



**MULTI  
ACADEMY  
TRUST**

**The Directors of the Multi Academy Trust**

# **HEALTH AND SAFETY POLICY STATEMENT**

Date approved: February 2018

Date of review: February 2021

Committee: The Multi Academy Trust Board of Directors



## **Health and Safety Policy**

### **1. Policy Principles**

This statement of policy on health and safety at work is made in accordance with section 2(3) of the Health and Safety at Work Etc. Act 1974.

The Multi Academy Trust (MAT) Board of Directors will abide by its duties and responsibilities as an employer under the Health and Safety at Work etc. Act 1974 and will see to implement the Act and its subordinate legislation, in all activities within its control.

### **2. Policy Statement**

We recognise and accept that the MAT has a legal and moral duty to provide for the health, safety and wellbeing of all its employees and any other person who may be affected by its activities. We view our health and safety responsibilities as being equally important and complementary to everything else we do and recognise the importance of health and safety objectives in relation to other business and organisational objectives. Health and safety performance is recognised as contributing to school performance generally by helping reduce injury, ill health, unforeseen losses and liabilities and protecting the environment. We are committed to continuous improvement in health and safety performance and will ensure sufficient physical and financial resources are made available to achieve this.

### **3. Implementation of the Policy**

The MAT will endeavour, so far as it is reasonably practicable, to conduct its activities without risk to the health and safety of its employees and to those who may be affected by its activities. The MAT will take appropriate steps to:

- Safeguard its employees, young persons, students, visitors and contractors from injury or ill-health;
- Provide and maintain safe and healthy working conditions including a means of access to and egress from places of work under the MAT's control, which are safe and without risk;

- Provide adequate welfare facilities;
- Provide sufficient information, instruction, training and supervision to enable employees to avoid hazards and contribute positively to their own safety and health at work and to that of others affected by their acts or omissions and to ensure excellent levels of health and safety are achieved and maintained. Legal compliance in all areas is deemed to be the minimum standard to be attained;
- Prevent or contain all forms of loss due to accident, fire or inadequate security.

Suitable risk assessments will be used as a tool throughout the MAT to ensure that health and safety arrangements are adequate.

## **4. Roles and responsibilities**

### **4.1 Overall**

Everybody is expected to play a part in health and safety and we recognise that for health and safety management to be successful all parties must be actively involved. People are a key resource and the MAT recognises the contribution that employees can make to policy implementation. This includes not only employees but also volunteers, contractors, partner organisations and students.

To help ensure active involvement of all parties effective communication and consultation arrangements will be established and maintained through Trade Unions where appropriate and through other arrangements such as staff and governor meetings, departmental meetings and Health and Safety Committee Meetings at all schools within the MAT.

### **4.2 The Multi Academy Trust (MAT)**

The MAT Board as the employer has overall responsibility for the schools' health and safety performance. Kym Allan Health and Safety Consultants Ltd are employed by the Board to provide professional advice to the MAT in respect of health, safety and wellbeing matters.

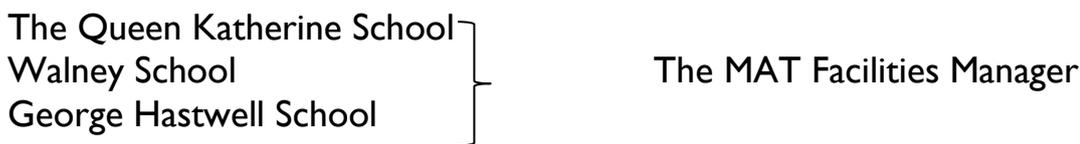
### **4.3 Schools**

The day-to-day responsibility for all school health, safety and welfare organisation and activity rests with the Headteacher of each of our schools.

The Local Governing Body of each school promotes and monitors the execution and effectiveness of this statement within the resources made available to them.

A diagram showing how health and safety is structured in each school within the MAT is provided within Section 2 (Organisation) of the relevant School's Health and Safety Policy document.

The Schools are represented by a trained Health and Safety Co-ordinator nominated by then Headteacher for each school and empowered to act on their behalf. The trained co-ordinator is as follows:-



#### **4.4 Departments**

Senior Managers, Deputy/Assistant Headteacher(s), Curriculum Co-ordinators/Heads of Departments, Clerical Managers/Supervisors, Kitchen Managers and Site Managers/Site Assistants, have a general responsibility for the application of the MAT's Health and Safety Policy to their own area of work and are directly responsible to the Headteachers for the application of the health, safety and welfare procedures and arrangements. They are responsible for maintaining high standards of health, safety and welfare within their own areas of work/departments consistent with this safety policy document. Managers and Supervisors throughout the school have responsibility not only for their own health and safety but also for that of employees under their control along with non-employees.

The day to day health and safety of students in classrooms, and physical education areas is the responsibility of class teachers.

#### **4.5 Individuals**

All employees have a duty under the Health and Safety at Work etc. Act 1974 to take reasonable care for the health and safety of him/herself and of other persons who may be affected by their work, and to co-operate with his/her employer as regards any duty or requirement imposed on the employer under the relevant statutory regulations. All employees are expected to co-operate and to contribute towards meeting excellent health and safety performance in the MAT.

Whilst adopting excellent health and safety standards is viewed positively and contributes to the overall performance of the MAT, failure to adopt adequate procedures will be taken seriously. Where necessary, appropriate disciplinary procedures will be implemented.

## **5. Monitoring and Reporting Arrangements**

In order to ensure we are achieving adequate health and safety standards arrangements will be put into place to monitor performance. These will include audit arrangements and monitoring of accident and work related ill health data. Levels of work related accidents and ill health are deemed to be an indicator of management control and, not necessarily, the fault of the individuals.

Our schools within the MAT will prepare an Action Plan for health and safety improvement which will be regularly reviewed and where necessary will prepare further written documentation to describe the organisation and arrangements for health and safety to address specific risk areas within the school. Wherever possible we will benchmark our performance against available data and seek to achieve continual improvement in performance.

Health and safety performance will be documented as part of each school's annual Health & Safety Review.

## **6. Summary**

This statement represents a summary of the MAT health and safety organisation and arrangements. The detailed organisation and arrangements within each school can be found within Parts 2 (Organisation) and Part 3 (Arrangements) of the school Health and Safety Policy document. This statement and our health and safety arrangements will be made freely available to all interested parties.

This policy will be reviewed in three years' time, unless a change in legislation or a significant event triggers a need for an earlier review.