

## **Health and Safety Policy**

**Approved by the Board of Trustees on 7<sup>th</sup> October 2019**

**Signature of Chair:**

**Review date: Autumn 2020**

### 1. Statement of Intent

The Board of Trustees of The De Curci Trust believes that ensuring the health and safety of staff, pupils and visitors in each of its schools is essential to the success of those schools.

We are committed to

- Providing a safe and healthy working and learning environment
- Preventing accidents and work related ill health
- Assessing and controlling risks from curriculum and non -curriculum work activities
- Complying with statutory requirements as a minimum
- Ensuring safe working methods and providing safe equipment
- Providing effective information, instruction and training
- Monitoring and reviewing systems to make sure they are effective
- Developing and maintaining a positive health and safety culture through communication and consultation with employees and their representatives
- Setting targets and objectives to develop a culture of continuous improvement
- Ensuring adequate welfare facilities exist at the schools
- Ensuring adequate resources are made available for health and safety issues as far as is reasonably practical

A health and safety management system must be maintained at each school to ensure the above commitment can be met. Governors, teachers and pupils will play their part in its implementation.

### 2. Organisation

#### 2.1 Introduction

Within the academy trust the legal responsibility and thus accountability for health and safety lies with the employer and leaseholder, i.e. The De Curci Trust. However, the control of many day to day issues is delegated to the individual schools.

To comply with the Statement of Intent the school's leadership and management have additional responsibilities, as detailed below.

2.2 The Local Governing Bodies have the following responsibilities and must ensure that:

- health and safety procedures are put into effect that ensure the policy of the De Curci Trust is adhered to
- responsibilities for health, safety and welfare are allocated to specific individuals and those persons are informed of their responsibilities
- persons have sufficient experience, knowledge and training to perform the tasks required of them
- clear procedures are created which assess the risk from hazards and produce safe systems of work
- sufficient funds are set aside with which to operate safe systems of work
- health and safety performance is measured both actively and reactively
- the school's health and safety policy and performance is reviewed annually *and evidence provided to the Board of Trustees that the policy and procedures are being effectively followed and monitored.*

2.1.2 The Head Teacher has the following responsibilities and must ensure that:-

- s/he commits to The De Curci Trust's Statement of Intent for Health and Safety; the Head Teacher retains strategic oversight of health and safety on the school site
- a school procedure to support the Trust policy for health and safety is produced and communicated to staff and others requiring the information
- appropriate information on significant risk activities is given to contractors and visitors
- appropriate consultation arrangements are in place for staff and their representatives
- emergency procedures are in place
- equipment is inspected and tested to ensure it remains in a safe condition
- s/he reports to the Local Governing Body at least annually on the health and safety performance of the school

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