

Corporate Health & Safety Policy			
Current Status:	Operational	Last Review:	Aug 2024
Policy Owner:	Group Director of Compliance & GDPR	Next Review:	Aug 2025
Roles Responsible for Review:	Group Head of Health & Safety	Originated:	Sept 2015
Approved by:	SET Resources	Committee:	Audit and Risk Committee
Type of Policy:	Staff / Students / Governors / External	Quality Assured by:	

1. General Statement

- 1.1 This policy applies to all staff, volunteers and any other personnel associated with Eastern Education Group Trust (EEGT), which is to include:
- Abbeygate Sixth Form College
 - One Sixth Form College
 - Chalk Hill
 - Duke of Lancaster School
 - Exning Primary School
 - Priory School
 - Stone Lodge Academy
 - Sunrise Academy
- 1.2 Our commitment to health and safety forms part of the Eastern Education Group Trust's wider agenda of social responsibility, sustainability, corporate governance and the management of risks, and ultimately the quality of education delivered to our communities. We require this same commitment from our employees and contractors. The Trust's Health and Safety Policies can only be implemented with the full co-operation of everyone involved and all employees must take active care of themselves and others' safety.
- 1.3 We believe that achievement of high standards of health and safety reduces harm and losses due to accidents, incidents, and ill health, and therefore makes good business sense.
- 1.4 Health and Safety is integral to our asset management, the management of our human resources, and organisational development, and is included in all the Trust's policies when and where appropriate.
- 1.5 All Board members and employees of Eastern Education Group Trust are asked to join in the ownership of this document so that it achieves the aim of providing a healthy and safe place of work.

Responsibility for Health and Safety

Ultimate responsibility for Health and Safety at the College rests with:

Nikos Savvas

CEO

Signed:



Dated: September 2024

Review date: September 2025

2. Aim, objectives and principles

2.1. Policy Aim

This Policy will support our goal of being an organisation where everyone can fulfil their potential free from work-related injury or ill health; this includes employees, students, children, contractors and others who may be affected by our work activities.

2.2. Policy Objectives

- to conduct all our activities safely and in compliance with legislation and best practice.
- to provide safe working conditions and equipment.
- to promote a positive safety culture.
- to ensure our procurement promotes best practice in health and safety.
- to establish targets and action plans for continuous improvement of health and safety performance.
- to report on our health and safety performance both internally and externally.

2.3. Policy Principles

- a) **Control** - those with management roles are responsible for the clear allocation of health and safety responsibilities and for monitoring those responsibilities are implemented.
- b) **Co-operation** - we all have a responsibility to co-operate as individuals and as groups to make health and safety a collaborative effort.
- c) **Communication** - communication of health and safety information is essential and care must be taken to continually review and improve this. The Eastern Education Group Trust promotes the sharing of best practice and transparency.
- d) **Competence** - developing the health and safety competence of Board Members, managers, employees, and contractors is at the heart of successful health and safety management.

These guiding principles are interrelated and interdependent so that consistent activity in each area is needed to promote a climate in which a positive health and safety culture can develop.

3. Organisational structure and responsibilities

This section details the specific health and safety roles and responsibilities assigned to the following posts and functions.

3.1. Chair of the Eastern Education Group Trust Board

- 3.1.1. To ensure the work of the organisation 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.

3.2. The Trust Senior Executive

- 3.2.1. The Trust Senior Executive takes overall responsibility for the Eastern Education Group Trust's health and safety performance and is required to ensure that:
 - a) decision making is in line with the policy and procedures for health and safety and any statutory provisions set out in legislation.
 - b) adequate resources are made available for health and safety.
 - c) health and safety performance are continually reviewed.
 - d) suitable action plans for improving health and safety are developed and implemented.
 - e) the appraisal framework is used to measure the performance of local Governing bodies and Principals / Head Teachers against health and safety targets and objectives.
 - f) the health and safety audit programme is implemented, and progress of remedial actions is monitored.

