



Health and Safety

Policy

Rationale

The **Safety Statement** approved by the Board of Management of Kilmacanogue National School under the 'Safety, Health and Welfare at Work Act 2005' sets out the policy and organisation of safety, health and welfare in the school. The school seeks to make every effort to preserve and promote the safety, health and welfare of our school community.

The Board of Management of Kilmacanogue National School is committed to securing high standards of health and safety in and around the school. It strives at all times to create a working and learning environment that is safe and healthy for all that use it, namely staff, pupils, parents/guardians and relevant members of the public.

The school will apply the provisions of all applicable health, safety and welfare legislation and codes of practice to ensure that places and systems of work are safe and without risk to health. Continuous improvements in health and safety performance will be sought, but interventions will reflect the reality of identified risks.

Aims

The aim of the policy is to:

- Ensure that all reasonably practical steps are taken to ensure the health, safety, welfare and wellbeing of all members of the school community while on the school grounds
- Ensure that all reasonably practical steps are taken to ensure the health and safety of staff, pupils and other supervising adults participating in off-site visits
- Establish and maintain safe working procedures amongst staff and pupils
- Make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances
- Develop safety awareness amongst staff, pupils and other supervising adults.
- Formulate and implement effective procedures for use in the event of fire and other emergencies

Responsibilities

Board of Management

- The Board is the employer of the school's staff. As such, it has overall responsibility for ensuring healthy and safe areas and/or systems of work for staff, as well as a duty of care to all other building users.
- The Board will ensure that an up-to-date **Safety Statement** is in place. It will undertake a regular risk assessment and will ensure that identified hazards are eliminated or minimised as far as is reasonably practical. The Board will devote sufficient resources to ensuring the health and safety of all members of the school community and will ensure that there is adequate insurance in place to cover the activities of the school.

- The Board will appoint at least one person to the role of Safety Officer to assure health and safety compliance. This may be an external expert or a BOM member, but not the Principal or Teachers' Nominee on the BOM. The BOM will sanction relevant health and safety training for this person if necessary.

Principal and Deputy Principal

- The Principal is the link between the BOM and the staff.
- The Principal will ensure that all staff receive regular information and on-going training on health and safety matters and will consult with them, on behalf of the BOM, at least annually on such matters.
- The Principal will support and assist staff to enable them to reach correct decisions about health and safety and will check at intervals that safe working methods are being observed, that are in accordance with school and statutory procedures.
- The Principal will also receive and deal initially with any health and safety concerns that he/she receives from staff, parents, guardians and others.
- The Deputy Principal will take on the duties of the Principal in his/her absence.

Other Employees

- All staff, including temporary and part-time staff, are required to cooperate with the Board and others to ensure health and safety law in general, and this policy in particular, are implemented.
- All staff have a responsibility to take reasonable care of their own safety, health and welfare and that of any person who may be affected by their acts or omissions. This applies to any work they do on behalf of the school, both within the school premises and outside.
- Specifically, in terms of child welfare, teachers are *in loco parentis* and are expected to do what a reasonably careful parent would do in any situation involving risk
- Staff are required to attend any health and safety training that is deemed essential by the BOM and are encouraged to undertake appropriate additional training. All training must be delivered by individuals/organisations competent to do so.
- Records of all health and safety training completed by staff will be maintained by the school. Staff must use available facilities and equipment and other forms of protection to ensure work practices are performed in the safest manner possible and must never intentionally or recklessly interfere with or misuse any such facilities, equipment or protection.
- Staff may not be under the influence of medication and/or intoxicants to the extent that it endangers their own or another person's safety and must inform the Principal if they are suffering from any injury, disease or illness or are taking any medication that potentially adds to risks within the school.
- Any dangerous practices or situations that staff become aware of must be reported to the Principal and/or In-School Management team without unreasonable delay.

- Being mindful of their role as being in 'loco parentis', if any member of staff suspects that a parent/guardian may be under the influence of an medication and/or intoxicant to the extent that it endangers their own or another person's safety, the Principal must be informed immediately.

