

Solid Foundations

School Health and Safety policy (2016/1)

1. Introduction:

- 1.1. The school regards the safety and health of its pupils and staff members as a vitally important aspect of the school's functioning.
- 1.2. The school complies with the provincial and local authority legislation with regard to requirements for health and safety, including aspects of design, space and maintenance.

2. General admission

- 2.1. The principal reserves the right to take any steps she deems necessary to safeguard the school premises, including denying admission to a member of the public.
- 2.2. Parents may visit the school at any time, yet such visits may not disrupt school activities.

3. Enrolments

- 3.1. Upon enrolment the following information is obtained from the parent/legal guardian of the child and filed with each child's learner profile:
 - 3.1.1. History of any developmental or health abnormalities in the child
 - 3.1.2. Records of allergies
 - 3.1.3. Emergency contact information
 - 3.1.4. Signed consent from the parents/guardians for transporting the child, first aid transport and treatment in the case of an emergency, and authorisation for another adult to act in the interests of the parents in the event that parents are unreachable.
- 3.2. Any allergies noted in the child's enrolment information is transferred onto an easily legible poster and hung in the school kitchen, After Care Centre and in the office near the first aid cupboard. This information is also be given to the child's teacher.

4. Enrolments of pupils with special health needs

- 4.1. The school accepts enrolments of learners with special health needs provided that supportive care in a safe environment exists in the school to meet the child's individual needs in a developmentally appropriate way.

5. Water for drinking

- 5.1. The school does not use any water from a source other than the municipal supply for drinking and hand washing purposes. Borehole water maybe used to fill toilet bowls from time to time.

6. Hand washing

- 6.1. Staff, volunteers and learners must wash their hands:
 - 6.1.1. Before preparing, eating or touching food
 - 6.1.2. After preparing, eating or touching food
 - 6.1.3. After visiting the toilet or helping a child with toileting
 - 6.1.4. After touching body fluids or items contaminated with these
 - 6.1.5. After wiping noses, faces or buttocks
 - 6.1.6. After cleaning injuries or sores

- 6.1.7. Whenever visibly dirty
- 6.2. Staff, volunteers and learners are taught to wash their hands in clean running water. It is the responsibility of each class teacher in the preschool and Grade 1 to do so within the first month of each school year. Hand washing includes washing up to the wrists and under the fingernails.
7. Glove policy
- 7.1. Waterproof gloves are used and carefully disposed of after the following:
- 7.1.1. In the event of contact with blood or any blood-stained body fluids
 - 7.1.2. When changing a child with soiled underclothing
 - 7.1.3. When cleaning surfaces contaminated with blood or blood-stained fluids
 - 7.1.4. When cleaning an area grossly contaminated with body fluids e.g. vomitus
- 7.2. Gloves are readily available in the office and staff members ensure that they have an easily accessible pair at all times.
8. Toileting
- 8.1. Toilets are kept clean at all times and separate from play areas
- 8.2. The school janitor inspects, and if necessary, cleans the toilets twice daily
- 8.3. Toilet bowls are thoroughly cleaned and disinfected daily and are washed down with a bleach-sanitising solution
- 8.4. Toilets have sufficient toilet paper and soap, easily available and in easy reach for all. This is the responsibility of the janitors to maintain.
9. Maintenance of school in terms of safety
- 9.1. The management and procedure of general maintenance is the responsibility of the school maintenance manager.
- 9.2. All painting is done with non-toxic lead-free paint.
- 9.3. No general maintenance is conducted during school hours in a way as to threaten the safety or health of any learner or staff member e.g. welding in clear sight of learners.
- 9.4. Grass on the playgrounds is regularly mowed.
- 9.5. Chemicals, insecticides, paints and petrol products are locked away in the maintenance room.
- 9.6. The school buildings and grounds are maintained in such a way that the health and safety of the learners and staff are not jeopardised.
- 9.7. Each classroom has a dustbin, emptied daily by the janitors.
- 9.8. There are at least three large dustbins available for garbage disposal on each playground. The emptying of these dustbins is the responsibility of the school janitors on a weekly basis.
10. Cleaning routine for school
- 10.1. The school is maintained in a clean and hygienic condition.
- 10.2. Routine cleaning of the centre (by janitors) is supervised by the principal according to the schedules and procedures set up by the principal.
- 10.3. If spills occur, the staff members on duty (or in whose class the spill has occurred) make the area inaccessible to children and clean the spill up thereafter. If he/she is unable to,

the cleaning up of the spill may be delegated to the school janitors through the school principal.

