**Sample Safety Manual** *Schools*

**Introduction**

This manual contains safety policies designed to control risks associated with operations at **(Insert School Name)** and provide the safest possible work environment for our school staff. While this safety manual is intended to be comprehensive, it is impossible to cover every scenario, therefore if you have questions regarding a specific task contact your supervisor who can provide guidance.

The best ambassadors of our safety program are those performing the jobs daily. If you observe a safety issue or have a suggestion that could improve the safety measures outlined in this document, please speak with your supervisor and bring the issue to the attention of the school safety committee members. It takes the dedicated effort of the entire team to prevent workplace incidents.

Incidents are the result of unsafe conditions, acts or practices. Many incidents are caused using unsafe equipment, tools used in an unsafe manner or failure to follow safe work practices. Therefore, the implementation of a comprehensive safety program is critical to maintaining a safe work environment for all employees. To ensure a safe work environment, it is imperative that we strictly enforce our policy. Violations of safety policies and procedures could result in disciplinary action, up to and including termination. If you have questions or need additional information regarding the contents of this manual, you should speak with your supervisor or their predetermined designee immediately.

**Safety Policy Statement**

Providing a safe work environment for **(Insert School Name)** staff is of the utmost importance. The goal of our safety policy is to provide guidance on how to avoid risks associated with the jobs performed by our school employees. It is impossible to provide guidelines for every situation; therefore, we depend on each individual employee to make safe choices in their daily work. Our success depends on everyone performing their job in the safest possible manner.

**Safety is a Team Effort**

# With any great team, each member must know their role and how to perform it well to achieve success. The same is true for safety teams.

1. **School Safety Committee:**
   1. Serve as representatives for the school safety program and act as liaison between employees and leadership regarding safety feedback and suggestions.
   2. Annual review and approval of school policies and procedures.
   3. Review and implementation of safety training programs for each department.
   4. Assist with facility inspections, plan and document corrective measures as needed.
   5. Review and address accident trends.
2. **Superintendent’s Responsibilities:**
3. Provide a safe work environment and adequate supervision of school operations. This includes, as applicable, the provision of tools, proper safety equipment and clothing, training and on-site safety direction.
4. Ensure periodic inspection of school departments is being performed by the safety committee.
5. Ensure prompt preventative and corrective action is taken with unsafe conditions and actions.
6. Ensure all accidents are reported and investigated in a timely manner.
7. Review incident reports to verify corrective action has been taken.
8. **Principal and Manager’s Responsibilities:**
9. Promote safety awareness and lead by example.
10. Ensure employees are trained on safe work practices related to their assigned job tasks.
11. Ensure that safety equipment and protective devices are provided and properly used.
12. Be involved with frequent safety inspections of all work areas and operations to improve and eliminate unsafe conditions.
13. Take prompt corrective action when unsafe conditions and unsafe actions are observed.
14. Investigate and report to the superintendent all incidents involving school personnel and property.
15. Review newly purchased equipment to identify potential risks being introduced into the operations.
16. Inform employees of the disciplinary policy and take appropriate action when warranted.
17. **Certified and Noncertified Employee’s Responsibilities:**
18. Be familiar with and follow the school and district safety policy and procedures.
19. Report unsafe conditions and practices to the principal and school safety committee immediately.
20. Keep work areas clean and orderly at all times.
21. Operate equipment only if you have been authorized and instructed on safe work procedures.
22. Report all incidents to the principal immediately and complete an incident report as soon as possible.

**What to do if an Incident Occurs:**

While every effort is made to avoid incidents, it is important to know what to do if one should occur. Acting quickly and getting the injured employee the treatment, they need as soon as possible can help to prevent further injury.

