



# Health and Safety

## Policy Statement

2023 - 2025

This document applies to all academies and operations of Cambrian Learning Trust.

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| Document Control     |                                |                    |             |
|----------------------|--------------------------------|--------------------|-------------|
| <b>Author</b>        | Facilities and Compliance Lead | <b>Approved By</b> | Trust Board |
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## Health and Safety Policy Statement

The Trust believes that the Health, Safety and Welfare of its employees, pupils, contractors and the general public is fundamental in providing a safe and secure environment for all persons who enter its premises. The Trust recognises its moral and legal duty to protect the Health and Safety of its employees during their employment, to protect any persons who may be affected by its activities.

The Trust acknowledges and accepts its responsibilities to take all reasonably practicable steps to provide adequate controls of health and safety risks arising out of or from its work activities to ensure the health, safety and welfare of persons who enter Trust workplaces.

In recognising these duties, the Trust shall:

- Comply, as a minimum, with all applicable health and safety legislation and regulations at all the workplaces where it carries out its activities.
- Provide safe conditions and practices of work.
- Define the Trust's safety management organisation and the responsibilities and duties of all employees, and others who enter Trust workplaces.
- Consult with employees in the development of arrangements for health, safety and welfare, and work with them to achieve their implementation.
- Provide employees, pupils, contractors and visitors with suitable and adequate information, instruction and training to safeguard their health and safety, whilst on Trust premises.
- Provide adequate resources for the ongoing implementation of its health, safety, and welfare obligations.
- Select contractors who have effective safety management arrangements for work at the Trust's workplaces.
- Provide a safe and secure learning environment, safe equipment and appropriate supervision for pupils who study at Trust schools.
- Ensure that appropriate arrangements are implemented to protect the health, safety and welfare of staff and pupils whilst on both UK and overseas visits.

Management and supervisory staff are required to maintain safe working conditions. They are required to acquaint employees under their control with these requirements and to monitor compliance with them.

Employees are also required to understand their responsibilities, to act responsibly and to do all they can to prevent injury to themselves and other persons, and to co-operate in the implementation of this policy.

The Trust is committed to actively promoting the health and wellbeing of those who work and enter its workplaces and the continuous improvement of its health and safety performance by setting objectives and targets supported by a monitored programme of actions and undertakes to publish details of its performance.

### Signature:



Anthony Cook, Chair; Board of Trustees



Richard Evans, Chief Executive Officer