must comply with any directions given by the LA concerning the health and safety of persons in school, or on school activities elsewhere.
- The governing body will make adequate provision for maintenance of the school premises and equipment, either within the KCC 'Classcare' scheme or within the school's delegated budget.
- The governing body will support and monitor health and safety within the school.
- The governing body can consider appointing a governor to coordinate health and safety from a strategic point of view.

<p>Name of Appointed Safeguarding (including Health and Safety) Governor: Mr E O'Connor</p>
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Staff Responsibilities

- Must take reasonable care of their own health and safety and that of others who may be affected by what they do or fail to do.
- Will co-operate with their employer on health and safety matters.
- Will not interfere with anything provided to safeguard their health and safety or that of others.
- Have a duty to report all health and safety concerns to the head teacher or their line manager.

All Staff in the School have A PERSONAL RESPONSIBILITY for the health and safety of themselves, their colleagues, pupils and visitors.

Area Education Officers (AEO)

- The AEO will take responsibility for the strategic overview of health and safety matters in schools, and report concerns to the Corporate Director of Education, Learning and Skills.
- The AEO will raise specific health and safety issues with the health and safety unit.

Name of AEO: David Adams

Capital & Premises Development Manager

- Has responsibility for ensuring that regard is given to health and safety concerns when carrying out property maintenance plans for major maintenance and improvement works.

Property and Infrastructure Support

- Will ensure that property matters for which the local authority as the employer has statutory responsibilities, (e.g. regular maintenance and testing of fixed electrical wiring or fixed gas appliances) are properly dealt with, (if necessary, by taking premises or fixed equipment out of use). The Executive Headteacher is responsible for liaising with KCC property and infrastructure support, and/or the building consultants and/or with contractors from KCC preferred contractors list, to resolve property maintenance issues.

Safety Representatives

The Safety Representatives of a Trade Union, or the Representatives of the Professional Associations of Staff are responsible for deciding whether they wish to have a Safety Committee if one does not exist already. If that Union or Association wish to form a committee, the Executive Headteacher is to facilitate this and allow for sufficient time and reasonable facilities the associated inspections as stated in the Personnel Handbook or the Consultation with Employees section of SafetyNet

Safety representatives of a Trade Union have the following functions:

- Represent employees generally and when you consult them about specific matters that will affect the health, safety and welfare of the employees
- Represent employees when Health and Safety Inspectors from HSE or Local Authorities consult them
- Investigate accidents, near misses, and other potential hazards and dangerous occurrences in the workplace
- Investigate complaints made by an employee they represent about their health, safety or welfare in the workplace
- Present the findings of investigations to you.
- Inspect the workplace;

- With at least one other appointed representative, request in writing that you set up a health and safety committee and attend Health and Safety Committee and meetings as a representative of your employees.

Names of Trade Union Representatives:

Contact details:

Alternative Consultation Arrangements:

Name of Employee Representative: Mrs M Blench

Consultation with Employees

It is a legal requirement to consult with employees on health and safety issues. A Safety Committee is where formal consultation with employees takes place, but individual and group staff meetings are also appropriate forums for communication on health and safety matters and concerns.

**Health and Safety is a standing item on all staff meeting agendas.
Staff and pupils are encouraged to report any concerns to the heads of school.**

Information, Instruction and Supervision

Under health and safety law it is a legal requirement to display or provide a leaflet version of the Health and Safety Law poster.

- A copy of the Health and Safety Law Poster can be found:

Location of Poster (Preston): Staffroom

Location of Poster (Wingham): Staffroom, Kitchen, Brownbridge Hall

- Supervision of young workers/trainees will be arranged/undertaken/monitored by the Heads of School or other delegated key members of staff.
- The Executive Headteacher will supply adequate information, instruction and supervision for all staff, pupils and visitors to ensure their health and safety.

