

HEALTH & SAFETY POLICY

APRIL 2025

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Document Control Sheet

Document Type	Policy
Document name	Health and Safety Policy
Originator	Director of Estates Elizabeth Davies
Approved by	Board of Trustees
Date approved	02 April 2025
Review interval	Annual
Date of last review	27 March 2024
Date of next review	March 2026
Equality Act 2010 issues explored?	Considered to apply equally to all

The Sir John Brunner Foundation
Northwich, Cheshire, CW9 8AF Tel: 01606 664900

1.1 Introduction

1.1.1 The Health and Safety at Work, etc. Act 1974 is a statutory duty to 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 our acts or omissions. The Act also requires that employers have a Health and Safety policy which is written down 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 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 Sir John Brunner Foundation to ensure that responsibilities for health, safety and welfare matters are effectively assigned, accepted and fulfilled at all levels within the organisation.

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 suitable and sufficient provision can be made for health, safety and welfare;
- Risk assessments are carried out and regularly reviewed and upon any significant change;
- Safe systems of work are devised and implemented that reduce risk to health and safety;
- Arrangements for handling, storage and transport of articles and substances for use at work are safe and reduce risks to health and safety;
- All employees are provided with such information, instruction, training and supervision as is necessary to secure their health, safety and welfare 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, Department for Education, Local Authority, Local Health Protection Team, UKHPA) as appropriate and;

- The Board of Governors of Sir John Deane's Sixth Form College, Middlewich High School, The County High School Leftwich and The Macclesfield Academy 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 the Academy in fulfilling their statutory duties; and
- 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, visitors and contractors 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 as a minimum on an annual basis and amended and updated as and when necessary and following any significant change. 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; and
- Detailed reference information for employees is available from both the Senior Leadership Team and the Site Manager at each academy.

2.0 Organisation

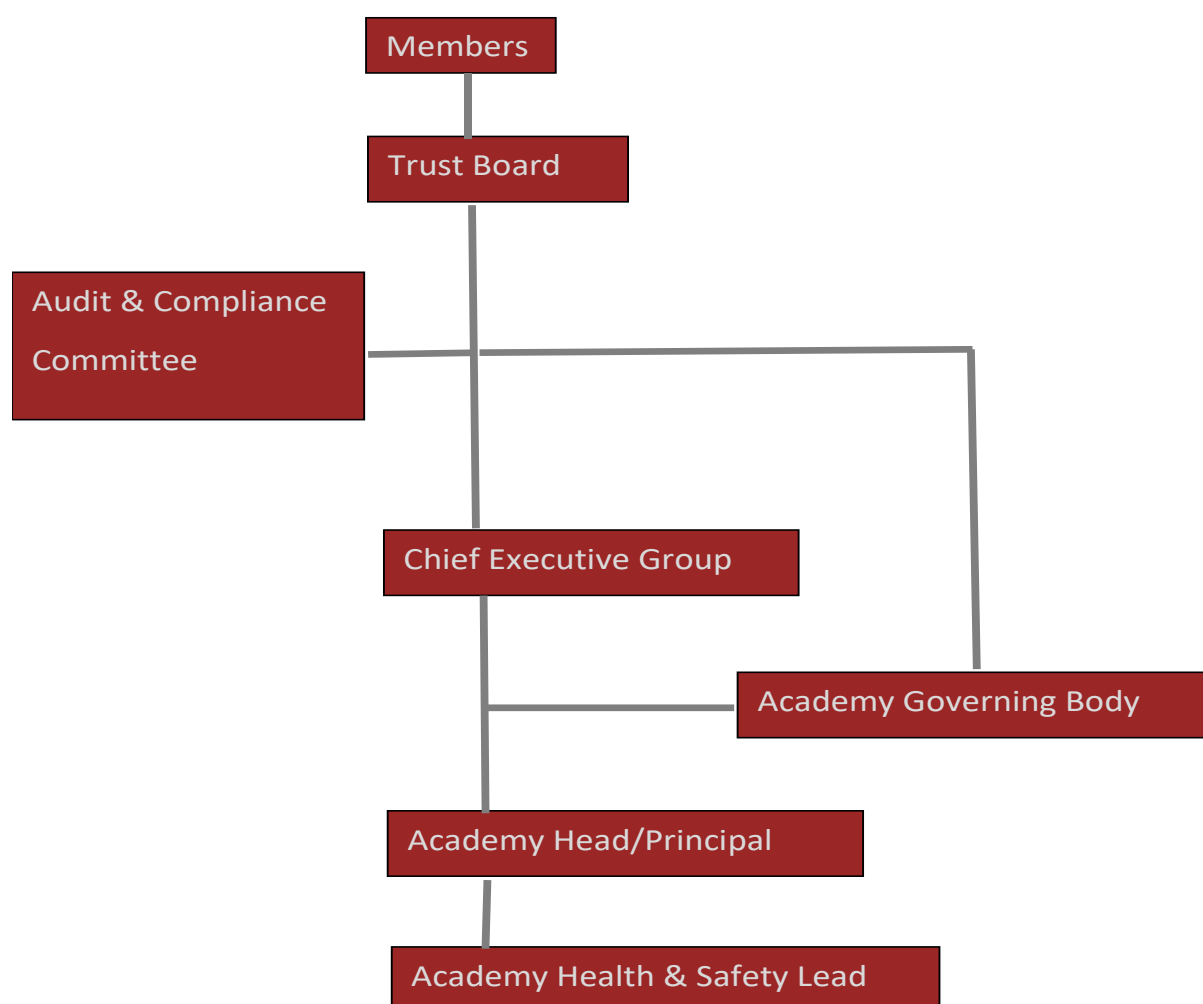
2.1 Trust Structure and responsibility

Overall and final responsibility for Health and Safety is that of the **Trust Board**. Day to day responsibility for ensuring this policy is put into practice is delegated to the **Chief Executive Group and Academy Heads/Principals**. To provide assurance over health, safety and welfare standards and ensure continuous improvement, responsibility is held in the following areas:

Name	Responsibility
Trust Board	Strategic planning and overall accountability
Chief Executive Group	Strategic planning and monitoring
Governing Body	Strategic implementation and monitoring
Principal/Headteacher	Strategic implementation and monitoring
Academy Health and Safety Lead	Operational implementation and monitoring

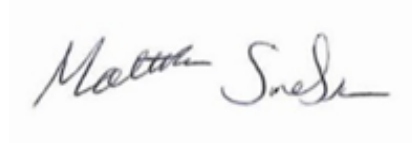
2.2 Trust Organisation

The simple organisational chart below shows the Trusts' arrangements for managing health and safety. This document is provided purely for health and safety purposes and does not necessarily represent the organisation for other business activities.





Signed: _____
Chair of the Board of Trustees



Signed: _____
Chief Executive Officer

Date: 02 April 2025