

# Corporate Health and Safety Policy

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## **CONTENTS**

<b>1. STATEMENT OF INTENT .....</b>	<b>2</b>
<b>2. AIM, OBJECTIVES AND PRINCIPLES.....</b>	<b>2</b>
<b>3. ORGANISATIONAL STRUCTURE AND RESPONSIBILITIES.....</b>	<b>3</b>
<b>4. ARRANGEMENTS FOR THE HEALTH AND SAFETY MANAGEMENT SYSTEM .....</b>	<b>7</b>



## 1. Statement of Intent

- 1.1. Our commitment to health and safety forms part of the Harris Federation's wider agenda of social responsibility, sustainability, corporate governance and the management of risks, and ultimately the quality of education delivered to our communities. We require this same commitment from our employees and contractors. The Federation's Health and Safety Policies can only be implemented with the full co-operation of everyone involved and all employees must take active care of their own and others safety.
- 1.2. We believe that achievement of high standards of health and safety reduces harm and losses due to accidents, incidents, and ill health, and therefore makes good business sense.
- 1.3. Health and Safety is integral to our asset management, the management of our human resources, and organisational development, and is included in all Federation policies when and where appropriate.
- 1.4. All Board members and employees of Harris Federation are asked to join me in the ownership of this document so that it achieves the aim of providing a healthy and safe place of work.

## 2. Aim, objectives and principles

2.1. **Policy Aim.** This Policy will support our goal of being an organisation where everyone can fulfil their potential free from work related injury or ill health; this includes employees, students, contractors and others who may be affected by our work activities.

### 2.2. Policy Objectives

- to conduct all our activities safely and in compliance with legislation and best practice
- to provide safe working conditions and equipment
- to promote a positive safety culture
- to ensure our procurement promotes best practice in health and safety
- to establish targets and action plans for continuous improvement of health and safety performance
- to report our health and safety performance both internally and externally.

- 2.3. **Policy Principles – Control.** Those with management roles are responsible for the clear allocation of health and safety responsibilities and for monitoring that those responsibilities are implemented.
- 2.4. **Co-operation.** We all have a responsibility to co-operate as individuals and as groups to make health and safety a collaborative effort.
- 2.5. **Communication.** Communication of health and safety information is essential and care must be taken to continually review and improve this. The Harris Federation promotes the sharing of best practice and transparency.
- 2.6. **Competence.** Developing the health and safety competence of senior leaders, managers, employees, and contractors is at the heart of successful health and safety management.
- 2.7. These guiding principles are interrelated and interdependent so that consistent activity in each area is needed to promote a climate in which a positive health and safety culture can develop.

### 3. Organisational structure and responsibilities

This section details the specific health and safety roles and responsibilities assigned to the following posts and functions.

- 3.1. **Chairman of the Harris Federation Main Board.** To ensure the work of the organisation is conducted in accordance with the policy and procedures for health and safety and with due regard for any statutory provisions set out in legislation.
- 3.2. **Commercial and Compliance Director / Head of Health and Safety.** The Commercial and Compliance Director takes responsibility for the Harris Federation's health and safety performance, which is delegated to the Head of Health and Safety. The Head of Health and Safety is responsible for:
  - reporting directly to the Board of Trustees on Health and Safety performance
  - ensuring decision making is in line with the policy and procedures for health and safety and any statutory provisions set out in legislation
  - ensuring health and safety performance is continually reviewed
  - that suitable action plans for improving health and safety are developed and actioned
  - for supporting and advising on key health and safety policies and practice throughout the Federation

- supporting the consistency of H&S practices throughout the school estate
- monitoring, reviewing and escalating key risks and issues to Educational Directors, Federation Directors and CEO
- managing the Federation's external Health and Safety consultants; liaising and challenging delivery of their service to ensure value for money and the highest quality of advice to schools
- Ensuring suitable training is made available to staff with responsibility for health and safety

3.3 **Secondary and Primary Director.** The Secondary and Primary Directors report direct to the CEO and are responsible for ensuring:

- that Principals take overall responsibility for the management of health and safety within their respective academies
- that Principals comply with the Harris Federation health and safety policies
- that the appraisal framework is used to measure the health and safety performance of those with health and safety responsibilities targets and objectives are met
- that Principals ensure sufficient time and resources are allocated to manage health and safety within their academy

