Keswick School

MULTI ACADEMY TRUST

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HEALTH AND SAFETY STATEMENT (KSMAT/STAT/013)

Responsible:	Directors of Keswick School Multi Academy Trust
Lead Officer:	Headteacher
Date of Review:	November 2025
Date to be Reviewed:	November 2026
Signed (Chair of Directors): **Date:**	

Review Sheet

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
1	Original	September 2012
2	To include Section 3	June 2013
3	General Update	February 2016
4	Altered so the Statement belongs to the Multi Academy Trust	December 2017
5	Policy Review	November 2018
6	Policy Review and Update	December 2019
7	Policy Review and Organisation Update	December 2020
8	Policy Review – no changes	December 2021
9	Policy Review and Organisation Update	October 2022
10	Policy Review – removed reference to Health & Safety Coordinators	November 2023
11	Policy Review	November 2024
12	Policy Review – Updated names on page 5	November 2025

PART 1 – Our Health & Safety Policy Statement and Organisation

Keswick School Multi Academy Trust (the Trust) recognise and accept our legal and moral duties to provide for the health, safety and wellbeing of our employees, pupils, visitors/contractors and any other person who may be affected by our activities both at school and during off-site visits.

As the employer, the Trust retains overall responsibility for ensuring that suitable health and safety management systems are in place and for establishing suitable systems within its schools at a strategic level.

The Trust appoints Kym Allan Health & Safety Consultants Ltd. (KAHSC) as the 'Competent person' to provide support, advice and guidance to its schools on health, safety and welfare issues for both health and safety in school and for educational visits approval and notification. Each school will access their expertise and guidance as required in the first instance.

Our health and safety performance contributes to each school's overall performance by helping to reduce injury, ill health, losses and liability, and we view our health and safety responsibilities as equally important to everything else we do. We are committed to continuous improvement in our health and safety performance and will ensure that sufficient resources are made available to achieve this.

We will ensure, so far as is reasonably practicable, that we provide safe premises and working environments, safe equipment and substances, safe activities and systems of work. We will provide suitable information, instruction, training and supervision to ensure we achieve and maintain excellent levels of health and safety.

Legal compliance in all areas is deemed to be the minimum standard to be attained. We will establish suitable arrangements to deal with emergencies and school security.

Suitable and sufficient risk assessments will be used as a tool throughout our activities to ensure that our health and safety arrangements are adequate.

Everybody is expected to play their part and we recognise that, for health and safety management to be successful, all parties must be actively involved.

People are our key resource, not only our employees, but also the Local Governing Bodies, parents/carers, pupils, volunteers, contractors and any partner organisations we work with. To help ensure the active involvement of all parties, effective communication and consultation arrangements will be established through regular governor and staff meetings, communication with school unions, and through other arrangements including induction, health and safety noticeboards, and contractor control procedures. We will employ other methods to communicate our policy and arrangements as we deem appropriate.

The day-to-day responsibility for all school health, safety and welfare organisation and activity rests with each school's Head teacher. The Head teacher will ensure that the Local Governing Body and KAHSC are kept informed of accidents and any other relevant health and safety issues, and that competent health and safety advice is sought where required.

The Head teacher will appoint others to specific roles and will delegate tasks which help to support each school's health and safety arrangements. The Trust's specific organisation is outlined in Part 2 of this Policy which includes details of persons undertaking specific health and safety roles.

Each school will prepare a Health and Safety Action Plan for monitoring improvement, which will be used as a working document, kept under regular review, and will prepare further written documentation to support this policy which will describe the specific arrangements made for health and safety. These specific arrangements can be made available on request. Wherever possible we will benchmark our performance against available data and seek to achieve continual improvement in performance. Health and safety performance will be documented as part of each school's Annual Health & Safety Management Review.

The Trust will establish suitable forums and procedures for discussing and sharing relevant health and safety information with staff and others, and the Local Governing Body for implementing the health and safety procedures applicable to each school.

