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of our community

Trust Health and Safety Policy

Reviewed 16th October 2025

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This policy is to be reviewed:	Annually
The next review date is:	October 2026
Review is the responsibility of:	F, I and HR Committee

Review History

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Review ratified:	9 th October 2023
Review ratified:	25 th November 2024, 16 th October 2025

Authorised by: Full Trust Board

INTRODUCTION

This policy is a statement of intent by Aspire Learning Trust regarding the organisation and arrangements for ensuring the Health and Safety at work of its employees, pupils, visitors and contractors, whilst on Academy Trust premises, on the premises of any Academy under the overall control of Aspire Learning Trust, or conducting work elsewhere on behalf of Aspire Learning Trust.

Supplementary to this general statement each School will be responsible for developing its own Health & Safety Policy (based on the template provided by Aspire Learning Trust) which includes Workplace Risk Assessments, clearly defined responsibilities and Site Specific Health & Safety Procedures. The board of Directors will take all reasonable steps to identify and reduce hazards to a minimum, but all staff and pupils must appreciate that their own safety, and that of others, also depends on their individual conduct and vigilance.

It is the policy of Aspire Learning Trust to ensure, so far as reasonably practicable, the health, and safety of its employees whilst they are at work, also of others who may be affected by their activities, and to comply with the Health and Safety at Work Act 1974 and all other related and relevant legislation as appropriate.

LEGISLATION

Under the Health and Safety at Work Act 1974, the employer in a school, i.e. Aspire Learning Trust, must take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off school premises.

Regulations made under the Health and Safety at Work etc. Act 1974 set out in more detail what actions employers are required to take. For example, the Management of Health and Safety at Work Regulations 1999 requires employers to:

- Assess the risks to staff and others affected by school activities in order to identify the health and safety measures that are necessary and, in certain circumstances, keep a record of the significant findings of that assessment;
- Introduce measures to manage those risks (risk management);
- Tell their employees about the risks and measures to be taken to manage the risks; and ensure that adequate training is given to employees on health and safety matters.

OBJECTIVES

To comply with this legislation, Schools within Aspire Learning Trust will endeavour to achieve the following objectives:

- To set and maintain high standards for health and safety throughout the organisation;

- To identify risks and set in place programmes to remove, manage, or reduce those risks;
- To ensure, where reasonably practicable, that contractors working on Aspire Learning Trust's behalf, work to the same high standards of safety as Aspire Learning Trust themselves;
- To ensure that all personnel are given the necessary information, instruction and training to enable them to work in a safe manner;
- To develop campaigns etc to promote and encourage safety and health awareness of employees and others affected by their undertakings;
- To monitor its operations with regard to health and safety management and achieve continuous health and safety improvement:
- To ensure that the health and safety of the general public is protected at all Academies within the Trust
- To ensure that adequate consideration is given to the protection of the environment;
- To ensure that these standards are communicated to all employees, associated company employees and contractors;

COMMUNICATION

Each school will have clear and well communicated chain of responsibility for health and safety matters. The name of the Designated Persons appointed with responsibility for health and safety on each Aspire Learning Trust school site or associated premises, will be clearly communicated. The Designated Person with site responsibility, as well as Senior and Middle Leaders, will ensure that any relevant information, to ensure the management and control of risks, is communicated to all staff and visitors. All Aspire Learning Trust employees and associated personnel should familiarise themselves with the Site Health and Safety Arrangements wherever they work.

ORGANISATIONAL STRUCTURE AND RESPONSIBILITIES FOR HEALTH AND SAFETY

Aspire Learning Trust Board of Directors

The board of Directors oversees that the work of the Trust is conducted in accordance with the policy and procedures for health and safety and with due regard for any statutory provisions set out in legislation. The board will ensure that:-

- Decision-making is in line with the policy and procedures for health and safety and any statutory provisions set out in legislation
- Adequate resources are made available for health and safety;
- Health and safety performance is continually reviewed;
- Suitable action plans for improving health and safety are developed and implemented;

- The appraisal framework is used to measure the performance of local governing bodies and Head Teachers/Principals against health and safety targets and objectives;
- Trust health and safety audit programme is implemented, and progress of remedial actions is monitored.

