



Solid Foundations

School Health and Safety policy (2025/11)

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 endeavours to comply with the provincial and local authority legislation with regard to requirements for health and safety, including aspects of design, space and maintenance.
- 1.3. The school has appointed three health and safety officers who communicate regularly with the principal regarding issues related to school health and safety. These officers meet termly to discuss matters arising pertaining to school health and safety.

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:
 - 3.1.1. Information regarding allergies and health concerns for the child
 - 3.1.2. Emergency contact information
 - 3.1.3. Signed consent (in the school contract) 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 are transferred onto an easily legible poster and hung in the school kitchen/ After Care Centre and in the office kitchen. This information is also given to the child's teacher. Information is updated annually.
- 3.3. It remains the parent's responsibility to update these details whenever they are changed.

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 uses borehole water for drinking and hand washing purposes. Borehole water gets tested monthly by a reputable laboratory (Aquatico) to confirm its safety for consumption.

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. Before cleaning an injury.
 - 6.1.6. After wiping noses, faces or buttocks.
 - 6.1.7. After cleaning injuries or sores.
 - 6.1.8. 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, between fingers 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 contaminated with body fluids e.g. vomitus.
- 7.2. Gloves are readily available in the office and in all medical boxes throughout the school and staff members must ensure that they have an easily accessible pair at all times.

8. Toilets

- 8.1. Toilets are kept clean at all times and separate from play areas.
- 8.2. The school janitors inspect and clean 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 schedule of general maintenance is the responsibility of the school principal.
- 9.2. All painting is done with standard 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 regularly 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. Routine cleaning of the centre (by janitors) is supervised by the principal according to the schedules and procedures set up by the principal.
- 10.2. Areas soiled by body fluids or potentially infectious material are 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 in such a fashion, they are to make the area inaccessible to children and then 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.
- 10.3. Care is taken when cleaning with dangerous or poisonous chemicals or substances. Cleaning with these substances is only permitted when children are not directly 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 are 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 must be 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 school.
- 12.2. The following pets may not be kept: dogs, cats, venomous snakes and venomous spiders.

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-toxic.
- 13.3. If children experience plant poisoning by eating plants from the surrounding environment, immediate action is taken by the principal through contacting appropriate 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 thoroughly wiped at least once annually. This is recommended in the December school holiday (or the week prior), 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 are removed from classrooms immediately and placed in the school workshop for repairs. The school groundsman is responsible for repairing toys, 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 should wear 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 so 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 or the school groundsman. 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 or off 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 ropes.
 - 18.1.2. Play equipment is age-appropriate and able to support the weight and height of an average Grade 7 pupil.
 - 18.1.3. Soft sand or bark chips are 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 and pupil access, in the maintenance room.
- 18.3. Grounds are maintained on a regular basis and are free from debris.
- 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 10 weeks.

18.6. The outdoor playgrounds are inspected each morning by school janitors.

The following factors are considered in the inspection:

18.6.1. There are no sharp objects, large sticks or rocks lying on the playground that could cause an accident or injury.

18.6.2. All equipment is repaired and undamaged.

18.6.3. There are no pools of undrained rainwater.

18.6.4. All equipment is safely anchored and secure.

18.6.5. There are no splintered or rough finishings that can cause injuries.

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 moving 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 six Grade 7 pupils should be allowed simultaneously on any piece of playground equipment.

19.7. Children may not throw or kick sand, sticks, bark, stones or refuse for any reason whatsoever.

19.8. Children may not ride bicycles, roller blades, hee-lies or scooters on the school premises.

These items may be ridden on the school playgrounds 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.

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. Tables and chairs are child-sized.
- 20.4. Furniture, activities and equipment are set up so that doorways and pathways are kept clear.
- 20.5. Cleaners, chemicals and other poisonous substances are locked away.
- 20.6. Stairs are kept free of toys and clutter.
- 20.7. Stairs are well lit.
- 20.8. Toilets and washbasins are in working order.
- 20.9. Water cannot scald or burn children as no geyser-heated water is allowed to run through bathroom taps.
- 20.10. All indoor areas are free from rodents and/or undesirable insects.
- 20.11. 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.
- 21.4. Staff on duty are to report any broken or unsafe 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" (point 24) are considered reason enough for the child's exclusion from further participation in regular school activities.
- 23.2. As a routine, any child complaining of an illness has their temperature checked and is given a brief external examination by the school secretary/ principal.
- 23.3. If a child becomes ill during the day, the secretary/ principal informs the parent.
- 23.4. If necessary, the child rests on a sick bed under the supervision of the principal or school secretary until the parent fetches the child.
- 23.5. In the event of a child needing urgent medical assistance, 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 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) 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. The school may not administer prescribed medication or over-the-counter medication to a pupil.

25.2. If medication has been prescribed or bought, the child must remain at home until the prescription period has been completed.

25.3. The principal may only administer Panado, eye-drops and Allergex if the parents have given their written consent for the school to do so.

25.4. The principal is solely responsible for the storage and administration of this medication.

25.5. Private asthma pumps and epipens may be stored in the office medical cabinet.

25.6. All pumps and epipens must be labelled with clear instructions including the following: child's name, the dosage, the time of dosage and special storage instructions.

26. First aid procedure/ accident procedures

26.1. Every year, four or more staff members are selected to attend an accredited first aid course, ensuring that at least one person on the premises has a current first aid certificate at all times.

