

# United Learning

## Health and Safety Statement of Intent

The **trustees of the Group Board** recognise and accept their responsibility as the employer for providing, in accordance with the law, work places and work practices which are safe and healthy for employees, for pupils, for visitors including contractors and for anyone else who might be affected by their work activities. In particular care will be taken to provide and maintain:

- Safe premises
- Safe places of work with safe access and egress
- Safe plant, and equipment
- Proper arrangements for the use, handling, storage and transport of articles and substances
- Information, instruction, training and supervision for safety and safe systems of work
- A safe and healthy working environment throughout
- Appropriate communication with employees
- Committee arrangements for the consideration of health and safety matters.

**Trustees** are especially mindful that exposure to risk is an essential part of the education process. United Learning are committed to providing a learning environment that, whilst not unduly hazardous, provides all students with real-world experiences.

The day to day duty of ensuring health and safety rests with the **head teacher** at each site and without detracting from this primary duty the **trustees** will provide competent professional health and safety advice via the **group health and safety manager** and additional resources when required.

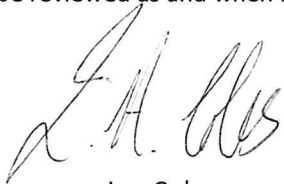
The **local governing body** will be represented at the school's **health and safety committee** meetings. The **head teacher** will report to the local governing body on health and safety matters and this will be a standing agenda item at local governing body meetings.

There will be a report to **trustees** via the **group health and safety manager** at least annually on all significant health and safety matters and as and when there is a major accident or incident.

**Employees** will be mindful of their own duties to take care of their own personal health and safety and that of fellow employees, pupils and other persons who might be affected by their work activities. **All employees** have the duty to cooperate with the employer to ensure good safety management and to comply with the health and safety policy.

Details of the organisation for health and safety management and the arrangements for policy compliance are to be found in the Group Health and Safety Policy and supporting documents held by the school or central office location. All United Learning employees are additionally required to adhere to the supporting principles shown overleaf.

The policy will be reviewed as and when necessary and a copy of this statement is issued to all employees.



Jon Coles  
Chief Executive Officer



Richard Greenhalgh  
Chair of the Group Board

Dated

23/6/2016



## United Learning Health and Safety Policy Statement

### Supporting Principles

1. It is expected that all those who work with or for United Learning will:
  - 1.1. Attend appropriate induction training/briefing in addition to any specific health and safety training deemed necessary. The purpose of the induction training/briefing is to promote employee understanding of that which is necessary to meet their health and safety duties when undertaking work on behalf of United Learning.
  - 1.2. Feel empowered to intervene or support individuals who intervene or stop an activity because they believe it is unsafe.
  - 1.3. Make a personal commitment to maintaining health and safety standards.
  - 1.4. Take time to read and understand relevant information provided to them about hazards, risks and preventative measures.
  - 1.5. Understand their role in effectively maintaining and responding to emergency arrangements.
  - 1.6. Accept constructive intervention in a positive manner when any member of staff takes action to stop an unsafe act.
  
2. The operating arrangements rely on:
  - 2.1. Those with responsibility for others to lead by example in promoting a positive health and safety culture.
  - 2.2. The Group, through the health and safety committee, following an appropriate improvement plan.
  - 2.3. All safety rules and arrangements being communicated to all employees in a clear and simple way.
  - 2.4. Specific procedures being developed where necessary (higher risk operations) to reflect safety guidelines and support safe job execution.
  - 2.5. Responsibility and accountability for health and safety following an auditable system of delegation.
  - 2.6. The incorporation of health and safety implications and appropriate controls into the procurement procedure.

