



HEALTH AND SAFETY POLICY

Original Policy: October 1997

**Date Reviewed: 2006, 2008, 2009, 2010, 2011,
June 2012, June 2013, September 2014, April
2015, April 2016, November 2016, November 2017**

MARCHANT HOLLIDAY SCHOOL

Health and Safety Policy

1. Policy Statement

The Marchant Holliday School is firmly committed to providing a safe and secure environment for all pupils, adults, volunteers and contractors. We will always seek to demonstrate high standards of health, safety and welfare for the benefit of ourselves, and our partners and agencies. We will engender a culture of health and safety awareness and compliance amongst all our staff and pupils.

We will comply with the Health and Safety at Work Act, and with all applicable legislation made under it. We will also comply with the health and safety aspects of requirements made by the DfE and Ofsted and, in particular, Child Protection/Safeguarding.

We recognise the risks to children for whom we are responsible, and will endeavour to fulfil our Safeguarding requirements absolutely. We will also be mindful of health and safety risks to the children, especially in view of their vulnerability. We will protect the children from risks to their health and safety, whilst supporting their growth and development, as far as is reasonably practicable.

We also intend to ensure the health, safety and welfare of the staff team, and to carefully assess any risks to which they are exposed, and eliminate or mitigate these as far as possible. We will also protect others affected by the activities of the School, in particular contractors, visitors and parents.

Underpinned by governors who “own” the policy, staff will be fully involved in the health and safety management of the School, and consulted on plans and strategies. They will also be informed of performance information as this is gathered. Staff will be given all the training necessary to support them in managing the identified risks in the School environment.

The School, in liaison with all staff, will draw up a Health and Safety Plan which will establish targets and priorities for all identified risks. An annual Health and Safety Audit will measure performance in practice against those targets, and allow the establishment of a new Plan. In this way, continuous improvement will be measured and demonstrated.

Termly reviews will provide information for comparison with the targets which will be risk assessment based.

The remainder of this Policy outlines the systems which will be used to translate the aims of this statement into reality. This Policy will be reviewed annually following audit.

Date: 9 November 2017

[insert name]
Chair of Governors

Danny Kitts
Head Teacher

Health and Safety Policy

2. Responsibilities

Chair of Governors and Governor Team

- Will establish the policy and strategy for health and safety management in the School
- Will review performance information to ensure that the policy is being delivered
- Will take ultimate responsibility for legal compliance
- Will ensure the adequate resourcing of health and safety

Governor with Special Responsibility for Health and Safety

- Will lead on the discharge of the Governors' health and safety responsibilities as set out in this policy
- Will raise health and safety matters with the Governors, and ensure that these are fully considered
- Will chair the Premises and Safety Committee
- Will review the annual health and safety audit report with the Premises and Safety Committee and with the Curriculum and Personnel Committee
- Will review the termly check on progress with Action Plans
- Will set the annual Health and Safety Plan and set further targets
- Will review all reported accidents, incidents and ill health

Head Teacher

- Will implement the Policy in full
- Will monitor to ensure that the Policy is implemented in all areas
- Will support the risk assessment process
- Will monitor all accidents to pupils, staff and others
- Will lead the process of consultation with staff on health and safety (including this policy), and will lead the Half Termly Whole School Meeting.
- Will participate in the review of this Policy annually, based on the findings of the health and safety audit
- Will participate in the setting of the annual Health and Safety Plan and the new targets

Senior Management Team and Heads of Department

- Will implement this Policy for the areas under their control
- Will participate in the setting and measurement of Key performance Indicators
- Will ensure there are suitable and sufficient risk assessments for all activities under their control
- Will ensure that these risk assessments are implemented in full
- Will arrange for the staff health and safety training required by the Policy or risk assessments for their team

- Will carry out and record the induction training for any new starter

Head of Care

- Will ensure there are current, suitable risk assessments for each child
- Will ensure that these risk assessments and any guidance are understood by staff having contact with the child

