

# HEALTH AND SAFETY POLICY

## 1 Rationale

- 1.1 The Learning Trust recognises its duty of care for the health, safety and well-being of its employees, students, visitors and others who might be affected by its operations at all sites.
- 1.2 The provisions in this Policy are intended to ensure that Health and Safety is an integral part of the general process of risk management which the trust operates. Thus, Health and Safety will be included in the Trust's review and planning process as an issue essential to the development and maintenance of the trust's management systems.
- 1.3 The Trustee Board is committed to securing the health, safety and well-being of employees, students and others affected by the trust's activities, including visitors and contractors. Everyone has a part to play in bringing this into effect and full co-operation is therefore expected. For employees, this is not only a matter of common sense, but also as a legal duty.

## 2 Purpose

- 2.1 To provide the necessary authority and support for staff as they make their respective contributions to health and safety.
- 2.2 To set out the duties and responsibilities of key groups.
- 2.3 To recognise the partnership necessary with the Local Authority and other relevant Authorities and Bodies to ensure that all statutory duties are fulfilled.
- 2.4 To emphasise the importance of Risk Management, based on the assessment of operating risks.

### **3 Guidelines**

- 3.1 Statutory obligations will take precedence. Supplementary guidance may be produced in trust, but where conflict arises with external documents, the issue must be drawn to the Governors' attention for resolution.
- 3.2 Key risks, relating to sources of potentially serious injury or ill health, will be specially monitored by the appropriate manager. Health and safety performance will be reviewed annually by the Academy Business Director. A report will be produced and presented to the Trustee Board and/or its delegated committees or LGBs.
- 3.3 The Headteacher at each School within the Trust will carry the overall responsibility for implementing this Policy. Particular attention will be given to communicating the requirements to all staff and others affected. The Trust Premises Manager is the designated Health and Safety Officer covering sites/curriculum activities and the Academy Business Director is the designated Health and Safety Officer for visits.
- 3.4 Heads of Department will oversee the control of hazards in their areas and check staff compliance with standards set down in departmental health and safety documentation. They will give special attention to the induction and supervision of new and temporary staff. A review meeting must be held annually to discuss health and safety issues with all Departmental staff; notes on the meeting must be recorded.
- 3.5 All employees, regardless of seniority, have a duty to take care of themselves and others who may be affected by their acts or omissions. Staff should use equipment and working methods approved by their supervisor/senior colleague. Special care should be taken to assess health or safety risks for any new venture or expedition.
- 3.6 Visitors, contractors and users of the premises, other than students, require special consideration. Contractors and hirers must be able to satisfy the trust on their competence to pursue their activities safely and make adequate arrangements for fire and other relevant emergency precautions.
- 3.7 Staff who become aware of any health and safety risk should report it in writing to the Trust Premises Manager.

### **4 Policy Review**

- 4.1 The Headteacher will monitor the effectiveness of health and safety arrangements at each School. This will include meeting with managers at least annually to review past performance and incident statistics. The subject will also be on the agenda of the Heads of Department meeting each summer term and the policy will be reviewed by the Governors' Pastoral Committee annually.

## **5 Standards**

5.1 Staff are expected to be aware of relevant standards issued or recommended by the Local Authority and should have ready access to the documents. Where no such guidance has been given, risk analysis should be applied from first principles:

- a. Identify hazards - those aspects which have the potential to cause harm.
- b. Assess risks - the likelihood of injury coupled with its severity.
- c. Take precautions - appropriate to the level of risk established.

## **6. Consultation and Advice**

6.1 Employees with observations or queries should normally raise them with their Head of Department. However, the Governors welcome the support of trade unions in relation to matters of health and safety and staff should feel free to contact the appropriate trade union appointed safety representative. Requests for specialist help should be routed to the trust co-ordinator.

## **7 Accident Reporting**

7.1 All accidents and incidents will be recorded promptly, in accordance with the trust's procedures.

## **8 Training, Instruction and Competence**

8.1 The successful implementation of this policy depends upon the knowledge and skill of all staff. It is a fundamental responsibility of all managers to ensure that staff and students under their control are competent for the tasks they are called on to perform.

## **9 Visitors**

9.1 All visitors to any part of the Trust during Trust hours are required to report to the office and wear identification whilst on site. Any visitor who is not displaying identification will be asked to report to the office to collect a visitor's badge.

Approved by the Trustee Board on 26 June 2018