Staff Safety Representative

This Health and Safety Policy names **Christopher O'Farrell** as the Staff Safety Representative and the duties associated with this position include but are not limited to:

- Represent employees on health and safety matters
- Inspect the place of work on health and safety grounds
- Investigate accidents and dangerous occurrences
- Investigate health and safety complaints made by employees
- Accompany a health and safety inspector carrying out an inspection if and when required
- Make representations to, and receive information from, an Inspector
- Make representations to the Board on health and safety matters
- Liaise with other relevant persons engaged in health and safety matters
- Receive appropriate training for this role.

Parents and Guardians

For the purpose of this policy, the term 'parents' will be used in reference to all parents and guardians.

- Parents are required to cooperate with the Board and the school as a whole, to ensure health and safety law in general and that this policy in particular, is implemented.
- Parents have a responsibility to take reasonable care of their own safety, health and welfare and that of any person who may be affected by their acts or omissions. Parents are especially reminded that they must not allow their children to engage in dangerous play in and around the school/school grounds.
- Parents are responsible for the safety and welfare of their children outside the school grounds e.g. before morning drop-off and after school hours
- Once a pupil enters the school grounds, staff are *in loco parentis* and thus primarily responsible for the children's health, safety and welfare.
- Parents retain and assume full responsibility for other children not enrolled in the school, especially young children, who may be accompanying them in the school and its environs.
- Parents and guardians are requested to report any health and safety concerns to the School Principal. High-risk concerns must be reported promptly to the Principal.

Pupils

- Pupils will be advised of any relevant health and safety procedures and are required to comply with the staff and Board in implementing these.
- Failure to follow instructions of staff will be dealt with in accordance with the school's Code of Behaviour and parents will be informed as deemed appropriate or necessary.

Members of the Public

- Members of the public who visit the school will be informed of any relevant health and safety regulations in place and will be required to abide by these.
- Reasonable efforts must be made to ensure that any outside contractors used by the school are covered by adequate insurance and comply with health, safety and welfare legislation.

Access to School

- The main entrance is at the front of the building. The main blue door must be kept securely closed at all times and all members of staff, parents and visitors must make sure that this is done.
- The main entrance is secured with a passcode, known only to staff. This code must **not** be shared with external staff/contractors/students.
- Anyone entering the school premises shall be required to identify themselves to the secretary or a member of staff as relevant before gaining admittance to the school.
- Parents are not permitted to park in the school grounds at any time
- Visitors, contractors, etc., must park in a safe/secure place so as not to obscure students/staff or their vehicles.

Children gather at the black gate and are admitted to the school at 9.10am every school morning.

- Children will line up outside the school building in their designated class lines until 9.20am.
- At 9:25am, the side gates are closed and secured by padlock. They will be re-opened by a member of staff at select times to facilitate pick up times and home time.
- Any child who arrives late in the morning once the side gate has been secured must

Arrival and Dismissal of Pupils

- Staff and parents are required to adhere to the school's Arrival and Dismissal of Pupils Policy.
- Arrangements are subject to change at any time based on the smooth running of the school. Any changes will be communicated clearly to parents.

- In the case of any child who has written permission to leave the school unattended, the Board of Management for Kilmacanogue National School are not responsible for their safety.
- Parents are reminded to drive slowly/take care when approaching the school to collecting children, especially on entry/exit to the St Mochanóg's church car park.
- Any child who leaves early must be signed out from Reception with their class teacher's knowledge and permission prior to leaving the premises.

Traffic Management

The Board of Management recognises that large numbers of staff, pupils, parents/guardians and visitors travel within the direct vicinity of the school. They ordinarily arrive and leave at concentrated times of the day which poses safety concerns. The Board wants traffic in and around the school grounds to be managed as safely as possible, but this requires the full cooperation of all parties concerned.

- Parents/guardians are reminded that they are responsible for their children outside of the school grounds e.g. morning arrival and after-school collection
- For parents travelling by car, children can be dropped in St Mochanóg's church car park. However, all parents/guardians/authorised adults are reminded that this is property of the diocese and must be respected at all times.
- Once leaving via the black gate or the front door, parents/guardians are reminded that they are responsible for ensuring that their children use the designated walkway down the hill once outside the black gate.
- Parents/guardians are reminded that there are no car parking facilities within the school grounds available at any time.
- All vehicle users coming to the school must comply with the rules set down by the Road Safety Authority. In instances of illegal road usage, the school may inform the local Garda station.

Safe Access and Leaving Routes

- Every effort will be made to ensure that all building users can safely access, leave and move around the school grounds and building where necessary using designated emergency exits.
- Entrances and corridors will be kept free from obstruction.
- Fire exits will be kept free from obstruction.

