



Health and Safety Policy 2024

Date of Review: March 2024

Reviewed by: Nigel Broom, Estates Technical Director

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1.0 Introduction

The Futures Trust's Health and Safety Policy Document details its commitment to effective and successful health and safety management. It contains a statement of intent, together with organisation, details of the arrangements and monitoring systems for Health and Safety management.

The Trust's Health and Safety Policy is central to an understanding 'that health and safety must feature prominently in all aspects of the operation of each Trust in order to ensure compliance with the health and safety legislation.'

This policy relates to The Futures Trust and will ensure compliance with statutory and Ofsted requirements by establishing clearly defined roles, responsibilities and arrangements at both a strategic and local level.

This policy document sets the required health and safety standards for:

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|--|---------------------------------|
| President Kennedy School | Rookery Lane, Coventry CV6 4 GL |
| Barr's Hill School | Radford Road, Coventry CV1 4BU |
| Keresley Grange School | Waste Lane, Coventry CV6 2EH |
| Parkgate Primary School | Parkgate Road, Coventry CV6 4GF |
| Stoke Park Secondary School | Dane Road, Coventry CV2 4JW |
| Keresley Newland School | Grove Lane, Coventry CV7 8JZ |
| Hinckley Academy & John Cleveland Six Form | Butt Lane, Hinckley LE10 1LE |
| Camp Hill Primary School | Hollystitches Road CV10 9QA |
| Coundon Court School* | Northbrook Road CV6 2AJ |

In addition, Ofsted requires Multi Academy Trusts and their schools to hold various other documentation relating to health and safety. This policy reinforces the culture of the school in relation to the importance of health, safety, welfare and wellbeing of all within The Futures Trust.

There are three parts to this Policy: -

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| 1 | Aim, objective and statement of intent Declaration of intent by the Trustees and Head Teachers |
| 2 | Organisation The management structure and defining of roles and responsibilities |
| 3 | Arrangements The procedures and systems necessary for implementing the policy. |

* See Addendum relating to health and safety arrangements at Coundon Court School.

2.0 Policy aim, objectives and statement of intent

2.1 Policy Aim

To be a Trust 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 Trust staff, agency staff, peripatetic staff, volunteers, pupils, partners and others who may be affected by our work activities.

2.2 Policy Objectives

- To conduct all Trust 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 a Trust 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

The Futures Trust recognises and accepts its responsibility as an employer and provider of education and will provide a safe and healthy workplace and learning environment for all staff, pupils and such other persons as may be affected by its activities.

The Futures Trust will strive to meet and adhere to all relevant health and safety legislation and educational standards, to demonstrate statutory compliance.

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

The Futures Trust will ensure that we 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 a competent Health and Safety Practitioner.

The Trust will:

- Seek to ensure that its buildings, grounds, plant and equipment meet appropriate health and safety standards.
- 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 pupils to show a proper personal concern for their own safety, for that of the people around them through management 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 conduct or training.

The Futures Trust 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.

- 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.
- Provision of information, instruction, training and protective equipment to staff (and pupils where required).
- 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 The Futures Trust that this policy statement and its implications are understood and acted upon by all staff, governors and other relevant persons within the Trust. Linked to this policy statement are documents recording the organisational arrangements and procedures by which we will ensure that the policy is implemented effectively.

Copies of the policy will be issued to all staff, Trustees and Local Governing Bodies and will be available from the Trust website with the master copy held by the Trust Company Secretary on behalf of the Trustees, all Head Teachers and their Local Governing Bodies.

This Policy will be reviewed and approved by The Futures Trust annually before September each year or when significant change to the policy needs to be made.

Signed:

On behalf of Trustees

CEO

2.4 Coronavirus (COVID 19) Statement

The Futures Trust is committed to ensuring the health and welfare of staff, pupils and visitors within our establishments in relation to Coronavirus (COVID-19).

The trust will keep up to date with the latest government guidance and safe working practices and will implement the necessary procedures accordingly.

3.0 Organisation Roles and Responsibilities

3.1 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.

