

Title and Description	Health & Safety Policy (including Premises Management)
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Date of last review	March 2025
Approved by	Trust Board
To be reviewed by	Audit Committee
Responsibility	Academy Business Director
Review period	Annually
Date of next review	March 2026

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Key Details:

- **Last Reviewed:** March 2025
- **Next Review:** March 2026
- **Responsibility:** Academy Business Director
- **Review Frequency:** Annually

Objectives:

1. Ensure the health, safety, and welfare of everyone on school premises.
2. Comply with the Health and Safety at Work Act 1974.
3. Promote safe practices among students and staff.

Core Principles:

- Operate within Durham County Council's safety framework.
- Foster a joint approach to health and safety management.
- Provide appropriate training and facilities.
- Equip students with skills for safe and healthy living.

Implementation:

- Integrate health and safety systems into overall school management.
- Conduct risk assessments and maintain safe working environments.
- Include safety education in the curriculum (e.g., physical, emotional health, and internet safety).
- Adhere to related policies (e.g., fire safety, anti-bullying, and data protection).

Roles and Responsibilities:

- **Trust Board:** Ensures compliance with health and safety policies and oversees performance.
- **Headteacher:** Implements systems, delegates duties, and monitors effectiveness.
- **Employees:** Follow procedures, report hazards, and use safety equipment responsibly.
- **Students:** Act safely, follow procedures, and report risks.

Procedures:

Covers areas such as:

- Accident reporting, fire safety, hazardous substances, and lone working.
- Specific provisions for vulnerable groups (e.g., expectant mothers and young employees).

Additional Policies:

- **Safeguarding:** Aligns with child protection and visitor access guidelines.
- **Educational Visits:** Governed by the school's trip guidelines.
- **School Meals:** Focus on healthy, safe food provision, adhering to Natasha's Law.

This policy underscores the school's commitment to health and safety through structured management, regular evaluations, and comprehensive guidelines for all stakeholders.

Health & Safety Policy (incl. Premises Management)**1. Introduction**

- 1.1 The health, safety and welfare of all the people that work or learn at our school are of fundamental importance. The Trust Board takes responsibility for the health & safety of all our students, members of staff and others who visit our premises.
- 1.2 The Trust Board of the school recognises its corporate responsibility under the Health and Safety at Work Act 1974 to provide a safe and healthy environment for the staff, students and other people who come onto the premises.

2. Aims

- 2.1 The school aims to provide a safe and secure environment for staff, students and visitors. The school aims to equip students with the skills, knowledge and understanding to live positive, safe and healthy lives.

3. Principles

- 3.1 The Trust Board will take all reasonably practicable steps within its power to fulfil its responsibilities with regards to health and safety.
- 3.2 The Trust Board will operate within the structure and framework of Durham County Council, as detailed in the School Health & Safety Policy and procedures, and will, where reasonably practicable, apply all health and safety instructions and advice issued by relevant enforcing bodies.
- 3.3 Adequate facilities and arrangements will be maintained to consult with employees, trade union representatives and the relevant internal and external safety agencies, to encourage a joint approach to the management of health, safety and welfare. Health and safety may be an area in which colleagues need to be aware of 'whistle blowing' procedures.
- 3.4 All employees have a legal obligation to take reasonable care for their own health and safety, for the safety of others and to co-operate with the Trust Board and Headteacher in fulfilling the school's statutory duties.
- 3.5 The school curriculum and pastoral provision will provide students with opportunities to consider and adopt healthy and safe lifestyle choices.
- 3.6 Appropriate pastoral intervention will be provided when a student's actions endanger or negatively impact on the health and safety of themselves or others.

