



HEALTH, SAFETY & WELLBEING POLICY

1 INTRODUCTION

- 1.1 This policy outlines Redland Green School's general statement of commitment to ensuring health, safety and wellbeing and the links with safeguarding. A separate document describes in detail the organisation and arrangements for achieving the objectives set out in this policy statement.
- 1.2 In this policy Redland Green School means the 11-16 years students component plus the North Bristol Post 16 Centre within Redland Green School. Redland Green School is an Academy; Claremont School (secondary level) is co-located on the campus and is a Local Authority (LA) maintained school with its own management and Health, Safety & Wellbeing Policy. The two schools consult and cooperate as needed on health, safety and wellbeing matters.
- 1.3 Redland Green School manages Kellaway Avenue playing fields and pavilion which is included in this policy.

2 INTRODUCTION

- 2.1 This statement of 'Health, Safety & Wellbeing Policy' is produced in respect of Redland Green School. It forms the basis of future planning and implements health, safety and wellbeing matters within the school.

3 STATEMENT OF GENERAL POLICY

- 3.1 The Governing Body will:

- Accept its responsibility for setting out the overall Redland Green School Health, Safety & Wellbeing Policy and undertake to take all reasonable steps within its power to prevent or reduce the possibility of:
 - Harm and injury to students, employees, contractors, parents and members of the general public
 - Damage to property, plant, machinery, equipment, tools, materials and the environment

by providing protection from foreseeable risks by promoting continuous improvement in health, safety and wellbeing standards

- Ensure, so far as is reasonably practicable, that the school budget reflects the finance necessary to implement health, safety and wellbeing requirements
- Accept its responsibility under the Health & Safety at Work Act 1974, so far as is reasonably practicable to:
 - Provide plant, equipment and systems of work which are safe, regularly inspected, tested and maintained and without risks to health
 - Make arrangements for the safe handling, use, storage and transportation of articles and substances without risk to health
 - Provide suitable and sufficient information, instruction, training and supervision to enable all employees and students at Redland Green School to perform their work and studies safely and efficiently and are able and competent to do so

- Promote the development and maintenance of sound health, safety and wellbeing practices ensuring that any actions taken are inclusive and non-discriminatory
 - Maintain the premises in a condition that is safe and without risks to health and ensure the maintenance of safe access to and exit from the premises
 - Implement emergency procedures for fire evacuation, first aid and other significant incidents
 - Provide and maintain a safe and healthy working environment and its risks to health are adequate as regards welfare facilities for employees and students
 - Provide, as necessary, personal protective equipment ('PPE') to all employees and students in the school, for the safe use of plant, machinery, equipment, tools, materials and substances
 - Maintain a close interest in all health and safety matters insofar as they affect all activities under the control of the school
 - Keep themselves up to date on relevant health, safety and wellbeing matters through Governors' professional development, advice from the school's competent person, the Headteacher and the Clerk to the Governors and include such matters on the Agenda at regular meetings
- Recognise the requirement to consult staff on health, safety and wellbeing matters which will be achieved by discussion through the Redland Green School Health, Safety & Welfare Committee
 - Agree that one of their members is designated the 'Governor Responsible for Health, Safety & Wellbeing' who will attend meetings of the school Health, Safety & Welfare Committee and speak on health, safety and wellbeing matters at the appropriate Committee and full Governing Body meetings
 - Delegate authority for the development and implementation of this policy to the Headteacher who will ensure that arrangements will be made to bring this policy to the notice of all employees (including new, temporary and part-time employees), agency, contract staff and volunteer helpers at Redland Green School so that they fulfil their duties to co-operate with the policy. The Headteacher will also bring it to the attention of students (in an appropriate way for their age) so that they may also fulfil their duties to co-operate with this policy
 - Recognise their responsibility for monitoring health, safety and wellbeing performance, including auditing, and will require the Headteacher to present an annual report on health, safety and wellbeing performance including evidence of safety inspections carried by representatives of the school at least three times a year
 - Seek to continually improve health, safety and wellbeing policies, procedures, codes of practice and guidelines; cross-cutting matters such as safeguarding and inclusion will be linked in as necessary so there are no policy gaps
 - Review this policy on an annual basis to confirm that the arrangements are still appropriate. A review will also take place whenever there are significant changes in the arrangements. This policy will be re-edited and re-issued within three months of the review date where this is deemed necessary

Agreed by Staff	Agreed by Pupils	Agreed by Governors	Review Schedule	Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed
11 JUL 2006	11 JUL 2006	11 JUL 2006	ANNUALLY	18 DEC 2012	17 NOV 2015	22 NOV 2016	21 NOV 2017

Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed	Date Reviewed