

## EDUCATIONAL VISITS POLICY

This policy and the procedures include provision for EYFS and Boarding

### Policy

Hampshire Collegiate School places a high value on educational visits, tours and fieldwork and learning outside the classroom and believes that safely managed visits, with a clear purpose, play an essential part in meeting the school aim of providing a broad vision of excellence for our pupils and staff. Visits also play an important role in allowing the school to meet its aim of a focus on the defining and redefining the special qualities of each individual.

At HCS we also aim:

- to enrich the curriculum for our pupils through a range of educational visits and other activities that add to what they learn in school.
- to support staff in the safe planning of trips and activities on-site and those that take pupils off-site and the safe conduct of them once underway.
- Make excellent use of our own school grounds.

HCS ensures that all pupils can participate in a school visit or activity regardless of ethnic origin or religion. The needs of pupils with a disability or SEN are taken into account during the planning of any trip.

The safety of pupils on visits is of paramount importance. HCS accepts that visits cannot be completely without risk but requires staff who lead and accompany visits to assess the risks that occur and to take all reasonable precautions to protect staff and pupils' health, safety and welfare.

The types of trips organised by HCS include:

#### Day trips

- Theatre productions
- Museum and gallery visits
- Local visits to universities for sixth formers
- Fieldwork and coursework visits (Geography; Art; History; science)
- Outdoor pursuits (sailing, dry ski slope sessions; Duke of Edinburgh)

#### Residential visits

- Fieldwork and coursework visits (Geography; Biology)
- Music and Sports tours
- Cultural visits (History; MFL)

The HCS Educational Visits Policy is based upon:

- Health and Safety of Pupils on Educational Visits (HASPEV), 1998

Together with the following three supplements:

- 'Standards for LEAs in Overseeing Educational Visits'
- 'Standards for Adventure'
- 'A Handbook for Group Leaders'

*All these publications are available from the EVC Coordinators, Mr Meaden in the Junior School and Mr Gordon in the Senior School. The supplements are also attached as appendices to this document.*

## Procedures

### Management Structure and Responsibilities

The **Leadership Team** agree the programme of visits and activities in advance of each school year and the Deputy Heads ensure that all are recorded in the school calendar that goes to staff and parents.

**Approval:** Initial approval for the trip/visit to go ahead and the final authorisation for each visit, including approval of the risk assessments, must be made by the Head of Junior School or the Head of Senior School. All paperwork for visits is checked by the EVC before being presented to the Head of Junior School or Head of Senior School for final authorisation. The Senior School EVC is **Stuart Gordon**; the Junior School EVC is **Peter Meaden**.

**Monitoring:** The monitoring, review and management of visits is the duty of the Health and Safety Committee, which is chaired by the Deputy Bursar (Lynette Rademaker) and meets once a term.

**Pupil Behaviour:** The responsibility of the behaviour of pupils on any visit lies with the party leader.

### Educational Visits Co-ordinator

The main functions of the EVC are to:

- Support the Heads of the Senior School and the Junior School in ensuring that all visits follow regulations and guidelines, together with the school's relevant policies and procedures
- Prepare all final paperwork relating to a visit/trip and present it the Head for final authorisation. Ensure that staff are adequately prepared to organise and run a visit safely
- Assist with writing risk assessments and, where necessary, to arrange appropriate training to ensure appropriate safety measures are in place
- Ensure visits have appropriate support ratios and adequate cover for first aid and pupil supervision to adequately safeguard all party members
- Organise emergency arrangements and ensure there is an emergency contact for each visit
- Keep records and monitor individual visits through the completion of trip evaluation forms, including reports of accidents and near misses, to review in association with the Health and safety Committee

### Proposing a Visit

Staff must enter any proposed visits into the on-line calendar. If this is a proposed residential visit, or a new visit or the visit organiser has little experience in organising visits then they must first meet with the EVC to discuss the visit and get permission from the Head for the trip to go ahead.

Visits involving a whole year group missing lessons must be entered into the calendar before the annual calendar meeting in early June. Visits that involve a smaller number of pupils missing lessons must be entered before the printing of the following term's parental calendar; deadlines are publicised termly by the EVC's.

Visits that do not involve missing lessons, such as evening theatre trips, can be planned at shorter notice but staff must give pupils and parents adequate warning.

