



Health and Safety Policy Statement

Responsible Committee	CLPT Finance & Operations
Date Approved by Committee	Spring Term 2026
Implementation Date	Spring Term 2026
Next Review Date	Spring Term 2027
Policy Owner	Laura Austen

This document has been created to support the mission, values and beliefs of the Creative Learning Partnership Trust:

Our mission.

Creating
transformational
educative opportunities;
promoting **social justice**;



Our values.

Integrity

Courage to do the right thing, taking time to care.

Speaking and acting truthfully, fairly and upholding universal, moral principles.



Collaboration.

Working together, enabling each other.

Working with others to achieve strategic direction and to develop mutual trust and respect.



Dedication.

Committed to supporting and improving.

Showing commitment to and responsibility for strategies and goals.



Kindness.

Thinking of others and acting with compassion.

Demonstrating intentional actions to show care, respect and empathy to others.



Innovation.

Using expertise and research to transform.

Taking a proactive approach to problem solving, showing creativity, forward thinking and adaptability.



Understanding.

Openness, listening and valuing one another.

Actively listening to others to gauge the perspectives and needs of others within relevant context.



C

CREATIVE.

Creativity is at the heart of how we achieve exceptional educational outcomes. It drives innovation and empowers us to transform new and original ideas into reality, enriching the learning experience for every child.

L

LEARNING.

Learning is at the core of all we do. We are relentless in our commitment to ensuring that every child within our care achieves outcomes that truly reflect their potential and aspirations.

P

PARTNERSHIP.

Collaboration and **partnership** are key to continuous improvement. By working together, we create an inclusive, supportive, and responsive organisation that listens and learns from all voices.

T

TRUST.

Trust is the foundation of our culture. It permeates every aspect of our schools and organisation, creating confidence, integrity, and building strong relationships across our entire community.

Health and Safety Statement

To be read in conjunction with Health & Safety Arrangements at Trust Schools.

The Trust recognises it has a legal duty of care to its employees, pupils and others who may be affected by the Trust's activities. It also recognises the management of health and safety is a business-critical function. We as a Trust will endeavour to:

- Ensure an up-to-date copy of the Health and Safety Policy is available for staff, contractors and visitors to view at all times.
- Effectively communicate the contents of the School Health and Safety Policy and related policies and arrangements.
- Monitor for continuous improvement in our health and safety performance by setting targets consistent with the aims of the Health and Safety Policy.
- Routinely monitor and report to the Board of Trustees, who will ensure that the necessary resources are provided to support the Policy fully.
- Ensure that all personnel, employees, or contractors are aware of their delegated health and safety responsibilities and are fully trained and competent to undertake the task asked of them.
- Ensure the Trust complies with current legislation regulations and standards and codes of practice.
- Communicate with employees on all matters affecting their Health Safety and Wellbeing.
- Carry out a regular review of all risk assessments, identifying proportionate and pragmatic solutions ensuring the risk is reduced.
- Encourage all staff, contractors and visitors to identify and report all hazards so that we can all contribute towards improving safety throughout the Trust.
- Maintain our premises, providing and maintaining safe plant and equipment ensuring a safe working environment for all.
- Ensure our emergency procedures are in place across the Trust for dealing with all health and safety and safeguarding issues.
- Where risks cannot be eliminated, they will be minimised by substitution, the use of physical controls or safe systems of work or as a last resort through use of personal protective equipment.
- Ensure employees undertake training, where required, to ensure they can carry out their duties in a safe manner.
- Provide and maintain safe routes of access/egress.

The Health and Safety Policy Statement and Organisation will be reviewed annually and revised as necessary to reflect changes to the Trust activities or any changes to legislation. Any changes to the Policy will be presented to the Board of Trustees. This will then be brought to the attention of all employees, visitors, contractors of the Trust.

This policy operates in conjunction with the following procedures:

- Evacuation, Lockdown and Evacuation Procedures
- Personal Emergency Evacuation Plan

- Lockdown Procedure
- Visitor Policy
- Staff Wellbeing Policy
- Asbestos Management Procedures
- Infection Control Policy
- Allergen Policy
- Supporting Pupils with Medical Conditions Policy
- Administering Medication Procedures
- Data Protection Policy
- Adverse Weather Policy
- Minibus Procedures

Roles and responsibilities

The Employer

The Creative Learning Partnership Trust is the employer.

The employer has the ultimate responsibility and must ensure that there are arrangements in place for the health, safety and wellbeing of students, staff, visitors and contractors.

Trustees

The Trustees have overall responsibility for ensuring that The Creative Learning Partnership Trust's statutory obligations in respect of health and safety are met. They will in particular:

- Monitor the effectiveness of the Trust's health and safety policies and the safe working procedures described within them and shall revise and amend them yearly.
- Identify all employees having direct responsibility for safety matters and other employees who are specifically delegated to assist the Trustees and Headteachers in the management of health and safety at each of our schools. Such delegated responsibility must be defined as appropriate.
- Carry out an annual health and safety performance review of this policy.

Chief Executive Officer

The Chief Executive Officer has responsibility for implementing this policy within each school in the Trust. They will:

- Ensure that satisfactory arrangements exist within each school for meeting those obligations.
- Have arrangements in place to draw the attention of all employees to the Trust's Health and Safety policies and procedures and of any relevant safety guidelines and information.

The Chief Executive delegates the function of the day-to-day coordination of health and safety arrangements to the Chief Operating Officer.