Competency for Health and Safety Tasks and Training

- Induction training will be ensured for all members of staff by the Heads of School.
- Training will be identified, arranged and monitored by the Executive Headteacher, Heads of School and the governing body.
- Staff are also responsible for drawing to the attention of the Executive Headteacher / Heads of School their own personal training needs.
- Training records will be easily accessible for audit purposes and will be kept up to date.

The person responsible for holding the records is: The School Business Manager

Monitoring

- The Executive Headteacher and Heads of school will check working conditions and ensure that safe working practices are being followed. Regular inspections will be undertaken of the school building and grounds three times a year.
- The Executive Headteacher is responsible for investigating accidents.
- The Executive Headteacher is responsible for investigating work-related causes of sickness and absences.
- The Executive Head teacher is responsible and accountable for acting on investigation findings in order to prevent a reoccurrence.

School Activities

- The Heads of School will ensure that risk assessments are undertaken. *See annex 10*
- The significant findings of all risk assessments will be reported to the governing body and to all relevant staff, contractors and visitors who may be affected.
- Any actions that are required to remove or control risks will be approved by the Heads of School or their delegated responsible person.
- The Heads of School or delegated responsible person will check that the implemented actions have removed/reduced the risks, and
- All risk assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

Curriculum Safety Risk Assessments: Risk assessments are in place for curriculum activities posing greater risk. In addition teacher's are responsible for ensuring all lessons are delivered in a safe way and for undertaking risk assessments for their lessons.

Supervision of Pupils

Pupils not attending breakfast provision / travelling on the school bus are admitted to the school premises at 8.40 (Preston) and 8.45 (Wingham). The designated member of staff (usually the Head of School) will be on duty from this time. Once children are permitted to enter the school building teachers are expected to ensure there is suitable adult supervision in place at all times.

The Heads of School will draw up a rota for break time supervision. This will be displayed in the staff room. When staff know they will be unable to undertake their duty they must organise a 'swap' with another member of staff. Duty staff must regularly check the school building to ensure that all children are appropriately supervised. Where a teacher arranges for children to stay inside at break times the teacher must ensure the children are appropriately supervised. Duty staff must ensure that they adequately supervise all play areas available to children.

At lunchtime Midday Supervisors (MDS) are responsible for supervising and attending to children. The team of MDS must ensure that they organise themselves effectively to ensure that all children

(inside and outside the school building) are appropriately supervised. This will necessitate each MDS working in identified areas at specified times and continuously circulating.

At the end of the school day the member of staff unlocking the gate must stay at the gate until the designated member of staff is in attendance. Close supervision must be maintained by EYFS / KS1 staff to ensure all children are collected by the appropriate person. It is expected that all teachers will accompany their classes to the cloakroom and gate at the end of the day.

School staff leading an after school club accompany all attending children to the main school entrance at the end of the session and ensure that they are collected appropriately.

Children are required to report back to their teacher, club organiser or other responsible adult in the event that nobody arrives at school to collect them.

Environmental Area

Pupils may only visit this locked area when accompanied by an adult. It is the responsibility of adults unlocking this area to ensure that as they leave the gate is securely locked.

Parents

A pupil may only be released from class during lesson time if an authorised adult collects them. Children may only be released to a third party if notification is given in writing or a telephone call has been received by the school and logged. Parent helpers will be DBS checked when assisting in the classroom.

In the event of having to close the school because of severe weather or heating failure the school will alert parents via the School Comms system. The school will also aim to post a message on the school web-site. The school will also try to ensure that a member of staff is posted at the main gate to inform any parents arriving at school of the closure.

Outside Play Equipment

The external play equipment will only be used when supervised. The equipment used by the Reception classes is checked by the Reception class staff on a daily basis for any apparent defects, and particularly for contamination by animals in areas covered by bark chippings or soft sand. The other outside play equipment is checked daily by the staff on duty. Advice on daily inspection and the systematic safety inspection of playground equipment may be found on the RoSPA website.

A formal independent inspection is undertaken annually as part of the gymnastic and play equipment inspection.