Health and Wellbeing

General Health and Hygiene

- Parents/guardians should not send a child to school who is sick or who may have a contagious infection.
- While the Board of Management encourage full attendance, parents/guardians should use their best judgment in deciding if a child is sick and therefore should not be in school.
- Should staff, acting *in loco parentis*, determine that a child is sick and should not be in school, parents will be contacted to collect the child during the school day. If the parents/guardians are not available, the emergency contact will be contacted to collect the child. If the emergency contact is not available, medical assistance may be sought by the school.
- A doctor's certificate is required should your child need to remain indoors at break/lunchtime for medical reasons.
- Parents are required to inform the school and class teacher of any on-going relevant health problems that the child may have and the medications being used.
- Parents are asked to give details of any immediate health problem that a pupil may have and the medications being used.
- Further details are provided in the school's Administration of Medicines Policy.
- In case of a food allergy, a doctor's certificate or a report from a qualified professional may be required.
- If pupils have a medical condition which may affect their work at school, parents should tell their child's class teacher. This is particularly important with any physical, hearing or eyesight problems.

Hygiene and Tidiness at School

The Board of Management makes every effort to ensure that the school is hygienically clean and tidy. Children have their part to play too!

- The school is cleaned daily and thoroughly with particular attention paid to toilet areas.
- Toilets should be flushed after use by all users.
- Any sanitary products must be placed in the provided units.
- Litter is to be put into the bins provided in the classrooms and throughout the school
- All lunch litter from hot lunches must be taken home for disposal.
- Students should feel responsible for their school; they should take care of it and keep it as clean and neat as possible. Concern for the environment is part of the formation of ecological awareness.

Personal Hygiene

- All children enrolled in our school must be fully toilet trained. In a case where a child cannot self-toilet due to a condition or special education need, a doctor's certificate or report may be required.

- “Coughs and sneeze, elbows please”.
- All children must wash their hands after using the toilet.
- When a child uses a tissue to blow his or her nose, the used tissue must be immediately placed in the correct bin.
- Hand-soap, towels and toilet roll are in regular supply around the school while tissues and hand sanitiser are available in the classrooms and staff room.
- Female pupils in 5th and 6th class are informed of where to find a store of female sanitary products should they need them and how to dispose of these correctly and discretely
- All members of staff reserve the right to inform the Principal if supplies of personal hygiene products are not sufficient at any time.
- Food items must never be brought into the toilet areas or the school yard
- Children are not allowed to swap or share food items due to allergies/reactions
- Children are not allowed to swap or share water bottles, milk cartons, cups or any other such items.

Long-term Health Conditions

- So that our school can provide the best level of care for all children, parents/guardians must inform the school if the child has any long-term health conditions.
- Examples of such long-term health conditions include but are not limited to asthma, epilepsy, diabetes, etc.
- This information is requested via the enrolment form.
- If such a long-term health condition is diagnosed after a child has been enrolled, it is the responsibility of the parent/guardian to inform the school of any such diagnosis immediately.

Infectious Illness

The Board of Management encourages full attendance where possible but must be mindful of the health of other members of the school community, staff members and other parents included.

- If a child is suspected of having a relatively minor infectious illness (stomach bug, etc.), parents/guardians should keep the child away from school until deemed well enough to return. Upon return, a written note/message via aladdin must be provided to the class teacher/school to explain the child’s absence from school.
- If a parent/guardian is unsure of the seriousness of any such possibly infectious illness, medical advice should be sought and followed. Examples of such illnesses include but are not limited to chicken pox, measles, impetigo, conjunctivitis, flu, etc.
- If a child has been diagnosed by a doctor as having an infectious illness, parents/guardians must do the following:

- o inform the school at the first opportunity of the nature of the illness so that any possible immediate cases in other children in any class may be identified quickly
- o follow medical advice to determine the date for safe return to school
- o understand that in the case of some illnesses, the school may require a medical fitness cert to determine that the child is well and does not pose an infectious threat to other children, staff or other members of the school community.

Head Lice

To prevent the possibility and spread of head lice, parents/guardians are reminded to tie back their child's hair every school day.