Chief Operating Officer

The Chief Operating Officer is the designated Health and Safety Officer for the Trust and has the delegated function of the day-to-day coordination of health and safety arrangements from the Chief Executive Officer.

They will coordinate all arrangements for the dissemination of information and for the instruction of employees, pupils, contractors and visitors on safety matters and make recommendations on the extent to which staff are trained. This will include:

- Making arrangements for informing employees, children and pupils of relevant safety procedures and appropriately inform all other users.
- Ensure that regular safety inspections are undertaken throughout all Trust Schools.
- Undertaking annual reviews of the overall Health and Safety Policy and risk assessments, COSHH Assessments.

Supporting the Trustees by working with the schools to ensure that employees with control of resources, both financial and other, give due regard to Health and Safety.

- Supporting the Trustees by working with the schools to ensure that suitable inspection schedules, preventative maintenance programmes and working procedures are established which enable the Trust to fulfil its Health and Safety obligations. Ensuring all approved contractors are duly qualified and competent to carry out the task asked of them.
- Making arrangements for the implementation of a compliant accident reporting procedure and draw this to the attention of all employees within the Trust as necessary. Ensuring all RIDDOR reportable accidents are reported in a timely manner.
- Ensuring the Headteachers are carrying out the implementation, monitoring and development of all Health and Safety policies within the school.
- Monitoring general advice on safety matters by relevant bodies and giving advice on its application to the Board of Trustees and schools.
- Driving the implementation of all relevant Health and Safety policies and procedures throughout the Trust. Monitor as required.
- Investigating any specific Health and Safety issues identified within the Trust schools: taking or recommending, as appropriate, remedial action in a timely manner.
- Coordinating arrangements for the design and implementation of safe working procedures and practices throughout the Trust.
- Carrying out regular safety audits of the schools and their activities and make recommendations on methods of resolving any issues identified within the report.
- Monitoring each school's progress, compliance level and report any areas of concern to the Chief Executive Officer and the Trustees.

Headteachers

Each Headteacher is responsible in their school for:

- The internal management and implementation of the Trust and individual school's Health and Safety Policy and procedures.
 - Ensuring safe working practices and procedures throughout the school, including those relating to the provision and use of machinery and other equipment and apparatus.
 - Ensuring that the Health and Safety training needs of all staff are identified, and appropriate training provided.
 - Ensuring that sufficient and appropriate Risk Assessments are carried out and effective control measures are put in place and implemented by staff, contractors, visitors and volunteers.
 - Ensuring that parents are kept informed on any Health and Safety issues and procedures in place to effectively manage Health and Safety within the school.
 - Providing an annual Health and Safety Summary Report to the Trust.
 - The health, safety and welfare of staff, students/pupils, visitors, contractors and any other person using the school premises.
 - Ensuring that each school has arranged for the withdrawal, repair, or replacement of any item of furniture, fitting or equipment identified as being unsafe.
- Monitoring the activities of third-party contractors present on site and report any safety concerns to the relevant parties
- Arranging for appropriate supervision of students/pupils by carrying out periodic safety reviews and audits.

Headteachers cannot delegate these responsibilities – but they may delegate the carrying out of these tasks to a suitable person within the school.

Employees

All employees must ensure they:

- Take reasonable care of their own safety.
- Take reasonable care of the safety of others affected by their actions.
- Observe all safety rules.
- Write a risk assessment or follow a risk assessment for activities/events and or seek advice from Headteacher/Premises Manager/H&S officer.
- Comply with the Health and Safety Policy.
- Conform to all written or verbal instructions given to them to always ensure their personal safety and the safety of others.
- Dress sensibly and safely for their working environment or occupation.
- Conduct themselves in an orderly manner in the workplace and refrain from any antics or pranks.
- Use all safety equipment and/or protective clothing as directed at all times.
- Visually inspect all equipment before they use it – or allow it to be used.

- Avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others.
- Maintain all equipment in good condition and report defects to their supervisor in a timely manner.
- Report any safety hazard or malfunction of any item of plant or equipment to their supervisor.
- Report all accidents or near misses to their supervisor whether an injury is sustained or not.
- Attend as requested any health and safety training courses and meetings.
- Observe all laid down procedures for processes, materials and substances used.
- Observe the fire evacuation procedure and the position of all fire equipment and fire exit routes and muster points.

Visitors, Contractors and Volunteers

All visitors and other users of the school premises are expected, as far as reasonably possible, to observe the Health and Safety policy and comply with the Creative Learning Partnership Trust Code of Conduct of the Trust and Visitors Policy. It is the responsibility of contractors and their employees to read and comply with the Trust Health and Safety Policy.

All visitors must always sign in at Reception and wear an identification badge. Visitors must hand back their identity badge and sign out when they leave.

No mobile telephones or cameras are to be used on school property at any time, without the express permission of the Headteacher/Chief Operating Officer/SLT.

Signed: _____

Date: _____ (CEO)

Signed: _____

Date: _____ (H&S Link Trustee)

Signed: _____

Date: _____ (COO)

Signed: _____

Date: _____ (Headteacher)

Signed: _____

Date: _____ (Headteacher)

Signed: _____

Date: _____ (Headteacher)

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(Headteacher)

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Date: _____

(Headteacher)

Signed: _____

Date: _____

(Headteacher)

To be read in conjunction with Health & Safety Arrangements at Trust Schools.