26.2. A staff member remains with the child requiring serious 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. The principal is responsible for contacting the parents/emergency guardians in the event of an accident or injury requiring first aid.
- 26.6. The principal advises parents if emergency medical assistance/paramedic intervention is required.
- 26.7. 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, but the costs will be borne by the parents.
- 26.8. If the child is transported by a medical facility before parents arrive, the principal accompanies the child and remains with the child until the parents arrive.
- 26.9. Copies of all emergency numbers are kept clearly visible in a laminated poster-format near the principal's telephone.
- 26.10. The school secretary is responsible for completing an accident and illness register every time a parent is contacted for these issues.

27. First Aid Kits

- 27.1. A comprehensive first aid kit is available in the school office, Mrs Mac's class, Ms Masemola's class, Teacher Kathy's class and in the school hall.
- 27.2. It is recommended that 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/ small first aid kits require latex/ waterproof gloves, antiseptic ointment, cotton wool swabs and band aids.
- 27.4. First aid kits are easy to locate and well-labelled with the universal first aid symbol.
- 27.5. The contents of the comprehensive first aid boxes are inspected termly by the school health and safety officers, during their termly meeting. Any expired contents are discarded and replaced.

28. Injury and illness register

- 28.1. In the event of a child's parents being contacted for an injury or illness, a register is completed by the school secretary or the staff member who telephones the parents.
- 28.2. The register is reviewed by the principal from time-to-time to analyse any areas of concern or trends that need addressing.

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 check 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 during 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 in writing by their parents/legal guardians.
- 29.8. After normal school hours (from 14h30 to 17h30) children collected are signed out by After Care. 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. Parents are encouraged to use small cooler bags to keep lunches safe from spoiling.
- 30.3. Suitcases are kept in shaded, cool places to avoid food from spoiling.
- 30.4. Tables for eating are cleaned daily by school janitors before 09h30.
- 30.5. Food preparation for After Care occurs in the school kitchen.
- 30.6. All foods that can spoil are kept frozen for a maximum of three months or refrigerated for a maximum of five days.
- 30.7. 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 4 degrees Celsius.
- 30.8. All fresh fruits and vegetables are thoroughly inspected for spoilage and washed before cooking/preparing for eating.
- 30.9. All dairy products used are pasteurised.
- 30.10. Can openers are washed after opening cans.
- 30.11. Surfaces in the school kitchen are thoroughly cleaned before and after food is prepared.
- 30.12. Children are not permitted casually in the school kitchen.
- 30.13. 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.
- 30.14. Hands are washed before commencing food preparation and in between handling different food types or items.
- 30.15. No food is served if the expiration date has been exceeded or there are visible signs and smells of the food not being fresh.
- 30.16. 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.
- 30.17. Food is served by the After Care Staff members only.
- 30.18. Children are not forced to eat and may have second helpings assuming there is enough available.
- 30.19. Food allergies are kept on record in the school kitchen for After Care staff to refer to, and to cater for.

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 bathroom cubicles which are used for the disposal of these personal items.
- 31.3. It is the responsibility of the janitor on bathroom cleaning duty to daily empty these bins discretely.

32. School policy regarding HIV/AIDS

- 32.1. HIV testing is not a pre-requisite for employment or enrolment in the school.
- 32.2. Educators living with HIV/AIDS:
 - 32.2.1. Have the same rights as all other educators in areas pertaining to sick leave and compassionate leave.
 - 32.2.2. Have the same responsibilities and obligations as all other educators with regards to meeting attendance, maintenance of education standards, break duties etc.
 - 32.2.3. 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.
 - 32.2.4. Are not denied promotion, training or holding of senior positions on the basis of their HIV/AIDS status.
 - 32.2.5. Are protected from discrimination, harassment or victimisation regarding their HIV/AIDS status
- 32.3. No educator, staff member or learner is required to disclose his or her HIV/AIDS status.
- 32.4. Learners living with HIV/AIDS should:
 - 32.4.1. Attend regular classes as their health permits them to do so.
 - 32.4.2. 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.
 - 32.4.3. Not be excluded from any disciplinary procedures in the event of misbehaviour.
 - 32.4.4. Be protected from discrimination, harassment or victimisation regarding their HIV/AIDS status and be provided with support, empathy and compassion.

- 32.4.5. 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).
- 32.5. All staff and learners maintain total confidentiality of a staff member or learner's HIV/AIDS status. HIV/AIDS 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.
- 32.6. No educator or learner may refuse to work with a colleague or teach a learner, based on their HIV/AIDS status.
- 32.7. No learner may refuse the teaching of an educator or refuse to study with a fellow learner based on their HIV/AIDS status.
- 32.8. Universal precautions are maintained in the school to keep a safe and healthy work environment.
- 32.9. All educators and learners are appropriately educated regarding precautionary behaviours and measures are taken to maintain a safe and healthy working environment.

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 or staff member, 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 an 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 required to complete the illness and injury register in the office before leaving.
- 34.4. Learners who are ill during After Care may sleep on a mattress (available in the Grade RRR class) in a quiet classroom near the staff member who is on duty. The staff member on duty must check up on the ill child every ½ hour. The After Care staff member must also post on the After Care WhatsApp group where the child

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 reviewed by the abovementioned parties and necessary amendments made.