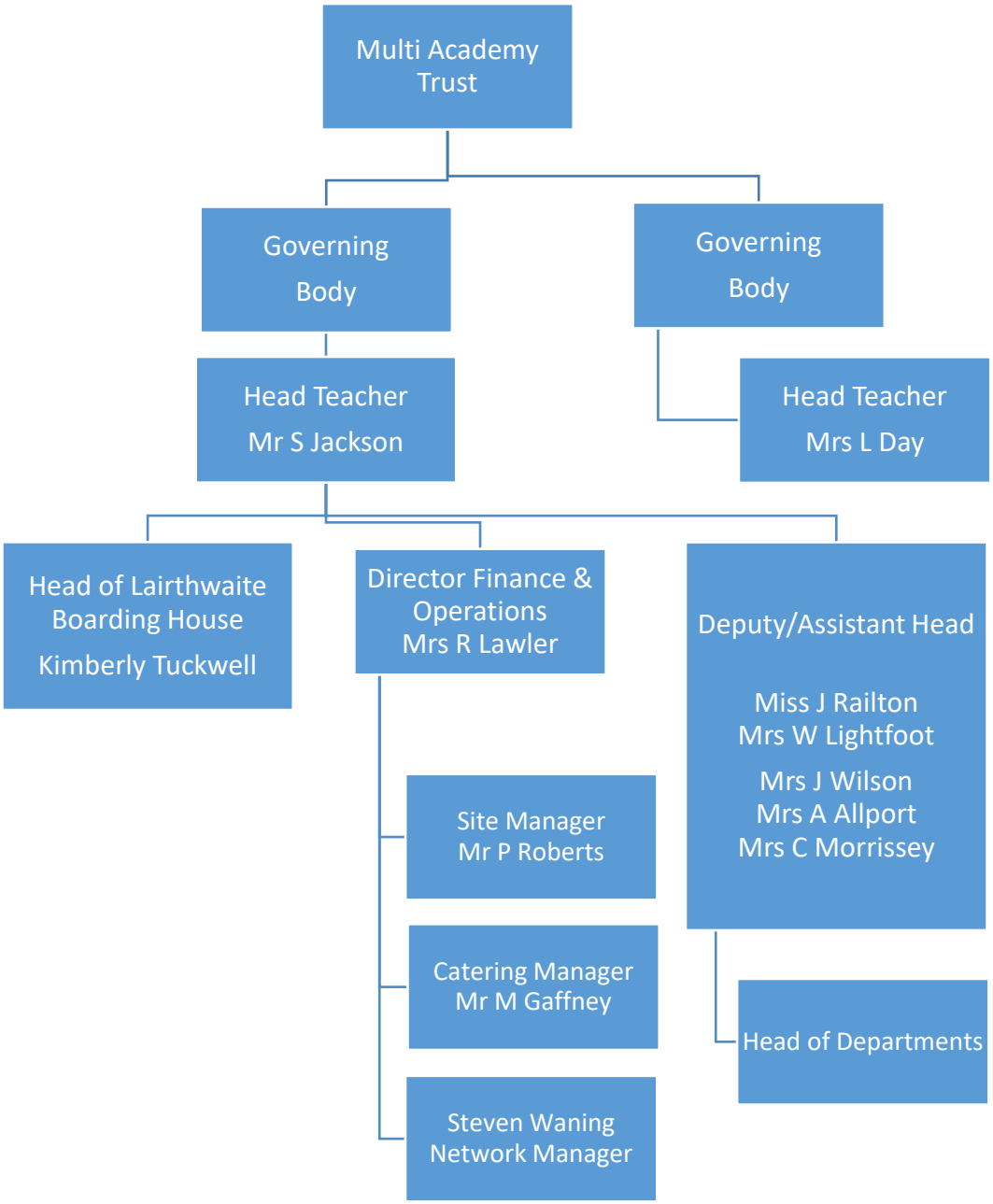
All staff throughout each school have a responsibility for not only their own health and safety but also that of each other, pupils and all visitors on school premises.

Whilst adopting excellent health and safety standards is viewed positively and contributes to the overall performance of each school, failure to adopt adequate procedures will be taken very seriously. Where required appropriate disciplinary procedures will be implemented.

In order to ensure we are achieving adequate health and safety standards, arrangements will be put into place to monitor and review our own performance. These will include regular audits conducted by KAHSC Ltd., periodic monitoring of our health and safety arrangements by the Governing Body and nominated staff, regular inspection of our equipment and premises, and the monitoring of accident and work-related ill health data. Levels of work-related accidents and ill health are deemed to be an indicator of management control and not necessarily the fault of individuals.

Wherever possible we will benchmark our performance against available data. Health and safety performance will be provided in a regular Health and Safety Report, prepared by the Head teacher or nominated person, to the Local Governing Body with interim updates provided where deemed appropriate.

This statement of policy on health and safety at work is made in accordance with section 2(3) of the Health and Safety at Work Etc. Act 1974 and represents a summary of the Trust's organisation and arrangements. This statement and each school's documented arrangements will be made freely available to all staff and other interested parties on request.

This policy statement and relevant arrangements will be reviewed annually to ensure they remain effective and up to date.

HEALTH & SAFETY ORGANISATION