



GREENWOOD ACADEMIES TRUST

Health and Safety Policy

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1. Statement of Intent

The health, safety and welfare of all staff, pupils and visitors is of utmost importance to The Greenwood Academies Trust, and we are fully committed to the provision of a safe and healthy environment for all academies within the Trust.

The goals and objectives that The Greenwood Academies Trust strive to achieve as far as is reasonably practicable are as follows:

- The prevention of accidents, incidents, and violent incidents
- The establishment and retention of a good health & safety culture
- The promotion of a positive state of wellbeing
- The provision of a safe and healthy working and learning environment.

Responsibilities are delegated throughout all employees to ensure the establishment of an effective safety management system throughout the Trust with the overall aim of achieving the organisations goals through:

- the provision and maintenance of safe and healthy workplaces, plant and equipment ensuring safe systems of work
- ensuring employees are competent to carry out their tasks and given adequate training
- the provision of suitable and sufficient information, instruction, training and supervision
- sufficient assessment of risk, and implementation, and maintenance, of measures to control risks arising from work activities
- ensure that sufficient arrangements are in place to disseminate Health and Safety rules
- consultation with employees regarding Health and Safety matters through an established representative committee.
- the provision of adequate welfare facilities
- equal Health and Safety treatment for all
- continuous improvement in health, safety and welfare standards.

The organisation and arrangements to ensure Health and Safety standards are maintained and improved are laid down in the Trust's Health and Safety Manual. This includes the delegated responsibilities of staff employed by the Trust.

The Greenwood Academies Trust recognise that the involvement of all employees by means of consultation and discussion with their Trade Union Safety Representatives and/or Employee Representatives is essential to achieve the above and develop measures to provide adequate standards for health, safety and welfare at work.

Employees have legal responsibilities to take care of the Health and Safety of themselves and others, and to co-operate with management to assist in meeting my responsibilities.

This policy statement will be reviewed regularly.



Wayne Norrie (Chief Executive)

Date:11/03/2026

2. Trustees' Responsibilities

The Greenwood Academies Trust (GAT) has a Trust Board.

To act responsibly in their duties under the Health and Safety at Work etc. Act 1974, Trustees will ensure that:

- There is an effective and enforceable policy for the provision of Health and Safety throughout the Trust, which is reviewed periodically to reflect changes in organisation, arrangements and legislation.
- The law and guidance from, but not exclusively, the Health and Safety Executive and Department for Education is followed in the policy.
- There is provision of adequate training, information, instruction and supervision so far as reasonably practicable to enable all staff and pupils to perform their work safely and efficiently.
- There are safe and healthy working conditions for staff and pupils and a safe environment for all visitors to Academy sites. This will include planned maintenance of the building and grounds and provision of good welfare facilities.
- There are safe arrangements for the use, handling, storage and transportation disposal of articles and substances.
- There is provision of equipment and systems of work which are safe.
- At each Academy site a Health and Safety Contact is identified to support Principals with the co-ordination and administration of Health and Safety tasks to ensure Principals can manage Health and Safety. Appropriate specialist advice and support is available to enable the academy to meet all legal requirements.
- Where required, sufficient resources (so far as is reasonably practicable) are made available to ensure the Trust's health, safety and welfare objectives are achieved.

3. Board Assurance Committee - specific Health and Safety responsibilities

GAT's Board discharges its duties in relation to the overview of Health and Safety, set out above, to its Board Assurance Committee, which are described in its Terms of Reference as follows:

- To review the Trust Health & Safety policy, processes and procedures, and to receive reports on Health & Safety assurance on behalf of the Trust Board.
- consider at each meeting all aspects of assurance and compliance monitoring which are not related to educational performance
- seek and receive assurance that we are fulfilling our obligations as an employer and in relation to all aspects of statutory guidance and legislation, including compliance with our governance documents and the Academy Trust Handbook
- ensure the discharge of the Board's responsibilities in relation to Health and Safety
- promote the importance of Health and Safety through their role as non-executive Trustee(s), including considering proposals made to the Board from the perspective of Health and Safety
- when undertaking visits to Academies on normal Trust business, observe the implementation of day to day Health and Safety activities and report any findings to the Trust Board and Health and Safety Manager
- ensure that all Board members are aware of their responsibilities in relation to Health and Safety and promote the importance of Trustees undertaking relevant training.

4. Executive Leadership Team – Specific Health and Safety responsibilities

The Executive Leadership Team shall be provided with reports containing details of the current Health and Safety performance throughout the Trust and any significant observations, findings, and recommendations of the Health and Safety Manager. With this information, the Executive Leadership Team shall;

- Consider the findings of the report and take the required steps to ensure that recommendations are actioned
- Seek further guidance from the Health and Safety Manager where necessary
- Ensure that the appropriate Health and Safety conscious behaviours are modelled by Trust senior leaders
- Utilise their line management roles to ensure that recommendations are implemented, standards are maintained, and a just Health and Safety culture is developed
- Ensure relevant information is shared appropriately.

5. Health and Safety Committee's Responsibilities

Greenwood Academies Trust has established a single Trust-wide Health and Safety committee in accordance with HSE guidance ING232 and HSG263.

The Committee membership represents all employees on Health and Safety matters and comprises Management, Union and (where Union Safety reps are not in place) Employee representatives.