- 10.4. Areas soiled by body fluids or potentially infectious material is first cleaned with water and soap. All organic or soiled matter is removed. The area is then disinfected with a bleach and water solution. If a staff member is unable to attend to the soiled area, it then becomes the staff member's responsibility to delegate the cleaning of these areas to a school janitor. This not only includes any areas within the staff member's usual field of concern (e.g. classroom or outside passage), but to any soiled area on the school grounds brought to the attention of the staff member.
- 10.5. Care is taken when cleaning with dangerous or poisonous chemicals or substances. Cleaning with these substances is only permitted when children are not present.

11. School fire extinguishers

- 11.1. The school meets all the basic requirements set out by the local authority building legislation in the use and maintenance of fire extinguishers
- 11.2. Fire extinguishers are kept on all levels of the school building and be easily accessible
- 11.3. Fire extinguishers are properly labelled as such
- 11.4. The principal arranges for the inspection and re-filling of fire extinguishers annually

12. Pets

- 12.1. The school allows staff members to keep appropriate pets in their classes. The following criteria are met:
 - 12.1.1. The staff member remains responsible for pets and maintains this responsibility through weekends and holidays
 - 12.1.2. No children have allergic reactions to pets kept in the class. If so, pets are removed at once.
 - 12.1.3. The staff member ensures that the pet has all necessary veterinary care and that the pets are de-wormed and injected as per a schedule proposed by a vet.
 - 12.1.4. Pets are enclosed in cages and separated from the learners except when learners are permitted to handle pets under supervision.
 - 12.1.5. All learners and staff follow a hand-washing procedure after handling pets.
 - 12.1.6. Pets are never kissed and children are never to put their hands to their mouths after touching one.
 - 12.1.7. In the event of an animal biting or scratching a child, the staff member must ensure that the necessary first aid is applied and the parents of the child are notified. Pets who persistently bite or scratch (i.e. more than one incident in the span of 3 months) are not permitted in the centre.
- 12.2. The following pets may not be kept: dogs, cats, venomous snakes, venomous spiders and tortoises

13. Plants

- 13.1. Each staff member is responsible for plant care within his/her classroom (e.g. watering and dusting)
- 13.2. Staff members are responsible for ensuring that classroom plants are non-poisonous.
- 13.3. If children experience plant poisoning by eating plants from the surrounding environment, immediate action is taken through contacting medical institutions.

14. Toys

- 14.1. Cleaning of dirty toys and sorting of toys is the responsibility of the class teacher. Inspecting toys, educational equipment and teaching resources for general maintenance is the responsibility of each classroom teacher and should be undertaken at least once a month.
- 14.2. All class toys are washed or wiped at least once annually. This is recommended in the December school holiday, and is the responsibility of the class teacher.
- 14.3. Any toys that have been “mouthed” by learners are kept aside and disinfected before making them available to the learners again.
- 14.4. The following criteria is met for toy and furniture selection:
 - 14.4.1. There are no loose parts that can be broken off and accidentally swallowed.
 - 14.4.2. Fabric items should be washable and flame retardant or non-flammable.
 - 14.4.3. Toys that have electrical parts or can be propelled through the air should be avoided.
 - 14.4.4. Toy chests should be easy to open from the outside and inside (no padlocks or self-locking chests).
 - 14.4.5. No toys should have strings or thin ropes longer than 20 cm to avoid strangulation. The exception to this are strings and shoelaces used for sewing and educational purposes. Teachers keep vigilant care over children when handling these items.
 - 14.4.6. Wooden equipment must have no splintered or jagged edging.
 - 14.4.7. Bolts, nails and screws are hidden and unable to cause injury.
 - 14.4.8. Movable or retractable parts of toys should not be able to catch or pinch skin or clothing.
 - 14.4.9. Broken toys and equipment is removed from classrooms immediately and placed in the school workshop for repairs. The school maintenance janitor is responsible for repair operations and repaired toys and equipment are inspected by the class teacher before being returned to the classroom.