Housekeeping

(a) Cleanliness

The Wingham School buildings will be cleaned by the Site Manager and Local Authority Contract Cleaning Agency. A cleaner is employed by the Governing Body to clean the

Preston School buildings. This cleaning will be supplemented as necessary by pupils/staff as part of practical lessons (for example, after craft work and cookery). Cleaning associated with the provision of school meals will be undertaken by the Catering Staff.

The surrounds to the buildings will be kept clean by the Site Manager who will follow the provisions laid down in the **“Risk Assessments for Caretakers and Caretakers’ Manual”**, available on the clients services page on KELSI. The **“Caretakers Generic Risk Assessments”**ⁱ are also available on KELSI.

(b) Waste Disposal

Normal, small amounts of clinical waste can be disposed of as ordinary household waste i.e. placed in appropriate bins within the building and its surrounds, and removed each day by the cleaners to the designated storage area prior to removal by a Refuse Service Contractor.

Large amounts of Hazardous Waste such as sanitary towels and chemicals used for cleaning etc., will be removed by a specialist contractor who will require the school to sign a 'Duty of Care' consignment Note to state that the waste will be disposed of in a properly managed way. (See also *COSHH Regulations 2004*).

(c) Stacking and Storage

Materials, equipment and any other items will be kept in appropriate storage areas. Where this is not possible for temporary reasons, the staff responsible for those materials will ensure that they are stacked tidily, to a height which does not constitute a hazard and in such a way that they do not impede the movement of staff, pupils or visitors.

(d) Pedestrian Routes

Stairs, Corridors, Cloakrooms and Exits etc., will be kept clear of obstructions (including electrical cables).

(e) Classrooms

Teachers will be alert on a daily basis to the following and will report any hazards to the Headteacher. Teachers have a responsibility to:

Check that classroom and work area is safe.
Check equipment is safe before use.
Ensure safe procedures are followed.

Ensure any accidents are reported and recorded.
Ensure protective equipment is used where necessary.
Ensure health and safety issues are reported.
Ensure guidelines and training are followed.

(f) Bank Runs

The school business manager/ secretaries vary the arrangements for the bank run so that the day, time, route etc., are varied as much as possible and money is banked frequently. Trips are made by car to reduce the risk. The school business manager/secretaries inform the heads of schools that she is making a bank run and informs them when she has returned from the bank.

(g) Moving and Handling

Injuries can be caused by incorrect moving and handling of objects, (which need not be large or heavy), or people.

Generic Risk Assessments are undertaken and staff engaged in the specified activities will be required to adopt the particular safe working practices outlined, after the appropriate training.

The “**Manual Handling Policy and Procedures**”ⁱⁱ and “**Generic Manual Handling Risk Assessment Guidance**”ⁱⁱⁱ for both inanimate objects and paediatric live loads can be found on the H&S section of KELSI under ‘Moving and Handling’.

Visitors

- All visitors shall be directed by clear signage to the reception and must report to the school office, where appropriate arrangements for the signing in and out and identity badges will be provided.
- All visitors shall be made aware of the school’s fire arrangements in the event of a fire.
- All visitors shall be made aware of the school’s emergency procedures.

Regular members of staff and children are encouraged to challenge or report anyone they do not recognise who is not seen to be wearing a badge.

Fire and Emergency Procedures

- The Executive Headteacher is responsible for ensuring the fire risk assessment is undertaken for each school, controls are implemented and that it is reviewed.

- Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices.
- Instructions to employees are posted across the schools.
- Emergency evacuation will be practiced three times a year and a record will be kept in the respective school's fire log book.
- Kent Fire and Rescue will be contacted by the school secretary or in her absence the Head of School
- Regular testing of fire alarms is undertaken by the Site Manager and recorded in the fire log book.
- The fire log book will be kept in each school's office and will be maintained by the site manager.

Fire Fighting

Staff should only use fire extinguishers if trained in how to operate them safely. If trained, they should only use the extinguisher if confident to do so and not put themselves or others at undue risk. There should always be a clear escape available. Ensure the alarm is raised BEFORE attempting to tackle a fire.

