

Health and Safety Policy Statement

Introduction

The Boards of Directors acknowledge their overall responsibility to provide and maintain safe and healthy conditions for all employees, pupils/service users, visitors, members of the public and any other parties that may be affected by our activities.

Policy statement

We undertake, as far as is reasonably practicable, to provide safe places of work, safe equipment, safe systems of work, information, training and supervision as may be needed to create and maintain a safe and healthy work environment.

We will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work Act 1974 and other statutory and common law duties.

We will ensure that each school/service and our trading subsidiary company has a health and safety policy that reflects their local context. This supplements our health and safety advice, which will continue to be updated with appropriate guidance notes and each school/service will be responsible for disseminating this information to colleagues.

We will: develop and regularly update local health and safety policies and procedures (e.g. fire safety, reporting accidents, first aid provision) and ensure colleagues are aware of and comply with these;

- have a critical incident/emergency contingency plan;
- ensure, so far as reasonably practicable, the health, safety, and wellbeing of colleagues, pupils in our schools/during off-site visits, and service users/visitors to all our locations, including volunteers involved in any activity and contractors working on any of the sites;
- assess the risk of all activities at all locations within the trust and off-site, introduce measures to manage the risks, and instruct colleagues about the risks and measures to control them;
- ensure that colleagues are competent and trained in their responsibilities (including written records of training), and are actively involved in health and safety;
- take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk;
- work with union-appointed health and safety representatives to provide a healthy and safe workplace.

Final Version 3.0 agreed on behalf of the NEAT Academy Trust (28.03.23) and NEAT Active Boards of Directors (reported as no amendments)

To be reviewed March 2024