* Report all incidents, no matter how minor, immediately to management
* Prompt reporting ensures the employee receives proper treatment if it is required, and ensures appropriate corrective action is taken to avoid future injuries
* Perform first-aid and CPR, only if you are trained
* Follow established Bloodborne Pathogens procedures
* Arranging transportation and accompany the injured employee to the medical facility should be done by the supervisor
* Facilitating paperwork and answering questions of both the treating physician and injured employee should be done by the supervisor
* Incident Report forms must be completed by the supervisor and injured employee as soon as possible; route as directed on the form

**Emergency Action Plan**

Emergency situations such as fire, severe weather, bomb threat, etc., require swift and immediate action by our employees to ensure the safety of everyone. In the event of an emergency, our staff should be prepared for the following:

Supervisor, manager or designee for their respective areas will:

* Direct actions of personnel
* Know the location of fire extinguishers
* Know who is first-aid and CPR trained
* Identify individuals who need special assistance during evacuations beforehand and make a plan to ensure their safety
* Familiarize employees with evacuation routes
* Ensure the building is clear and account for personnel after building evacuation

**Fire Evacuation:**

* Turn off nearby equipment, (if applicable, gather students in a calm and organized line) and walk to the nearest exit, when the fire alarm sounds and if it is safe to do so
* Assemble away from the building at the designated assembly area
* Remain outside until the all-clear is given by responding fire personnel
* Teachers will account for all students and visitors in their class
* The supervisor or their designee will account for all employees in their work area

**Severe Weather:**

* Stay inside the building
* (If applicable, gather students in a calm and organized line) Proceed to the appropriate designated shelter when directed

**Bomb Threat:**

* Bomb threats must always be taken seriously
* Document as much information as possible
* Report the incident immediately to the supervisor
* The supervisor or the authorities will determine if the situation warrants evacuation; if called for, follow the procedures used for a fire evacuation

**Recordkeeping**

Documentation is a critical component for maintaining a safe working environment. The following records are retained in personnel files:

* Employee training records
* Certifications
* Incident reports
* Hazard identification and corrective actions
* Signed acknowledgments
* Equipment inspection and certifications

**Violence in the Workplace**

It is the policy of **(Insert School Name)** that violence or the threat of violence, even in a joking manner, is not appropriate and subject to disciplinary procedures, up to and including termination.

Employees are to report any acts or threats of violence to their supervisor immediately. Report the behavior or threats made, give facts of where and when the event occurred, what was said and include any witnesses.

Anyone who observes a weapon on the premises is required to report it to the supervisor immediately.

**Biological Exposure Control Plan**

Within the scope of the job, we may encounter blood or other bodily fluids that have the risk of transmitting blood and airborne diseases. Always wear personal protective equipment (PPE) if it is necessary for you to be in contact with blood or other bodily fluids. For more information on biological exposures, visit www.CompSourceMutual.com.

**Ergonomics**

**(Insert School Name)** has an Ergonomics Program to educate and train employees on the basic principles of ergonomics and proper body mechanics. The program includes written guidelines to prevent musculoskeletal injuries caused by exertion, repetitive motion or sustained posture; these include back injuries, sprains, strains, carpal tunnel syndrome or other cumulative trauma disorders.

Depending on the physical demands of a particular job, changes in the layout of the workstation or procedures may need to be made to minimize the risk of a cumulative trauma injury. It is important to request an ergonomic evaluation if an employee believes their workstation or procedures need to be changed. Once the ergonomic evaluation is complete, modifications identified should be implemented. It is important that employees follow the recommendations and modifications to help prevent a cumulative trauma injury.

**General Policies for all School Operations**

* Employees should perform their job tasks in a safe manner, speak with your supervisor if you have any questions regarding safe work practices
* Illness or extreme fatigue may impact your ability to perform your job safely; it is the employee’s responsibility to monitor their well-being and ensure they are physically able to perform their job tasks safely
* Horseplay of any kind is strictly forbidden, and employees who willfully engage in horseplay are subject to disciplinary procedures, up to and including termination
* Clean and orderly work areas prevent injuries; take time each day to keep all work areas clear of unnecessary materials, tools and equipment
* All exits and stairways should be clear and free of obstructions
* Use only approved, grounded electrical extension cords
* Extension cords are to be unplugged, coiled and stored in their designated locations when not in use
* Dispose of extension cords that show wear and tear immediately
* Follow proper lifting techniques and seek assistance when necessary
* Ensure all equipment (dolly, stepladder, cart, etc.) is in good condition before use
* Visually check equipment and machinery before use and ensure work area is clear
* Never leave machines or equipment running while unattended
* Loose clothing, long hair and jewelry should not be worn by employees working around or near moving machinery or equipment
* Use of a personal music device in the work area, including vehicles, is at the discretion of the immediate supervisor
* Smoking is strictly prohibited