15. Exposure to blood, blood stained or other potentially infected body fluids

- 15.1. All blood, blood products and blood stained body fluids are regarded as potentially infectious
- 15.2. All persons in the school must use every possible method to prevent contact with blood, blood products and blood stained body fluids. The use of waterproof gloves when coming into contact with the abovementioned is compulsory. In addition to this, any person with injuries on their hands covers these injuries with waterproof plasters when at school.
- 15.3. Staff wear nonporous gloves when cleaning up spills
- 15.4. Staff must wash hands thoroughly after gloves are removed or in the event of accidental blood contact.
- 15.5. Blood stained spills are cleaned with soap and water and then disinfected with a bleach and water solution.
- 15.6. Used gloves are disposed of in a safe way that children do not have access to soiled gloves.

16. Pest control

- 16.1. The control of unwanted pests is handled by a professional pest control company. Caution is taken that this never occurs when children are present, and if toxic substances are used, these are only ever used over a holiday period or weekends.
- 16.2. Staff may not use poisons or leave poisons lying in any part of the school building e.g. moth balls.
- 16.3. Rat bait stations are placed strategically in the school. These are tamper-proof and are safely bolted to the wall. Re-filling of these stations is done by the janitors termly.

17. Non-smoking policy

- 17.1. Smoking by staff, parents and visitors is not allowed on the school premises. Learners are not permitted to smoke on the premises and are subject to the strictest disciplinary action if found doing so.

18. Suitable and safe outdoor playground areas

- 18.1. The following criteria are adhered to in the purchasing of playground equipment and establishing of any new playground areas:
 - 18.1.1. Play equipment has no broken or rusty parts, missing pieces, splinters, sharp edges, or frayed rope.
 - 18.1.2. Play equipment is age-appropriate and able to support the weight and height of a Grade 7 pupil.
 - 18.1.3. Soft sand is present under large, climbing equipment and swings. The area under playground equipment is free of sharp debris.
 - 18.1.4. Large pieces of equipment are stable and anchored in the ground.
 - 18.1.5. Equipment is placed sufficiently far apart to allow a smooth flow of traffic and adequate supervision.
- 18.2. Chemicals, insecticides, paints and petrol products are stored away from play areas in the maintenance room.
- 18.3. Grounds are maintained on a regular basis and are free from debris; grass is mowed.
- 18.4. No equipment catches rainwater in a way that it can become contaminated.
- 18.5. Sand in open sandpits or sand-tables is salted every 6 months.
- 18.6. The outdoor playgrounds are inspected each morning by school janitors.
- 18.7. The following factors are considered in the inspection:
 - 18.7.1. There are no sharp objects, large sticks or rocks lying on the playground that could cause accident or injury
 - 18.7.2. All equipment is repaired and undamaged
 - 18.7.3. There are no pools of undrained rainwater
 - 18.7.4. All equipment is safely anchored and secure
 - 18.7.5. There are no splintered or rough finishings that can cause injuries
 - 18.7.6. Should any problems be detected the area is marked off with chevron tape and repair work made a top priority for the day (assuming that repair work does not in any way threaten the health or safety of staff or learners during normal school hours). Children are closely supervised and warned not to play in demarcated areas until repair work is complete.

