

# HEALTH AND SAFETY STATEMENT

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## The Two Counties Trust Health and Safety Statement

Health and Safety is the concern of everyone within The Two Counties Trust. The Health and Safety Policy is intended to provide a practical framework for the implementation of the Health and Safety at Work etc. Act 1974 and all relevant UK and EU health and safety legislation and codes of practice, which will be the minimum standard acceptable. It demonstrates the Trust's commitment to health, safety, welfare, and wellbeing and recognises that health and safety is equally as important as our other objectives.

The Health and Safety Policy demonstrates the Trust's duty of care to employees and non-employees (visitors, customers, contractors, pupils) by ensuring that the Trust's activities and services are provided in such a way as to not put them at risk.

The main aim of this Health and Safety Policy is to prevent accidents, incidents, and cases of work-related ill health and to promote and implement safe systems of work, a safe working environment, a safe and healthy workforce. This enables the Trust to achieve a positive safety culture by meeting the following policy objectives:

- Compliance with all relevant Health and Safety Legislation.
- Its premises provide a healthy and safe working environment for all students, staff, clients, temporary contractors, and the general public.
- Provide safe plant and equipment and maintain safe and healthy working conditions, providing health surveillance where necessary.
- Implement adequate measures to prevent, reduce, or protect against the Health and Safety risks arising from our work activities.
- There are safe systems of work for all employees and students.
- Information, instruction, and training for employees maintaining effective communication and consultation on all health and safety matters.
- There are adequate welfare arrangements.
- Promoting the principles of sensible Risk Management.
- Provide professional Health and Safety advice, guidance, and support.
- Ensure resources are available to ensure the successful management and implementation of health, safety, and wellbeing.
- Securing co-operation and consultation between individuals, safety representatives, employee representatives and working groups.

The Two Counties Trust recognises its responsibility to provide adequate control of the health and safety risks arising from school and client's activities. An assessment of risks will be made where a significant risk has been identified. All reasonably practicable measures will be put in place to manage risks and ensure activities or tasks can be conducted in a safe manner.

Whilst day to day management of Health and Safety can be delegated to the individual schools, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the Trust Board of Trustees. Specific aspects of health and safety procedure at each school/academy must integrate into this Health and Safety Policy.

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. Employees are encouraged to play a positive role in developing and maintaining a healthy and safe working environment and to report health and safety concerns as appropriate. The Trust commits to implementing the Health & Safety at Work etc Act 1974 and UK Statutory Instruments, as well as any future health and safety legislation.

The Head of Health, Safety and Risk will provide to the schools' leadership regular information on updates, changes, and arrangements, about any revisions to safety legislation.

The Trust supports the view that a positive health and safety culture is of significant benefit to the good performance and safety of all schools. A positive and proactive approach for students will be encouraged, supported, and developed through risk education and awareness. The organisational structure will ensure that sufficient resources are available so that the policy and its arrangements can be implemented effectively.

Formal amendment to this policy will be conducted annually or as necessary to reflect changes in the Trust's strategy, UK or EU law and any changes will be brought to the attention of all staff.



The Health and Safety Policy will be brought to the attention of all members of staff at induction. A copy is available to view online on the Trusts and schools' websites.

