



Health & Safety Policy

Review Summary

Adopted:	<i>January 2021</i>
Review Cycle:	<i>Bi Annual</i>
Last Review:	<i>N/A</i>
Next Review:	<i>January 2023</i>

1. Introduction

- 1.1. As the employer of staff, The Ted Wragg Multi- Academy Trust has overall responsibility for the health, safety and welfare of staff and students in the academies.
- 1.2. The Trust recognises that decisions about workplace health and safety should take account of the views and priorities of the local workforce as well as the management. When staff are actively engaged in health and safety, the end result is fewer accidents and less ill health.

2. Responsibilities

- 2.1. 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 principal, who in turn will delegate specific functions to other staff, in particular the premises manager.
- 2.2. 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 principal and senior management team of the academy and relevant staff of the Trust to support good health and safety management.
- 2.3. 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.
- 2.4. 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. 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.

3. Monitoring and Oversight

- 3.1. In order to fulfil its monitoring role, and to initiate and review health and safety policies and procedures, a Health & Safety Group will be established at trust-wide level which will cover all the academies within the Trust. This group will meet termly and operates in addition to academy-based committees dealing with health and safety, for example academy safety committees or governing body premises committees, which will report as required to this central group operating across the Trust.

4. Policy Circulation

- 4.1. This Policy will be published on the Trust's website and included in the Trust's Policy Monitoring Schedule.
- 4.2. 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.
- 4.3. The Trustees are responsible for overseeing, reviewing and organising the revision of this Policy.

Adoption of the Policy

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

Signed

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

(Chair of Trust)

Date: 20.01.21