**Slip, Trip and Fall Prevention**

* All employee footwear should be flat, slip-resistant with a closed toe and heel
* Floors should be kept clean and dry; use designated wet floor signage whenever necessary
* Mops, brooms, boxes and other articles should be properly stored and cleared from passageways
* Use a step stool or ladder when reaching overhead
* Do not stand on boxes, chairs, desks, tables or other elevated surfaces

**Ladders**

* Inspect ladders before every use
* Maintain three-points of contact with hands and feet when ascending or descending ladders
* Always face the ladder when ascending and descending
* When using a step ladder, do not climb higher than the second step from the top
* When using an extension ladder, do not climb higher than the third rung from the top

**Extreme Temperature Conditions**

**(Insert School Name)** operations may expose employees to extreme temperatures. Employees are responsible for monitoring their physical condition both on and off the job and notifying the supervisor of any condition that may impact their ability to tolerate extreme temperatures. For more information on safely working in extreme temperatures, visit www.CompSourceMutual.com.

**Hazard Communication**

Chemical substances and mixtures used by the school are to be evaluated and approved before use. The associated risks with products should be communicated to employees before use and can be found by reviewing the product Safety Data Sheet (SDS). Annual training on proper hazard communication is provided with additional training as new products are introduced in the work environment. For more information on hazard communication, visit www.CompSourceMutual.com.

**Personal Protective Equipment (PPE)**

**Foot and Hand Protection:**

Footwear suitable to the type of work and work environment shall always be worn. Slip resistant soles may be required in some operations. All staff should wear close toe and heel shoes with rubber soles.

Hand protection shall be selected based on the risk associated with the assigned job tasks. However, in operations where hand protection may cause or contribute to an injury, other methods of hand protection shall be used. Consult your supervisor regarding the proper hand protection and use. If necessary, hand protection will be provided by **(Insert School Name)**

**Outerwear Protection:**

The clothing worn to work should not only be appropriate for the type of work you perform but safe for the environment in which you work. Shorts and tank top shirts should not be worn. Clothing should be cotton or other natural fiber, and if clothing or gear becomes contaminated, it should be replaced immediately.

# Hearing Protection:

**(Insert School Name)** has implemented a Hearing Conservation Program to control the risks associated with high noise levels. Approved ear protection shall be worn under all work conditions that have been determined by the school to exceed acceptable noise levels. Hearing protection shall be provided by **(*Insert School Name*)**.

For more information on Hearing Conservation visit: www.compsourcemutual.com.

**Respiratory Protection:**

**(Insert School Name)** has implemented a Respiratory Protection Program to control the risks associated with workplace exposure to dusts, vapors, fumes and other airborne particles. For more information on Respiratory Protection visit: www.compsourcemutual.com.

**Kitchen, Cooking and Cafeteria Operations:**

* Employees must be trained on the safe operation of all machinery they use
* All safety guards must be in place before operating the equipment
* Electrical equipment must be unplugged and in the off position when not in use
* Ground Fault Circuit Interrupter (GFCI) outlets should always be used
* Thermostats on deep fryers should not be set above 375 degrees Fahrenheit; to avoid boil over
* Follow the manufacturer’s guidelines when cleaning equipment
* Cooking Tools and Utensils:
  + Use only for the purpose for which they are designed
  + Inspect before use and replaced as required
  + Should not be left in work areas when not in use
  + Should not be carried in apron pockets or belts unless the point or edge is protected

**Avoiding Burns:**

* Use caution when removing lids from pots and slightly raise the edge of the lid furthest away from the body first to allow steam to escape before removing the lid
* Have a place ready to move hot cooking pans before removing them from the stove
* Place hot cooking pans on dry potholders
* Boiling liquids should not be poured into glass jars
* Pot handles should not extend into passage area around stoves or worktables

