Our Health and Safety Policy Statement and Organisation

We recognise and accept our legal and moral duties to provide for the health, safety and wellbeing of our employees, pupils and any other person who may be affected by our activities both at school and during off-site visits.

As the employer in Community and Controlled schools, Cumberland Council retains overall responsibility for ensuring that suitable health and safety management systems are in place. The responsibility for establishing suitable systems within school has been delegated at a strategic level to our Governing Body.

The Council appoints its Corporate Health and Safety Team as the 'Competent person' to provide support, advice and guidance to the school on health, safety and welfare issues for both health and safety in school and for educational visits approval and notification. The school will access their expertise and guidance as required in the first instance.

Our health and safety performance contributes to the school's overall performance by helping to reduce injury, ill health, losses and liability, and we view our health and safety responsibilities as equally important to everything else we do. We are committed to continuous improvement in our health and safety performance and will ensure that sufficient resources are made available to achieve this.

We will ensure, so far as is reasonably practicable, that we provide safe premises and working environments, safe equipment and substances, safe activities and systems of work. We will provide suitable information, instruction, training and supervision to ensure we achieve and maintain excellent levels of health and safety. Legal compliance in all areas is deemed to be the minimum standard to be attained. We will establish suitable arrangements to deal with emergencies and school security.

Suitable and sufficient risk assessments will be used as a tool throughout our activities to ensure that our health and safety arrangements are adequate.

Everybody is expected to play their part and we recognise that, for health and safety management to be successful, all parties must be actively involved.

People are our key resource, not only our employees, but also the Governing Body, parents/carers, pupils, volunteers, contractors and any partner organisations we work with. To help ensure the active involvement of all parties, effective communication and consultation arrangements will be established through regular governor and staff meetings, communication with school unions, and through other arrangements including induction, health and safety noticeboards, and contractor control procedures. We will employ other methods to communicate our policy and arrangements as we deem appropriate.

The Governing Body appoints the Headteacher to maintain high standards of health and safety and ensure the 'day-to-day' implementation of the school health and safety policy, and to develop supporting arrangements consistent with the corporate health and safety procedures and safety information guidance notes of the Local Authority. The Headteacher will ensure that the Governing Body and Local Authority are kept informed of accidents and any other relevant health and safety issues, and that competent health and safety advice is sought where required. The Headteacher will appoint others to specific roles and will delegate tasks which help to support the school's health and safety arrangements. Our specific arrangements are outlined in a supporting document to this policy statement (available on request). These will include details of specific persons undertaking health and safety roles, e.g. Health and Safety Co-ordinator or nominated First Aiders.

The school will prepare an annual health and safety management plan for monitoring improvement, which will be used as a working document kept under regular review and will prepare further written documentation to support this policy which will describe the specific arrangements made for health and safety. These specific arrangements can be made available on request.

The Governing Body will establish suitable forums and procedures for discussing and sharing relevant health and safety information with staff and others, and for implementing the Local Authority's corporate health and safety procedures applicable to the school.

Staff throughout the school have responsibility not only for their own health and safety but also for that of any pupils or others under their control. All employees are expected to cooperate and to contribute towards meeting excellent health and safety performance in all school activities.

Whilst adopting excellent health and safety standards is viewed positively and contributes to the overall performance of the school, failure to adopt adequate procedures will be taken very seriously. Where required appropriate disciplinary procedures will be implemented.

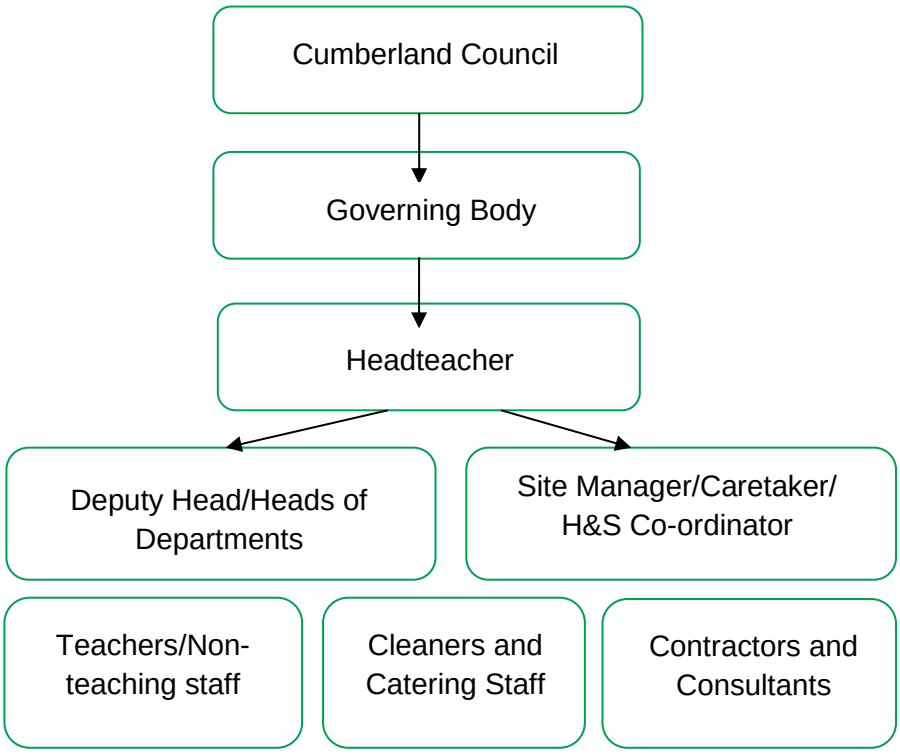
In order to ensure we are achieving adequate health and safety standards, arrangements will be put into place to monitor and review our own performance. These will include regular audits conducted by the Local Authority's Health and Safety Team, periodic monitoring of our health and safety arrangements by the Governing Body and nominated staff, regular inspections of our equipment and premises, and the monitoring of accident and work-related ill health data. Levels of work-related accidents and ill health are deemed to be an indicator of management control and not necessarily the fault of individuals.

Wherever possible we will benchmark our performance against available data. Health and safety performance will be provided in an Annual Health and Safety Report, prepared by the Headteacher, to the Governing Body with interim updates provided where deemed appropriate.

This statement supports Cumberland Council's overall Health and Safety Policy and represents a summary of the school's organisation and arrangements. This statement and the school's documented arrangements will be made freely available to all staff and other interested parties on request.

This policy statement and relevant arrangements will be reviewed at least biennially to ensure it remains effective and up to date.

Structure for Health and Safety Management



Chair of Governors: Mr David Ferriby

Signature: D H Ferriby Date: 26 November 2024

Headteacher: Mrs Dawn Maxwell

Signature: D Maxwell Date: 26 November 2024

Date for review: Date: 01 September 2025