3.4 **Non-Educational Directors.** Directors not directly responsible for academies, are responsible for ensuring:

- that health and safety risks are identified and managed within their respective departments
- that sensible control measures are established and maintained
- that sufficient systems are in place to monitor, report and review health and safety performance
- staff within their departments have the required competency, including skills, knowledge and training, to do their job effectively and safely and have completed all health and safety training assigned to them
- that sufficient systems are in place to reports hazards, accidents and near misses within the department, which are then reported to the Head of Health and Safety

3.5 **Local Governing Bodies.** All local governing bodies have an expectation that the Federation H&S policies are being followed and monitored by Judicium and the Head of Health and Safety for the Harris Federation.

- H&S monitoring will also take place termly via the Business Performance Scrutiny Group (BPSG) meeting, led by the Assistant Directors for the Academies. This is where any need for support will be identified and actioned. Local governing bodies will be kept informed of Health and Safety matters at a strategic level and will be informed termly of any updates including summary of reviews along with any areas of concern and when concerns are resolved.
- From time to time health and safety matters may require discussion on the local Governing body meetings, where finances are affected, or there are decisions to be made that effect the Academies provision.
- All local governing bodies shall ensure that all the decisions they make are in line with the Harris Federation policy and procedures for health and safety and any statutory provisions set out in legislation.

**3.6 Academy Principals.** The named Principal/Executive Principal (as on Edubase) has overall responsibility for the management of health and safety within their Academy and sphere of influence. In particular, they are required to:

- ensure adequate resources are available to successfully manage health and safety within their Academy;
- ensure implementation of the Harris Federation health and safety policies and procedures;
- ensure the development and implementation of an Academy health and safety action plan for continuous improvement in health and safety;
- ensure development, implementation and review of an Academy specific health and safety policy, organisation and arrangements in line with the Harris Federation's model Academy policy;
- uphold the guiding principles for health and safety and require the same from all staff;
- ensure development, implementation and review of structures and systems within the Academy to promote management control, co-operation, communication and competence on health and safety matters;
- use the appraisal framework to measure the performance of staff with health and safety targets and objectives;
- ensure effective proactive and reactive monitoring of health and safety at all management levels;
- measure and review Academy performance against key performance indicators,

targets and Academy health and safety action plans;

- ensure implementation of an Academy health and safety audit programme and monitor progress of remedial actions.

3.3. **Assistant Principals, Managers and Supervisors.** The Harris Federation assigns the health & safety responsibilities of additional tiers of management in local health and safety policies. Generally, where a manager or supervisor has an operational responsibility for the organisation or control of any Harris Federation undertaking or activity, he/she also carry the responsibility for doing all within his/her authority to ensure an acceptable level of health and safety during the conduct of that undertaking or activity. In all cases this policy requirement reflects the legal duties placed on such persons by the statutory law on health and safety.

3.4. **Trade Union Safety Representatives.** Trade Union Safety Representatives are fully consulted on matters affecting the health and safety of employees they represent, in compliance with the Safety Representatives and Safety Committees Regulations 1977. Formal consultation with Trades Unions on health and safety takes place through the health and safety committees.

3.5. **Employees.** All employees have an important part to play in protecting themselves and others. Health and safety responsibilities are based on legal obligations and are subject to the Harris Federation's disciplinary procedures. In particular, all employees are required to:

- take reasonable care for the health and safety of themselves and others, who may be affected by what they do or fail to do at work
- co-operate with all managers, team leaders and supervisors on health and safety matters; familiarise themselves with, and to act in accordance with, any health and safety procedures which have been issued to them or otherwise brought to their attention
- act in accordance with any safety training which has been provided to them, or any verbal safety instructions issued to them
- make full and proper use of any personal protective equipment (PPE) and clothing provided to them, in accordance with instructions or training received
- report any loss of, or obvious defect in, such as PPE to their team leader or manager;
- not take part in any horseplay or to interfere with or misuse anything provided in the interest of health, safety or welfare
- report any accident/incident, no matter how minor the injury, by informing their

supervisor or manager (to be done on the day of accident/incident or as soon as possible thereafter). This includes reporting any accident/incident involving a non-employee whilst on Harris Federation premises or sites or affected by Harris Federation activities, which comes to their attention

- report to their supervisor or manager any work situation which they consider to represent a serious or immediate danger to health and safety, or any matter which they consider to represent a shortcoming in current arrangements for health and safety
- follow any laid down emergency procedures in the event of serious imminent dangers, such as emergency evacuations

## 4. Arrangements for the Health and Safety Management System

The arrangements for the health and safety management system (HSMS) are systematically applied in all activities and services throughout the Harris Federation.

