



HEALTH AND SAFETY POLICY & STATEMENT OF INTENT

December 2023

Person Responsible for Policy: Chief Executive Officer
Last Review: December 2023
Next Review: December 2024

Signed

A handwritten signature in black ink, appearing to read 'Andrew Jones', is written over a horizontal dotted line.

Chief Executive

HEALTH AND SAFETY POLICY & STATEMENT OF INTENT December 2023

The Trust believes that the Health, Safety and Welfare of its employees, teacher trainees, students, contractors and the general public is fundamental in providing a safe and secure environment for all persons who enter any of its premises. The Trust recognises its moral and legal duty to protect the Health and Safety of its employees during the course of their employment, to protect teacher trainees and pupils whilst learning at Trust schools, employees of other employers, contractors and volunteers who may be affected by its activities.

The Trust acknowledges and accepts its responsibilities, to take all reasonably practicable steps to provide adequate controls of health and safety risks, arising out of or from its activities to ensure the health, safety and welfare of persons who enter Trust premises.

In recognising these duties, the Trust shall:

- Comply, as a minimum, with all applicable health and safety legislation and regulations at all the premises where it carries out its activities;
- Provide safe conditions and practices of work;
- Provide a safe and secure learning environment, safe equipment and appropriate supervision for students who study at Trust schools;
- Define the Trust's safety management organisation and the responsibilities, and duties of all employees, and others who enter Trust premises;
- Consult with employees in the development of arrangements for health, safety and welfare, and work with them to achieve their implementation;
- Provide employees, trainees, students, contractors and visitors with suitable and adequate information, instruction and training to safeguard their health and safety, whilst on Trust premises;
- Ensure that appropriate arrangements are implemented to protect the health, safety and welfare of employees and students whilst on both UK and overseas visits.
- Provide adequate resources for the ongoing implementation of its health, safety and welfare obligations including First Aid;
- Select suitable contractors who work safely, and can demonstrate effective safety management systems, as required at all times by the Trust, who have effective safety management arrangements for work at the Trust's premises;

Headteachers, School Managers, other leaders and supervisory staff are required to maintain safe working conditions. They are required to acquaint employees under their control with these requirements and to monitor compliance with them.

Employees must also understand their responsibilities, to act responsibly and to do all they can to prevent injury to themselves and other persons, and to co-operate in the implementation of this policy. In the event of an incident or accident staff are required to report/record this in the school's Accident Log.

It is also a requirement to report/record any near miss incident, which if not followed up may lead to an accident

The Trust is committed to actively promoting the health and wellbeing of those who work and enter its workplaces and the continuous improvement of its health and safety performance by setting objectives and targets supported by a monitored programme of actions and training and undertakes to publish details of its performance. Staff are required to participate in relevant courses as may be directed.

In the event of a Health & Safety incident staff should contact the School Manager or Headteacher for support and guidance.

The members area of the RLT website contains a section covering Health & Safety, and is a source of additional supporting H&S information and guidance as well as advice and support on Wellbeing.