

Health and Safety Policy Statement

03/09/18

Version Control

Reviewer / owner (role)	Executive lead (role)	Approving body	Meeting date when the policy was approved
DFO	DFO	Trust Board	September 2018
DFO	DFO	Trust Board	January 2022
DFO	CEO and Executive Board	Trust Board	24 April 2023
DFO	CEO and Executive Board	Trust Board	29 April 2024

This policy is reviewed annually. The next review is due by April 2025.

1. Introduction

1.1 Aims and Scope

This policy sets out how the Trust expects health and safety to be managed across all aspects of its operations and activities. The Trustees recognise that they are ultimately responsible for Health and Safety across the Trust and this policy sets out how the management of health and safety should be delivered.

1.2 Other Linked Policies and Documents

Scheme of Delegation
Local Advisory Board Terms of Reference
Risk Register
Trust Organisational Statement
Local Health and Safety Policy and Procedures

2. Policy Statement

The Trust intends and expects that all decisions around health and safety should reflect its vision and values:

Our aim:

To create centres of educational excellence that inspire all pupils to turn their potential into performance

To achieve this our schools will:

Provide a broad and balanced curriculum that allows pupils to develop their talents and ambitions
Deliver the highest quality learning opportunities facilitated by excellent teachers
Inspire our pupils to become confident, motivated and respectful individuals ready to make a positive contribution to society

The Trust will support our schools by:

Maximising the resources and expertise available to individual schools
Providing a platform for the sharing of excellent practice
Challenging and developing staff to turn their potential into performance

Each School or Academy within the Trust produces its own local health and safety policy linked to this document, supported by an organisational statement and local arrangements.

This policy forms the basis of future planning to achieve a high standard of health and safety in line with the Health and Safety at Work etc Act 1974 (HASAWA). It describes how the Trust implements health and safety in and across its academies.

Health and safety is linked with other legal requirements such as safeguarding, food hygiene, transport safety, environmental protection and waste management. The Trustees understand that many of these items are regulated through legislation other than HASAWA.

2.1 Trustee Statement of General Policy

As a board, Trustees collectively accept responsibility for the setting out of a suitable organisation and giving staff appropriate roles to ensure a high standard of health and safety. They make arrangements to carry out those tasks and other functions needed to achieve this (Section 2 (3) HASAWA).

The Trustees recognise they have a duty not to consent or connive in a matter likely to be a breach of health and safety law nor to neglect any matter that may be a breach of the law (Section 37 HASAWA).

The Board will delegate specific responsibility for the oversight of health and safety to the Finance, Risk and Audit Committee as part of its risk management remit. This is to aid the Board collectively in achieving a high standard of health and safety across the Trust.

As the employer, the Trust, controlled by the Board of Trustees, will meet its legal duty to ensure, so far as is reasonably practicable, the health and safety of its employees (Section 2(1) HASAWA).

The Trust ensures that people not employed by it are also protected against harm from any of its activities. This covers pupils, visitors and contractors, and members of the public.

Activities include those at the Trust's locations as well as off-site activities such as during an educational visit (Section 3 HASAWA).

The Trust provides an adequate budget for health and safety.

The Trust supports its s academies to develop their policy and practice and encourage the discussion and sharing of best practice across the Trust.

The Trust ensures that it has access to health and safety advisors internally as staff members and by using external contractors and competent people as needed.

The Trust will, where appropriate, involve employees in the discussion of health and safety matters. Consultation occurs through the Local Advisory Boards, by employee and trade union representatives and through direct consultation as appropriate. Academies may choose any suitable equitable approach appropriate to their working arrangements (Safety Representatives and Safety Committees Regulations 1977 and Health and Safety (Consultation with Employees) Regulations 1996).

The Trustees will monitor and audit health and safety practice across the Trust. They will update the Trust risk register regularly.

The Trust supports employees in gaining recognised levels of skill, knowledge and experience. Roles and responsibilities including Health and Safety Committee arrangements are set out in the policy appendix - Health and Safety - Organisational Roles and Responsibilities.

Irrespective of the support and resources provided by the Trust, each academy principal remains responsible for the application of Health and Safety policy and arrangements within their academy. This includes the requirement that each academy completes a Health & Safety Plan.

The Board of Trustees will review and update this policy statement at least once a year. The organisation and arrangements will be improved whenever practical.

The Trust, as an educational organisation, supports the concept of 'being risk aware rather than risk averse'. All employees and pupils should go home 'safe and healthy' however this does not mean banning or denying access to exciting, interesting and rewarding learning opportunities.

2.2 Audit and Compliance

The Trust conducts a range of internal compliance checks and audits both announced and unannounced. These will be conducted by external specialists and supported by internal review.

All staff are expected to cooperate fully with any form of compliance check or audit.

Breaches of the Trust Health and Safety Policy Statement and its associated policies (including by default local arrangements) and procedures are a considerable risk to the Trust and will be reviewed under the Trust Disciplinary Policy.

All Trust academies produces local arrangements and procedures specific to their location, needs and activities. For the avoidance of doubt, no academy is authorised to operate procedures that vary, or are detrimental to this policy.

This policy may not cover every eventuality and additional guidance or procedures may be issued from time to time that will automatically form a part of this policy.



James Nicholson
Interim Chief Executive Officer



Matthew Dixon
Chair of Trustees