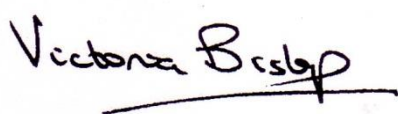




Title	Health & Safety Policy
Reviewed	March 2017
Next Review	March 2019 unless legislation changes
Associated Policies	
Originator	Colin Hinds Director of Finance & Operations
Approved	

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Health and Safety Policy

Introduction

This policy statement relates to Hatton Academies Trust's overall approach and policy to the management of health and safety at work.

Hatton Academies Trust (*"the Trust"*) aims to provide a safe and healthy environment for all students, employees, visitors and contractors. In order to achieve this aim, it is necessary that the full support and co-operation of all users of our premises be willingly given. Health and Safety is the responsibility of all individuals and their recognition of this responsibility is crucial.

The Trust's objectives are to prevent all accidents and injuries wherever possible and to establish safe working practices throughout our individual academies.

The Trust acknowledges that it is their duty to take reasonable steps to ensure that all plant and equipment is maintained in a safe condition and that all premises are, where practical, free of defect that may affect the health and safety of those using them.

It is, therefore, the Trust's policy to comply with all statutory requirements concerning Health and Safety, both in practice and spirit. However, it is the duty of all employees, students and other users of our premises to take all necessary precautions to protect themselves and others from injury, which may arise from their actions, and everyone is to abstain from any act of which endangers others.

Aims of the Policy

The aims of this policy statement are to set down the broad approach which Hatton Academies Trust will take towards the management of health and safety in the workplace.

These include:

- Reinforcing the Trust's commitment to the provision of a safe and healthy environment for all students, employees, visitors and contractors,
- Setting down a framework for risk assessment,
- Reminding all students, employees, visitors, contractors and other persons acting on behalf of our academies of their responsibilities in terms of health and safety at work issues;
- Providing advice, information and training relating to all aspects of health and safety to all students, employees, visitors and contractors, as necessary.

Section 1 – General Statement

Hatton Academies Trust is fully committed to meeting its responsibilities under the **Health and Safety at Work, etc. Act 1974, the Management of Health and Safety at Work Regulations 1999**, and associated protective legislation, both as an Employer and as a Company.

The main responsibility for health and safety within the Trust is the Trust Board of Directors.

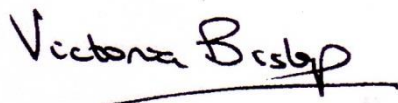
To comply with its statutory and common law duties, the Trust has arranged insurance against liability for death, injury and/or disease suffered by any of its employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of the Trust.

All Trust employees agree, as part of their contract of employment, to comply with their individual duties under both the **Health and Safety at Work, etc. Act 1974, and the Management of Health and Safety at Work Regulations 1999**, and will co-operate with the Trust to enable it to fulfil its health and safety duties under the Act.

The Trust will comply with its duties towards employees under the **Health and Safety at Work, etc. Act 1974, and the Management of Health and Safety at Work Regulations 1999**, so far as is reasonably practicable, in order to:

- Provide and maintain plant and systems of work that are safe and without risks to health, a safe place of work and a safe system of work.
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- Provide such information, instruction, training and supervision as may be necessary to ensure the health and safety at work of its employees.
- Make regular risk assessments available to employees.
- Take appropriate preventive/protective measures.
- Provide employees with health surveillance where necessary
- Appoint competent personnel to secure compliance with statutory duties and to undertake reviews of the policy as necessary

