



Safeguarding,
Health and Safety
Consultants

The Safety Scene

Making Sense of Safeguarding



- THIS ISSUE:**
- Staff images online
 - Self-harm prevention
 - Workplace mental health
 - Omegle
 - Child gambling

Welcome to the Safety Scene - Summer 2021

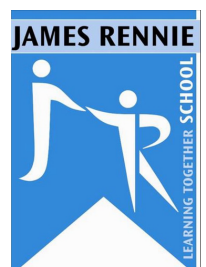
In April, Kym Allan Health and Safety Ltd celebrated our 10 year anniversary. I never imagined how this small business would develop and I cannot express how thankful I am for everyone's support both past and present. I would like to thank all the staff here at KAHSC for their continued hard work and dedication, as without them this business would not be here today. Going from strength to strength every year, we look forward to supporting all of our customers with their health, safety and safeguarding needs for the next decade too.

Kym Allan



Star Performer

Our Star Performer this term is **James Rennie School** following an excellent Health and Safety audit with us in May!



In Court and notable incidents

Trip, slip or fall

Who was involved?

The accident happened at an Independent secondary school and involved a family member of a student.

What happened?

On the 17th February 2017, after an evening performance at the school, a student's family member tripped over a 30cm high retaining wall and fell to the ground, hitting her head resulting in substantial head injuries.

The conclusion

The Health and Safety Executive (HSE) investigators found:

- the school had failed to ensure the area was adequately lit.
- A pedestrian site safety assessment failed to identify the risk of tripping over the wall.
- The school did not take into consideration the lighting conditions or potential effect of poor lighting on pedestrian safety at night.

The outcome

The school pleaded guilty to breaching section 3 of the Health and Safety at Work Act 1974 in that they failed to protect the safety of those not in its employment. It was fined of £52,800 plus costs of £10,040.

Fall from height

Who was involved?

The accident happened in 2018 at a high school and sixth form centre and involved an assistant site manager.

What happened?

It was regular practice for the assistant site manager to go up onto the school roof to retrieve footballs, however he lost his footing and fell more than 3 metres to the ground, sustaining multiple fractures.

The conclusion

The HSE's investigation found that there were no protective measures such as barriers, edge protection or fall restraint systems in place despite the fact it was a regular occurrence for the staff member to go onto the roof.

The outcome

The school pleaded guilty to breaching section 2 of the Health and Safety at Work Act 1974 and as a result, were fined £10,000 and ordered to pay costs of £5,851.50.

Choking

What happened?

A 2 year old girl, choked on a piece of sausage while at nursery, medics battled to save her life but she tragically died 2 days later in hospital on the 14th November 2020.

The conclusion

Sadie's family recognised that accidents happen but have since started a petition to ban sausages and grapes from the menu in nurseries as sausages are 'renowned for their awkward shape and tough skin, thus making it extra challenging for small children to chew. Grapes fall into the same category'.

The outcome

Sadie's family have set up a petition which can be found [HERE](#) which is calling for a review on sausages and grapes being allowed on nursery menus. They have also set up a 'JustGiving' fundraiser page to give back to the children's intensive care unit, which has so far raised nearly £60,000, you can find the fundraiser [HERE](#)

Failure of Equipment

Who was involved?

A 5 year old girl playing at a playground in London.

What happened?

In 2015, a 5 year old girl was playing on some wooden playground equipment when it collapsed on top of her resulting in a head injury which led to her death.

The conclusion

An Investigation by the HSE found that London Borough of Tower Hamlets Council failed to carry out an annual playground safety check, and the post that broke was made from unsuitable wood that had decayed.

A HSE inspector said: 'Those who provide play equipment should ensure it is safe for children. The lack of a suitable playground inspection in the period leading up to this incident has resulted in tragic consequences'.

The outcome

The council pleaded guilty to breaching the Health and Safety at Work Act 1974 and was fined £330,000 and ordered to pay costs of £6,204.



Do we need consent to use staff photos? **YES!**

Nothing makes a school, nursery, or college website come to life like photos. Colleagues, especially newbies or those in big organisations, might appreciate having a picture associated with people's contact information on the intranet. The parents and carers of pupils or prospective pupils often like to know or feel that people are what make the school, and pictures add that human component to its online presence. So, it's no surprise that most education and care settings want use images of their staff at work for a variety of reasons.

