

Statement: Rationale and Commitment

- (a) The following policy is produced as being representative of the school's organisation and arrangements for Health and Safety. Knowledge of the policy and the procedures herein is required by all staff and Governors.
- (b) It is imperative that all staff adhere to the working arrangements at all times and it is especially important that new staff read the policy and the procedures prior to commencement of work (i.e., during their induction period)
- (c) This policy is subject to the provisions of the Health and Safety at Work Act 1974 (HSW) which requires that schools make premises reasonably safe for all people using the site.
- (d) The policy includes the security of the school and the individual.

The Governors and Senior Leadership Team of the school are committed to a safety management approach to Health & Safety, and thereby to an organised, well informed and pro-active approach to all health & safety and welfare related issues. *All activities will be planned and executed with a systematic approach which includes an element of 'context sensitive' risk assessment, and where necessary, control measures will be put in place to reduce/eliminate to a safer level any foreseen risks.*

This policy supplements and operates in conjunction with North Somerset Council's statement on Health and Safety.

It is the policy of this school to operate at all times in a manner which ensures, so far as is reasonably practicable, the health, safety and welfare of all persons employed, visiting, working in or being taught at the school.

All school staff are reminded that they have a legal duty to carry out their work with due regard for the health and safety of themselves, other staff, pupils, contractors and visitors to the school, and to observe the health and safety requirements relevant to their activities.

A suitable assessment (which includes an element of 'context sensitive' risk assessment) of all foreseeable hazards and risks to staff, pupils and visitors will be carried out. Where significant risk is identified, appropriate measures to reduce or eliminate the risks will be taken and communicated to those concerned.

Consultation will take place with any Union appointed safety representatives and members of staff on matters that effect their health and safety. If required, specialist advice will be sought at the earliest opportunity from The North Somerset Schools Health and Safety Officer, Priory School Consultancy, Building Surveyors, Asset Manager or other specialist advisers, such as the local Fire Officer.

All staff are required to support the school in achieving a safe environment for everyone. The necessary information, training, instruction and supervision will be made available by managers to achieve this, particularly to staff after recruitment, transfer or changes to their responsibilities.

Baytree Health and safety Policy

November 2020



Governors and the Senior Leadership Team of the school will, in conjunction with the other three partners at The Campus, ensure that safe access to and safe egress from the building is maintained at all times and that safe storage of equipment and materials is achievable, and regular maintenance/inspection of equipment and plant occurs at regular intervals

A copy of this statement will be brought to the attention of all members of staff. It will be regularly reviewed and updated as necessary, or at least annually.

Additional information to implement this policy is contained in the attached Schedule of Duties. Further information is contained within the North Somerset Health and Safety Manual.

The Governors of Baytree School recognise their responsibility to provide a safe and healthy environment for the pupils, teaching staff, non-teaching staff and visitors who are on the premises.

The Governors will take all reasonably practicable steps within their power to fulfill this responsibility.

It is the intention of the Governors that for Health and Safety purposes the school will operate within the structure and framework of North Somerset LA and will apply all appropriate instructions and advice issued by the Department for Education (DfE) and the HSE.

The Headteacher is required to draw up the necessary arrangements to secure compliance with all Health and Safety requirements.

Chair of Governors.....
(Print Name)

Headteacher.....
(Print Name)

Signed.....

Signed.....

Date.....

Date.....

Baytree Health and safety Policy
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