### 4.1. Health and Safety Policy

- **Academy Health and Safety Policy.** All Academies are required to establish Academy specific health and safety policy statements and organisational arrangements to implement the Harris Federation policy and HSMS incorporating Academy needs and responsibilities.

### 4.2. Organising

- **Responsibilities.** The Academy Leadership is responsible for health and safety performance and the implementation of Federation and Academy health and safety policy, arrangements and procedures. Specific health and safety roles and responsibilities have been assigned to various posts and these are included in the relevant policies.
- **Consultation.** Consultation is achieved by standard health and safety agenda items on all team meetings, through appropriate membership of committees and groups and meetings, including recognised Trade Union representation.
- **Learning and Development.** Health and safety competencies are core skills essential to the effective conduct of employee duties. Competencies are developed through induction at both Federation and Academy levels. Specific (e.g. manual handling, first aid, fire safety etc.) and managerial training is arranged to suit individual and organisational needs.
- **Job Descriptions/Employee Contracts.** Suitable clauses to highlight health and safety responsibilities are included in all employee contracts and job descriptions appropriate to individual roles.



- **Appraisal.** The Appraisal framework is used to set and measure performance against health and safety targets and objectives (where these are appropriate for the job description of the employee concerned). Appraisal is also used to identify health and safety learning and development needs of individuals and monitor competency development.
- **Communication.** Health and safety information is communicated through line management with health and safety as an agenda item at all levels of team meetings. Health and safety documentation is developed and made available in electronic and hard copy format. The Intranet, emails newsletters, notice boards and signage are all methods for health and safety communication.

#### 4.3. Planning and Implementing

- **Health and Safety Action Plans.** Action plans are produced by the external health and safety compliance company, or as a result of internal auditing. Principals are required to monitor and review to ensure continuous improvement in health and safety performance.
- **Risk Assessments.** Managers with health and safety responsibilities and staff where necessary conduct and record risk assessments for activities using the guidelines and ensure the findings are brought to the attention of employees. Risk assessments are reviewed periodically and, following any significant changes, to ensure they remain suitable and sufficient.
- **Policy and Procedures.** Federation and Academy health and safety procedures are produced following policy review. Policy is the standards, systems and guidelines for the implementation of control measures for specific health and safety risks. Procedures are developed and implemented in accordance with the risk profile of the Harris Federation and individual Academies.
- Federation policy applies to all academies, procedures differ between establishments based on their local arrangements. All health and safety policy and procedures are regularly reviewed and updated when appropriate.

#### 4.4. Measuring Performance

- Proactive health and safety monitoring is a line management function. Health and safety performance is formally measured during manager and supervisor inspection in accordance with Federation health and safety policies.
- Reactive measurement is by managers and supervisors implementing the health and safety policies for accident/incident reporting and investigation.
- Harris Federation measures performance by audits, reviews and inspection, and through accident/incident investigation.

- 4.5. **Reviewing Performance.** Harris Federation retain the services of an external health and safety compliance company to provide health and safety advice and review each academies compliance. Performance is reviewed and reported at the Business Performance Scrutiny Group on a formal and regular basis. Performance is measured against health and safety performance indicators and targets, and in terms of the achievement of health and safety action plans. Opportunities are sought for credible and suitable benchmarking.
- 4.6. **Auditing.** In addition to the health and safety audit and review process carried out by the external compliance company, the central health, safety and estates team, and the Health and Safety Lead within each academy ensures that suitable audit programmes are in place and audit action plans are fully implemented.
- 4.7. The Harris Federation routinely review the audits across academies to ensure compliance.