Local Governing Bodies

All local governing bodies shall ensure that all the decisions they make are in line with Aspire Learning Trust policy and procedures for health and safety and any statutory provisions set out in legislation. This principle is to be borne in mind by all committees and during all contacts with employees and members of the public.

School Principal/Head Teachers

All Aspire Learning Trust Principals/Head Teachers take overall responsibility for the management of health and safety within their School and sphere of influence. In particular Principals/Head Teachers are required to:

- Ensure adequate resources are available to successfully manage health and safety within their School;
- Ensure implementation of their health and safety policy and procedures;
- Ensure the development and implementation of an School health and safety action plan for continuous improvement in health and safety;
- Ensure development, implementation and review of a School specific health and safety policy;
- Uphold the guiding principles for health and safety and require the same from Assistant Head teachers, senior leaders, supervisors and employees;
- Ensure development, implementation and review of structures and systems within the School to promote management control, co-operation, communication and competence on health and safety matters;
- Ensure effective proactive and reactive monitoring of health and safety at all management levels;
- Measure and review Academy performance against key performance indicators, targets and Academy health and safety action plans;

Deputy Head Teachers, Senior Leaders, Managers, Site Manager and Supervisors

Aspire Learning Trust assigns the health and safety responsibilities of additional tiers of management in local health and safety policies. Generally, where a manager or supervisor has an operational responsibility for the organisation or control of any Aspire Learning Trust undertaking or activity, he/she also carry the responsibility for doing all within his/her authority to ensure an acceptable level of health and safety during the conduct of that undertaking or activity. In all cases this policy requirement reflects the legal duties placed on such persons by the statutory law on health and safety.

Trade Union Safety Representatives

Trade Union Safety Representatives are fully consulted on matters affecting the health and safety of employees they represent, in compliance with the Safety Representatives and Safety Committees Regulations 1977. Formal consultation with Trades Unions on health and safety takes place through the health and safety committees.

Employees

All employees have an important part to play in protecting themselves and others. Health and safety responsibilities are based on legal obligations and are subject to Aspire Learning Trust's disciplinary procedures. In particular, all employees are required to:

- Take reasonable care for the health and safety of themselves and others, who may be affected by what they do or fail to do at work;
- Co-operate with all managers, senior leaders and supervisors on health and safety matters; familiarise themselves with, and to act in accordance with, any health and safety procedures which have been issued to them or otherwise brought to their attention;
- Act in accordance with any safety training which has been provided to them, or any verbal safety instructions issued to them;
- Make full and proper use of any personal protective equipment (**PPE**) and clothing provided to them, in accordance with instructions or training received;
- Report any loss of, or obvious defect in, such **PPE** to their Line Manager;
- Not take part in any horseplay or to interfere with or misuse anything provided in the interest of health, safety or welfare;
- Report any accident/incident, no matter how minor the injury, by informing their supervisor or manager (to be done on the day of accident/incident or as soon as possible thereafter). This includes reporting any accident/incident involving a non-employee whilst on Aspire Learning Trust premises or affected by Aspire Learning Trust activities, which comes to their attention;
- Report to their line manager any work situation which they consider to represent a serious and immediate danger to health and safety, or any matter which they consider to represent a shortcoming in current arrangements for health and safety;
- Follow any laid down emergency procedures in the event of serious imminent dangers, such as emergency evacuations.

CONSULTATION AND TRAINING

The board of Directors of Aspire Learning Trust along with the Designated Personnel of each school under its overall jurisdiction, are committed to involving employees at all levels in the maintenance of Health and Safety standards. External Health and Safety Consultants will be used to provide professional health and safety advice as required.

POLICY REVIEW

The Health & Safety Policy and other specific policies in use throughout the organisation will be regularly reviewed and revised as and when necessary, but each year at a minimum.

GENERAL ARRANGEMENTS

The Aspire Learning Trust board of Directors will ensure that there are arrangements in place to cover Safeguarding, First Aid, Fire and Emergencies, Accident Reporting, Health and Safety Monitoring, Liaison with the Enforcing Authorities, and all associated activities. This includes all Schools within the Trust. It will be dealt with by the monitoring and continual improvement of all health and safety management procedures at all academies within the Trust.