- A normal part of growing up, head lice are highly contagious.
- The school will regularly remind all parents/guardians to check for head lice.
- Parents/guardians must inform the class teacher if their child has head lice so that the rest of the school can be notified. All such information received will be treated anonymously when informing the rest of the school community.

Clothing

- Children must wear our school uniform and tracksuit on the relevant days along with appropriate footwear, in line with the school's Uniform Policy.
- In times of cold weather, children must come to school with appropriate coats or jackets. Other cold weather gear, such as hats, scarves, gloves, etc., are at the discretion of parents/guardians.
- Children are not allowed to wear jewellery, except for small stud earrings.

Medical Information

- All parents/guardians must ensure that teachers are aware in writing of any on-going medical condition that their child may have.
- Parents/guardians must complete the medical section of the application form and are reminded that they are responsible for any and all updates as necessary.

Medicines

- Parents/guardians must inform the school if their child is on any form of medication, either short term or long term.
- Examples of short-term medications include but are limited to antibiotics, medicines containing paracetemol, antihistamines, etc.
- Examples of long-term medications include but are not limited to inhalers, Ritalin, etc.

- Non-prescriptive medicines will neither be stored nor administered to pupils in school, outside of exceptional circumstances.
- Prescribed medicines will not be administered in school without the written consent of parents and the specific authorisation of the Board of Management, in line with our Administration of Medicines Policy.
- In rare cases where medicine is required during the school day, medicine should not be kept by the pupil. Medicine should be held by the authorised teacher/in the secretary's office and **must** be kept out of reach of pupils.
- Certain medicines, such as inhalers used by asthmatic children, must be readily accessible at all times of the school day.

Parents/Guardians should ensure that these procedures are clearly understood before submitting any request to the Board of Management.

School Medical Inspections

- The HSE will carry out vaccinations or school medical inspections (including but not limited to hearing, sight and dental) according to their policy during the school year. This generally takes place in the school building.
- Consent forms will be issued and no child will be submitted to any vaccination or medical inspection without the direct and signed permission of parents/guardians. In the case of vaccinations in Junior Infant classes, parents/guardians must be in attendance on the day of these taking place. More information is available on www.hse.ie (School Immunisation Programme)

Food Allergies

- If a parent/guardian has a concern that the child has a specific food allergy, the Board requires that a medical diagnosis must be sought before the school is officially informed of any such possible allergy.
- Where children are suffering from certain and specific diagnosed on-going food allergy conditions (for example, nut allergy), parents should outline clearly in writing the nature of the allergy and provide this to the school
- This written report relating to the allergy must state what can and cannot be done in a particular emergency situation, with particular reference to what may be a risk to the child.
- The school must be made aware of any such diagnosed on-going conditions as they occur.
- Children who are identified as having diagnosed food allergies will not, under any circumstances, be offered any items of food that may contain ingredients that the class teacher/school staff know are unsuitable.

- If a teacher is unsure on the exact ingredients of any food item that may be available to the class, he/she will act on the side of caution and not allow the child with a diagnosed food allergy to consume it
- Parents/guardians are reminded that if their child has a certain and specific diagnosed food allergy, they are responsible for informing the school of this as and when such a diagnosis may be provided.
- Parents and guardians are further reminded that they also have an important role in helping the child know and understand what he or she can and cannot eat.
- Bearing in mind the role of all teachers *in loco parentis*, parents are further required to indemnify the Board of Management of any liability that may arise regarding a child with a diagnosed and specific food allergy consuming any food product that he or she is allergic to.

Identification of Children with Diagnosed and Specific On-Going Medical Conditions, Food Allergies and/or Board-approved Administration of Medication

- The Board wishes to ensure that all staff, permanent or temporary, can correctly identify children with diagnosed and specific on-going medical conditions, food allergies and/or board-approved administration of medication.
- Therefore, each such child will have their photograph displayed in an agreed upon area (Staff room), along with their name, class and diagnosed and specific on-going medical conditions, food allergies and/or board-approved administration of medication.