School Business Manager

- Will carry out and implement the General Risk Assessment for the School
- Will arrange and implement the Fire Risk Assessment for the School
- Will hold the Asbestos Register and make it available to anyone who needs to see it
- Will arrange for the servicing and safety inspection of all gas, oil and electrical apparatus
- Will arrange for the servicing and inspection of all fire precautions
- Will arrange the water systems risk assessment and ensure compliance with this
- Will liaise with the Health and Safety Consultant
- Will arrange for health and safety inspections and audits, and share the findings of these as set out in the Policy
- Will arrange for general health and safety training as required, and hold training records
- Will hold the Accident Book for the School, and make it available to anyone wishing to make an entry
- Will report accidents to staff or others, or dangerous occurrences, to the enforcing authority as required by the RIDDOR Regulations
- Will carry out and implement the computer workstation assessments for all 'qualifying' users of computers
- Will ensure there is a suitable and current fire and emergency procedure, and that this is understood by all staff
- Will manage the control of contractors on behalf of the School

Matron

- Will record accidents and ill health to pupils, and work related ill health suffered by staff
- Will make reports under the RIDDOR Regulations for accidents to pupils or work related ill health to staff, in liaison with the School Business Manager

School Nurse:

- Will act as Senior First Aider and the Appointed Person for first aid, and will co-ordinate and manage the first aid provisions

Caretaker – in liaison with and supported by other senior members of staff, particularly the School Business Manager

- Will carry out risk assessments for activities under his control

- Will carry out and implement COSHH assessments, Work Equipment and Machinery Assessments and Work at Height risk assessments where required
- Will manage the servicing and maintenance of plant and equipment
- Will carry out regular inspections of equipment where required
- Will carry out and record checks of fire precautions
- Will carry out daily and weekly safety and security checks of the premises

Teaching and Care Staff and all Domestic Staff

- Will work in accordance with this Policy and Guidance
- Will participate in the risk assessment process, and will work in accordance with risk assessments relevant to their task
- Will carry out dynamic risk assessment of changing situations and seek to minimise risk to themselves and others
- Will know and apply the fire and emergency procedures
- Will report any hazard or unsafe situation of which they become aware, to the School Business Manager or the Caretaker

All Staff

All staff are expected to take personal responsibility for their own safety, also that of the children and others within the school, supported by the management team. It is the duty of each member of staff to prioritise safety matters at all times and bring any risks that become apparent to the attention of a senior member of staff as a matter of urgency. Staff will be supported by management if they escalate such matters where they feel insufficient action has been taken as a result of their concerns

3. Organisation

Board of Governors

The Board of Governors holds the final responsibility for the School's discharge of its health and safety responsibilities. In recognition of this, one of the Governors has been appointed as the Governor with Special Responsibility for Health and Safety. He/she oversees the management of health and safety on behalf of the Governors, and makes them aware of any actual or potential failing. He/she will raise the health and safety implications of decisions made by the Governors, and make sure they are aware of these.

At every meeting, health and safety is an agenda item. This is covered as part of the report from the Premises and Safety Committee. Annually, the Governor with Special Responsibility for Health and Safety will deliver a brief report covering the health and safety management work done by the School in the year, and the results of the ongoing performance monitoring. In particular, this will inform the Governors of targets set, and progress against these.

Premises and Safety Committee

The Governor with Special Responsibility for Health and Safety chairs the Premises and Safety Committee. This body is responsible for setting policy and strategy, driving compliance with these, and monitoring outcomes. The Premises and Safety Committee approves any policy changes, sets the annual Health and Safety Plan, agrees targets and reviews both the annual audit and the termly health and safety reviews. The Head Teacher and the School Business Manager sit on the Committee. The Premises and Safety Committee also reviews all reported accidents, incidents and ill health. The Premises and Safety Committee is the driving force on health and safety management on behalf of the Governors.

Curriculum and Personnel Committee

The Curriculum and Personnel Committee will act in conjunction with the Premises and Safety Committee to support delivery of a safe and compliant working environment through the robust recruitment, induction and training of staff.

Senior Management Team

The Senior Management Team consists of the Head Teacher as Chair, with the School Business Manager, the Deputy Head Teacher, the Head of Care, the Deputy Head of Care and the Matron. The Senior Management Team leads on the delivery of the health and safety policies and targets set by the Premises and Safety Committee. The Senior Management Team is the executive body for implementation of the Policy and completion and implementation of the risk assessment programme. It also investigates accidents, incidents and ill health.

Competent Advice

The School retains an experienced and competent Health and Safety Consultant. The Consultant supports the School Business Manager by acting in the role of Competent Person, and will advise on any health and safety matter raised.

