



## Health and Safety Policy

Approved by the Board of Trustees on: 8th December 2025

Signature of Chair:

Review date: December 2026

### 1. Statement of Intent

The Board of Trustees of The De Curci Trust believes that ensuring the health and safety of staff, pupils and visitors in each of its schools is essential to the success of those schools.

We are committed to:

- Providing a safe and healthy working and learning environment
- Providing safe access and egress from places of work
- Preventing accidents and work-related ill health
- Assessing and controlling risks from curriculum and non - curriculum work activities
- Complying with statutory requirements as a minimum
- Ensuring safe working methods and providing safe equipment
- Ensuring safe moving, handling and storing of substances
- Providing effective information, instruction, supervision, and training
- Monitoring and reviewing systems to make sure they are effective
- Developing and maintaining a positive health and safety culture through communication and consultation with employees and their representatives
- Setting targets and objectives to develop a culture of continuous improvement
- Ensuring adequate welfare facilities exist at the schools
- Ensuring access to competent advice, when appropriate
- Ensuring adequate resources are made available for health and safety issues as far as is reasonably practical

A health and safety management system must be maintained at each school to ensure the above commitment can be met. Governors, staff and pupils will play their part in its implementation.

This policy is based on advice from the Department for Education (DfE) on [health and safety in schools](#), guidance from the Health and Safety Executive (HSE) on [incident reporting in schools](#), and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties employers have towards employees and duties relating to visitors on your premises
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive (HSE) and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which require employers to protect their staff from falls from height

The school follows [national guidance published by UK Health Security Agency \(formerly Public Health England\)](#) and government guidance on [living with COVID-19](#) when responding to infection control issues.

Sections of this policy are also based on the [statutory framework for the Early Years Foundation Stage](#).

This policy complies with our funding agreement and articles of association.

## **2. Introduction**

Within the academy trust the legal responsibility and thus accountability for health and safety lies with the employer and leaseholder, i.e. The De Curci Trust. However, the control of many day to day issues is delegated to the individual schools.

### **3. Leadership and Management Responsibilities**

To comply with the Statement of Intent the trust's leadership and management have additional responsibilities, as detailed below.

#### **3.1 The Board of Trustees:**

- Has ultimate responsibility for health and safety matters in all schools, but will delegate day-to-day responsibility to the Local Governing Bodies and Headteachers.
- Has a duty to 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 the school premises.

As the employer, the Board of Trustees also has a duty to:

- Ensure that adequate health and safety training is provided
- Routinely commission independent Health & Safety Audits

#### **3.2 The Local Governing Bodies have the following responsibilities and must ensure that:**

- a clear written policy statement is created which promotes the correct attitude towards safety for staff, pupils and visitors
- responsibilities for health, safety and welfare are allocated to specific individuals and those persons are informed of these responsibilities
- persons have sufficient experience, knowledge and training to perform the tasks required of them
- clear procedures are created which assess the risk from hazards and produce safe systems of work
- sufficient funds are set aside with which to operate safe systems of work
- health and safety performance is measured both actively and reactively
- the school's health and safety policy and performance is reviewed annually.
- Review regular summary reports relating to Health & Safety

#### **3.3 Each Headteacher has the following responsibilities and must ensure that they:**

- commit to The De Curci Trust's Statement of Intent for Health and Safety
- retain strategic oversight of health and safety on the school site
- ensure a school procedure to support the Trust policy for health and safety is produced and communicated to staff and others requiring the information
- ensure appropriate information on significant risk activities is given to contractors and visitors
- ensure appropriate consultation arrangements are in place for staff and their representatives
- ensure emergency procedures are in place

- ensure equipment is inspected and tested to ensure it remains in a safe condition
- report to the Local Governing Body at least annually on the health and safety performance of the school

This document should be read in conjunction with:

- School Health & Safety Policies
- Code of Conduct for staff
- Business Continuity Plan
- Risk Management Policy & Procedure

#### **4. References**

<https://www.gov.uk/government/publications/health-and-safety-advice-for-schools/responsibilities-and-duties-for-schools>