3.2 Health & Safety roles and responsibilities

Successful health and safety management depends on a systematic approach throughout the Trust so that health and safety become fully integrated with all other aspects of Trust management. A proactive health and safety culture will require strategic leadership from the Trustees, CEO, Local Governing Body and Head Teachers with support from all staff. This policy assigns roles and responsibilities to the Trust post holders as specified below:

3.3 CEO and Board of Trustees

The CEO and Board of Trustees has overall accountability for health and safety throughout the Trust. The CEO and Board of Trustees will develop, implement, monitor and review the Trust's safety management systems on a regular basis to be satisfied that systems are robust and demonstrate statutory compliance.

Health and safety matters will be considered within the Trust decision making process (as set out within policies and procedures and any statutory provisions set out in legislation

The CEO and Board of Trustees will ensure that adequate resources are made available to implement successful health and safety management that conforms to all relevant statutes. Health and safety matters will be considered and accounted for when making managerial decisions.

The CEO and Board of Trustees will:

- Provide clear and visible health and safety leadership that encourages employee involvement in improving health and safety standards.
- Ensure that all decisions made reflect their health and safety intentions as articulated in the Trust's health and safety policy statement.
- Implement the effective operation of an integrated health and safety management structure that supports successful health and safety management.
- Monitor health and safety arrangements that includes progress against the Trust's health and safety action plan. There will be regular reports into Board and at the very least, oversight on an annual basis. The provision of adequate resources to enable the delegation of their health and safety responsibilities.
- Produce a health and safety policy and devise appropriate procedures for managing health and safety related issues.

- Ensure that they develop, implement, monitor and effectively review agreed policies, guidance or procedures where appropriate.
- As part of their decision-making process, consider the costs of implementing the health and safety policies, seeking and setting aside reasonable funding for their implementation.
- Receive and action health and safety reports from the Head Teachers at least annually, to demonstrate, monitor and evaluate the effectiveness of the health and safety management systems across the Trust and at individual schools.
- Ensure when awarding contracts that health and safety is included in specifications and contract conditions.
- Ensure that the Trust and each individual school has access to competent health and safety advice.
- Work proactively to promote a positive safety culture.

3.4 Chair of Governors and Local Governing Bodies

- Ensure that they implement, monitor and effectively review agreed policies, guidance or procedures where appropriate.
- As part of their decision making, consider 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 Head Teacher 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.
- Ensure that the Trust has access to competent health and safety advice.
- Work proactively to promote a positive safety culture.

3.5 Head Teachers

The Head Teachers have been appointed by the Trustees, CEO and Local Governing Body as the responsible person for Health and Safety within their school. The Head Teachers will promote the adequate and proper consideration of health and safety to senior managers and employees within their school.

The Head Teacher will present regular health and safety updates and record of performance as part of the Local Governing Body agenda at meetings. This will include:

- Accident statistics
- Setting performance related targets and objectives
- Measuring health and safety performance
- Provision of an effective Health and Safety Committee process
- Monitoring of health and safety to include:
 - Auditing
 - Inspection
 - Accident recording and investigation
 - Review of performance
 - Training

Critical incidents will be escalated to the CEO, Trustees and Local Governing Body in accordance with the Trust's Risk Management Policy

Under the direction of the Local Governing Body, the Head Teacher with support will:

- Ensure that satisfactory health and safety standards are maintained through effective management and risk assessment processes;
- Ensure that when making decision/arranging new projects for the service area, health, safety, welfare and wellbeing issues are considered and dealt with fully;
- Ensure that adequate health and safety communication channels exist within their area of control;
- Ensure that adequate resources are provided to maintain health, safety and welfare, and manage these resources on a risk priority basis;
- Work proactively to promote a positive safety culture;
- Ensure that procedures exist and are effectively implemented to identify and provide the information, instruction, training and supervision needed to ensure health and safety;
- Seek to proactively develop and improve and health and safety within their area of responsibility;
- Ensure procedures are in place for the reporting and recording of accidents and incidents, and near miss investigation and taking appropriate action to prevent recurrence within the statutory time scales;
- Review and monitor accidents and incident statistics to identify trends and areas of high risk. Provide support and resources to ensure adequate controls are put in place to prevent recurrence, and to ensure continual health, safety and wellbeing improvement;
- Ensure that their employees understand and accept their individual responsibilities regarding health and safety and are adequately trained to carry out their responsibilities;
- In conjunction with Senior Leadership Team/ health and safety representatives, monitor and review the health and safety targets and priorities in line with the overall Trust objectives; and ensure the provision of adequate resources to achieve compliance;
- Ensure that health and safety arrangements and performance are formally evaluated, monitored and reviewed at least on an annual basis;
- Ensure that the Local Governing Body is consulted, along with employees' representatives, and that professional health and safety advice is sought, prior to changes in accommodation and working practices;
- Ensure that the Local Governing Body is informed of any breach of health and safety statutory requirements; and immediately when there is Health and Safety Executive (HSE) involvement;
- Ensure that safe systems of work are fully discussed, recorded, implemented and reviewed with the appropriate employees concerning:
 - Current work activities
 - Planning new activities, methods of work etc.
 - Design/acquisition of new buildings, plant and equipment
- Ensure that informal tours of the workplace are carried out to proactively identify good and poor health and safety performance. This will demonstrate visible management commitment to health and safety within their service areas;
- Ensure that a formalised workplace inspection regime is in place to identify hazards and to take appropriate action;
- Ensure that contractors receive an induction to the premises/ area they are working, including emergency evacuation;
- Ensure consultation takes place between managers from other employers, organisations and appropriate employees' safety representatives, when sharing premises;
- Consult and seek advice where necessary; and
- Provide clear leadership on health and safety and set a personal example.

3.6 Operations Manager

With the directions placed upon the Head Teacher by the Local Governing body the Operations Manager working with the Head Teacher will provide support. This support will include oversight of health and safety across school departments and responsibility for ensuring coordination of day-to-day health and safety management across the school.

Under the direction of the Head Teacher, the Operations Manager will support the Head Teacher with their health and safety responsibility by undertaking the following duties:

- Provide clear leadership on health and safety and set a personal example.
- Ensure active dialogue and collaboration between departments relating to health and safety practices.
- Preparation, arrangements and reporting of termly health & safety committee meetings.
- Have oversight of school operations and project works that involve potential risk and ensure adequate health and safety management procedures and risk assessments are in place.
- To actively work with Trust, other schools and advisors towards creating an improved Trust wide health and safety environment.
- Ensure adequate resources are made available for health and safety management and to escalate to the Head Teacher where there are not.
- Have oversight of training and identify potential training needs.
- Ensure management systems are in place and followed for reporting, recording and formal escalation of health and safety accidents, incidents and near misses.
- Monitor and report to the headteacher and senior leaders on first aid incidents, accidents, and trends.
- Regularly meet with senior premises personnel to ensure procedures are in place and actions carried out to ensure safe management of the site.
- Ensure selected contractors working at the school have the necessary relevant competency, insurance cover and health and safety documentation in place prior to starting work.
- Monitor that procedures are in place and followed, including health and safety inductions, site safety audits and surveys.
- Ensuring that health and safety, wellbeing and risk assessments are reviewed by the relevant departments and are up to date.
- Work with departments and report to the Head Teacher and Trust on annual audit action plan progress.
- Ensure that adequate risk assessments and health and safety measures are in place for external site users.

3.7 Senior Leadership Team, Deputy Head Teachers, Assistant Head Teachers, Department Heads, Curriculum and Subject Leaders

All managers are responsible for managing health and safety in their area of responsibility. Departmental policies will specify the roles and responsibilities required by managers to ensure legal compliance and best practice. They will:

- Comply with the Trust and Schools' health and safety policies and relevant Departmental policies;
- Ensure that risk assessments are undertaken with the application of a sensible risk management approach for work activities/ processes/ and operations;
- Ensure that all employees are familiar with the relevant risk assessment findings, control measures, safe systems of work, and local arrangements;