Accidents

- Parents/guardians are reminded that although children will be supervised by designated teachers and other staff who are *in loco parentis* during breaks and at all other times, accidents can occur.
- The Board of Management and all parents/guardians recognise that members of staff are not medical professionals but rather act *in loco parentis*.
- Minor accidents are treated at school, such as slight cuts and abrasions etc. The supervising staff or other designated staff members at the school will deal with these by washing the affected area with cold water. Where appropriate, students should do this by themselves. Parents/guardians are expected to check injuries when the child returns home from school.
- Hypo-allergenic plasters will only be used at the discretion of the supervising teacher.
- It is the policy of Kilmacanogue National School not to use disinfectant, salves, creams or any such products on cuts or grazes in case child is allergic to any of these products.
- If the injury requires more attention than a wash with cold water or the use of an ice pack, then the parents/guardian will be notified.
- A member of staff will never administer medication due to an accident.

- When a child receives a blow to the head, no matter how minor it may be deemed by the supervising teacher, parents/guardians will also be notified.
- When an accident occurs during the breaktime/lunchtime that the supervising teacher deems a minor accident, an entry into the Yard Incident book must be made and signed by the supervising teacher and by any other members of staff who witnessed or attended the accident as a true and accurate reflection of what occurred.
- All parents/guardians must inform the school of any changes to mobile, work or home phone numbers as they may occur.
- All parents/guardians must provide the school with the details of an emergency contact in case the parents/guardians cannot be reached.
- In the event of an accident, every possible effort will be made to contact the child's parents/guardians or the persons delegated to take responsibility for the child.

First Aid

- The Board of Management provides regular first aid training for staff.
- Certification of all first aiders details will be kept on file.
- The Board of Management accepts that it needs a minimum of three designated first aiders, whose certification is renewed every two years. The names of these designated first aiders will be
- The Board further accepts that while all staff will receive first aid training, the selection of the minimum of three designated first aiders must be from members of staff who are willing to be named as such.
- If available, the designated certified first aiders will administer any first aid in the first instance. However, in the absence of such a person, any competent adult will make every effort to attend to an injured person.
- There will be a number of first aid boxes in the school – a basic first aid box is located in each classroom and one in the staffroom. The first aid box in the staffroom is stocked in accordance with guidelines issued by the Health and Safety Authority.
- Medication may never be stored in first aid boxes and will never be administered by first responders
- A defibrillator will be stored outside the staffroom.

Investigation, Recording and Reporting

- All instances of serious and potentially serious accidents are recorded and investigated. To this end, the school maintains a logbook of all such instances, which is kept in the school office.
- The Principal will report on these at the next meeting of the BOM (and sooner to the Chairperson of the BOM if the instance is deemed sufficiently serious).
- Any accident deemed serious involving a child will also be notified on the day itself to the relevant parent/guardian, ordinarily by the class teacher.

- Furthermore, the Principal will make a report to the Health and Safety Authority in the case of dangerous occurrences, death or serious accidents (that is, an accident requiring absence from work/school for more than three days, not including the day of the accident itself, or requiring medical treatment by a registered medical practitioner or hospital).
- Additionally, if required, the Principal will make a report to the school's insurance company.

Emergencies

Emergency Routes and Exits

- The school has, and will maintain, an adequate number of emergency routes and exits, which meet statutory regulations.
- These will be clearly signed and kept free from obstruction at all times.
- All rooms will have evacuation instructions on the inside of each door.
- School evacuation will be practised as part of regular fire drills.
- Special provisions will be made for evacuations that take place during extra-curricular activities.

Fire Protection

- The school has, and will maintain, appropriate fire detection and fire-fighting equipment, which meets statutory obligations.
- Fire drills will be held at least three times per school year and a logbook will be maintained of all such drills.
- Staff will be trained in the use of fire-fighting equipment on a regular basis to ensure that at any given time that there are sufficient staff with such knowledge employed.
- Any contractor completing hot work (including welding, soldering, use of blow lamps, blow torches and cutting equipment) must be qualified and insured to do so, must carry a fully charged fire extinguisher and must make a full check one hour after completion of the work.
- No naked flames are permitted to remain unattended at any time. Examples include but are not limited to candles lit for Religious Education lessons.

Emergency contact details

- Emergency contact details of the parents and guardians of all children in the school as well the next of kin of all staff, will be kept in the school office and online via Aladdin, our online records system.

- The responsibility lies with parents/guardians to inform the school of any changes to the emergency contact details.