The Consultant also takes a monitoring role, and visits the School termly to inspect and to measure progress against targets. The Consultant carries out annually a full health and safety audit (the "General Risk Assessment"). The Consultant will also support the School in the development of policies and guidance, also the Health and Safety Plan, and will provide training on request.

The School Business Manager will advise the Premises and Safety Committee and the Senior Management Team on health and safety matters. He is also available to any person who wishes to comment on or question any aspect of the health and safety management of the School.

Whole School Meetings

The Whole School Meeting is held every half term, and all staff attend. This meeting is used to deliver information to staff about the running of the School, and particularly any changes. This meeting is the principle consultative forum

for staff. During this meeting, any changes in health and safety policies and guidance will be explained, also the progress of the risk assessment work. Other matters relevant to health and safety will also be covered. Staff are encouraged to comment on developments, and their views are taken fully into account. They may also raise any concerns during this meeting.

Team Meetings

Team meetings are normally held weekly, between the Head of Department or Team Leader and all members of the team. Every Team Meeting has health and safety as an agenda item. This can be used to share with the team any recent developments in the management of health and safety, or to generally brief the team about particular points drawn from the guidance or risk assessments. The risk assessment work for the team, including new and revised risk assessments, is communicated during these meetings. The team is encouraged to participate and offer ideas. Team members may also raise any health and safety concerns with their Head of Department or Team Leader during these meetings.

Health and Safety Plan

A Health and Safety Plan for the current year will be maintained. The Plan is drawn up every year by the Premises and Safety Committee following the General Risk Assessment. It sets targets for the School designed to address any deficiencies found by the GRA. It is a tool for continuous improvement. The Plan is designed to be capable of fulfilment over the course of the year without disruption to the School's other priorities. Successive Plans will show a steadily improving pattern of health and safety performance.

Termly Review

The termly review of health and safety performance is carried out by the Health and Safety Consultant every term. These reviews consist of a day spent visiting the School and checking on compliance with the Policy and progress against the Plan. A report is then written, which is seen by the Premises and Safety Committee. During this visit, the Health and Safety Consultant may undertake other work such as risk assessment support and advice on particular issues or training sessions.

Health and Safety Training

For each post within the School structure, there is a set of health and safety training requirements. Any new starter will be put through the training required for their job as quickly as possible. They may be restricted from carrying out certain work until the relevant training is complete. Basic health and safety training related to the workplace, along with other training bespoke to each role, will be mandatory before staff can commence work in the role. Other lower priority training will normally be completed within three months of joining the School.

The School Business Manager arranges general health and safety training and keeps the records. He will also arrange refresher training at suitable intervals to ensure knowledge levels remain current. The Head of

Department, supported by his team, will arrange induction training and health and safety training specific to the job role.

The particular health and safety training given to an individual staff member depends on their job role, but will be selected from the health and safety training available. This includes:

- First Aid at Work
- Emergency First Aid
- Paediatric First Aid
- Fire Awareness
- Fire Warden Training
- Dealing with Challenging behaviour
- Physical Intervention
- Manual Handling
- Basic Food Hygiene
- Advanced Food Safety
- Child Protection Awareness
- COSHH
- Work at Height
- General Health and Safety including Slips and Trips
- Asbestos Awareness
- Risk Assessment
- Accident and Incident Investigation

Induction Training

Newly appointed staff are sent a copy of the health and safety policy, and the guidance relevant to their work, before they start work. This allows them to understand the School's health and safety management systems, and informs them of the risks of their job and the precautions expected.

On their first day, new starters receive an induction which covers the fire and emergency procedure, accident and incident reporting, first aid and welfare. They are given a tour of the school and introduced to key members of staff. They are also shown the risk assessments relevant to their job, and questioned to ensure they are familiar with the policy and guidance. This induction is the responsibility of the Head of Department, although it may be delegated.

The new starter will then receive a staged induction from their Head of Department and colleagues before being able to work unsupervised. All stages of the induction process are recorded on an induction checklist, which is held on file.

Risk Assessment

This section of the Policy describes how all the risks of the School are identified and assessed in various categories. Risk assessments are generally carried out by the most senior member of staff who has regular involvement with the risk. All members of a team will normally be involved in

carrying out the risk assessments for that team. Teams hold copies of the risk assessments relevant to them, and the School Business Manager holds a complete set of all risk assessments (these are also openly available in the main Health & Safety binder and in the 'Public' drive of the School's computer system). Risk assessments are generally reviewed annually, and the review date is set at the time the assessment is made.