- Set up and maintain safe, healthy working conditions;
- Provide all new starters with a health and safety induction;
- Audit and monitor safe working practices and procedures;
- Ensure that procedures and training programmes are set up and maintained for all employees;
- When designing, buying and using new equipment ensure that health, safety and wellbeing is considered as part of the risk assessment process;
- Ensure that new, reviewed or changed processes and services are assessed for risks before they are put into practice;
- Ensure that accidents, incidents and near misses are reported and investigated, where necessary, so that appropriate action can be taken to prevent a recurrence;
- Ensure that contractors and other people's activities (for example, employees from other service areas) are monitored;
- Ensure that all employees, including safety representatives, are able to carry out their responsibilities, and encourage them to work with managers to promote an attitude of safe working across the Trust;
- Ensure that a formalised workplace inspections regime is in place to identify hazards and to take appropriate action;
- Ensure that contractors receive an induction to the premise/ area in which they are working;
- Ensure consultation takes place between, other organisations and appropriate employees' safety representatives, when sharing premises; and
- Provide clear leadership on health and safety and set a personal example.

3.8 Employees

All employees, including those with managerial responsibilities, have an important role to play in effective health and safety management. All employees have a responsibility to:

- Take reasonable care, while at work, to ensure that they do not endanger either themselves or anyone else who might be affected by their actions or omissions.
- Co-operate with their employer or other person in respect of their health and safety duties and follow all instructions (written and verbal) to protect their own and other people's health and safety.
- Not misuse or interfere with any safety equipment and/or protective clothing provided and avoid improvisation in any form, which could create unnecessary risks to health and safety.
- Ensure that plant and equipment is in a safe condition, before use and acquaint themselves with all relevant processes, materials and substances and use as advised. Report any defects, loss or damage to their manager.
- Be aware of their capabilities and competence, both physically and mentally and inform a manager if they feel unable to continue with their duties.
- Behave appropriately at all times in the workplace and not get involved in any horseplay.
- Avoid taking short cuts or changing work activities, which could create unnecessary risks to their health and safety. Use all safety equipment and/or personal protective equipment that is provided.
- Report all accidents, incidents (including incidents of violence, diseases and dangerous occurrence), near misses, as well as unsafe methods of work, unsafe conditions/tools/ plant/ equipment/ premises/ appliances/ practices, and concerns about health, safety or wellbeing to their manager, even if an injury was not sustained.

- Be familiar with any health and safety policies, procedures, risk assessments or any other health and safety documentation, applicable to them and their work. Follow all instructions therein (whether verbal or written).
- Be appropriately dressed for their working environment and activity.
- Be aware of the first aid provision at their workplace and understand the fire/emergency evacuation and fire prevention procedures, position of fire alarms and equipment and participate in drills as required.
- Take part in health and safety training and development as necessary.
- Take part in health surveillance programmes, as required.
- Set a good personal example in respect of health and safety.
- Make suggestions to improve health and safety.

3.9 Students

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

- Take reasonable care for their own health and safety 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.
- Set a good personnel example in respect of health and safety.

3.10 Visitors and volunteers

The health and safety of any visitor to the Trust or any of its schools and volunteers involved in any Trust activity will be appropriately assessed with the implementation of adequate control measures. All visitors to the Trust or its schools are expected to comply with the Trust's health and safety arrangements and:

- Take reasonable care for their own health and safety and that of anyone who may be affected by their activity.
- 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 any health and safety concerns that they may have to a member of staff.

3.11 Shared site users

Where two or more employers share a workplace, each employer shall co-operate with the other employers concerned to enable them to comply with their duties under health and safety legislation. The school as the primary site user will have the lead responsibility.

