

Health and Safety Policy Statement

The **Trustees** of the **Group Board** recognise and accept their responsibility, as the employer for all **United Learning** employees, to provide workplaces and work practices which are safe and healthy for employees, pupils, and visitors - including contractors or anyone else who might be affected by our operations.

Trustees are especially mindful that exposure to risk is an essential part of the education process. **United Learning** is committed to providing a learning environment that, whilst not unduly hazardous, provides all students with a stimulating experience that equips and prepares both children and young adults for life in the real world.

In all schools, the day-to-day responsibility for health and safety rests with the **Head Teacher** with operational oversight delegated to a named **Health and Safety Coordinator**. At central office, the **Executive Team** share this responsibility. Full details on the delegation of responsibilities are given in the arrangements section of the health and safety policy.

Overall, the **Chief Financial Officer** is the Executive with responsibility for health and safety compliance. A **Head of Health and Safety** is appointed under Regulation 7 of the Management of Health and Safety at Work Regulations 1999 to assist the **Chief Financial Officer** in fulfilling these responsibilities.

United Learning operates a devolved system of operational control in its schools, guided by the overarching requirements of this health and safety policy and internal codes of practice which are expected to be followed at all times. **Trustees** acknowledge the operational flexibility required in each school and accept the risk gap this approach creates.

Full details on the delegation of responsibilities are given in the arrangements section of the health and safety policy.

The **Head of Health and Safety** will monitor the effectiveness of this policy and internal codes of practice via internal and external auditing measures. The data obtained from these exercises will be used to identify priority health and safety objectives for the group.

Each school has a **LGB Representative for Health and Safety** who represents the Local Governing Body at the school's termly Health and Safety Committee meetings. The **Head Teacher**, alongside the **LGB Representative for Health and Safety** reports to the local governing body on health and safety matters, which are a standing agenda item at local governing body meetings.

Employees are reminded of their own duties to take care of their own personal health and safety and that of fellow employees, pupils and any other persons who might be affected by their work activities.

This statement of intent and the support systems beneath it, will be reviewed periodically against our objectives as an organisation with a view to ever healthier and safer environments.



Sir Jon Coles
Chief Executive Officer



Mr Christian Brodie
Chair of the Group Board