19. Rules for safe playground equipment use

The following specific rules are enforced:

- 19.1. Children are to hold onto swings with both hands
- 19.2. Children are seated on swings
- 19.3. Children are not permitted to jump off of high playground equipment
- 19.4. Children may not do handstands on or near playground equipment
- 19.5. Children are not permitted to shake or deliberately push anchored playground equipment
- 19.6. The teacher on duty must use her discretion in allowing a limited number of children simultaneously on the jungle gyms or large playground equipment. As a general rule of thumb, no more than eight Grade 7 pupils should be allowed simultaneously on any piece of playground equipment.
- 19.7. Children may not throw or kick sand, sticks, stones or refuse for any reason whatsoever.
- 19.8. Children may not ride bicycles, roller blades, heeies or scooters on the school premises, excepting on the demarcated tarred track. These items may be ridden on the school court under the supervision of the After Care staff during the school holidays.
- 19.9. Swing poles are not jumped off leaving the swing handle to swing freely.
- 19.10. Children only use their hands on swing poles (not legs through handles).
- 19.11. Children waiting for a turn on the swing poles do so at a safe distance.
- 19.12. Only four children at a time are permitted on the sea-saws.
- 19.13. Children may not play behind bathrooms or inside bathrooms at any time.
- 19.14. Children may not play inside classes or on corridors during outdoor play time.
- 19.15. Teachers leaving their classrooms lock their classrooms during break times.

20. Indoor safety

- 20.1. Classrooms have good ventilation, either through windows or doors that can open or mechanical ventilation systems that are in working order.
- 20.2. Rooms are well lit.
- 20.3. Glass doors and low windows are constructed with safety glass.
- 20.4. Tables and chairs are child-sized.
- 20.5. Furniture, activities and equipment are set up so that doorways and pathways are kept clear.
- 20.6. Cleaners, chemicals and other poisonous substances are locked up.
- 20.7. Stairs are kept free of toys and clutter
- 20.8. Stairs are well lit
- 20.9. Toilets and washbasins are in working order
- 20.10. Water cannot scald or burn children as no geyser-heated water is allowed to run through bathroom taps
- 20.11. All indoor areas are free from rodents and/or undesirable insects
- 20.12. Children may not run indoors

21. Supervision during outdoor play

- 21.1. Children are thoroughly supervised when indoors and outdoors.
- 21.2. A copy of the staff playground supervision roster is posted in the staff room and on-duty staff members ensure that they are present on the relevant playgrounds from the time that outdoor play begins until it is finished.

21.3. All play areas are closely supervised, particularly areas containing large playground equipment.

22. Supervision during indoor activities

22.1. All classes are supervised. A teacher may not leave her classroom unless a substitute teacher has been arranged.

22.2. In the event of a classroom emergency requiring the teacher's absence, the entire learner group is sent to the adjacent classroom and placed under the supervision of the adjacent teacher, until such time as the teacher involved in the emergency is able to supervise her learners again.

23. Procedure for managing children who become sick while at the school

23.1. Any symptoms are evaluated by both the class teacher and the principal. All symptoms listed under the "exclusion guidelines" are considered reason for the child's exclusion from further participation in regular school activities.

23.2. As routine, any child complaining of an illness has their temperature checked and are given a brief external examination by the school secretary.

23.3. If a child becomes ill during the day, the principal informs the parent/emergency substitute.

23.4. The child rests on a sick bed under the supervision of the principal until the parent fetches the child.

23.5. In the event of a child needing urgent medical assistance, the school requests that the parents/ emergency substitute of the child contact a paramedic or ambulance service.

23.6. In the event of the parents/ emergency substitutes being unavailable or unwilling to do so, the school acts in the best interests of the child and first aid transport is arranged to take the child to a medical facility. A staff member accompanies the child at all times until the parent's arrival.