Staff will receive notification from the EVC approving the visit or refusing permission for the visit to go ahead or requesting more information.

### Planning a Visit

It is important that sufficient time is allocated to the preparation and planning of a visit to ensure its success and safety. A reconnaissance is advisable to enable the party leader to identify any potential hazards.

Once it is known who will be going on the trip other staff must be informed, via the staffroom noticeboard and by email as appropriate, of pupils who will be missing lessons.

There must be provision, either in lesson time or in a meeting, for staff to discuss the visit with pupils. This allows expectations with regards to behaviour, uniform and specific information regarding the visit to be discussed. Any pupil with special or medical needs must be spoken to before the visit to ensure that they are aware of any special provision that is being made for them

### **Risk Assessment and First Aid**

The objective of risk assessment is to enable the staff undertaking a visit to adopt proactive procedures to managing identified risks. The risk assessment and arrangement for a visit must include consideration of matters such as hazardous activities, fire precautions and fire procedures, pupil supervision, transport, and pupil free time.

*Before the visit the party leader must brief all staff accompanying the visit on the need to adopt a proactive attitude to previously unidentified risks that emerge during the course of a visit, bearing in mind the nature and purpose of the visit set out by the party leader during the planning of the visit.*

First aid provision must be considered when assessing the risks inherent on a visit. For adventurous activities, visits that involve overnight stays, or visits abroad, it is compulsory that there must be at least one trained First-Aider in the group. When a trained First-Aider is not accompanying a visit, the provision for First Aid must be addressed in the risk assessment. All staff should know how to contact the emergency services, including on visits abroad. The party leader must carry a mobile phone . First aid kits must be available on a visit and can be booked in advance from the HCS matron in the Senior School (Mrs Jarvis), the Boarding Housemaster (Mr Carberry) or the senior first aider (Mrs Kalarai) in the Junior School.

Prior to departure the medical conditions of the pupils (available through Engage) accompanying the visit must be assessed and taken into account when risk assessing the visit and arranging adequate supervision. The medical notes, which must be given to all staff going on the visit, can refer to Individual Healthcare Plans for certain pupils; the Party Leader must liaise with the School Matron (Senior School) and Mrs Kalarai (Junior School) when this is the case to ensure that the medical needs of the stated individuals are cared for on the visit. Pupils with any special medical needs and/or physical disability must understand before the trip departure the nature of any special provision that is being made for them.

All staff accompanying a visit must be aware of how to administer an epipen. All staff must attend the annual training sessions for this and ask for refresher training before a visit if needed.

Hampshire Collegiate School tries to encourage all pupils with special medical needs to participate in school trips where safety permits.

Any medication taken out on a trips must be signed out and signed in again by the trip organiser. Teachers taking pupils out on Learning Outside the Classroom (LOC) activities should take appropriate first aid kits with them.

Staff supervising pupils on school trips are made aware of any medical needs in their information pack. The School Matron or Senior First Aider will advise on any special precautions or emergency procedures that may be required. A First Aid bag is provided by the School Matron or Senior First Aider for all school tips and all EYFS trips will be accompanied by a First Aider who has the necessary paediatric First Aid training. Medicines are only administered on school trips by experienced members of staff following written instructions.

**See also the First Aid and Administering of Medicines Policy**

### **Approval**

Risk assessments are compulsory for all visits and must be approved by the EVC at least 48 hours before the departure of a visit. The party leader must notify the EVC by email that the risk assessment has been completed. The EVC will check the risk assessment, make any amendments necessary, print a copy, sign it and return it to the party leader. The party leader, if satisfied with the risk assessment, must then sign it and make copies for the Front Office, all staff accompanying the visit and the SMT contact, if the visit includes time outside of HCS School Office hours.

All staff on a trip must be issued with a copy of the risk assessment, which they must comply with.

## Supervision

In all circumstances staff must be aware that they have a duty of care to make sure that the pupils are safe and a common law duty to act as a reasonably prudent parent would. Each member of staff must receive written or oral instructions specifying her or his duties for the duration of the visit, although ultimate responsibility for ensuring these duties are fulfilled rests with the party leader.