3.3. Trustee Governance

All Trustees shall ensure that all the decisions they make are in line with the Eastern Education Group 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.

3.4. Principals

All Principals / Head Teachers take overall responsibility for the management of health and safety within their college/school and sphere of influence. Principals / Head Teachers are required to:

- a) ensure adequate resources are available to successfully manage health and safety within their college/school.

- b) ensure implementation of the Eastern Education Group Trust health and safety policy and procedures.
- c) ensure the development and implementation of a college health and safety action plan for continuous improvement in health and safety.
- d) ensure development, implementation and review of a Trust specific health and safety policy, organisation and arrangements in line with the Eastern Education Group Trust's model college policy.
- e) uphold the guiding principles for health and safety and require the same from all staff.
- f) ensure development, implementation and review of structures and systems within the college to promote management control, co-operation, communication and competence on health and safety matters.
- g) use the appraisal framework to measure the performance of senior managers against health and safety targets and objectives.
- h) ensure effective proactive and reactive monitoring of health and safety at all management levels.
- i) measure and review college/school performance against key performance indicators, targets and health and safety action plans.
- j) ensure implementation of a college health and safety audit programme and monitor progress of remedial actions.

3.5. College Leaders, Managers, Heads of Department, and Supervisors

The Eastern Education Group Trust assigns the health & safety responsibilities of additional tiers of management in local health and safety policies. Generally, where an individual has an operational responsibility for the organisation or control of any Trust undertaking or activity, this also carries the responsibility for doing all within their 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.

3.6. 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.

3.7. 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 the Eastern Education Group Trust's disciplinary procedures. In particular, all employees are required to:

- a) 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.
- b) co-operate with all managers or similar level roles 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.
- c) act in accordance with any safety training which has been provided to them, or any verbal safety instructions issued to them.
- d) make full and proper use of any personal protective equipment (PPE) and clothing provided to them, in accordance with instructions or training received.
- e) report any loss of, or obvious defect in, such as PPE to their line manager.
- f) not take part in any horseplay or to interfere with or misuse anything provided in the interest of health, safety or welfare.
- g) report any accident/incident, no matter how minor the injury, by informing their line 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 Eastern Education Group Trust premises or affected by Eastern Education Group Trust activities, which come to their attention.
- h) 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.
- i) follow any laid down emergency procedures in the event of serious imminent dangers, such as emergency evacuations.

4. Arrangements for the Health and Safety Management System

The arrangements for the health and safety management system (HSMS) are systematically applied in all activities and services throughout Eastern Education Group Trust.

4.1. Health and Safety Policy

Each college/school is required to establish college/school specific health and safety policy statements and organisational arrangements to implement the Eastern Education Group Trust policy and HSMS incorporating college needs and responsibilities if they differ substantially from the general health and safety policy.

4.2. Organising

Responsibilities - the Senior Leadership Team are responsible for health and safety performance and the implementation of Trust and College health and safety policy, arrangements and procedures. Specific health and safety roles and responsibilities have been assigned to various posts and these are included in the Organisation section of the relevant policies.

Consultation - consultation is achieved by standard health and safety agenda items on all team meetings, through appropriate membership of committees and groups and meetings including recognised Trade Union representation.

Learning and Development- Health and safety competencies are core skills essential to the effective conduct of employee duties. Competencies are developed through induction at both Trust and College levels. Specific (e.g. manual handling, first aid, fire safety etc.) and managerial training is arranged to suit individual and organisational needs.

Job Descriptions/Employee Contracts - suitable clauses to highlight health and safety responsibilities are included in all employee contracts and job descriptions appropriate to individual roles.

Appraisal - the Appraisal framework is used to set and measure performance against health and safety targets and objectives (where these are appropriate for the job description of the employee concerned). Appraisal is also used to identify health and safety learning and development needs of individuals and monitor competency development.

Communication - Health and safety information is communicated through line management with health and safety as an agenda item at all levels of team meetings. Trust health and safety documentation is developed and made available in electronic and hard copy format.