24. Exclusion guidelines

24.1. Children are excluded from school if the following symptoms are noted:

24.1.1. Uncontrolled diarrhoea or vomiting more than once in a 24-hour period.

24.1.2. Mouth sores with drooling, unless a health professional determines that the child's illness is not communicable.

24.1.3. A skin rash with a fever unless a health professional has approved that the child may be at school.

24.1.4. Conjunctivitis (pink eye) with a discharge until all symptoms have cleared.

24.1.5. Scabies or head lice until all nits and lice are completely removed.

24.1.6. Any contagious diseases until a health professional gives permission to return (e.g. TB, mumps, impetigo, hepatitis A, chicken pox, measles, whooping cough, rubella, shingles, or streptococcal throat infections).

24.1.7. A fever over 38 degrees with other behavioural signs of illness (e.g. crying, drowsiness, wheezing, coughing).

24.1.8. Ring worm

24.2. Children are also excluded from school in the following circumstances:

24.2.1. Illness or injury preventing the child from participation in normal activities.

- 24.2.2. Illness or injury requiring more care from staff than they can provide without neglecting other children.
- 24.2.3. Keeping the child at the school poses a risk to those coming in contact with him/her.

25. Medication policy

- 25.1. If medication is sent to school, the school administers the necessary medication if the parents have given their written consent for the school to do so.
- 25.2. The principal is solely responsible for the storage and administration of this medication.
- 25.3. All medication is labelled with clear instructions including the following: child's name, the dosage, the time and frequency of dosage and special storage instructions.
- 25.4. Medication is handed in personally, by the parent or legal guardian, to the school office.
- 25.5. Medication is stored in the office storeroom out of reach of children.
- 25.6. Medication that needs refrigeration is stored in the school fridge, an area restricted to children.

26. First Aid procedure/ accident procedures

- 26.1. Every year, four staff members are selected to attend an accredited first aid course.
- 26.2. A staff member remains with the child requiring first aid intervention at all times.
- 26.3. Persons requiring first aid intervention are only moved if it has been established with absolute certainty that no back or neck injuries have been sustained. Children may not be moved if there is the danger of additional harm.
- 26.4. In the event of an emergency, the staff member present begins immediately with appropriate emergency care procedures and sends for help from another staff member.
- 26.5. Injured children are not given foods or fluids unless specifically ordered by the child's physician.
- 26.6. The principal is responsible for contacting the parents/emergency guardians in the event of an accident or injury requiring first aid.
- 26.7. The principal advises parents if emergency medical assistance/paramedic intervention is required. Parents are responsible for calling out paramedic/ambulance assistance.
- 26.8. In the event of the parents/emergency substitutes being unavailable or unwilling, the school acts in the best interests of the child and first aid transport is arranged to take the child to a medical facility. The principal makes the necessary arrangements in this regard.
- 26.9. If the child is transported by a medical facility before parents arrive, a teacher accompanies the child and remains with the child until the parents arrive.
- 26.10. Copies of all emergency numbers are kept clearly visible in a laminated poster-format near the school telephones.
- 26.11. Staff members on duty at the time of the accident and/or staff members administering first aid are to complete an accident/injury report (see addendum).

27. First Aid Kits

- 27.1. A basic first aid kit is available in the school office, outside the downstairs Grade 1 classroom and in the After Care Centre for staff to use.

- 27.2. It is recommended that preschool staff keep their own small first-aid kit with them on break duties for minor scrapes and injuries.
- 27.3. The abovementioned basic first aid kits require latex/ waterproof gloves, antiseptic ointment, cotton wool swabs and band aids.
- 27.4. The school has two up-to-date fully equipped first aid kits available on both the ground level (outside the bathrooms) and the first level (in the office) of the building.
- 27.5. First aid kits are easy to locate and well-labelled with the universal first aid symbol.
- 27.6. The contents of the first aid kits are inspected regularly by the school LO teacher. Any expired contents are discarded and replaced.

28. Accident/ injury reports

- 28.1. In the event of a child's parents being contacted with a severe injury, an accident injury report is completed by the staff member on duty or the school secretary.
- 28.2. Severe injuries are regarded as injuries involving stitches, broken bones or severe sprains and concussions.
- 28.3. Accident reports, once completed, are filed by the school secretary.
- 28.4. Accident reports in the accident report file may be discarded after a school year, during the time that the Health and Safety Policy is being annually reviewed.