Risk and Needs Assessment for Children

A risk and needs assessment is completed for each child. The responsibility for this is with the Head of Care, although he may delegate the assessment to the child's keyworker. Other agencies involved with the child are routinely contacted and asked for their assessment and/or contributory information.

The risk and needs assessments consider risks to the child, and also risks posed by the child to others. It will consider the child's likely needs in the case of an emergency, and will identify any need for a Personal Emergency Evacuation Plan. It will specifically identify any history or risk of arson, and also any risk of physical or verbal aggression towards others.

The risk and needs assessments are confidential documents, and are held by the Head of Care. These are shared with all staff who are involved with the child, but are not otherwise available unless there is a clear health and safety need for them to be shared. They are made available to other agencies involved in the care and support of the child.

Task Risk Assessment

For each team, the Head of Department or team leader will carry out risk assessments covering the tasks undertaken by members of the team. These assessments are likely to be quite brief for teaching and care staff, and more detailed for manual workers.

Training and support in carrying out these risk assessments is provided, and they are quality assessed. All members of the team are encouraged to contribute to the risk assessments. Review is carried out annually as part of a team meeting, with the whole team involved. The risk assessments are readily available to all team members.

In addition, all staff members are trained in techniques for dynamic risk assessment. This enables them to assess rapidly changing situation with a number of risks, and to make an appropriate risk based decision on eliminating or controlling the risks. Staff members who have used dynamic risk assessment to assist in the control of a situation are encouraged to discuss the assessment with the team, and to record their assessment for the future.

A risk assessment template is provided.

School Trips Risk Assessment

A risk assessment is carried out for every school trip, in which one or more staff members takes a group of pupils off site. The assessment is carried out by the member of staff organising the trip. A template is available to assist completion.

Where a trip occurs regularly, and is low risk, it is acceptable to use a generic assessment for the trip and note the date on which it is planned. One off and more risky trips are expected to be assessed in more detail.

Premises Risk Assessment

The premises risk assessments cover the risks of the buildings, plant and services, including asbestos, structural safety, electricity, water systems and gas. These assessments are carried out by the School Business Manager, who also holds the documentation which provides evidence of satisfactory control of this group of risks. He is supported by the Health and Safety Consultant as required. The premises risk assessments are reviewed annually, and are available for review by any building user.

Many of the risks covered in the premises risk assessments, such as fire and water systems, require further detailed assessment normally carried out by a specialist. The School Business Manager will identify the need for these assessments or other documents in the premises risk assessments, and will arrange for and implement the required work.

Control of Substances Hazardous to Health (COSHH) Assessment

COSHH assessment is required for a number of the chemicals in use by the School. These include swimming pool chemicals, cleaning chemicals, pesticides and maintenance chemicals. These COSHH assessments are carried out by the Caretaker, who holds the COSHH register. He sources all the chemicals in use, and other members of staff may not bring chemicals on site. The assessments are held in the risk assessment file for the team using them, and are reviewed every two years. Data sheets are also held for each substance.

A Dangerous Substances and Explosive Atmospheres (DSEAR) assessment for the flammable substances and gases on site is carried out by the Consultant.

Manual Handling Risk Assessment

For high risk, frequently repeated manual handling tasks, an assessment is carried out by the Caretaker, supported by the SBM, and held on the risk assessment file for the team involved. For the majority of manual handling tasks where the risk is lower, the individual carrying out the task is expected to make a dynamic assessment of the risk, and apply this. Training is given to all manual workers to ensure they are confident in this process. This training forms part of the manual handling training.

Work Equipment and Machinery Risk Assessment

Assessment of work equipment and machinery is carried out and documented by the Caretaker, supported by the SBM. He will also implement the assessment as required, to include setting up a programme of inspections and checks if necessary. The work equipment and machinery risk assessments relevant to each team are held on their risk assessment file.

Work at Height Risk Assessment

Work at height risk assessments are carried out by the Caretaker, who will also complete the safety plan for work at height. He is supported in this by the SBM. The safety plan is implemented every time the task is undertaken. The work at height risk assessments and safety plans are on the risk assessment file for the team affected.