4.3. **Planning and Implementing**

Health and Safety Action Plans - Produced by external or internal health and safety provision. Principals are required to monitor and review to ensure continuous improvement in health and safety performance.

Risk Assessments - Managers with health and safety responsibilities conduct and record **risk** assessments for activities using the guidelines and ensure the findings are brought to the attention of employees. Risk assessments are reviewed periodically and, following any significant changes, to ensure they remain suitable and sufficient.

Policy and Procedures - Trust health and safety procedures are produced following policy review. Policy is the standards, systems and guidelines for the implementation of control measures for specific health and safety risks.

Procedures are developed and implemented in accordance with the risk profile of the Eastern Education Group Trust and individual colleges. Trust policy applies to all establishments, procedure differs between establishments based on local arrangements.

All health and safety policies and procedures are regularly reviewed and updated when appropriate.

4.4. **Measuring Performance**

Proactive health and safety monitoring is a line management function. Health and safety performance is formally measured during manager inspection in accordance with Trust health and safety policies.

Reactive measurement is by managers implementing the health and safety policies for accident/incident reporting and investigation.

In addition, the Eastern Education Group Trust measures performance by audit, inspection and through accident/incident reporting and investigation.

4.5. **Reviewing Performance**

Eastern Education Group Trust retains the services of an internal health and safety provision to provide competent health and safety advice and review compliance.

Performance is reviewed and reported at Trustee Health and Safety board meetings, the Senior Executive Team and the Eastern Education Group Trust Board on a formal and regular basis.

Performance is measured against health and safety performance indicators and targets, and in terms of the achievement of health and safety action plans. Opportunities are sought for credible and suitable benchmarking.

4.6. **Auditing**

In addition to the health and safety audit and review process carried out by the external compliance company, the Health and Safety Lead ensures that suitable audit programmes are in place and audit action plans are fully implemented. The Eastern Education Group Trust routinely reviews the audits across academies to ensure compliance.

4.7. **Students, Children, Visitors and Members of the Public**

The safety of students/Children is an intrinsic part of the corporate approach to health and safety on each college/school site as well as when students are off site on trips, visits or representing the Trust. Their safety and wellbeing will be planned for as part of the Health and Safety Management planning. The Trust recognises its duty of care to all students/children.

It is a statutory duty to ensure the safety of others who may be affected by the Trusts operations. The safety and health of these individuals is incorporated into the Trust health and safety management systems and any operations are required to adequately plan for this.

Revision History – Corporate Health & Safety Policy

Revision date	Reason for revision	Changes made
Sept 2020	EEGT Review	Updated EEGT elements, all sections
Oct 2021	Review	Para 4.8 added
Aug 2024	EEGT Review	Mention of 'academy' changed to 'college'; throughout
Aug 2024	EEGT Review	1.4 removal of 'me' to remove personal indication
Aug 2024	EEGT Review	3.1 removal of 'man' to leave 'Chair'
Aug 2024	EEGT Review	3.2, rename Trust title to reflect current name
Aug 2024	EEGT Review	3.3 retitle LGB to Trustees
Aug 2024	EEGT Review	3.4 removal of 'Academy'
Aug 2024	EEGT Review	3.5 inclusion of other similar current roles
Aug 2024	EEGT Review	3.5 change terms of role to any individual with responsibility to avoid ambiguity about role titles
Aug 2024	EEGT Review	3.7 inclusion of similar roles or reduction to 'line' management for brevity
Aug 2024	EEGT Review	4.2 inclusion of clause of when a separate policy would be required
Aug 2024	EEGT Review	4.3 removal of varying descriptions of communication methods, not required as described in college policy and procedures
Aug 2024	EEGT Review	4.4 inclusion of possible internal H&S audits
Aug 2024	EEGT Review	4.6 change of names of relevant groups
Aug 2024	EEGT Review	4.6 alter description of H&S advice provisions to true description