

The
Sir John Brunner
Foundation

Document Control Sheet

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Originator	Andy Sumner
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Equality Act 2010 issues explored?	Considered to apply equally to all

**Monarch Drive
Northwich, Cheshire, CW9 8AF
Telephone: 01606 810020**

The Sir John Brunner Foundation

Health and Safety Policy Statement

1.1 Introduction

1.1.1 The Health and Safety at Work, etc. Act 1974 imposes a statutory duty on employers to ensure, so far as is reasonably practicable, the health, safety and welfare of their employees whilst at work. This duty also extends to others who may be affected by that work. The Act also requires that employers have a Health and Safety policy where there are 5 or more employees.

1.1.2 The Board of Trustees of The Sir John Brunner Foundation recognises and accepts its responsibilities and obligations as an employer, a provider of education and an occupier of premises and is committed to providing a safe and healthy place of work, and working environment, for all employees and for other users of its premises including students, visitors, contractors and members of the public. In order to carry out its duties, it is the intention of the Foundation to ensure that responsibilities for health and safety matters are effectively assigned, accepted and fulfilled at all levels within the organisational structure.

1.2 The Foundation will, so far as reasonably practicable, ensure that:

- A suitable system is employed and fully integrated with other relevant systems to ensure appropriate management of health, safety and welfare;
- Appropriate resources are provided to ensure that proper provision can be made for health, safety and welfare;
- Risk assessments are carried out and periodically reviewed;
- Systems of work are devised and implemented that are safe and without risks to health and safety;
- Arrangements for handling, storage and transport of articles and substances for use at work are safe and without risks to health and safety;
- All employees are provided with such information, instruction, training and supervision as is necessary to secure their safety and health at work and the safety of others who may be affected by their actions;
- Where appropriate, health surveillance will be provided to employees;
- The provision and maintenance of plant, machinery and equipment is safe and without risk to health and safety;
- The working environment of all employees is safe and without risks to health and that adequate provision is made with regard to the facilities and arrangements for their welfare at work;
- The place of work is safe and that there is safe access to and egress from the work place;
- Monitoring and inspection activities are undertaken to maintain agreed standards.

- Arrangements are in place to ensure that health and safety incidents are reported to the appropriate body (e.g. HSE, Executive Leadership Team, Academy Senior Leadership Teams, Board of Governors of individual academies, Board of Trustees)
- The Board of Governors of Sir John Deane's Sixth Form College and The County High School Leftwich have oversight of the management of health, safety and welfare within their academies and there is appropriate communication with the Foundation's Trustees.

1.3 It is the duty of all employees at work:

- To take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work and to co-operate with the Foundation and Academy Management in fulfilling their statutory duties;
- Not to interfere with or misuse anything provided in the interest of health and safety and to report any serious and imminent danger or any flaw in the health and safety arrangements.

1.4 Students and visitors have a duty to:

- Take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions and to observe the safety rules and instructions given to them by members of staff.
- Not to interfere with or misuse anything provided in the interest of health and safety and to report any serious or imminent danger to a member of staff.

1.5 General:

- This health and safety policy will be reviewed, at least annually, and amended and updated as and when necessary. Communication of any such changes will be made to all employees, students and visitors;
- There are established and maintained effective procedures for consultation and communication between all levels of management and employees on all matters relating to health, safety and welfare;
- Detailed reference information for employees is available from the Health & Safety Managers at each academy.

Signed: 

 Chair of the Board of Trustees

Signed: 

 Chief Executive Officer

Date: 9 December 2020