Personal Risk Assessment

Personal risk assessments are carried out for any staff member who is pregnant or a new mother, and for any staff member who is disabled or has a long term health problem. They are also carried out following any prolonged ill health absence. These assessments are carried out by the Matron, and normally implemented by her, involving other staff as necessary. They are approved by the staff member affected. These assessments are confidential documents, and are made available only with the permission of the subject, or for a good health and safety reason. All workers are encouraged to come forward for this assessment when they have received a diagnosis which could affect them at work, or been prescribed medication for a long term problem relevant to their work.

Risk assessments for young persons below the age of 18 working at the School are carried out by the School Business Manager. This includes young persons working as volunteers or on work experience. They are essentially a review of the task assessment for the work they will be doing which takes into account the young person's physical and psychological limitations.

Organisational Risk Assessment

For a small number of significant risks, an organisational risk assessment is carried out. This is in addition to the coverage of the risk in the task risk assessments, and relates to significant risks where a whole school policy is desirable. These risks include personal safety and work related stress. These risk assessments are normally drafted by a small group of staff affected by the risk, led by the Health and Safety Consultant or the School Business Manager. These assessments are available for review by any member of staff.

Monitoring

Monitoring systems are established at every level, primarily to ensure compliance with the Policy and guidance, and to measure progress against targets and KPIs. The results of monitoring exercises are reviewed at the appropriate level.

Health and Safety Audit

The health and safety audit (“General Risk Assessment”) is conducted annually by the Health and Safety Consultant. This is arranged by the School Business Manager, who also receives the detailed report. The report is then taken to the Premises and Safety Committee, and its findings feed into the Policy review, and the new annual Safety Plan.

The audit covers all the activities of the School and assesses legal compliance and compliance with the Policy and guidance across all risk areas. The audit process includes a thorough inspection of the premises, a review of all relevant documentation, and discussions with staff and management. The audit report will make recommendations designed to achieve best practice for the sector, and may include recommendations on improving the Policy and systems, as well as physical safety.

Safety Inspection

A safety inspection of the school premises is carried out monthly by a member of the Senior Management Team, often accompanied by another member of staff. The safety inspection is primarily focused on physical safety, but also considers whether risk assessments and guidance are complete and available to staff. The School Business Manager will act on the findings as necessary.

Inspection of Playground Equipment

A daily inspection of the playground equipment is carried out by a member of the care staff before use on any given day. It is simply recorded, and any defects are reported to the Caretaker. In the case of a significant defect, the equipment will not be used until it has been corrected.

A monthly detailed inspection of the playground equipment, recorded on a checklist, is carried out by the Caretaker and/or Groundsman.

An annual inspection of the playground equipment is carried out by a registered RPII play inspector, who will provide a report.

Daily and Weekly Checks

Daily and weekly checks are generally carried out by the Caretaker or his assistant. These include checks of fire precautions, including escape routes and fire exits, checks of water temperatures, checks of work equipment and machinery and checks on the School vehicles. All these checks are recorded, and reviewed by the School Business Manager. Daily checks of work equipment and vehicles are carried-out by the user.

Setting and Monitoring of Key Performance Indicators

Key Performance Indicators (KPIs) are set as part of the annual safety plan. They are measured by the Health and Safety Consultant during the termly reviews. These KPIs are designed to be proactive measures of health and safety performance, often drawn from policy requirements. Normally no more than three or four KPIs will be set.

Examples of KPIs might include:

- 80% of task risk assessments complete and current

- 80% of risk assessments of satisfactory quality
- Safety inspections completed with acceptable findings
- All accidents investigated to a suitable standard

Accidents and Incidents

The Accident Book is held by the School Business Manager. He will make this available to any member of staff or first aider wishing to report an accident. He will also take reports over the phone for any off site accidents.

The School Business Manager will report significant accidents to the HSE as required under the RIDDOR Regulations.

Accidents affecting the children are reported to the School Nurse and Matron. Matron will keep a record of these and will make a report to HSE under RIDDOR if necessary (in liaison with the School Business Manager). She will also make any reports required to Ofsted.

Matron also receives reports from staff of work related ill health

Accidents and incidents affecting staff, children or others on the premises will be investigated to the extent deemed necessary. Where the cause of an accident is straightforward, and the preventative measures required are obvious, there may be no record made. For accidents of more significance, and for all accidents resulting in serious injury, a full investigation will be made. This is normally led by the School Business Manager, although he may involve others. This will be recorded in writing.