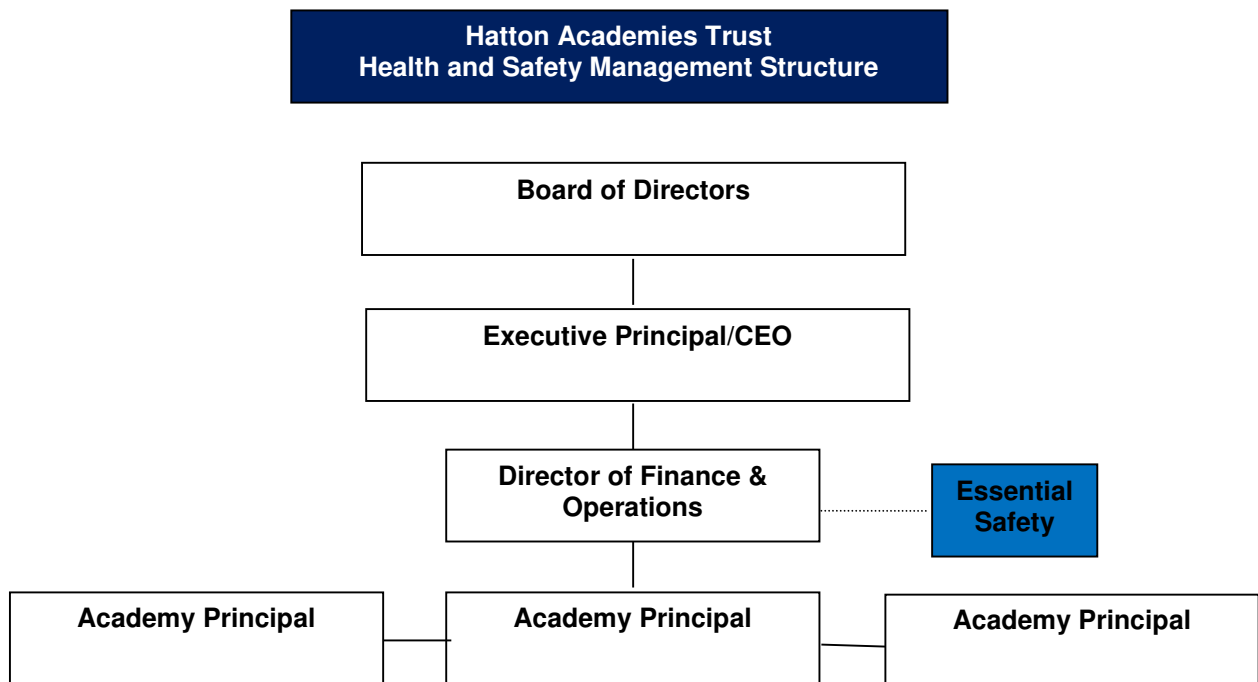
This policy has been prepared in compliance with Section 2(3) of the **Health and Safety at Work, etc. Act 1974** and binds all directors, academy principals, managers and employees, in the interest of employees, contractors and customers. We request that our contractors, customers and visitors respect this Policy, a copy of which can be obtained on request.



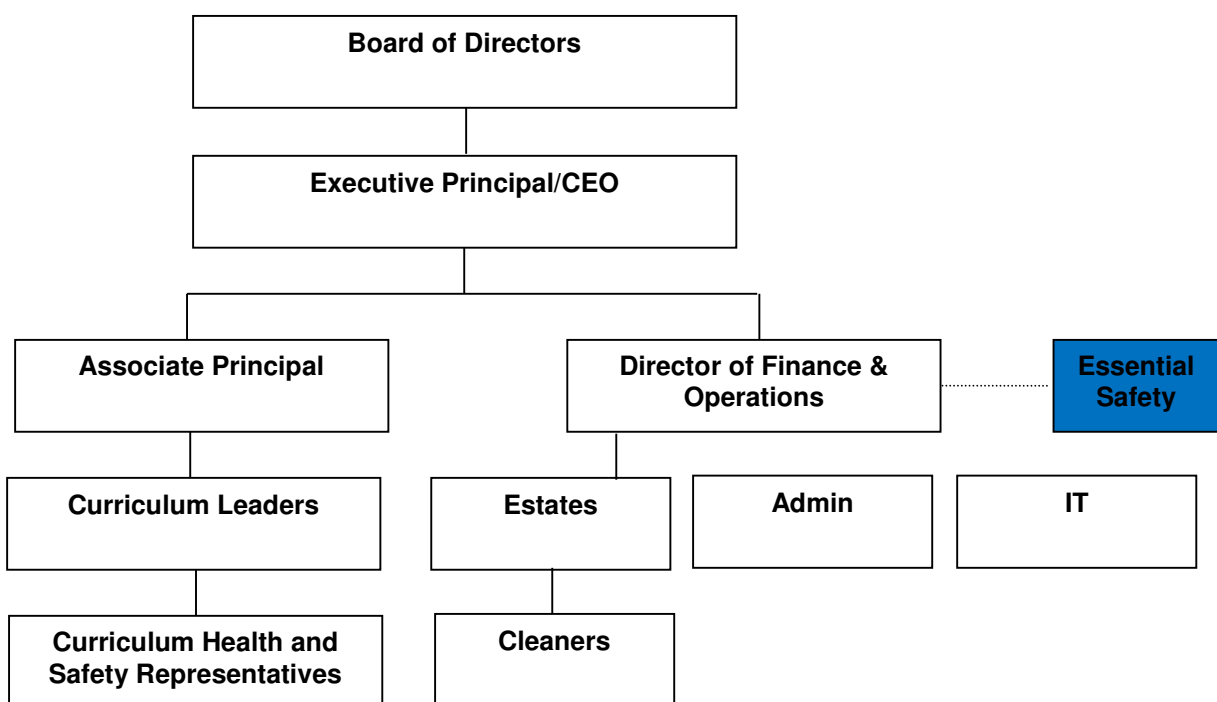
Signed:

Dated: 27th April 2017

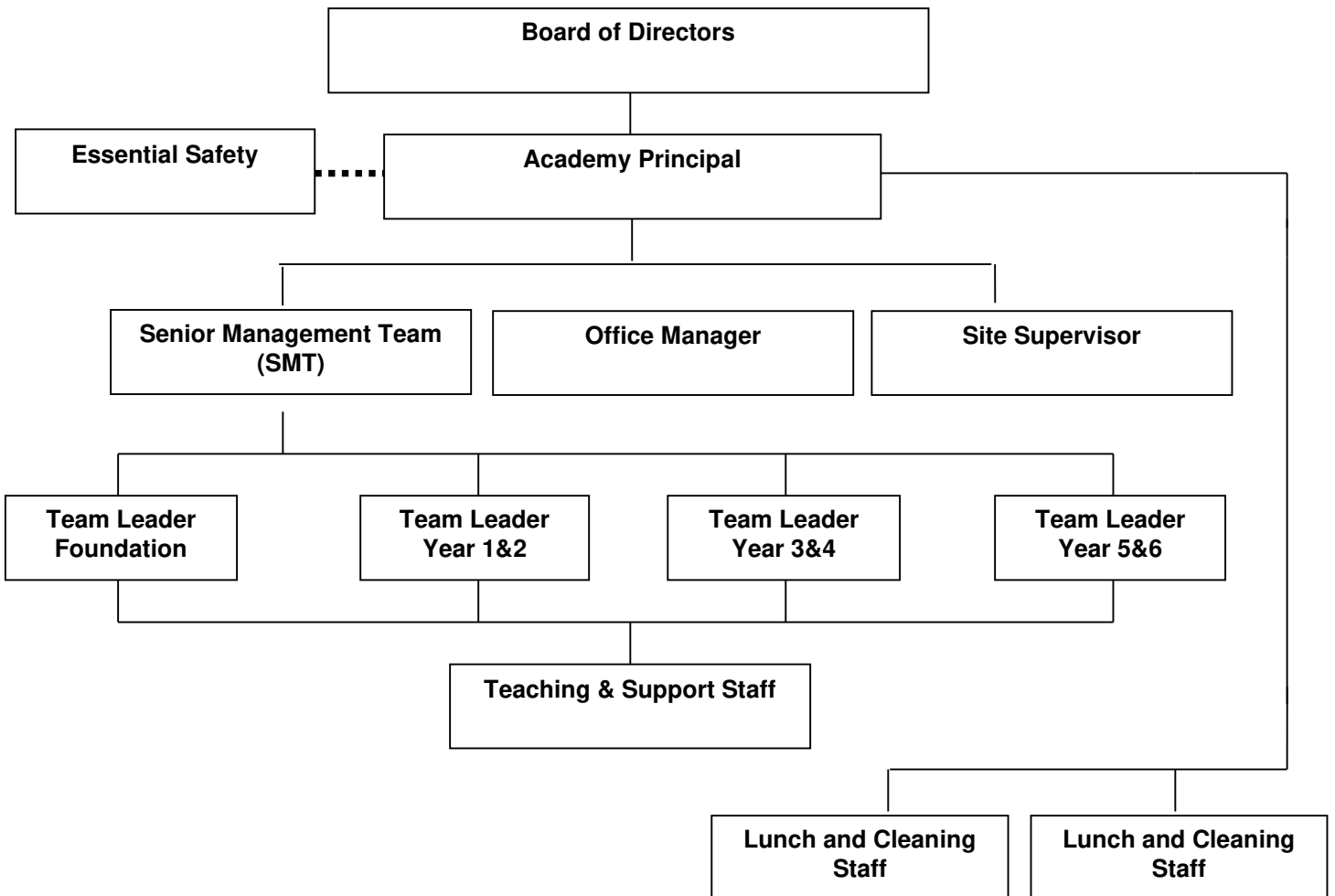
Section 2 - Organisation