All chemicals will be stored in accordance to the Control of Substances Hazardous to Health (COSHH) assessment. List of hazardous substances will be provided to fire officer in the event of a fire. *See annex 9.*

<p>Name of Responsible Person for Fire Safety: Executive Headteacher</p>

Maintenance of Fire Precautions:

The Executive Headteacher will ensure regular maintenance of:

1. Fire extinguishers
2. Fire alarms
3. Fire doors
4. Fire safety signs and identification of escape routes
5. Emergency lighting and other emergency equipment

Bomb Alerts

Bomb alerts will be dealt with in accordance with the school's emergency planning arrangements. *See annex 1*

- The Heads of School are responsible for ensuring the bomb alert procedures are undertaken and implemented.
- Guidance on bombs/suspicious devices or packages will be circulated to staff.

First Aid Arrangements

The Executive Headteacher will ensure that there are an appropriate number of designated and trained first aiders in each school. A list of first aiders can be found in the school office.

- The Heads of School will designate a trained first aider in each school to ensure that there are an appropriate number of first aid boxes, with instructions.

**The first aid boxes are located in:
Preston – SEN room, Top Class, Class 3, staff room and school office
Wingham - the reading recovery room and Brownbridge Hall**

- A first aid risk assessment will be carried out by the Executive Headteacher to determine the above factors. *See annex 2*
- The school will follow the procedure for completion of incident / accident records. HS157, HS160, F2508. *See annex 3*
- The school will follow the KCC procedures for reporting of injuries as stated in the KCC accident book.
- All reportable incidents under RIDDOR '95 will be reported to the HSE by school.

HSE Contact Details: Report online at www.hse.gov.uk

Incident Contact Centre for fatal and major injuries – 0845 300 9923

- **. Administration of Medicines/Medical Treatment**

The schools will endeavour to administer routine medicines. All medicines must be left with the school office with clear instructions regarding dosage. Medicines will be stored in the staff room / school office and not be accessible to pupils. A record will be made after each dose has been given. Asthma inhalers will be kept in the child's classroom.

- Parents will be invited to complete the consent form for medical treatment in accordance with school policy and DFE guidance

Information Technology

- The ICT Curriculum Support Technician will advise the Executive Headteacher to ensure that suitable arrangements are in place for the use of information Technology.
- Information Technology will be installed safely, with due consideration given to ventilation for server rooms and computer suites and to hazards such as asbestos and working at height.
- Where laptops are used, safe systems of work including charging and use of trolleys will be devised.
- Assessments for users of Display Screen Equipment (DSE) will be carried out in accordance with the Health and Safety (DSE) Regulations 1992 (as amended in 2002).
- The KCC guidance on interactive whiteboards will be followed. *See annex 4*

Electrical Safety

All staff should monitor the condition of plugs, cables and electrical equipment.

All staff are required to report to the school office any damaged electrical apparatus or wiring - including portable equipment and permanent wiring. They must not attempt any repairs. Personal mains-powered electrical equipment must not be brought to school, unless it has been subjected to the same tests as school equipment.

Advice on Electricity can be found in SafetyNet: “**Electricity at Work**”

The school has a maintenance contract with a specialist company to undertake an annual portable electrical equipment test. The report is kept in the school office. Building maintenance consultants will arrange for the major fixed wiring circuits to be checked periodically by KCC as Landlord, every 5 years.

Legal Requirements for Premises

- The federation will comply with the requirements of the Workplace (Health, Safety and Welfare) Regulations 1992 with regard to facilities for staff such as lighting, heating, ventilation, space, condition of floors and general welfare facilities.
- The federation will comply with the arrangements of the Education (School Premises) Regulations 1999 with regard to school facilities such as washrooms for pupils and staff, medical accommodation and indoor temperatures.