The staffing ratio and relevant experience of staff on the visit will be considered by the party leader and the EVC when planning the visit. The party leader should also take into account the following points when determining the staff/ pupil ratio and these points must be reflected in the visit's risk assessment:

- The ages and temperaments of the pupils involved
- The length and purposes of the visit
- The method of travel
- The nature of the locality and the activities to be undertaken
- Whether or not any hazardous activities are involved
- Any special needs of any pupils taking part

Other points to consider:

- Trip 'supervisors' being accompanied by their husband/partner and/or children must be discouraged and not be counted in the ratio. Research indicates that this has proven to compromise the interests of the group as a whole. Exceptions may only occur with the permission of the Head of the Senior School or the Head of the Junior School and must be reflected in the visit's risk assessment.
- If a joint visit is arranged with another school so that both schools share supervision, staff of the other school may be included in calculating the appropriate ratio. The party leader and EVC must be satisfied that the staff of the other school have been appointed in line with our own Safer Recruitment Procedures, and this must be reflected in the visit risk assessment.
- Male staff should usually be accompanied by a female member of staff. However, if compliance would result in difficulties for small groups of pupils, the Head has discretion in this matter. The nature and duration of the proposed visit and the ages of the pupils concerned will be taken into account in making a decision and the situation must be reflected in the visit's risk assessment.

There are general guidelines:

### Senior School

UK	Non-hazardous cultural	1:20
	Country visits/ fieldwork	1:15
	Hazardous condition (wild country)	1:10
Abroad		1:10

### Junior School

EYFS		1:4	(EYFS regulations must be adhered to in this area)
Years 1-3		1:6	
Year 4-6		1:10	
Abroad		1:10	

Final ratios will depend upon risk assessment and the Heads may make exceptions to the above ratios, for instance, for games matches and for small Sixth Form groups.

On coaches there should be at least two members of staff per coach but in some circumstances the EVC will make a final decision, based on a risk assessment of the visit. This will be reflected in the visit's risk assessment.

## **Shared Responsibilities**

### *External Providers*

The Provider's safety policy and risk assessments must be obtained in writing and checked at the initial planning stage.

It is likely that there will be times when the External Provider's staff will be responsible for the pupils and in accordance with DfEE guidance these times (and in what circumstances) must be set out and agreed in writing prior to the start of the visit. Pupils must know who is in charge at any given time.

If, as in the case of some Senior School field trips, the visit is unaccompanied, then this must be made clear to parents and the Head must be satisfied with the safety procedures.

### ***Joint Trips with other Schools – unlikely but procedures below must be adhered to if this arises***

There must be one overall party leader and the Head must be satisfied with the procedures in place for the partner school. The responsibility of staff of each school for the pupils of the other must be agreed and made clear to the pupils.

## **Remote Supervision**

If, after careful risk assessment, unsupervised time is to be allowed then guidelines must be laid down to the pupils by the Party Leader and clearly understood by all members of the party. The following points must be taken into consideration:

- Pupils must not be allowed to wander alone – appropriate group sizes must be determined by the group leader.
- The geographical area in which pupils are allowed to wander must be clearly defined.
- A time limit must be set in proportion to the age of the pupils, the time of day and any other relevant factor. Anyone who returns late must understand that they will be penalised. Before dispersal, everyone must know where a member of staff can be found during the whole of the period and exactly where to reassemble.
- If pupils are allowed to leave their residential accommodation, on leaving and returning pupils must register with staff.
- Attendance must be checked regularly, say at meal times and whenever the party is about to move from one venue to another. Staff should have a written check list of names at all times.

## **Hazardous Activities**

Hazardous and adventurous activities will require fully trained staff to accompany the visit. The party leader and the EVC must ensure that these staff have been vetted, either by HCS or by the company providing the staff, in accordance with our own Safer Recruitment Policy, and this must be reflected in the visit's risk assessment.

Staff accompanying the visit must be qualified<sup>1</sup> and competent. The party leader and EVC must be provided with written evidence that instructors and supervisors are qualified and competent and that risk assessments have been carried out and that any activity centre to be used has a licence<sup>2</sup>, and must be provided with a copy of the centre's Health and Safety Policy.

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<sup>1</sup>Qualifications must be those approved by the sports/activity's national governing body. See BAALPE 'Safe Practice in Physical Education'. Qualifications must be checked in advance by the party leader.

<sup>2</sup>Activity centres providing caving, climbing, trekking (foot, pony, bicycle or ski) or water sports (other than rowing) and associated activities must be licensed.

