



## The de Ferrers Trust

### Health, Safety and Wellbeing Policy Statement

1. The Trust recognises and accepts its statutory responsibilities as an employer and will strive to secure the health, safety and welfare of its employees and stakeholders affected by its activities (for example students, members of the public, local governors and trustees, visitors, contractors). We will do this by assessing the possible risks and establishing suitable and adequate risk control measures.
2. The Trust is committed to complying with all relevant health and safety legislation. The Trust does, however, recognise that compliance with legislation is only a minimum requirement, and therefore we strive to improve to achieve higher standards.
3. Sufficient financial and physical resources will be provided to implement this policy. It is the duty of management to ensure that all processes and systems of work are designed to take account of health and safety.
4. The requirement to provide a safe and healthy working environment for all employees is acknowledged and the Trust Board, the Local Governing Bodies together with those in control of each academy within the Trust recognise and take responsibility for compliance with the statutory duties under the Health and Safety at Work Act 1974.
5. In compliance with the Health and Safety at Work Act 1974 and related regulations, directives and codes of practice, the Trust Board (together with the individual Local Governing Bodies) will ensure so far as is reasonably practicable that:
  - all places and premises where staff and students are required to work and engage in academy activities are maintained in a condition which is safe and without risk to health. (This includes the Health and Safety of persons on academy premises or taking part in academy activities elsewhere.)
  - all plant and equipment is safe to use and that arrangements exist for the safe use, handling and storage of articles and substances at work
  - appropriate safe systems of work exist and are maintained.
  - sufficient information, instruction, training and supervision is available and provided to ensure that staff and students can avoid hazards and contribute in a positive manner towards their own Health and Safety and others.
  - a healthy working environment is maintained including adequate welfare facilities.
6. In addition to the above the Trust will ensure that so far as is reasonably practicable that the health and safety of non-employees is not adversely affected by its activities.
7. Employee involvement is an important part of managing safely, and consultation on health and safety with employees and employee representatives' forms part of this policy.
8. This policy statement and the accompanying organisational arrangements supersede any previously issued.

I J McNeilly  
Chief Executive Officer

Claire Shaw  
Chair of Trustees