**Avoiding Cuts:**

* Sharp knives or glass objects should not be placed in sinks
* When using a knife:
  + Use sharp knives carefully
  + Store them in the appropriate storage space provided when not in use
  + Keep knives sharp to reduce the force necessary when cutting
  + Always cut away from the body
* Handle opened cans with care, never open cans with a knife
* Cracked dishes should be discarded
* Broken glass should be disposed of in trash cans
* Proper PPE must be used when cleaning or dismantling a slicer
* Food slicers should never be used with the blade guards off or disengaged
* Never place hands or any utensil in a food mixer while it is operating

**Maintenance Operations:**

**Portable Power Tools:**

* Do not operate power tools without proper instruction and authorization
* Safeguards should be inspected before use (e.g., grinder guards, mower, string trimmer)
* Power tools should be inspected and tested by qualified personnel
* Always report defects or minor shocks from any piece of equipment
* Do not use electrical equipment or cords without an intact ground prong
* Ground Fault Circuit Interrupters (GFCIs) must be used in all wet locations
* Electrical Cords:
  + - Should be protected from damage by oil or wear
    - Do not leave where they may be a trip hazard or run over by trucks or other equipment
    - Never run through a doorway

**Hand Tools:**

1. Hand tools are to be used only for the purpose for which they are designed. Tools will be inspected before use and replaced as required.
2. Tools with burrs, cracks, mushroom heads or broken, loose splintered handles shall not be used.
3. Do not leave tools on overhead work areas where they pose a risk of falling and striking someone.
4. Never leave tools where they may be tripped over or interfere with other work in progress.
5. Do not carry edged or pointed tools in pockets or belts unless the point or edge is protected.

**Powered Mowing Equipment:**

1. Do not attempt to operate any power equipment without proper instruction and authorization.
2. When in proximity of equipment operations, keep clear of areas where operators cannot see you.
3. Only the operator is allowed on the equipment.
4. When working in close proximity to moving traffic, ensure that proper barricades have been placed around the work zone.
5. When leaving the seat, the operator should disengage the Power Take Off (PTO), engage the brake, stop the engine and wait for all parts to stop moving before dismounting.
6. Never refuel equipment while the engine is running or hot.
7. Ensure all roll over protective devices and seat belts are in place on equipment.
8. When operating equipment on loose soil or slanted surfaces, operator should take caution to ensure equipment does not roll over or into open ditch area.
9. If an area is too sloped or the ground is deemed too uneven to operate the mower safely, use a string trimmer to cut the grass.
10. Areas with high grass and weeds should be mowed to an intermediate height, inspected for debris then mowed again to the desired height.

**Motor Vehicle Operation:**

Because of the high risks associated with motor vehicle operation, the school has implemented the following requirements:

1. All employees who operate vehicles for this school must have a valid Oklahoma driver’s license, operator, commercial or chauffeur’s license as required for the equipment being operated.
2. Only school employees are permitted to operate school owned equipment and vehicles.
3. Employees are required to obey all Oklahoma traffic regulations. Cost for violations of traffic laws are the responsibility of the employee. Employees convicted of two or more moving violations within a 12-month period will not be allowed to operate school vehicles.
4. Employees must report all vehicle accidents as required by city and state accident reporting procedures. Employees involved in vehicle collisions will report the incident to their supervisor or designee immediately after contacting the local law enforcement agency.

Additional requirements involving motor vehicle operations are included in the *School Driver Program.*

**Safety Policy and Procedure Acknowledgment**

By my signature below, I acknowledge I have received and read the School's Safety Policy and Procedures, and I have been given an adequate opportunity to ask questions and receive clarification of any area of the policy and procedures. I agree to abide by the provisions outlined in the **(Insert School Name)** Safety Policy and Procedure and understand that failure to do so may result in disciplinary action, up to and including termination of my employment.

I have received training by the school for the duties associated with my job, and I understand the potential hazards and physical requirements of these duties as well as the necessary precautions to control these hazards.

I have been informed and understand I am to report to my supervisor any incident and injury occurring while performing the duties of my job, or if in their absence, the next available senior school representative. An Incident Investigation Report must be completed and signed immediately, as is reasonable under the injury circumstances, by me after my injury.

I have been informed and understand I am to immediately report any unsafe acts or conditions discovered during the performance of my job duties.

Employee's signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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