The Premises and Safety Committee briefly reviews all accidents, incidents and ill health affecting staff, children or others as part of their termly meeting. They will also review the results of full investigations carried out, and may require further investigation.

First Aid

The School Nurse is the Appointed Person for first aid, and leads on all matters relating to first aid. She maintains the stocking of first aid supplies. Those requiring first aid will normally go to the Nurse, and be dealt with by her. If she is unavailable, first aid may be administered by any member of staff with a first aid qualification. Reports of first aid given are held by the Nurse, and any other first aider delivering first aid will contact her to add their report. First aid kits are available at various locations and the School Nurse maintains a well stocked treatment room.

Emergency Procedures

Procedures for fire and other foreseeable emergencies have been drawn-up. These are held and reviewed by the School Business Manager, who also ensures that all employees and pupils are familiar with them. The fire procedure is tested with a termly fire drill which is recorded.

The emergency procedures place emphasis on protecting life, and generally require that staff and others evacuate the buildings and seek safety rather than confront the emergency. The emergency authorities are immediately notified. The procedures also put emphasis on ensuring the safe evacuation of the children.

Personal Emergency Evacuation Plans

Some of the children may be unable to respond appropriately to a fire alarm or other emergency. This possibility will be identified in the individual risk and needs assessment for the child. In this instance, a Personal Emergency Evacuation Plan (PEEP) will be drawn up for the child. This will be made known to all staff dealing with the child, and will be practised during fire drills. It will be kept under review. The PEEP is drawn up by the Head of Care or on his instruction.

Control of Contractors

The School makes significant use of contractors. Whilst work can be outsourced to contractors, the responsibility for health and safety risks in that work cannot be. Therefore, the School has systems to ensure that contractors employed are competent, capable and willing to manage the risks of their work.

The School provides all contractors with information on the risks on site before they start work. This includes sight of the asbestos register, information about the fire procedure and information about the work of the School and the vulnerabilities of the pupils.

The School will ensure the health and safety competence of a contractor before he is employed by questioning him about the risks of the proposed work, and how he proposes to manage these. The responses obtained will allow a judgement about the approach and knowledge of the contractor.

Before work starts the School will consider requesting a risk assessment and method statement from the contractor covering the proposed work. During work, the Caretaker will ensure that the contractor works to the agreed risk assessment and method statement.

In general, any high risk work by contractors will take place outside school terms. If work must be done when the children are in attendance, careful consideration will be given to the precautions put forward by the contractor to avoid harm to the children.

The School Business Manager will appoint contractors, and will ensure their competence for work. He will manage their work while they are on site and obtain appropriate insurance documentation from them before they are permitted to commence work.

Visitors

Visitors are welcomed to the School. They are required to visit by appointment, and to sign-in and wear a visitors' badge. They are expected to stay with their host, who is always a member of staff, throughout their visit, and to follow any directions given by him/her. Visitors are instructed on the fire procedure and fire warning, on accident and incident reporting and first aid, on welfare facilities and on suitable car parking at the start of their visit. Other information may be given dependent on the purpose of their visit.

Some visitors may, exceptionally, be unaccompanied for all or part of their visit. In this instance, full consideration will be given to any risk which may affect them or be posed by them. The School Business Manager will approve visitors who are permitted to move about the school unaccompanied.

Statement on the Health and Safety of the Children

The children of the Marchant Holliday School are vulnerable, and in need of special consideration. The normal duty of care which the School has for their health and safety is heightened by their raised needs. At the same time, the School must support their increasing independence and encourage them to take acceptable risks in a controlled way. The Teaching and Care staff, faced with a possible conflict between the duty to protect and the need to encourage independence, should undertake a dynamic risk assessment, and allow the risk providing it is at an acceptable level. The Teaching and Care staff are encouraged to discuss situations in which this applies, and to reach a consensus.

The children can also present challenges, particularly in their behaviour towards staff and one another. There is a risk of staff or other children being harmed, either physically or psychologically, by the actions of the children. This risk is carefully assessed, and precautions are put in place as appropriate. Exclusion is not an option which would normally be applied, and discipline is limited in its application. Therefore all other measures to protect staff in particular will be applied, including training, peer support and counselling.