29. Drop off and collection of children

- 29.1. Once children have entered the school gate they are not permitted to leave except under the supervision of their parent/ legal guardian or standard transport/ usual taxi driver.
- 29.2. In the event of a parent/ guardian wanting to collect/ drop off a child outside of normal school hours this is done through the school office and not through the school gates.
- 29.3. Parents of children collected outside of normal school hours are expected to sign the child out in the office.
- 29.4. Children are not permitted to have visits from friends or family members on the school property during school hours, unless parental/legal permission has been granted, and the visit has been approved by the school principal.
- 29.5. Children may not be collected from the school at irregular hours by adults other than parents/legal guardians unless written or telephonic consent to do so has been established by the parent/legal guardian.
- 29.6. Children may only be collected at normal school collection hours by parents/legal guardians or transports that have been previously confirmed by the parents. Irregularities in this regard are noted and the staff member on gate duty may not allow the child to leave the premises unless consent is obtained from the parent/legal guardian.
- 29.7. Children may only walk or cycle home once this has been established as permissible by their parents/legal guardians
- 29.8. After normal school hours (from 14h00 to 17h30) children collected are signed out at the gate. Parents/legal guardians complete a collection form and record the time of collecting their children. Irregularities in the persons collecting the child are handled in the same way as irregularities during normal school hours.

30. Food policy

- 30.1. Children bring their own lunch from home.
- 30.2. Suitcases are kept in shaded, cool places to avoid food from spoiling.
- 30.3. Tables for eating are cleaned daily by school janitors before 09h45.
- 30.4. Food prepared for After Care children is prepared in the school kitchen.
- 30.5. All foods that can spoil are kept frozen for a maximum of three months or refrigerated for a maximum of two days.
- 30.6. The school deep-freeze is set at a temperature of at least minus 18 degrees Celsius and the fridge at a temperature of at least four degrees Celsius.
- 30.7. All fresh fruits and vegetables are thoroughly inspected for spoilage and washed before cooking/preparing for eating.
- 30.8. All dairy products used are pasteurised.
- 30.9. Can openers are washed after opening cans.
- 30.10. Surfaces in the school kitchen are thoroughly cleaned before and after food is prepared.
- 30.11. Children are not permitted casually in the school kitchen.
- 30.12. School cutlery, crockery and food preparation bowls, pots and pans that have been used are washed in hot water and with liquid soap. Dishes are rinsed of soap residue and either air-dried or towel dried.
- 30.13. Hands are washed before commencing food preparation and in between handling different food types or items.
- 30.14. No food is served if the expiration date has been exceeded or there are visible signs and smells of the food not being fresh.
- 30.15. Food is served in a cool place, out of direct sunlight and kept under cover or under fly nets. Children eating school food adhere to the school hand-washing policy.
- 30.16. Food is served by the After Care Staff members only.
- 30.17. Children are not forced to eat and may have second helpings assuming there is enough available.
- 30.18. Food allergies are kept on record in the school kitchen for After Care staff to refer and adhere to.

31. Disposing of sanitary towels and tampons

- 31.1. Female learners are educated as of Grade 5 about the necessity of personal hygiene and the safe disposal of sanitary towels and tampons.
- 31.2. Dustbins are placed in two specifically marked bathroom cubicles (marked "senior girls"), which are used for the disposal of these materials.
- 31.3. It is the responsibility of the janitor on bathroom cleaning duty to daily empty these bins discretely into waterproof plastic bags. These bags are placed in waterproof black bags in the school refuse compound for refuse removal.

32. School policy regarding HIV/AIDS

- 32.1. Our school acknowledges the fact that HIV is a blood borne virus and is communicable only through intimate contact with contaminated blood, semen or vaginal fluid; breastfeeding; infected needles and blood transfusions of contaminated blood. We also acknowledge that HIV is not spread through casual contact.