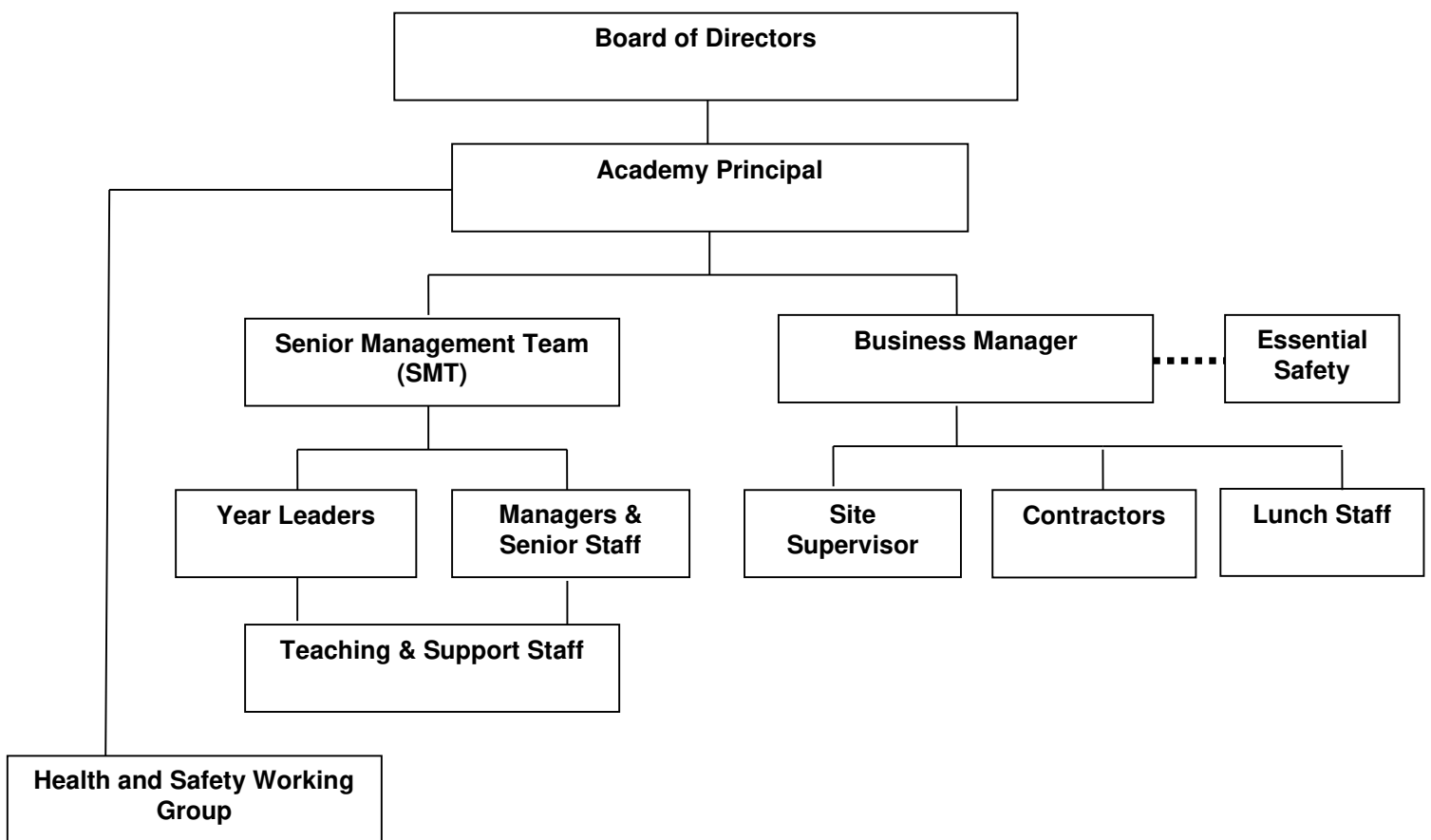
**Sir Christopher Hatton
Health and Safety Management**