All HCS equipment used must meet the appropriate safety standards and be properly maintained. It is important that parents are informed in writing of any hazardous activities to be undertaken and that these are specifically mentioned when completing the visit's risk assessment.

Any visits involving water based activities, including a hotel swimming pool, must be risk assessed with the party leader before the visit and discussed with the EVC at the planning stage. Consideration should be given to whether supervision by lifeguards will be available on the visit.

If a hazardous activity is offered, that has not been part of the original programme and therefore subject to risk assessment, it must not be taken up.

### **Parent and other Adult Helpers**

Whilst HCS accepts that other suitable adults may play a useful role in connection with accompanying school visits, they must not be taken into account in the calculation of the minimum number of staff required to supervise the group as set out above. The Heads may, however, make exceptions to this general rule for instance for -

- Groups of 20 or more pupils where there are at least two staff accompanying the group for a Senior School Trip, Groups of no more than 24 with at least three staff accompanying a group for a Junior School Trip.
- Sixth Form outings.

Parents or other suitable adults must only be allowed to accompany the visit if:

- Their inclusion is expressly approved by the Head who must reserve the right to refuse any offer of help.
- They have been CRB checked if they will have unsupervised access to pupils on the visit or if the visit includes an overnight stay, and their names are held in a Single Central Register, administered by the HCS HR manager.
- They have been informed of the nature of the visit and made aware of their duties and responsibilities. They have been provided with a copy of the visit's risk assessment.

### **Staff and the consumption of alcohol**

All adults accompanying visits must be aware that their primary responsibility is the care of the pupils in their charge. Therefore, the consumption of alcohol must be taken with this duty of care in mind. Adults accompanying a visit might be required to provide first aid or transport a pupil to hospital at any time during a visit and so one member of staff must remain 'dry' at all times and, for all staff, the excessive consumption of alcohol is prohibited.

### **Transport**

#### **Staff Conveying Pupils in Minibuses or Private Cars**

The use of private cars is discouraged but HCS accepts that in some circumstances the use of private cars is unavoidable. When it does occur the situation is risk assessed. Before allowing an employee to drive a minibus or to use his/her own car to transport pupils, the Transport Manager or Deputy Bursar must check that the member of staff:

- Has a satisfactory driving licence (staff must bring any endorsements to the attention of the Head). Licences of any staff minibus drivers need to be checked annually by the Transport Manager, Bob Dixon.
- Has fully comprehensive insurance [which covers use for the purposes of his/her employer's business]. Insurance policies need to be checked annually by the Deputy Bursar.
- Has passed a minibus familiarisation course MIDAS, organised by the Transport Manager Bob Dixon.

Whenever staff are driving, the risk assessment relevant to the trip must assess the impact of driver fatigue and include reasonable measures to stop this occurring.

## **Coach**

The party leader must ensure that any coaches provided meet health and safety requirements. In addition, where the coach driver will have unsupervised access to pupils or accompanying an overnight visit, the party leader must ensure that the driver has been CRB checked in accordance with HCS Safer Recruitment Procedures. To facilitate this, it is recommended that staff only use one of the approved coach companies. Where more than one coach is used on a visit, staff accompanying the visit must be able to be in mobile phone contact with each of the coaches.

## **Approved Coach/Minibus Companies**

Gemini Travel , Princess Coaches, Wheelers Travel, Marchwood Motorways, Clegg and Brookings and Destinations. Always consult the Transport Manager – Bob Dixon as he has up to date information on these companies and will do the booking.

## **Air**

Staff organiser must liaise with the tour company or airline to plan meeting pupils at the airport, or organise travel arrangements to and from airport. It is recommended the budget airlines, such as Ryanair and Easyjet, are not routinely used, as they do not offer alternative travel arrangements if the original flight is cancelled. However, where risk assessments indicate that such airlines are acceptable then permission to use them must be sought from the EVC.

## **Finances and Insurance**

Unless the party leader receives permission from the Head, the visit must be self financing. Parents should be asked for permission to put the cost of a visit on Fees Billing before the departure of a visit and a list of names given to Bob Dixon before the deadline for Fees Billing. For residential visits parents must be given the opportunity to spread the cost of the visit over two or more Fees Billing. This requires expensive residential visits to be proposed to parents a year before departure.