- 32.2. HIV testing is not a pre-requisite for employment or enrolment in the school.
- 32.3. No testing for educators, learners or any other members of staff is mandatory.
- 32.4. Educators living with HIV/AIDS:
 - 32.4.1. Have the same rights as all other educators in areas pertaining to sick leave and compassionate leave.
 - 32.4.2. Have the same responsibilities and obligations as all other educators with regards to meeting attendance, maintenance of education standards, break duties etc.
 - 32.4.3. May continue employment until they are unable to meet accountable standards of work performance and attendance. Decisions made in this regard are undertaken by the principal.
 - 32.4.4. Are not be denied promotion, training or holding of senior positions.
 - 32.4.5. Are protected from discrimination, harassment or victimisation regarding their HIV/AIDS status
- 32.5. No educator, staff member or learner is required to disclose his or her HIV status.
- 32.6. Learners living with HIV/AIDS should:
 - 32.6.1. Attend regular classes as their health permits them to do so.
 - 32.6.2. Be provided with a continuous supply of homework, worksheets and sample materials from each subject teacher in the event of their not being able to attend class.
 - 32.6.3. Not be excluded from any disciplinary procedures in the event of misbehaviour.
 - 32.6.4. Be protected from discrimination, harassment or victimisation regarding their HIV/AIDS status and be provided with support, empathy and compassion.
 - 32.6.5. Be provided with information e.g. knowledge of nutrition by the school (in such a way that does not disclose their HIV/AIDS status if they so desire).
- 32.7. All staff and learners maintain total confidentiality of a staff member or learner's HIV status. HIV status may only be disclosed with written consent from the learner's parents/ legal guardians and then only to serve in the best interests of the learner.
- 32.8. No educator or learner may refuse to work with a colleague or teach a learner, based on their HIV status
- 32.9. No learner may refuse the teaching of an educator or refuse to study with a fellow learner based on their HIV status
- 32.10. Universal precautions are maintained in the school to keep a safe and healthy work environment
- 32.11. All educators and learners are appropriately educated regarding precautionary behaviours and measures are taken to maintain a safe and healthy working environment
- 32.12. The school's HIV/AIDS policy is evaluated and re-assessed as new information is made available and known to parents and educators.

33. School drug and violence policy

- 33.1. The school is a drug-free and dangerous-object-free zone.
- 33.2. No person may be in possession of dangerous objects or drugs on the school premises.
- 33.3. If a person is found in possession of drugs or dangerous objects, the principal will keep the person in custody until a member of the South African Police Force arrives to take legal authority of the situation

- 33.4. The principal may, without a warrant, conduct a search of a person or the school property at any time should she suspect that there is a presence of drugs or dangerous objects(Government GAZETTE NO. 2663 NO 975, 20 August 2004)
- 33.5. If a person is found on the school premises with illegal drugs or dangerous objects it is grounds for immediate removal, or in the case of a learner, immediate dismissal from the school.

34. After Care Safety Procedures

- 34.1. All items listed in the Health and Safety Policy are applicable to After Care staff as well.
- 34.2. In the event of accident, sickness or injury, it is the responsibility of the After Care staff member on duty to contact the parents/ guardians of the child on behalf of the school principal.
- 34.3. The school principal is contacted after hours in the event of serious injuries. After Care staff are also be required to complete accident reports for filing.

35. Health and Safety Policy Review

- 35.1. This health and safety policy is available electronically, annually for all staff.
- 35.2. Staff members acknowledge that they have read the policy and give any feedback.
- 35.3. The policy is reassessed annually by the principal after staff comments have been processed.
- 35.4. In the event of more than four similar accidents or injuries occurring within the span of one month, the policy is also be reviewed by the abovementioned parties and necessary amendments made.

35.4.1. ACCIDENT INJURY REPORT

Name of child : _____

Date: _____

Name of staff member on duty: _____

Time of injury: _____

Description of what occurred:

Action taken:

Once this report is completing please file in the office.