4. Implementation

- 4.1 The Trust Board has the delegated responsibility for the adoption and implementation of the health and safety management systems that comply with the principles set out in the Corporate Health & Safety Policy and School Health & Safety procedures. In order to fulfil this responsibility, the Trust Board will, as far as reasonably practicable, ensure that:
 - Health & Safety management procedures and systems are incorporated as an integral part of the overall school management system, and are adequately given a level of consideration equal to other school issues;
 - the school's Health & Safety Policy and procedures, as it relates to areas, activities and persons under the school's control is understood, implemented, maintained and monitored;
 - pro-active health and safety risk management is implemented, and reviewed to meet statutory, best practice and County Council requirements and the strategic priorities of the school;
 - where health, safety and welfare duties and responsibilities are delegated to school staff, appropriate and enough information, instruction and/or training is identified and organised. The details of these responsibilities are held within the Implementation, Procedures and Guidelines for Staff, Students and Visitors.
- 4.2 The curriculum will include provision to address:
 - physical wellbeing, sexual and emotional health;
 - internet safety; and
 - safety in the workplace environment and in using potentially hazardous equipment or materials.
- 4.3 The implementation of this policy will pay due regard to other relevant policies and procedures including:
 - Fire procedures
 - Security documentation
 - Data Protection, Confidentiality and Information Sharing policy
 - Anti-bullying policy
 - Dealing with sensitive issues

5. Monitoring & Evaluation

- 5.1 The school's Business Director will review this policy statement annually and update, modify or amend it as is considered necessary (in consultation with the Audit Committee) to ensure the health, safety and welfare of staff, students and others. Communication and liaison will be maintained with all those who may need to be aware of the requirements of this policy and its procedures.
- 5.2 A review of the policy and its implementation is carried out at suitable intervals and any problems or constraints in meeting these duties and responsibilities are brought, without delay, to the attention of the Headteacher.

6. Procedures and Guidelines for Staff, Students and Visitors

- 6.1 The school will ensure that risk assessments are conducted, recorded and implemented to guarantee so far as is reasonably practicable the provision and maintenance of:
- safe premises, plant and systems of work;
 - safe methods of using, handling, storing and transporting of articles and substances;
 - suitable and sufficient information, instruction, training and supervision to enable all employees to avoid hazards and contribute positively to their own safety and health at work;
 - a safe working environment with adequate arrangements for the welfare of employees and;
 - safe access to, and egress from, places of work including procedures for evacuation in an emergency.

7. Organisation of Health & Safety Responsibilities

7.1 Trust Board

The Trust Board has responsibility as an employer for Health & Safety and has chosen to adopt and implement the health and safety management system of the Local Authority as set out in the Schools' Health & Safety Procedures Manual. In order to fulfil its responsibilities, the Governing Board will, as far as reasonably practicable, ensure that:

- Health & Safety management procedures and systems are incorporated as an integral part of their overall school management system, and are adequately given a level of consideration equal to other school issues;
- the School Health & Safety Policy and Procedures Manual, as it relates to areas, activities, and persons under the school's control is understood, implemented, maintained and monitored;
- pro-active health and safety risk management is implemented, and reviewed to meet statutory, best practice and Local Authority advice;
- where health, safety and welfare duties and responsibilities are delegated to school staff, appropriate and sufficient information, instruction and /or training is identified and organised;
- communication and liaison are maintained with all those who may need to be aware of the requirements of this policy and its procedures;
- the school cooperates with Local Authority auditing and monitoring of Health & Safety;
- a committee of the governing board will be delegated the role of monitoring health & safety performance within the school; and that;
- should the governing board be unable to meet its duties and responsibilities it will seek competent health & safety advice

7.2 Headteacher

The Headteacher will co-operate with the Trust Board to ensure that:

- adequate health and safety management systems and procedures, that comply with the School Health & Safety Policy and procedures, are implemented within the school;
- where duties and responsibilities are to be delegated, necessary information, instruction or training is identified and organised;
- systems are in place to monitor the application and effectiveness of the health and safety procedures;
- at intervals agreed with the Trust Board, a review of Health & Safety in the school is carried out; and,
- the Trust Board takes an active and visible part in communicating and encouraging a positive attitude to health, safety and welfare.