All shared users of the school site must agree to:

- Co-operate and co-ordinate with the school on health and safety matters
- Provide information relating to any additional risks or procedures which will be new or unusual to those of the school that may arise from their activities

- Maintain a standard of health and safety which is reasonably practicable and at least equivalent to the standard maintained by the school so as to ensure the health, safety and welfare of all school staff and users
- Meet the insurance requirements of the Trust.
- Familiarise themselves with and communicate to their employees/users the schools health and safety arrangements

The school will ensure that:

- Premises are in a safe condition for the purpose of use
- Adequate arrangements for emergency evacuation are in place and communicated
- Users are consulted with on health and safety matters
- The schools health and safety arrangements are made available to shared users

3.12 Lettings

The schools have lettings policies that are referenced within the appendices of this policy. The policy covers procedures for fire evacuation and security arrangements and the requirements relating to accident, assault and near miss reporting requirements and the provision of first aid.

Persons/organisations letting the site must agree to:

- Co-operate and co-ordinate with the school on health and safety matters
- Agree to the terms of the lettings policy in relation to health and safety arrangements
- Provide information relating to any additional risks or procedures which will be new or unusual to those of the school that may arise from their activities

The school will ensure that:

- Premises are in a safe condition for the purpose of use
- Health and safety arrangements are detailed in the lettings policy and that these are fully explained and communicated.
- Adequate arrangements for emergency evacuation are in place and communicated.

4.0 ARRANGEMENTS

The following arrangements have been agreed and adopted by The Futures Trust to ensure that Governors and the Head Teacher 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 Governors and the Head Teacher will specifically review progress of health and safety objectives at the annual meeting of the Local Governing Body (this may be included as part of the Head Teachers report to governors). Where necessary health and safety improvements will be identified and included within the school action plan.

4.2 Provision of effective health and safety training

The Head Teacher and Local Governing Body will consider health and safety training on an annual basis in line with the school's health and training matrix focussing on mandatory training as a priority.

4.3 Joint consultative process

The school's health and safety committee will meet at least once per term. This committee will report to the Head Teacher and Local Governing Body, who will ensure that concerns are considered and addressed within a clear action plan, with identified responsibilities and target dates. The committee membership should include representatives from operations, Science, first aid, Technology, PE, and site services. Trade Unions representation will also form part of the committee membership.

4.4 Specialist advice and support

Specialist advice and support will be obtained from The Futures Trust's competent health and safety practitioners, as required.

The following consultants currently provide health and safety advice and support for:

| | |
|--|-----------------|
| President Kennedy School | JCH Safety Ltd. |
| Barr's Hill School | |
| Keresley Grange School | |
| Parkgate School | |
| Stoke Park School | |
| Keresley Newland School | |
| Hinckley Academy & John Cleveland Six Form | |
| Camp Hill Primary School | |
| Coundon Court School | |

4.5 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: -

- Governor, Senior leadership team and Staff/team meetings;
- Site health and safety committee;
- Provision of information relating to safe systems of work and risk assessments;
- Training provided

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

4.6 Financial resources

The Local Governing Body along with the Head Teacher will review the school's budget to determine, in the light of past performance, if adequate resources are being deployed to ensure adequate health and safety management and control.

4.7 Other arrangements

Specific site arrangements can be found in the files located on the Health and Safety site on the portal and via the school nominated Health and Safety lead.

The 'Trust' health and safety 'Arrangements' document provides reference guidance to schools on the management of health and safety issues.

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| Arrangements |
| Accident assault and near misses. |
| Asbestos. |
| Audit. |
| Consultation and communication |
| Contractor management |
| Defect reporting |
| Display screen equipment (DSE) |
| Driving |
| Educational visits |
| Electrical systems and equipment |
| Fire and emergencies |
| Lockdown procedures |
| First aid |
| Hazardous substances (COSHH) |
| Infection control |
| Moving and handling |
| Portable Appliance Testing |
| Risk Assessment |
| Staff health/stress |
| Statutory Inspections |
| Training |
| Work related violence |
| Water Hygiene |
| Workplace Inspections |
| Working at Height |
| Procedures for the management of COVID 19 |

Addendum:

Coundon Court School will continue to use their own health and policy arrangements until the school has integrated within The Futures Trust. Integration will include appointments of health and safety management roles within the school and adoption of a formal management structure in line with Trust policy. Health and safety support, advice and resource where appropriate will be made fully available to the school by The Futures Trust and Trust appointed health and safety consultants will fully support the school on health and safety issues.