If individual employees (data subjects) can be identified directly from their website image or identified by using the image in conjunction with other available information on the website, then the image will be classed as personal data.

This means the employer's processing of the image will be governed by UK GDPR and the image needs to be processed in accordance with its principles i.e. fairly, accurately, with the knowledge, and in some cases the consent of the person etc.

It's important to understand how the employer is using the data. It could be that the images captured staff while evidencing pupil skill development or for assessment purposes and are not being distributed to the public, so there may be a difference between a photo that identifies the individual being shared in a very limited way for a good and specific reason, and an anonymous photo being shared widely for marketing purposes.

Using photographs of staff may seem harmless, but an employee might have reasons for not wanting to grant permission that reaches much further than simple shyness.

When the photos are identifiable, they could reveal something about someone's health, disability, or racial origin and this could be seen as sensitive personal data. Images can also inadvertently cause embarrassment and when published online, can be duplicated, edited, or misused with minimal effort and by anyone. As well as this, the advent of photo tagging, which identifies people in an image without their prior consent, and facial recognition technology, mean that schools need to take much more care when posting pictures to protect both pupils and staff.

This makes it advisable to obtain employees' express consent by having them sign a document which explains what their photograph will be used for and that gives permission to use it for those specific purposes and no other unless further consent is gained.

For more information about anything GDPR related you can e-mail penny.gosling@kymallanhsc.co.uk or call the office on 01228 210152

PAT test changes

Checking electrical equipment in the workplace for safety is a well-established practice, following the introduction of the Electricity at Work Regulations in 1989.

The 5th edition of this code of practice is significantly different from the previous version to reflect the need for electrical equipment maintenance, taking into account current working practices. The duty holder should consider the need for inspection and testing of equipment by evaluating the risks to which the equipment is exposed, the environment in which it is used and the skill level of the user.

This edition also now refers to any piece of equipment which is attached to a mains supply e.g. hand dryer, storage heater, alarm panel etc., rather than just equipment which has a plug. To reflect this approach of including all equipment, whether portable or otherwise, references to 'portable appliance testing', 'portable appliances' and 'PAT' have been removed.

Schools are advised to seek clarification from the tester to ensure that all necessary equipment (as determined by the school risk assessment) is included.

A copy of the Code of Conduct can be purchased via Amazon and other booksellers for a cost from £40.00.

Self-harm safe kits

Every life matters

Kits include:

1. Cover note about using the kit.
2. Understanding Self-harm Wallet Card
3. Understanding Self-harm Wallet Card – Specifically for parents/carers
4. Safe Plan Wallet Card – Templates for creating a plan to manage self-harm
5. Signposting Sheet – Local/national sources of information/support/services
6. App card – Promoting two NHS listed Self-harm distraction Apps
7. Personalised lid stickers - "Stay strong", "Coping/Distracton Strategies" etc
8. Self-harm Report Card – For written/non-verbal reporting of self-harm at A&E/GP's
9. 2 x simple distraction technique examples such as Rubber Band/furry sticker etc
10. Basic First Aid materials inc wipes/dressing



You can download wallet cards at;

- [Self-harm: What you need to know](#)
- [Self-harm: Information for parents and carers](#)
- [Self-harm: Creating a safe plan](#)

If you would like to order Self-harm Safe Kits for use in your organisation, please contact Every Life Matters direct at info@every-life-matters.org.uk

Product recalls

Aranee Music Radio from Amazon

- Model number: AE014
- ASIN: B07V9TBB1Z
- recalled due to the microphone cable being a strangulation hazard

Goodhome Colenso 2000W fan heater from B&Q or Screwfix

- Barcode: 5059340046921
- Sold between Sept 2020 - Jan 2021
- recalled due to potential electric shock and fire hazard



Have you discussed mental health in the last year?

"1 in 4 employees have not had a mental health check-in during the pandemic"

In the poll of 2,000 workers by Mental Health First Aid (MHFA), 25% said their workplace had not checked in on their mental health since the pandemic began in early 2020.

32% of employees said mental health and wellbeing support improved over the pandemic, compared to 43% of respondents who said their support stayed the same or worsened.

