

HEALTH, SAFETY AND WELFARE POLICY STATEMENT

To comply with the Health and Safety at Work etc Act 1974, Section 3:

'It shall be the duty of every employer to prepare and as often as may be appropriate revise a written statement of his/her general policy with respect to the health and safety at work of his/her employees and the organisation and arrangements for the time being in force for carrying out that policy, and to bring the statement and any revision of it to the notice of all of his/her employees'

STATEMENT OF GENERAL POLICY ON HEALTH, SAFETY AND WELFARE

1. The Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams recognise and accept their responsibilities to provide a safe, healthy working environment for all employees, students and visitors.
2. The Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams will ensure an adequate process for risk assessments is in place and carried out for each school, communicated to all relevant persons and for any significant findings to be properly incorporated into the individual School's Health and Safety procedures.
3. In compliance with Health and Safety legislation, the Schools' Local Governing Bodies and the Executive Board will ensure so far as is reasonably practicable that:
 - 3.1 The premises (buildings and all within the boundary) are maintained in a safe condition.
 - 3.2 Safe access to and egress from the premises is maintained.
 - 3.3 All plant and equipment is safe to use.
 - 3.4 Appropriate safe systems of work exist and are maintained.
 - 3.5 Sufficient information, instruction, training and supervision is provided.
 - 3.6 Arrangements exist for the safe use, handling and storage of articles and substances at work.
 - 3.7 Arrangements exist to prevent and record any accidents and cases of work-related ill health.
4. In addition to the above commitment, the Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams also recognise their obligations to non-employees. Where it is reasonably foreseeable that trainees, members of the public, contractors, etc., are or may be affected by the school activities being carried out on or within the school boundary or otherwise, the Local Governing Bodies will make the necessary information, instruction, training and supervision available, to ensure the safety of those affected.
5. The Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams will ensure that adequate resources are set aside from the total budget allocation for the individual policy statements to be properly implemented.
6. The Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams are committed to this policy and all staff are required to comply as a condition of employment. Staff are encouraged to commit

to the continuous improvement in every School's health and safety performance. For the policy to be effectively implemented, each school must have the full co-operation of employees and others who use the premises.

Employees are reminded of their own duties:

- 6.1 *To take care of their own safety and that of others and*
- 6.2 *To co-operate with the Trust, the Executive Board, Local Governing Bodies and Leadership Teams so that they may carry out their own responsibilities effectively.*
7. All relevant Regulations, Codes of Practice and Standards will be complied with.
8. The Trust Board, Executive Board, the Schools' Local Governing Bodies and the Leadership Teams will consult with employees on matters relating to or affecting health and safety.
9. A copy of this statement has been provided to every member of staff within the Trust and will be provided to all new members of staff as part of their Health and Safety induction process. Copies are also available from the individual Schools. This policy statement and the accompanying organisation and arrangements will be revised by the individual schools on an annual basis and as and when necessary.
10. All staff will be trained so that they can carry out their health and safety responsibilities.
11. This policy statement together with the Schools' local organisational structures and the Health and Safety arrangements and procedures will be approved by the Schools' Local Governing Bodies on an annual basis.

Karen Quinton.

N.J. Bradwell

Signed:
Karen Quinton
Chair of Trustees

Signed:
Nick Bradwell
Chief Executive Officer

Date: 21 May 2019

Date: 21 May 2019

Reviewed and Approved by: The Trust Board

Responsible for the Policy: Chief Executive Officer

Responsible for Operational Delivery: Director of Finance and Operations

Date: 21 May 2019

Review Date: April 2020