



Health and Safety Policy

23rd September 2025

Version: **September 2025**

Ratified by the (Local Governing Body)

Signed by the (LGB):

To be reviewed (annually):

Date: 23rd

September 2025

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1. Introduction

1.1. There are five parts to this Policy:-

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| 1 | Aim, objective and statement Declaration of intent by the Chair of Governors/ Headteacher |
| 2 | Organisation The management structure and defining of roles and responsibilities |
| 3 | Arrangements The procedures and systems necessary for implementing the Policy. |
| 4 | Monitoring The system for auditing the effectiveness of the arrangements and for reviewing health and safety performance. |

2. Policy Aim, Objective and Statement

2.1. Policy Aim

To be an Academy where everyone can undertake their roles and responsibilities and fulfil their potential free from work related or education related injury or ill health; this includes all Academy staff, agency staff, peripatetic staff, volunteers, students, partners and others who may be affected by our work activities.

2.2. Policy Objectives

- to conduct all our activities safely and in compliance with legislative standards
- to provide safe working and learning conditions
- to ensure a systematic approach to the identification of risks and the allocation of resources to control them
- to be an Academy that promotes a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and welfare
- to promote the principles of sensible risk management which enables innovation and learning

2.3. Policy Statement

Baginton Fields Academy recognises and accepts its responsibility as an employer and provider of services and will provide a safe and healthy workplace and learning environment for all staff, students and such other persons as may be affected by its activities.

Baginton Fields Academy will adopt health and safety arrangements in line with Thrive Education Partnership's (TEP) Health and Safety Policy and will strive to meet and adhere to all relevant health and safety legislation and to TEP policies and procedures.

Good health and safety management will be an integral part of the way that the Academy operates and will be considered across all work activities and across the wide range of educational activities delivered.

For the purpose of this policy it is important to note that Baginton Fields Academy refers to the School and Post 16.

Baginton Fields Academy will ensure that they have access to competent technical advice on health and safety matters to assist us in meeting our objectives; we will do this by;

Accessing the services of Judicium and Madrigal Ltd- Health and Safety Consultants

The Academy will:

- seek to ensure that its buildings, grounds, plant and equipment meet appropriate health and safety standards.
- will promote health and safety training to ensure competence and awareness
- develop and communicate information on sensible risk management and safe working practices.
- require all employees and encourage and support all students to show a proper personal concern for their own safety, for that of the people around them through management for example, through joint consultation, within the delivery of the curriculum and through pastoral care.
- require staff to exercise due care and attention, and observe safe working methods, including those inherent in their professional craft or training.

Baginton Fields Academy will adopt a planned risk based approach to health and safety management based on the principles of sensible risk management.

This will involve:-

- assessment of hazards and associated risks
- the identification and implementation of preventive and protective control measures against those risks to an acceptable/ tolerable level
- monitoring the effectiveness of those measures including the enforcement of proper working practices by the Senior Leadership Team and other supervising staff members and the review of incident statistics
- including health and safety requirements/responsibilities into contract conditions which will be enforced by the governing body, Senior Leadership Team and other supervising staff members
- the provision of information, instruction, training and protective equipment to staff (and students where required)
- the review of risk assessments, policies, procedures and practices at regular interval and where additional information is gained through monitoring or following an incident.

It is a requirement of Baginton Fields Academy that this policy statement and its implications are understood and acted upon by all staff, governors and other relevant persons within the Academy. Linked to this policy statement are documents recording the organisational arrangements and procedures by which we will ensure that this policy is implemented.

3. Organisation

3.1. Roles and Responsibilities

3.1.1. General

The Health and Safety at Work Act 1974 and subordinate legislation states that all employees have health and safety responsibilities when at work.

Although some duties and responsibilities may be delegated, accountability for health, safety and welfare at work is not transferable and cannot be evaded

3.1.2. Governors

Baginton Fields Academy's local governing body has the responsibility for ensuring that reasonable measures are put in place to ensure the health and safety and welfare of employees, students, visitors and other people affected by the establishment's activities. To this end the governing body will;

- produce a local health and safety policy and devise appropriate procedures for managing health and safety related issues
- implement the policies of Thrive Education Partnership and any agreed local policies or procedures where appropriate
- as part of their decision making, take into account the costs of implementing the health and safety policies, seeking and setting aside reasonable funding for their implementation
- receive and action regular and routine health and safety reports from the School Business Manager on behalf of the Headteacher to enable it to monitor and evaluate the effectiveness of the health and safety management systems
- ensure when awarding contracts that health and safety is included in specifications and contract conditions taking account TEP policy and procedures
- ensure that the Academy has access to competent health and safety advice

3.1.3. Headteacher

The Headteacher will comply with TEP health and safety policy and in particular will:-

- visibly support TEP health and safety arrangements, work with trade union and employee health and safety representatives and ensure that all employees are aware of and accountable for their specific health and safety responsibilities and duties
- ensure health and safety policies, procedures, action plan and risk management program is implemented as an integral part of business, operational planning and service delivery
- support accident and incident investigations, review reports and statistics, utilise information on trends and hot spots
- undertake monitoring and ensure the provision of adequate resources to achieve compliance
- ensure that local procedures for the selection and monitoring of contractors are in place and meet the requirements of TEP policy and procedures

- ensure that the Academy has access to competent health and safety advice

The Headteacher will ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their area of control.

In addition to their statutory duties, Headteachers have a common law duty of care for students which stems from their position in law "in loco parentis".

3.1.4. Senior Leadership Team

The leadership team at Baginton Fields Academy will undertake general responsibility to ensure that all necessary health and safety activities, requirements and standards are undertaken and met within their respective areas of control. This will be done under the direction of the Headteacher. Specifically the Business Manager and any other member of staff with supervisory responsibilities will:-

- identify hazards, initiate risk assessments, record the significant findings and implement any necessary control measures
- check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- inform, instruct, train, supervise and communicate with employees and provide them with equipment, materials and clothing as is necessary to enable them to work safely; to complete the health and safety induction checklist for all new employees at the commencement of their employment
- report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence

3.1.5. Employees

All employees, agency and peripatetic workers and contractors must comply with the Academy's health and safety policy and associated arrangements and in particular are required to:-

- take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- cooperate with their line manager and senior leadership to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required

- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements
- support the Academy in embedding a positive safeguarding culture that extends to the students of the school and any visitors to the site

3.1.6. Students

All students are expected to behave in a manner that reflects the school's behaviour policy and in particular are expected to:-

- take reasonable care for their own health and safety at school and of their peers, teachers, support staff and any other person that may be at school
- cooperate with teaching and support staff and follow all health and safety instructions given
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- report to a teacher or other member of school staff any health and safety concerns that they may have

4. Arrangements

The following arrangements will be adopted to ensure that Governors and the Headteacher fulfil their responsibilities and provide the foundation for securing the health and safety of employees, and all users of the site.

4.1. Setting health and safety objectives

The Local Governing Body and the Headteacher will specifically review progress of health and safety objectives at the termly meeting of the LGB (this may be included as part of the School Business Managers report to governors). Where necessary health and safety improvements will be identified and added as an action to the minutes

4.1.1. Provision of effective health and safety training

The Headteacher and Governors will consider health and safety training on an annual basis in line with the Academy's health and training matrix focussing on mandatory training as a priority.

4.1.2. Provision of an effective joint consultative process

The Academy health and safety committee will meet at least once per term.

This committee will report to the Headteacher and Governors, who will ensure that concerns are considered and addressed within a clear action plan, with identified responsibilities and target dates. The committee membership will include (as a minimum) member of the Senior Leadership Team, a member of teaching staff, a member of support staff, the Site Services Officer, a governor and our external health and safety advisor.

4.1.3. Establishing adequate health and safety communication channels

Communication channels will be established for the exchange of health and safety knowledge and information. Where necessary, these communications will be recorded and include:-

- Senior Leadership Team meetings and staff meetings;
- the site health and safety committee (or forum where health and safety matters are discussed);
- provision of information relating to safe systems of work and risk assessments;
- training provided
- communication of health and safety bulletins or information from Health and Safety Services
- communications with relevant specialist advisors and Thrive Education Partnership

Where health and safety issues cannot be resolved at local level, they will be escalated through the management structure as appropriate.

4.1.4. Financial resources

The Governors along with the Headteacher will review the school budget to determine, in the light of past performance, if adequate resources are being deployed to ensure adequate health and safety management and control.

4.1.5. Other arrangements

Specific site arrangements can be found, or may be referenced, in the appendices to this document.

| Arrangements | Location/appendix reference |
|---|------------------------------------|
| Fire risk assessment and emergency procedures | |
| First aid risk assessment and procedures | |

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| Risk assessments for all staff and curriculum activities | Health and Safety Folder Shared staff drive |
| Procedures for the reporting and investigating of accidents, near miss incidents, work related Ill health and assaults | |
| Procedures for manual handling and associated risk assessments | Health and Safety Folder Shared staff drive |
| Procedures for lone working and dealing with violence and aggression and associated risk assessments | |
| Use of Display Screen Equipment (DSE) | |
| Procedures for educational visits and associated documentation | Health and Safety Folder Shared staff drive |
| Procedures for the management of stress | |
| Procedures for the Control of Substances Hazardous to Health (COSHH) | Health and Safety Folder Shared staff drive Site Manager Folder School Office |
| Procedures for the selection and management of contractors | |
| Procedures for the management of asbestos | |
| Procedures for the management of legionella | |
| Procedures for driving and use of transport | |
| Procedures for site security | |
| Site inspections | |
| Premises management/statutory inspections | |

5. Monitoring

This Health and Safety Policy together with the associated procedures and health and safety performance, will be reviewed by the Governors and Headteacher on a regular basis or as required.

In order to substantiate that health and safety standards are actually being achieved, the Academy will measure performance against pre-determined plans and objectives. Any areas where the standards are not being met will require remedial action.

The Academy will use different types of systems to measure health and safety performance:

5.1.1. Active monitoring systems:

- spot checks and termly site inspections will be undertaken

- documents relating to the promotion of the health and safety culture will be regularly examined and reviewed
- appropriate statutory inspections on premises, plant and equipment will be undertaken
- where necessary, health surveillance and environmental monitoring systems will be implemented to check the effectiveness of health control methods and to detect early signs of harm to health.

5.1.2. Reactive monitoring systems:

- identifying where health and safety standards are not being met, by monitoring for failures in the systems - such as accidents, cases of ill health (work-related sickness), damage to property etc

5.1.3. Reporting and response systems:

- ensuring that monitoring information is received, having regard to situations which create an immediate risk to health or safety, as well as longer-term trends and ensuring remedial action is taken
- Academy health and safety committee, Governing Body and Senior Leadership Team will all receive and consider reports on health and safety performance

5.1.4. Investigation systems:

- prioritising investigation of incidents which indicate the greatest risk and the identification of both the immediate and the underlying causes of events
- analysing data to identify common features or trends and initiate improvements
- where cases of occupational ill-health are to be investigated
- where complaints relating to occupational health and safety are to be recorded and investigated
- where accidents/incidents and assaults with the potential to cause injury, ill-health or loss are to be reported, recorded and appropriately investigated

5.1.5. Third Party Monitoring/ Inspection

The Academy will be subject to third party inspection and monitoring, as follows:-

- Health and Safety Services Audit every two years
- As part of Ofsted requirements

Actions arising from third party audit/inspection will be incorporated within the Academy action plan with appropriate target dates for completion.

6. Work Experience and Young Persons

- Students on work placements/experience are regarded in health and safety law as employees and therefore must be provided with the same health, safety and welfare protection given to other employees.
- Work experience may be defined as a placement on an employer's premises in which a student carries out a range of tasks or duties, more or less as an employee, but with the emphasis on the learning aspects of the experience
- Students who are under the age of 18, taking part in work experience/placements, are considered Young Persons under health and safety law. The Management of Health and Safety at Work Regulations require employers to specifically take account of young persons when carrying out their risk assessments.
- If young persons have not previously been employed in our school, then existing risk assessments should be reviewed accordingly. The assessment of risks to 'young persons' must be carried out before their employment or work placement period begins.
- We will ensure that the parents/guardians of children, i.e. those under minimum school leaving age (MSLA), are informed of the key findings of the risk assessment before the placement begins.
- All young people and students on work experience will be provided with appropriate induction, information, instruction, training and supervision.
- Where our own students undertake work experience with a local employer, we will ensure that pre-placement checks of health, safety and welfare arrangements at the employers' premises are carried out by suitably qualified and competent people. They must also ensure that students are prepared for, supported and monitored appropriately during work placement programmes.

7. Changes

| Description | Date | Page | Section |
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8. Staff Responsibilities

