



Health and Safety Policy

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| Version Number | Version 2 |
| Date Adopted by Trustees | 17 th May 2024 |
| Scheduled Review Date | May 2025 |
| Statutory or Best Practice Policy | Statutory |
| School or Trust Policy | Trust |

We want to ensure that your needs are met.
If you would like this information in any other format, please contact us on
01637 303106 or email info@kernowlearning.co.uk.



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For local roles, responsibilities and arrangements, please see each school's individual Health and Safety Policy.

Statement of Health and Safety Policy

Kernow Learning:-

1. Recognises its legal and moral responsibilities to persons who may be adversely affected by the Trust's activities.
2. Is committed to ensuring, by all reasonably practical means, the health, safety and welfare of its Pupils, visitors, employees and contractors involved with its activities.
3. Will seek to ensure that its legal duties and policy objectives are complied with at all times.
4. Will ensure that all foreseeable risks associated with the Trust's activities are identified and removed or controlled through a process of risk assessment and management.
5. Will ensure that all employees are given such information, instruction and training as may be necessary to enable the safe performance of their duties.
6. Will seek to inform pupils' parents or guardian of any health, safety or welfare issues relevant to their child or children.
7. Have detailed the arrangements for health safety and welfare in the Organisation and Arrangements associated with this policy statement.
8. Will ensure, as far as is reasonably practical, that this policy statement and supporting documents are kept up-to-date. A formal review and re-adoption of this policy will be carried out annually.

Approved and adopted by:



Chair of the Board of Trustees David Parker



Chief Executive Officer Clare
Crowle

On: May 2024

Trust Responsibilities

It is recognised that individuals and groups of individuals have responsibilities for health safety and welfare in the Trust. The individuals and groups identified below are expected to have read and understood the Trust's policies and procedures for ensuring health safety and welfare and to conduct their duties in accordance with them.

The employer

The employer in this trust is Kernow Learning. The employer has the ultimate responsibility and must ensure that there are arrangements in place for the health safety and welfare of Pupils, staff, visitors and contractors.

Board of Trustees

The Trustees are responsible for ensuring that mechanisms and procedures are in place for health safety and welfare. The trustees will receive regular reports to enable them, in collaboration with Trust senior leaders to prioritise resources for health, safety and welfare issues. These reports will come from the central team through termly reports to finance audit and risk Trustees, or a bi-annual health and safety gap analysis report carried out by Cornwall Council.

The Board of Trustees have appointed David Houghton to oversee the management of health and safety across the Trust.

Chief Executive Officer

The Chief Executive Officer has responsibility for:-

- Day-to-day management of all health safety and welfare matters in the Trust in accordance with the Statement of Safety Policy;
- Ensuring that regular health safety and welfare inspections are carried out;
- Ensuring that action is taken on health safety and welfare issues;
- Ensuring information received on health safety and welfare matters are passed to the appropriate people;
- Ensure designated members of staff are carrying out accident investigations;
- Ensure designated members of staff are identifying and facilitating employee training needs;
- Liaise with governors and the leadership teams on policy issues and any problems in implementing the Safety Policy;
- Co-operating with and providing necessary facilities for trades union safety representatives;
- Providing necessary facilities for all employees to be consulted on health safety and welfare matters;
- Ensure that any contractor appointed to deliver services or carry out work is competent to do so;
- Ensure designated members of staff monitor contractors to ensure that the Health and Safety Policy is complied with;
- Ensure designated members of staff take action where any contractor is found to be working in a manner which is considered to be unsafe.

Whilst responsibility for the above cannot be delegated, the function of carrying out these tasks can be delegated to other members of staff. In this Trust the following functions have been delegated to:-

| Function | Delegated to |
|---|---|
| Day to day health safety and welfare management | Headteacher/Head of School |
| Regular inspections | Estates Lead |
| Accident Investigation | Headteacher/Head of School/Estates Lead |
| Employee training needs | Headteacher/Head of School |
| Contractor management | Estates Lead |

Competent Health and Safety Advice

The Trust recognises that it must have access to competent health and safety advice. The Trust's competent advisors are:

The Health, Safety and Wellbeing Services Team, Cornwall Council