We recommend regular 1-2-1 meetings and even just a genuine 'how are you doing?' can go a long way.



Here at KAHSC, we can provide an anonymous wellbeing survey for your workplace so you can see how staff are feeling and coping both professionally and personally. For more information please contact courtney.allan@kymallanhsc.co.uk or call 01228 210152

Save the date



June is Pride month, how are you celebrating and raising awareness?

Here comes the sun! (Hopefully!)



You can help protect yourself and the people around you by having your sun procedures in place before the sun arrives!

We have model procedures available on our website for you to use and lots of other information from cancer research and PHE on how to stay safe in the sun and during hot weather.

Some things to remember:

- **Stay in the shade** where possible when the sun is at it's strongest (11am-3pm)
- Use good quality **sun cream** that is at least SPF 15 and has a minimum of a 4* UVA protection rating. Remember to reapply frequently!
- **Stay hydrated**, this can be by encouraging water consumption or eating high water content fruits such as watermelon.
- Provide **protective clothing and accessories**, hats, sunglasses and loose fit, breathable clothing. It's best to lead by example!
- **Check medications**. Some medications make skin more sensitive to the sun rays. Some medications that are susceptible to change in hot weather are Antibiotics, diabetes medications, Sudafed, Retinoids and ibuprofen.

Model Sun Protection Procedures:

- [Nurseries and Pre-schools](#)
- [Primary schools](#)
- [Secondary Schools](#)

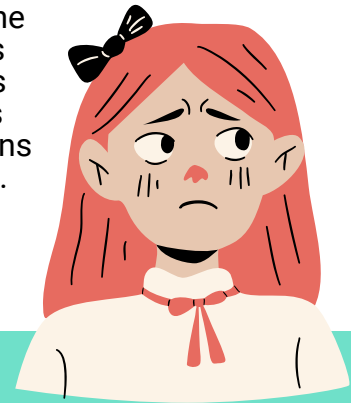
ONLINE SAFETY



“ Instagram most recorded platform used in child grooming crimes during lockdown

- NSPCC ”

Over 1,200 recorded cases of Online grooming happened in the first 3 months of the UK Covid-19 lockdown, over 51% of the cases occurred on Facebook owned apps such as Instagram, Facebook and WhatsApp. It's important to remember that this figure is based on just reported cases, and there are likely thousands more cases happening right now on apps such as snapchat where it's harder to trace interactions due to the nature of the app. You can find information about these statistics [here](#).



- Omegle is a free 'chat to strangers' platform created in 2009, which randomly connects you to strangers all over the world.
- There is a monitored chat version for ages 13+ and an unmonitored video version for 18+, however the monitored version still has explicit content shown as they slip through the explicit content filters. Words get through the filters by using punctuation such as 'D!sgust!ng' or words that sound similar to sensitive words such as 'I've been thinking about sewer slide' which means 'suicide'.
- You do not need to allow access to your camera to use the site, but most do allow access.
- When you visit the site, it asks you to put your interests in and it matches you with people who have also put the same interests in the box, this is optional.
- Omegle has recently become popular again with younger people from TikTok, users have been putting certain words into the interest box to match with other TikTok users.
- It is nearly impossible to use the site without coming across inappropriate video content.



- When you enter a chat, you are named as 'stranger' and are anonymous, however in the first few minutes you're likely to be asked for your ASL (age, sex and location) and name.
- Many users use video editing software to make their videos look like someone famous, the videos move and speak like the celebrity/influencer, which can trick vulnerable people into thinking that's who they're talking to, then they gain the vulnerable person's trust to get them to send photos and videos of themselves.

For more information we recommend you visit 'the parent control blog' [HERE](#) or e-mail courtney.allan@kymallanhsc.co.uk who can give you more information or advice.

#LidOnLoots

“ The Gambling Health Alliance is calling for loot boxes in video games to be classed as a form of gambling. ”



What is a loot box?

A loot box is a virtual 'treasure chest' that you can open once you complete a task or level while playing an online game such as Fifa or COD, however many of them can only be opened using virtual coins - which are bought with real money. They are bright, flashy and usually have sound/visual effects just like gambling machines.