Safe Handling and Use of Substances

- The Executive Headteacher is responsible for identifying all substances which need an assessment under the Control of Substances Hazardous to Health (COSHH) Regulations 2002.
- The Executive Headteacher or delegated responsible person will be responsible for undertaking COSHH assessments.
- The Executive Headteacher will be responsible for ensuring that all relevant employees are informed about the COSHH assessments. *See annex 5*
- The Executive Headteacher will be responsible for checking that all new substances can be used safely before they are purchased.
- COSHH assessments will be reviewed on an annual basis or when the work activity changes, whichever is the soonest.

Inspection of Premises, Plant and Equipment

- The Executive Headteacher will arrange for formal inspections of the premises, plant and equipment to take place three times a year and draw up an effective maintenance programme. *See annex 6*
- All identified maintenance will be implemented.

- Routine checks may be undertaken by a combination of the Executive Headteacher, Heads of School, governors and site manager using the checklists. *See annex 6.*
- Access to store rooms; boiler rooms; tank and plant rooms should also be checked, including checking for inappropriate storage of ladders and other equipment.
- Where damaged asbestos is encountered or suspected, procedures, as laid down in the KCC Asbestos policy, will be followed.

Asbestos Management

Property and Infrastructure Support will arrange for a management asbestos survey to be carried out every three years in line with KCC policy. The Executive Headteacher will ensure that the KCC asbestos management policy is followed. An asbestos docubox will be kept in the school office and staff will ask all contractors to check the survey and sign to say that they are aware of where the asbestos is within the building. The site manager will monitor areas where asbestos material is present, record significant findings and arrange for remedial works to be carried out if necessary. All works undertaken will be updated in the asbestos survey on completion.

Legionella Management

Property and Infrastructure Support will arrange for a water hygiene risk assessment to be carried out every two years in line with statutory requirements. Assessments identify if there are areas where conditions are such that legionella bacteria could grow; list any required works; and include details of future monitoring requirements that the school is responsible for. Therefore all identified remedial works will be incorporated into the school's maintenance programme.

Monitoring of the water system is also a statutory requirement and the federation will ensure this is undertaken by the site manager. This will include taking temperature readings, recording these in the log book and de-scaling spray outlets.

Property and Infrastructure Contract Manager: Mark Carnt

Telephone Number: 07920 538423

ON-LINE ANNEXES AND REFERENCES

Annex 1: Emergency Planning Guidelines for Kent Schools (Assistance with this document can be found on Kelsi)

<http://www.kelsi.org.uk/running-a-school/maintenance-and-operations/emergency-planning>

Annex 2: Guidance on First Aid for Schools – A Good Practice Guide Managing Medicines in Schools and Early Years Settings

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

Annex 3: Incident/Accident Reporting

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/accident-reporting>

Annex 4: COSHH Risk Assessments on Kelsi

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

Annex 5: Inspection Proforma on Kelsi

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/management-of-health-safety>

Annex 6: Fire Policy and other linked Documents

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/fire>

Annex 7: Heating Oil Storage and Management Checklist

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/risk-assessment>

Annex 8: Asbestos Policy and Docubox Contents

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/premises-and-contractor-management>

Annex 9: List of Hazardous Substances on the Premises

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/chemicals-coshh>

Annex 10: Health and Safety of Pupils on Educational Visits

<http://www.kelsi.org.uk/policies-and-guidance/health-and-safety-guidance/curriculum-topics>

E1: USEFUL CONTACTS

KCC Health and Safety Unit

Health and Safety Advice Line: **Tel:** 03000 418456 **Fax:** 03000 420330

Location: Room 3.32 Sessions House, Maidstone, ME14 1XQ

Outdoor Education Unit

Tel: 03000 413971 Email: outdoor.education@kent.gov.uk

Location: The Swattenden Outdoor Centre, Swattenden Lane, Cranbrook, TN17 3PS

Client Services – Caretaking, Cleaners and Waste Management

Janet Stein – Client Service Manager.