Emergency closures

- In the event of, for instance, heavy snowfall, high winds, thunderstorms, disconnection of services, death or critical incident, the Principal will consult as soon as feasible with the Chairperson of the BOM to decide whether it is in the interests of all parties to close the school.
- If it is decided that it would be unsafe to keep the school open, an exceptional closure will be deemed to have been granted by the BOM, in line with the school's Emergency School Closures Policy.
- Exceptional closures will be kept to an absolute minimum.
- Parents and guardians will be informed at the earliest opportunity of any such closure via email or Aladdin notification
- If school is open when an incident occurs, staff will remain on the premises until all children have been collected.

Heating

The Board will endeavour to ensure that the school is kept comfortably warm for all members of the school community. This is particularly important during winter.

Similarly, especially during warmer weather, all classrooms must be kept properly ventilated to ensure an appropriate level of comfort for everyone. The below procedure is taken from the Department of Education's Circular 21/79 which deals with school heating.

- The lowest acceptable temperature in the classrooms is 16 degrees centigrade.
- If the temperature in the classrooms has not reached 16 degrees C within one hour of the opening time of the school, the Principal must take immediate action.
- Unless there is a definite chance that the minimum temperature will be reached very soon, the Principal must inform the Chairperson of the Board of Management to decide if the school will have to be closed. If the Chairperson cannot be contacted then the Principal must use his or her judgement.
- If the school must be closed due to a lack of proper heating, the principal will make arrangements for the pupils to be sent home, provided this can be done without risk to the children.
- Where it is not possible to send all children home, teachers continue to have a legal obligation to supervise the children for the remainder of the school day. Teachers should not, however, be expected to carry out their normal teaching programme in these circumstances.
- Where the principal fails to follow the above procedure, any member of staff has the right to report the matter to the Chairperson.

Supervision of children during the school day

General Supervision

- The Board of Management delegates responsibility for the adequate supervision to the School Principal. Full details are outlined in the school's Supervision Policy.
- Students are supervised by the school from the time they enter the school until the time they are collected.
- During yard time, our school operates a yard timetable of supervising staff. The appropriate yard supervision rota will be displayed in the staff room.
- The teacher rostered for yard duty is the person responsible for the health and safety of all children on the yard at that time. This teacher should not leave the yard for any reason.
- Special Needs Assistants are allocated specific areas for support and they follow the direction of the supervising teacher responsible.

School Excursions

- As either part of the enrolment form or otherwise, parents/guardians are asked to provide permission for the children to take part in age-appropriate, relevant and educational excursions and field trips.
- Based on the age and profile of any class, parents/guardians may be asked to accompany specific groups on excursions. They may not bring younger children with them.
- Where transport is required, the school will only engage buses that are adequate for the size of the group from a reputable company that provides safe vehicles and drivers. Every effort will be made to source buses that have seat belts and all passengers will be required to make use of these.
- Pupils may be paired up for each excursion and must follow their teacher's instructions at all times.
- A teacher or other responsible adult always leads the way and the group is required to stay together, using waiting points where necessary.
- Children are counted when leaving school and at various points during the excursion.

Other

- The school will provide safe equipment for both its staff and pupils, including where necessary, guards and appropriate personal protective equipment.
- Equipment will be appropriately certified, maintained to a high standard and disposed of if it poses a safety risk.

- Electrical equipment will only be used and maintained by staff qualified to do so. Wherever possible, fuses and power breakers shall be used and all portable power equipment shall operate on 110V.
- Equipment and substances for maintenance, cleaning, catering and similar will be stored securely away from children. Cleaning and maintenance will normally be done outside of school hours.
- Appropriate training will be provided in the safe handling and use of equipment and hazardous substances. This will include training in manual handling, which will focus on: avoidance of manual handling wherever possible, reduction of manual handling through the use of mechanical aids and the sharing of loads, and skills for safe manual handling.
- Work at height will be avoided wherever possible and must never take place without other people being on the premises. Safe ladder practice must be observed and ordinary school furniture must never be used to undertake work at height.

Animals

- No animals may be brought into the school grounds at any time, with the exception of assistance dogs.
- Any organisation/individual who brings any animals onto school grounds must have the permission of the Board of Management or School Principal.

Ratification & Review

This policy will be in operation from September 2025 and will be reviewed as deemed necessary. Health and Safety risk assessments will take place at least annually, and sooner if circumstances require this.

Signed by Judy O'Toole (Chairperson)

Date:

Signed by Mark Sheekey (Acting Principal)

Date:
