

## HEALTH AND SAFETY POLICY

The Academy believes that the Health, Safety and Welfare of its employees, pupils, contractors and the general public is fundamental in providing a safe and secure environment for all persons who enter its premises. The Academy recognises its moral and legal duty to protect the Health and Safety of its employees during the course of their employment, to protect employees of other employers, pupils, contractors and volunteers who may be affected by its activities.

The Academy acknowledges and accepts its responsibilities to take all reasonably practicable steps to provide adequate controls of health and safety risks arising out of or from its work activities to ensure the health, safety and welfare of persons who enter Academy workplaces.


In recognising these duties the Academy shall:

- Comply, as a minimum, with all applicable health and safety legislation and regulations at all the workplaces where it carries out its activities;
- Provide safe conditions and practices of work;
- Define the Academy's safety management organisation and the responsibilities and duties of all employees, and others who enter Academy workplaces;
- Consult with employees in the development of arrangements for health, safety and welfare, and work with them to achieve their implementation;
- Provide employees, pupils, contractors and visitors with suitable and adequate information, instruction and training to safeguard their health and safety, whilst on Academy premises;
- Provide adequate resources for the ongoing implementation of its health, safety and welfare obligations;
- Select contractors who have effective safety management arrangements for work at the Academy's workplaces;
- Provide a safe and secure learning environment, safe equipment and appropriate supervision for pupils who study at Academy schools;
- Ensure that appropriate arrangements are implemented to protect the health, safety and welfare of pupils whilst on both UK and overseas visits.

Management and supervisory staff are required to maintain safe working conditions. They are required to acquaint employees under their control with these requirements and to monitor compliance with them.

Employees are also required to understand their responsibilities, to act responsibly and to do all they can to prevent injury to themselves and other persons, and to co-operate in the implementation of this policy.

The Academy is committed to actively promoting the health and wellbeing of those who work and enter its workplaces and the continuous improvement of its health and safety performance by setting objectives and targets supported by a monitored programme of actions and undertakes to publish details of its performance.



Bob Wintringham  
Chair; Board Of Directors



David Wilson  
Executive Head