



Health & Safety Policy

November 2024

Next Review: Autumn 2025

HEALTH AND SAFETY POLICY

The Trust's aims are to ensure that all children within our schools gain a first rate education, develop the skills necessary for the next stage in their lives and are equipped with the personal values and attributes that will make them successful in a fast changing world.

This policy is statutory and sets out our aims to follow advice and guidance from the Department for Education on [health and safety in schools](#), the [statutory framework for the Early Years Foundation Stage](#) and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to lettings
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

The schools will also follow [national guidance published by Public Health England](#) when responding to infection control issues.

It is our policy to ensure, so far as is reasonable, the health and safety of all persons affected by our work activities. The minimum standard we will adopt will be compliance with the above legal requirements and the associated appropriate codes of practice. However, our aim is not to only fulfil the spirit of the law and comply with technical requirements, it is to uphold the highest of health and safety standards. We will assess the risks from our activities and will operate according to the procedures that best promote health and safety at work.

We accept our responsibilities for health and safety and are committed to giving health and safety equal importance with other business matters. We will ensure that the resources necessary to achieve

the objectives of this Health and Safety Management System are made available to all. We require cooperation from all employees to enable us to fulfil our legal duties and the objectives of this Safety Management System. To promote co-operation, procedures for consulting employees are built into this Health and Safety Management System. They have a duty to follow the standards and procedures laid down by us.

Equipment that enables tasks to be carried out safely will be provided and maintained to ensure their safe operation. Employees will be provided with appropriate training and instruction considered necessary to ensure that they know how to work safely. Risk assessments will be documented for significant tasks and where exposure to hazards cannot be prevented by any other means, appropriate personal protective equipment will be provided and instruction in its use and maintenance given. We will maintain our premises in a safe manner and suitable facilities for welfare will be provided and maintained, as will arrangements to ensure access to first aid.

The Beyond Schools Trust have ultimate responsibility for health and safety and will nominate a competent person to manage operations day to day. Other responsibilities for health and safety matters have been assigned as appropriate and are described in our ‘Responsibilities’ section of the Health and Safety Management System.

The Academy will oversee an annual review of this Health and Safety Management System and associated procedures to ensure their continued effectiveness. Where necessary to ensure legal compliance and promote continuous improvement, the Health and Safety Management System and associated guidance will be amended and communicated.

Links to Premises Management, Finance Management and School Based Health & Safety Management System

Diversity (equality) impact assessment. This policy applies to all aspects of the Trust and its schools.

Monitoring arrangements – LOCAL GOVERNING BODY will at least annually confirm that all procedures are in place and in use and receive reports externally audited reports from the Headteacher. The LOCAL GOVERNING BODY will report any issues to the Trust as they occur.

Risk Assessment

Area	Risk	Managed by Procedure
Child protection	Physical safety	These procedures
Financial	Fines Unmanaged costs	These procedures Procurement and tendering
Achievement and Attainment	Loss of use of premises	These procedures
Business continuity	Loss of use of premises	These procedures
Other		

Date of Trustee approval: November 2024

Review arrangements including date of review: Autumn 2025

Section 2

Trust wide Procedures

Work related stress (see also HR)

H&S training

School Policies & Procedures – compulsory

Health & safety management system – fully reviewed externally twice annually or after a major change.

Health & safety committees – meeting three times a year.

Asbestos management plan (see also premises management)

Risk Assessment and management

First Aid (see also Safeguarding)

Lone working

Manual Handling

COSHH

Work experience

Off-site visits

Plant and Equipment

Violence

Contractors' code of conduct

Fire Safety