Visits are covered by the UCST Group Travel Insurance policy. Details are held by the Deputy Bursar Lynette Rademaker. If a Hazardous activity is planned this must be discussed with Lynette Rademaker to ensure that it is covered under this policy.

If a tour operator is used then its insurance policy must be obtained by the party leader during the planning phase of the visit. The provider must hold at least £5 million Public Liability Insurance.

## **Emergency Procedures**

Part of the written arrangements and risk assessments for the visit must include details on how to contact the school during office hours or a designated member of SMT out of office hours. This member of SMT must agree to being the 'contact' and must be provided with a list of names, addresses and telephone numbers of all staff and pupils on the visit – such information must also be lodged with the school office and held by the party leader. In the Senior School this will be a member of the SS SMT, and similarly in the Junior School this will be a member of the Junior School SMT. For boarding Trips this will be the Boarding Housemaster or Deputy Boarding Housemaster and Senior School SMT member.

It is necessary to contact school or the designated member of staff or parents as appropriate if there is "no show" by any pupil.

Careful estimates must be made of the need for cash (if going abroad, in the currency of the country to be visited). Staff must have sufficient funds available in appropriate form to provide for all anticipated needs plus the ability to contact the Deputy Bursar, who can 'wire' funds in an emergency.

## ***Serious or Fatal Injury – Emergency Procedures Whilst on a Trip (see also Crisis Management Policy)***

All staff accompanying the party must be familiar with the following procedures and must be able to adapt them to the situation in which they find themselves. A copy of the procedures must be taken on each visit.

The party leader (or the most senior person in charge of small sub-group if out of contact with the party leader until party leader can be contacted) must:

1. Establish the nature and extent of the emergency.
2. Call the appropriate emergency services if required.
3. Make sure all other members of the party are accounted for and are safe. Control pupil access to telephones until given permission to relax controls by HCS Leadership Team
4. If there are injuries, establish their extent and administer appropriate first aid if trained. Be aware of consequences that might follow if incorrect treatment is administered. Have regard to own safety regarding blood contact.
5. Advise other staff on the visit of the incident and of actions taken. Decide responsibilities to be undertaken by each adult member of the group.
6. If possible, ensure that an adult accompanies any casualties to hospital. It is important that information is elicited about which hospital casualties are taken to. If only one adult is available make a decision as to the best course of action.
7. Ensure that remaining pupils are adequately supervised and arrange for an early return to base.
8. **Contact the Principal in the first instance** or if he is not available the member of SMT on call. Give full details of the incident including:-
  - a. nature, date, location and time of the incident
  - b. details of injuries, etc.
  - c. names and home telephone numbers of those involved
  - d. action taken so far
  - e. telephone numbers for future communication.
9. Do not discuss matters with the media and do not discuss legal liability with anyone.
10. The member SMT on call must contact the Principal and establish who will take charge of the situation at HCS and what immediate action will be taken. The Head will advise the chairperson of the Local Governing Board and the Deputy Chief Executive of UCST. SMT will inform parents of any delays that will be necessitated.
11. The party leader must, at the first opportunity, make notes on the incident, as must other people involved. A record must be kept of the names and addresses of any witnesses or people involved.
12. Ensure accident forms are completed as soon as possible. The First Aid Policy (8-3) outlines in detail how accidents should be reported, including accidents requiring a RIDDOR form.

### ***Procedures for Other Accidents/Incidents Whilst on a Trip***

In line with HCS First Aid policy, complete the school accident/incident report form or commit to writing full details as above. Complete a Visit Evaluation on return to HCS and submit to the EVC.

### **Communication with Parents**

It is important that parents are given full and complete written details regarding the organisation of a visit. A blanket consent form is used to gain parental consent for participation in off-site sports fixtures. The PE Department is responsible for being aware of any new medical conditions affecting the pupils attending the fixture.

For all other visits off-site, a letter specific to that visit must be sent to the parents and their consent obtained. A pupil must not be allowed to participate in a school visit unless an appropriate consent

form has been signed by her parents/guardian and returned to school. A Medical Information Form must be completed for all residential visits. This form includes emergency contact details for the duration of the visit as well as parental consent for emergency medical treatment to be given. For residential visits, parents and pupils must be invited to the school to discuss details of the visit with the organisers.