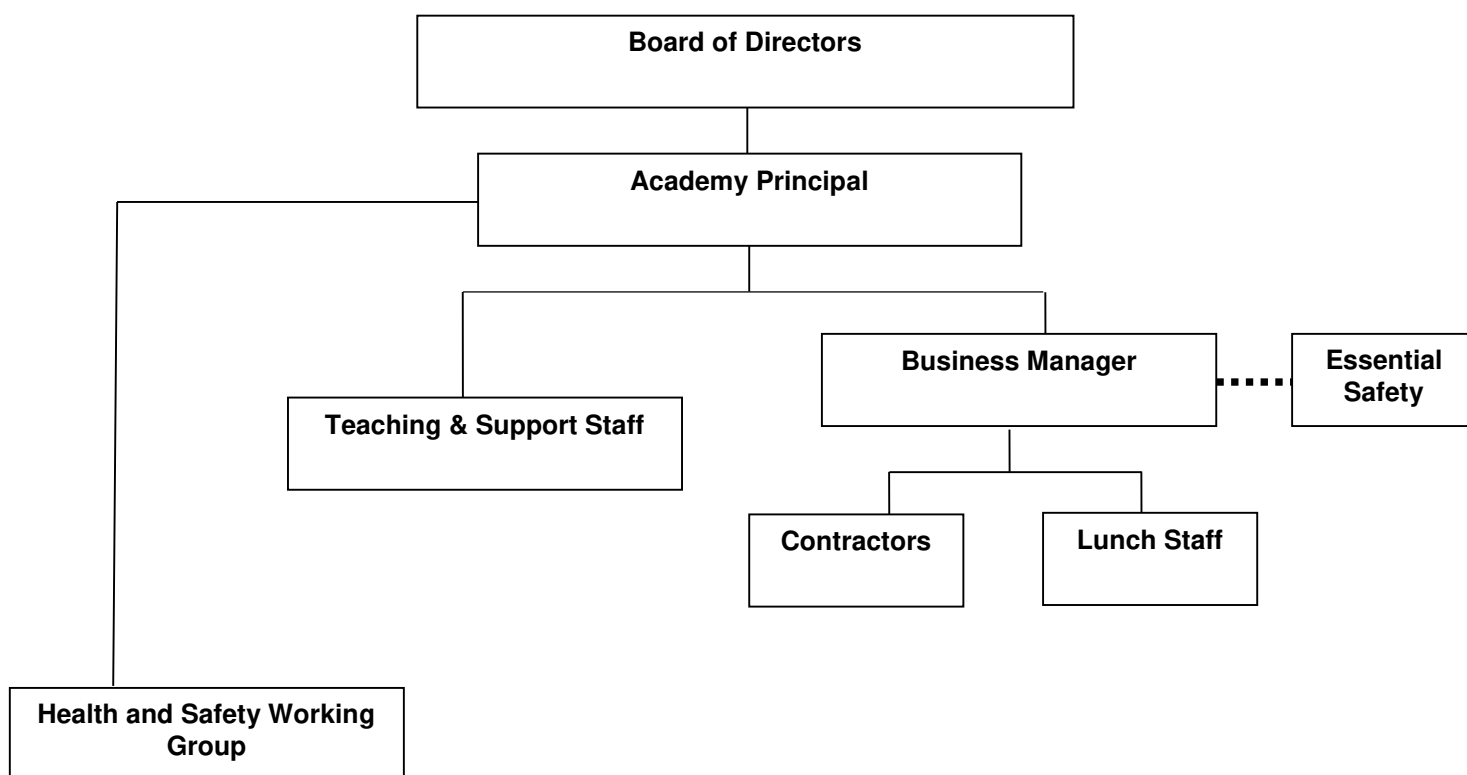
**Victoria Primary Academy
Health and Safety Management**



**Oakway Academy
Health and Safety Management**



**Ecton Academy
Health and Safety Management**



Responsibilities

The Trust Board of Directors
The Executive Principal/ CEO
Director of Finance and Operations
Health & Safety Advisors
Academy Principals
Health & Safety Representatives
Employees
Visitors
Hirers
Contractors