



## **Health and Safety Policy**

**Approved by Trust Board:** September 2022

**Date of Review:** Spring 1 - 2024

As the employer of staff, The Nene Valley Partnership Multi-Academy Trust (the Trust) has overall responsibility for the health, safety and welfare of staff and students in its schools. The Trust recognises that decisions about workplace health and safety should take account of the views and priorities of the workforce as well as the management. When workers are actively engaged in health and safety, the end result is fewer accidents and less ill health.

The Trust will support its schools in putting in place, clear policies which focus on the key risks and in checking that control measures have been implemented and remain appropriate and effective.

The Trustees of the Nene Valley Partnership will:

- a) ensure that there are effective and enforceable arrangements for the provision of health and safety throughout the schools by requiring each Headteacher / Head of School to put in place a suitable health and safety management system.
- b) ensure that the schools' management has identified and evaluated all relevant risks and that they have put in place appropriate control measures as a means of minimising risk to staff, students, visitors and other site users.
- c) periodically assess the effectiveness of this system and ensure that any necessary changes are made. In order to facilitate this, 'Health & Safety' will be a standard item at meetings of the Finance, Audit and Risk Committee of the Nene Valley Partnership Trust Board.
- d) ensure that all the Trustees have sufficient awareness of the management of health and safety in order to be able to carry out their role adequately. This will be done by ensuring that at least one Trustee takes responsibility for liaising with the Headteachers / Heads of School on safety management issues.

Although overall accountability for health and safety lies with the Trust, day-to-day responsibility for the health and safety of staff and students in individual schools is delegated to the Headteacher / Head of School, who in turn will delegate particular functions to other staff, in particular the premises or site manager.

The local governing bodies of the schools within the Trust are not the employers of staff but play an important role in ensuring strategic direction and will work in close partnership with the Headteacher / Head of School and senior management team of the school and relevant staff of the Trust to support good health and safety management.

The local governing body of each of the schools in the Trust will ensure that the Headteacher / Head of School produces, in consultation with union-appointed health and safety representatives, a health and safety policy for the school for approval and adoption by the governing body.

The health and safety policy for each school will be included as an Annex to the Trust health and safety policy.