Tel: 03000 416050, Email: janet.stein@kent.gov.uk

Location: Room m2.33, Sessions House, Maidstone, ME14 1XQ

Insurance and Risk Management

Darryl Mattingly - Insurance and Risk Manager.

Tel: 03000 416440, Email: darryl.mattingly@kent.gov.uk

Location: Room 2.53 Sessions House. Maidstone. ME14 1XQ

Staff Care Services

Occupational Health, Mediation Services, and Support Line. **Tel:**

03000 411411 Email: occupational.health@kent.gov.uk **Location:**

Park House, 110-112 Mill Street, East Malling, ME19 6BU

Classcare

Email: classcare.enquiries@kent.gov.uk Website: www.kent.gov.uk/property

Location: Room 1.44, Sessions House, County Hall, Maidstone, Kent, ME14 1XQ

Property and Infrastructure Support – **Delete if not applicable*

Bill Ogden	Operational Services Manager	Tel: 03000 416526
Lynn Keeley	Maintenance / Statutory Team Manager	Tel: 07786 191664
*Mark Carnt	Building Contracts Manager (East Kent)	Tel: 07920 538423
*Ian McGrath	Building Contracts Manager (Mid Kent)	Tel: 07710 339764
*Steve Mercer	Building Contracts Manager (West Kent)	Tel: 07827 970565
Steve Hamilton	Statutory Services Manager (asbestos/legionella)	Tel: 07920 548911
Roger Aldridge	Mechanical & Electrical Stat. Compliance Manager	Tel: 07825 506627

KCC Property Service Desk.

Tel: 24 hours, 7 days per week: 03000 417878

Location: Contact Centre, Invicta House, County Hall, Maidstone, Kent, ME14 1XX

Health and Safety Executive

Enforcement of Health and Safety Legislation.

Tel: 0845 345 0055 online reporting <https://extranet.hse.gov.uk/lfserver/external/F2508IE>

Location: Local office: International House, Dover Place, Ashford, TN24 1HU

County Fire & Rescue Service

Barry Healey, Station Manager – School Premises.

Tel: 01622 692121 Ext.7621

Location: Tunbridge Wells Fire Station, Grove Hill Road, Tunbridge Wells. TN1 1SD.

RIDDOR Incident Contact Centre

The reporting service for work-related health and safety, RIDDOR incidents to the HSE. Website: www.riddor.gov.uk. E-mail: riddor@connaught.plc.uk.

Employment Medical Advisory Service (EMAS)

The Executive's Employment Medical Advisory Service (EMAS).

Tel: 02089 958503

Location: PO Box 3087, London W4 4ZP

CLEAPSS (The Consortium of Local Authorities for the Provision of Science

Services Schools and colleges may obtain advice on science safety matters from the school science service as Kent is a member of this organisation until April 2012.

Safe Practice in Physical Education and School Sport

Association for Physical Education.

Tel: 0118 378 6240, email: enquiries@afpe.org.uk Website: www.afpa.org.uk

Location: Room 117, Bredon, University of Worcester, Henwick Grove, Worcester. WR2 6AJ

Sustainability & Climate Change Team

Deborah Kapaj – Sustainable Estates Programme Manager

Tel: 18002 03000 420019

Location: 2nd Floor, Invicta House, County Hall, Maidstone. ME14 1XX

Trade Union Representatives

John Walder	NUT	Sturry Academy
Christine Dickenson	NUT	Brook Education Centre
Sandra Silvester	NUT	Norton Knatchbull
School Fred Blunt	NUT	Weald of Kent
Trevor Davies	NASUWT	Bennett Memorial School
Mark Dickinson	NASUWT	Maidstone Grammar School for Girls
Colin Mills	NASUWT	Dane Court Grammar School, Broadstairs
John Paul	ATL	Barming Primary School – ATL
Julie Huckstep	ATL	Hartsdown Technology School
Carol Arthur	UNISON	St Lawrence in Thanet CEJ
School George Hold	UNISON	St Lawrence in Thanet CEJ
School		
