

We are an **ambitious** and **inclusive** Trust of schools
strengthening communities through excellent education.



Health and Safety Policy Statement

Responsibility for approval: Board of Trustees
Date of approval: 8th February 2023

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive trust of schools, strengthening our communities through excellent education. Our mission is to transform lives and strengthen communities to make the world a better place.
- 1.2 Through our values, it is the policy of the Trust to promote excellence in health and safety management through a positive safety culture that promotes 'safe spaces' for an all through collaborative approach to health and safety procedures that are implemented and used on a day-to-day basis which enable staff at all levels to take ownership of their own, and others, safety.
- 1.3 To this end the Trust conducts operations in such a manner as to ensure as far as is reasonably practicable, the health, safety and welfare of all employees, students, contractors, general public and others while working, studying and visiting our premises and outside of these premises on associated activities.
- 1.4 We aim to achieve the highest standards of health and safety consistent with the Health and Safety at Work Act 1974 (HSWA) and The Management of Health and Safety at Work Regulations (MHSWR), together with other relevant legislation and regulations pertaining to school activities and operations.
- 1.5 We recognise our duty to regularly assess the hazards and risks created in the course of our business. We also recognise our duty, so far as is reasonably practicable to:
- provide adequate control of the health and safety risks so identified
 - consult with our employees on matters affecting their health and safety
 - provide and maintain safe plant and equipment
 - ensure the safe handling and use of substances
 - provide information, instruction and training where necessary for our workforce
 - ensure that all employees are competent to do their work
 - prevent workplace accidents and cases of work-related ill health
 - maintain a safe and healthy working environment
 - actively manage and supervise health and safety at work and,
 - review biennially and revise, as necessary to provide adequate resources for its implementation.
- 1.6 We recognise that we have a duty to co-operate and work with other employers and their employees, when their employees come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work.

2.0 Scope and purpose

- 2.1 The health and safety policy statement underpins our commitment to providing safe spaces for all and should be read in conjunction with our individual schools' health and safety policies which contain detailed organisational arrangements for health, safety and welfare across our school sites.

3.0 Definition

- 3.1 For the purpose of this document, The Ted Wragg Multi Academy Trust is referred to as **the Ted Wragg Trust** or **TWT** or **the Trust**.

4.0 Legal Framework

- 4.1 This Policy will be published on the Trust website and will be included in the Trust's Policy Monitoring Schedule.

5.0 Responsibilities

- 5.1 Although overall accountability for health and safety lies with the Trust, in accordance with the Scheme of Delegation, the day to-day responsibility for the health and safety of staff and students in individual academies is delegated to the headteacher, who in turn will delegate specific functions to other staff.
- 5.2 The local governing bodies of academies within the Trust are not the employers of staff but play an important role in ensuring performance and will work in close partnership with the headteacher and senior leadership team of the academy and relevant staff of the Trust to support good health and safety management. This will include carrying out an annual health and safety audit and reporting on this at a full governing body meeting.
- 5.3 The Trust will support its academies in putting in place clear policies which focus on the key risks within that academy and in checking that control measures have been implemented and remain appropriate and effective.
- 5.4 Academies are required to adopt a Health and Safety policy approved by the Trust, as set out in the schedule of policies and in accordance with the Scheme of Delegation. The policy will contain:
- A statement of policy
 - roles and responsibilities for health and safety within the Academy and
 - identification of key areas of risk and the specific arrangements for ensuring health, safety and wellbeing in their premises
- 5.5 Academies will operate in accordance with the terms of the Safety Representatives and Safety Committees Regulations 1977 and will have appropriate union representation and consultation on relevant matters.

6.0 Monitoring and Oversight

- 6.1 In order to fulfil its monitoring role, and to initiate and review health and safety policies and procedures, a Health & Safety Lead Network Group is established across our Trust of Schools. This network group meets termly and operates in addition to a Local Governance Health & Safety Link Governor Network Group, a Trust Finance & Resources Committee with responsibility for health & safety, oversight from the Trust Audit & Risk Committee and a designated Health & Safety Trustee. Each of these monitoring and reporting leads and termly network groups report as required to the Trust's facilities team, the Executive team and the Trust Board.
- 6.2 The Local Governing Board has delegated responsibility to monitor the school level Health & Safety Policy.

7.0 Policy Circulation

- 7.1 This Policy will be published on the Trust's website and included in the Trust's Policy Monitoring Schedule.
- 7.2 This Policy will be circulated to every Member, Trustee/Director, Governor and Senior Employee by sending an email with the link to policy on the Trust's website.
- 7.3 The Trustees are responsible for overseeing, reviewing and organising the revision of this Policy.

8.0 Adoption of the policy

This Policy has been adopted by the Trustees of the Ted Wragg Multi Academy Trust.

Signed (Chair of Trust)



Date: 08.02.23