

Health & Safety Policy

Trust Policy	
Monitoring	Frame of engagement
Member of Staff Responsible	Executive Principal
Consultation Parameters	Trust Board
Date of Policy	June 2018
Review Cycle	3 Years
Date of Review	Summer 2021
Website	Yes

School Level Policy	
Statutory Policy	Yes
Member of Staff Responsible	Headteacher
Review Cycle	LGB or proprietor free to determine.
Approval	Employer free to determine how to implement.
Legislation	The Health & Safety At Work Act 1974 sections 2, 3 and 4. The Management of Health and Safety at Work Regulations 1999 section 1999/3242

Statement of Intent

As the employer of staff, The Priory School Trust has overall responsibility for the health, safety and welfare of staff and young people in its (academy) schools and is committed to provide a safe and secure environment for the young people to learn in and for the staff to work in.

The trust undertakes to meet fully its duties under the 'persons in control of premises' section of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and other legislation to provide a safe and healthy environment for all stakeholders. Within the ethos of self-regulation the trust will, so far as is reasonably practicable, ensure a safe place of work and a safe system of work.

The Priory School Trust recognises that decisions about workplace health and safety should take account of the views and priorities of the workforce as well as the management. When workers are actively engaged in health and safety, the end result is fewer accidents and less ill health.

Trust Responsibilities

The trust will support the individual schools to put in place clear policies which focus on the key risks and ensuring that control measures have been implemented and are maintained and effective.

In order to fulfil its monitoring role, and to review health and safety policies and procedures, safety representatives will be established at trust-wide level.

The trust will provide specialist, professional health and safety advice to support individual schools determine the risks to health and safety and the precautions required to deal with them.

School level policy

It is a legal requirement under the Health and Safety at Work Act 1974 for an employer to prepare a written health and safety policy statement. Schools within the trust are responsible for their Health and Safety policy, which is a statutory policy for schools by law and is listed by the Department for Education.

Although overall accountability for health and safety lies with the trust, day to day responsibility for health and safety in individual schools lies with the Head/Principal, who may, in turn, delegate functions to other staff.

Staff employed by the Multi Academy Trust (MAT) Central Office will adhere to the health and safety policy of the school site at which they work.

Purpose of the Health and Safety policy

The purpose of this policy is to outline how the school will implement the requirements of the Health and Safety at Work Act 1974, and associated legislation, and so far as is reasonably practicable, ensure a safe place of work and a safe system of work.

Scope of the Health and Safety Policy

1. To introduce a statement of the school's commitment to meeting its health and safety responsibilities and creating a culture where health and safety is everybody's responsibility.

2. The organisational and management structure for health and safety and the responsibilities of the school health and safety representative, Head, particular managers, premises staff and duties of all employees for health and safety matters.
3. The procedures to be followed and the standards to be reached in order to ensure that health and safety responsibilities are met.
4. To inform staff or signpost them to the arrangements for reporting of incidents/injuries/accidents, asbestos/legionella management, contractors on site, coshh, electrical safety, first aid, fire safety, housekeeping, lone working, manual handling, portable appliance electrical testing, specialist equipment, risk assessments, severe weather, security, vehicles, visits and journeys, work equipment.
5. The arrangements for monitoring and review.

The Health & Safety policy will link to the school's Risk Register and should be read in conjunction with other relevant policies, the school may have in place:

- Business Continuity Plan
- Security Policy
- Fire Safety procedure
- Lockdown procedure
- Violence Prevention arrangements

Review and approval of the Health and Safety policy

The Trust or Local Governing Body are free to decide the review cycle for their Health and Safety policy and can delegate statutory approval to who they determine suitable.

The policy will be made available on the school website and accessible to stakeholders.