7.3 Employees

All employees have a responsibility to:

- observe the health and safety policy and procedures in school;
- take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work;
- observe the school's systems of safe working and take any precautions necessary to ensure the safety of themselves and others affected by their work;
- co-operate with the school or any other duty holder so far as is necessary to enable any duty or requirement imposed on the school to be performed or complied with;
- use the correct tools and equipment appropriate for the job and ensure that they are kept in good condition, and not adapted for unauthorised use;
- make use of safety aids, appliances, equipment and protective clothing provided;
- report and seek advice, without delay, on any unsafe conditions, defects in the premises or equipment, or any shortcomings in health and safety arrangements;
- do not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare;
- notify immediately any accident, injury, illness, disease, dangerous occurrence or near miss associated with the carrying out of their duties and responsibilities;
- do not interfere with any plant or equipment which has been involved in an accident, or has been taken out of use pending an investigation;
- familiarise themselves with the action to take in the event of fire or other emergency;
- seek advice at the earliest opportunity if they have any concerns regarding health & safety of staff or students in the school.
- Staff should report any potentially unauthorised visitors to the main office as soon as possible. Staff should not put themselves at risk by challenging intruders but should ensure students are moved to a place of safety.

7.4 Students

Students have a responsibility to:

- keep themselves safe and not endanger the safety of other people;
- observe health and safety procedures whilst on the campus and on visits;
- not intentionally or recklessly interfere with or misuse any equipment provided in the interests of health and safety;
- report to staff any unsafe conditions, defects in the premises or equipment or any shortcomings in the health and safety arrangements.

8. Health & Safety Procedures

- Accident / incident / ill-health reporting
- Asbestos
- Biological Hazards including infected sharps
- Building Related Projects
- Confined Spaces
- Design & Technology
- Display Screen Equipment/Workstation Equipment
- Driving at Work
- Electrical Safety
- Fire Safety
- First Aid
- Food Safety
- Hand Arm Vibration
- Hazardous Substances (COSHH)
- Induction
- Lifting Operations & Lifting Equipment
- Lone Working
- Mobile Phones
- Moving & Handling (Objects)
- Moving & Handling (Pupils)
- New & Expectant Mothers

- Noise at Work
- Personal Protective Equipment (PPE)
- Risk Register and Top Level Assessment
- Science Teaching
- Security in Schools
- Traffic Management
- Violence and Aggression
- Work Equipment
- Work at Height
- Workplace Transport
- Workplace (Health, Safety & Welfare)
- Young Employees

The school will use the above procedures and corresponding Risk Assessment forms to meet its obligations under the Health & Safety at Work etc Act 1974 and other regulations.

The school will keep up to date with additions and changes to the School Health & Safety Policy and procedures where it relates to the work of the school.

9 Safeguarding

Please refer to the following policies and guidance:

- Child Protection and Safeguarding Policy
- Implementation/Guidance on Procedures for Access to Students by Visitors (Safeguarding Children)

10 Educational visits and Off-Site Activities

- Please refer to the schools Educational Trips and Visits Guidelines

11 School Meals

- Our school provides the opportunity for students to buy a meal, snack or drink at lunchtimes. If parents/carers are in receipt of benefits, they may claim free school meals for their children.
- We provide a wide variety of hot and cold foods to suit our student's needs, also ensuring we provide a healthy balanced menu on a daily basis.
- Our foods are Pre-packed for direct sale compliant with all Natasha's Law Legislation, providing fresh foods made on onsite with our own bespoke labelling system.
- Care is taken to ensure students with food Allergies or Intolerances are supported with the upmost care, our foods are controlled in safe measures with Nutritional value. Allergens charts can be found on our school's webpage for parents/carers.
- Our school promotes a healthy lifestyle and achieves the Healthy School Food Standards.
- We comply with The Foods Safety Act 1990, providing safe foods which we produce and handle.
- If students choose to bring their own packed lunch, we provide them with a suitable place to eat their lunches, and we supervise them during this time.