



Health and Safety Policy Statement

The Trust, through the Chief Executive Officer, recognises the importance of health and safety and wellbeing in regards to its operations and is committed to ensuring its employees and all others who interact with its academies are safe.

1. The Trust is fully committed to meeting its statutory obligations under the terms of the Health and Safety at Work etc Act 1974 and the subsequent health and safety regulations made under it. We believe that this can best be achieved through the effective management of health and safety and the development of a health and safety culture where employees at all levels of the organisation recognise and discharge their duties under health and safety legislation. This will be achieved by managers accepting health and safety as part of their management role and staff ensuring managers are made aware of health and safety issues, so that health and safety becomes an integral part of everyone's daily activities.
2. The Trust is committed to assessing and reducing significant risks to health and safety so far as it is reasonably practicable and, by this process, to removing preventable accidents from the workplace. By doing so the Trust not only safeguards the health and safety and welfare of its staff but also all the children, young people and non-employees who access its academies. For this process to be effective, the Trust Board accepts that sufficient resources will need to be made available to ensure that it is able to meet its statutory obligations. By ensuring the correct and sensible application of health and safety in all its activities the Trust aims not only to provide a safe environment where all preventable accidents are avoided, but also one where staff and young people feel secure. It is in such environments that staff can fully concentrate on the development of young people, promoting their enjoyment and achievement, and where young people can flourish.
3. The Trust accepts that, to maintain a safe and healthy workplace, staff need to be competent in fulfilling their roles and understand their health and safety responsibilities. As such the Trust recognise that the provision of suitable information and instruction is vital and that this should be enhanced by appropriate health and safety training. This training will be organised in response to identified priorities.
4. In the same way that the Trust accepts that sufficient resources need to be allocated to health and safety, individual academies must ensure that health and safety is a consideration under their areas of delegated responsibility.
5. All employees, at any level within the organisation, have a duty to safeguard their own health and safety and that of anyone with whom they interact. They also have a duty to comply with their employer in respect of health and safety, and to point out any shortcomings in the employer's health and safety arrangements.





To implement this Policy, in practical terms the Trust will produce appropriate arrangements to meet these requirements.

The Trust realises that, in order for the aims and objectives of the Policy to be fully realised, a partnership approach to health and safety is required. The partnership involves employer, employees and employees' representatives and a forum is required where the respective parties can meet to discuss and resolve health and safety issues.

The Trust also realises that for the Policy to be successful everyone must be aware of its existence and will, therefore, endeavour to ensure that it is brought to the attention of all employees. Similarly, any future revisions of the Policy will be highlighted to all employees.

The Trust will strive to continually improve its health and safety performance in all areas to provide, maintain and further develop a safe working environment for staff and ensure that young people remain safe and secure when accessing our services.

The implementation of this Policy and its impact will be monitored by the Trust Board and, based on the findings of this monitoring, will be reviewed and amended as appropriate. It will as a minimum, be kept in line with the Derbyshire County Council Corporate Health and Safety Policy.

Chief Executive Officer
St Ralph Sherwin Catholic Multi Academy Trust
April 2019