Written information to parents must include the following:

- Meal arrangements
- Travel arrangements including time of departure and return
- Activities (include remote supervision, if relevant) and visits in which pupils will be allowed to participate
- Name of party leader
- Advice on clothing and equipment (if school uniform is not worn, means of identification in an emergency are recommended) and pocket money
- Advice that the Head reserves the right to exclude a pupil from a visit on behavioural or medical grounds

If the visit includes a residential stay the letter to parents must also include:

- Accommodation type
- Health and hygiene requirements e.g. inoculations/safety or not of tap water
- Address and telephone number of party leader at destination
- Insurance cover and name and address of insurers

### **Preparing Pupils**

Before a visit pupils must be aware of:

- Who is in charge of the visit
- How to behave
- What to do if they get lost or into difficulties

During a visit pupils must always know how to contact a member of staff. Where remote supervision is planned pupils must be given a card with a contact mobile number printed on it. On a residential visit pupils need to know the location of staff rooms.

The party leader is responsible for the behaviour of pupils on a visit. The party leader and other accompanying staff must ensure that pupils conform to the following; The school Code of Conduct in the student planner, the HCS Anti-Bullying policy; and the HCS Behaviour and Discipline policy, for the duration of any visit.

To ensure that both pupils and staff have an opportunity to discuss expectations it is essential that the party leader arranges to meet with staff prior to the visit and that the party leader or staff discuss the visit with pupils, either at a pre-arranged meeting or in lesson time.

If the party leader deems it to be necessary, based upon the age and temperament of the pupils or a pupil accompanying the visit, a behaviour agreement may be drawn up before the visit, to be signed by both parents and pupils. This agreement will inform parents that any instance of severely unacceptable behaviour will lead to the pupil concerned being sent home as soon as possible and that the responsibility for paying for this, including the cost of sending staff to accompany the pupil, will lie with the parents.

Pupils must be reminded that in the UK it is an offence for persons under 18 to buy alcohol in public houses, off licences or shops. On foreign visits the age will vary and both pupils and staff must be made aware by the party leader of local laws regarding the purchase of alcohol. On Sixth Form visits the consumption of a small amount wine or beer to accompany a meal may be permitted at the discretion of the party leader. This must be discussed with the EVC before the departure of the visit

and parents must be aware that this arrangement has been put in place. Parents must have the right to withdraw the privilege if they wish.

### **Residential and Foreign Visits**

Residential visits must be discussed with the EVC well in advance of the visit, preferable 12 months before the visit departs. The following guidelines must be discussed with the EVC:

- A staffing ratio of 1:10 is expected on residential visits for Senior School and 1:10 for Junior School.
- Travel and accommodation details must be set out to ensure that they conform to acceptable HCS standards (see earlier Transport section on budget airlines), such as avoiding communal rooms in hostels.
- Whenever possible residential visits must be arranged through an established tour operator, which must provide evidence that the accommodation meets fire safety standards. On arrival at a residential accommodation, the Party Leader must check the fire exits in any group accommodation and ensure that pupils are aware of them and of the fire procedures.
- When staying overnight in a hotel or a hostel one or more members of staff must be on duty, regularly patrolling the corridors and checking pupils until all are in bed and lights out.
- Pupils must be reminded to keep their room locked during the night, but with any keys close to hand in case of fire.
- On all visits abroad the pupils' parents must be asked for a photocopy of the pupil's passport (which must be checked to ensure it is valid) and European Health Insurance card (EHIC), if travel is to a country where the card is valid. These photocopies must be carried in hand luggage on a flight by the member of staff supervising the pupils.
- For foreign visits, the party leader must research the location and phone number of the nearest British Embassy or Consulate.

### **Information for pupils travelling abroad**

Pupils must be given clear safety instructions before the visit:

- On risks associated with the particular type of travel to be used.
- On any local customs they may meet which might surprise them and warned of the possibility of giving offence.
- That tap water abroad is not always safe to drink.
- In some localities abroad, that salads may need to be avoided and fruit must be carefully washed in purified water or peeled.
- That the strength of the sun must never be underestimated, especially at high altitudes, and pupils must use sun protection cream and may need a hat.
- That rabies can be transmitted by bites or scratches from infected cats, dogs, foxes and farm animals.

This policy is supported and complemented by:

Behaviour and Discipline Policy and Procedures

Code of Conduct

Anti-Bullying Policy and Procedures

First Aid Policy and Procedures

**Date of next review:** June 2012