



Health & Safety Policy

November 2023

Next Review: Autumn 2024

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.

The Trust recognises the importance of providing and maintaining safe and healthy environments, premises and equipment for staff, children and visitors through regular inspection and maintenance.

The Trust will establish and maintain safe working procedures amongst staff, children and all visitors to the school sites.

The Trust will have robust procedures in place in case of emergencies and its staff and will comply with all requirements of the Health and Safety Executive.

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.

Links to Premises Management, Finance Management.

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 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 2023

Review arrangements including date of review: Autumn 2024

Section 2

Trust wide Procedures

Work related stress (see also HR)

H&S training

School procedures – compulsory

Health & safety procedures – 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