Loot boxes can be found on over 70% of the most popular streamed games. The Gambling Health Alliance are wanting it to be seen as a form of gambling as children are paying money repeatedly until they get the contents they want, such as a popular football player. A common Youtube and Tiktok trend is of people reacting to opening loot boxes, so you can watch who or what they get, and by their reactions you can see what a big deal it is to get a good 'loot'.

Games often claim you're getting "free" loot boxes, if you spend more money. So the more you pay in total, the less you pay per loot box.

What are the stats?

On behalf of The Gambling Commission, Ipsos MORI carried out a survey among 2,943 pupils aged 11- 16

- 44% who say they have paid money to open loot boxes
- 49% spent money that they received for birthday or Christmas presents
- 34% money was given to them by parents/relatives to specifically buy loot boxes/crates/packs

FIFA

Card packs are bought using Fifa points or coins. Approx £70 for 1200 points. Packs cost from 400 - 125,000 points.

FORTNITE

Llama loots are bought using V-Bucks and cost between 50 and 1500 V-bucks
1000 V-Bucks = £7.99

COD

No longer have loot boxes to purchase, they can only be gained by playing the game.

Harmful sexual behaviour in schools training

NSPCC
Learning

Online courses to help manage harmful sexual behaviour in primary or secondary schools.

£ £35 per person

Online

2 hours

@ learning@nspcc.org.uk

BUY NOW



The courses contain five sections followed by an assessment.

After completing either course, you will:

- have a better understanding of which behaviours are healthy and which are of concern
- feel confident in responding immediately to incidents of sexualised behaviour
- be able to accurately record and detail any incidents
- better manage the risks of sexualised behaviour by implementing safety plans.

KAHSC training and additional services

We are so pleased with all the positive feedback we have received regarding our new training booking system. For more information on the courses we have available please visit buytickets.at/kahsc. We recommend you save this to your online bookmarks to keep track of our available open training courses.

You can pay when you book using your card details or you can pay later via BACS or cheque, we just ask that payments are made before the training takes place where possible.



- ✓ Simple booking process
- ✓ Pay online, by BACS or by cheque
- ✓ Quick links to our live webinars
- ✓ More accurate booking information
- ✓ See all our available courses at a glance
- ✓ Waiting list for fully booked courses

**Click here for
upcoming training**



Live webinars

We have held some very successful live webinar training sessions, and while we understand it won't ever be the same as 'in-person' training, we believe it is the most safe and secure way of providing training during the pandemic.

We can provide a range of training sessions online both open to everyone or closed just for your organisation including:

- Designated Safeguarding Lead update
- Single Central Record training
- Online safety
- Governor H&S training
- Wellbeing awareness
- Work at height
- DSE
- and more

If you would like virtual training which is not on the list above, please contact us on 01228 210152 or e-mail laura.sim@kymallanhsc.co.uk and we will try our best to accommodate your requests.

Take advantage of our support

Single Central Records

We can check and amend where necessary your SCR for a small fee of £30 + VAT to make sure you are compliant with the most up to date guidance.

Please send your SCR to kym@kymallanhsc.co.uk

On-site audits and support

Unfortunately we are now booked up until December 2021 for Health and Safety Audits and Fire Risk Assessments for Academies, VA and Foundation schools. If you are a Community or Voluntary Controlled School we are still available to provide on-site Health and Safety support irrespective of LA Corporate Health and Safety audits arranged.

For more information on what we can offer your organisation or to organise site health and safety support, please e-mail barbara.ross@kymallanhsc.co.uk or call our office on 01228 210152.

KAHSC website retirement

Over the last 10 years kymallanhsc.co.uk has been a source of information, reporting accidents, uploading educational visits and much more for thousands of people, and for our 10th anniversary we have decided to put our current website into a well deserved retirement. We are well underway with building our brand new website which will be much more user friendly, faster and has lots of exciting features to make your lives easier.

In the next few weeks, we will release a short dedicated briefing all about the transfer to our new website, which will include everything from what you need to do, what we are doing and maybe even some sneak peaks of the site so you know what to expect.

Our aim is for the website to be completed in July, but set to go live in the new school year, September 2021.

In the meantime, if you have any questions please do not hesitate to contact us on 01228 210152 or e-mail courtney.allan@kymallanhsc.co.uk.