The Committee has the following responsibilities:

- Receive, be consulted on and review Health & Safety policy, processes and procedures, and to receive reports on Health & Safety issues and incidents.
- Contribute to the development of policy, and monitor performance in all areas of occupational safety, health and welfare within the Trust.
- Support the implementation and operation of the Trust's Health and Safety policy and arrangements, to ensure that key risks are identified, and that appropriate control measures are implemented.
- Support the Health and Safety management structure within the Trust, to maximise the protection of the health and welfare of staff, pupils and visitors (including contractors).
- Encourage the sharing of best practice within the Trust with regards to occupational safety, health and welfare and to provide a forum for discussion of issues of concern.
- Monitor Health and Safety performance throughout the Trust, to ensure satisfactory legislative compliance.
- Ensure that the Trust's Executive is fully informed with regard to significant issues and developments in occupational safety and health, to enable the Trust to fulfil its statutory duties and comply with legislative and common law requirements.
- Work with the Trust's Executive on matters of Health and Safety, culture, legislation and compliance in order to advise the Trust Board.
- Comment on, and input to, the Trust approach with regard to staff Health and Safety training and assurance.

The Health and Safety Committee minutes are presented to the Executive Leadership Team. Relevant extracts (those relevant to the management and performance of Health and Safety) from the Executive Leadership Team and Board Assurance Committee minutes will be shared with the Health and Safety Committee.

6. Chief Executive's Responsibilities

The Chief Executive shall:

- Be responsible for ensuring compliance with all Health and Safety legislation affecting the operations and activities of the Trust, including the provision on Academy sites and the Central Team.
- Co-ordinate work with the Trust Board and relevant committees to achieve the standards and procedures prescribed for Health and Safety.
- Ensure that arrangements for the monitoring and audit of Health and Safety are in place across all Academy sites.
- Ensure the Board Assurance Committee is provided with a termly report on all matters relating to Health and Safety.
- That the Trust has arrangements in place to consult with employees
- Actively promote a just Health and Safety culture in the Trust.

7. Deputy Chief Executive's (Health and Safety Co-Ordinator) Responsibilities

The Deputy Chief Executive shall:

- Ensure the Trust has arrangements in place to consult with employees
- Assist in enabling the Chief Executive in undertaking their Health and Safety responsibilities
- Promote a just Health and Safety culture is promoted actively within the Trust.

8. Chief Operations and Sustainability Officer Responsibilities

The Chief Operations and Sustainability Officer shall:

- Ensure the necessary competent personnel are appointed to effectively develop and maintain health, safety and welfare strategies, plans, and compliance with health, safety and welfare legislation.
- Ensure the Trust's Health, Safety and Welfare Policy, Statement and Manual are reviewed at least once every two years.
- Provide adequate resources within the appropriate departments to ensure the Trust Health and Safety standards, systems and processes are maintained throughout operational services, functions, and any associated activities.
- Ensure relevant statutory, environmental, professional and technical standards are identified and maintained in relation to the estate, land and property.
- Ensure a just Health and Safety culture is promoted actively within the Trust.

9. Principal's Responsibilities

Principals shall:

- Ensure that all new and existing academy staff are issued with a personal copy of the 'Greenwood Academies Trust Health and Safety Induction Booklet' (available within the Health and Safety folder).
- Ensure that all new academy staff, including all existing staff in new Academies, complete appropriate Health and Safety training as part of an induction programme.
- Promote the Trust's Health and Safety culture amongst all academy staff
- Take day-to-day responsibility for people related Health and Safety matters in the operation of the Academy.
- Be specifically responsible for ensuring compliance with statutory requirements and other relevant guidance, including Trust policies and procedures relating to employee movements and processes with regard to fire, legionella and asbestos.

Public

- Together with Academy staff, assess and control the risks to Health and Safety of all people from hazards within the Academy and any other Academy related activities, wherever they are undertaken.
- Provide equipment, articles and substances for the Academy that are suitable for their intended use, are correctly serviced and properly maintained.
- Provide suitable Personal Protective Equipment (PPE) and ensure its correct use (where a risk assessment identifies it as required).
- Ensure materials and substances are properly used, handled, stored, transported and disposed of.
- Provide appropriate and adequate welfare facilities in accordance with statutory requirements, legislation and guidance
- Maintain first aid facilities and accident reporting schemes that comply with legal requirements.
- Ensure that all accidents are recorded and that details of any RIDDOR reportable accidents are forwarded to the Health and Safety Manager
- Ensure that all violent incidents are recorded and that details are made available to the Trust as required.
- Ensure that all near misses are recorded and that details are made available to the Trust as required
- Monitor progress in Health and Safety by arranging for formal inspections of the Academy as required by Trust policies and review progress against the Academy's Health and Safety Plan to determine whether targets have been met. A copy of this plan must be sent to the Health and Safety Manager after the end of year review;
- Provide information to the Health and Safety Manager to enable completion of reports and plans as required.
- Provide information relating to Health and Safety – including statistical information – to safety and/or employee representatives
- Ensure that facility time agreements for safety and/or employee representatives are complied with
- Ensure that all academy staff are given paid time to fulfil any Health and Safety requirements, including online and other Health and Safety training, attending Trust level meetings etc.
- Evaluate the need for any additional Health and Safety training for academy staff and arrange delivery.
- Bring to the attention of the Health and Safety Manager any matters of Health and Safety that cannot be resolved or are of imminent danger to any person.
- In conjunction with the Health and Safety Manager and Deputy Chief Executive keep the Academy's Health and Safety Policy under review and bring any amendments to the notice of all staff.
- Ensure adequate emergency procedures exist in relation to fire, bomb or intruder incidents (See Critical Incident and Continuity Management Plan);
- Be responsible for activities organised on behalf of the Academy but being undertaken away from the Academy site e.g. off-site visits, sporting activities etc.

10. Regional Premises Manager

The Regional premises managers shall (limited to their assigned academies):

- Ensure legionella management arrangements in the Academy are compliant with the requirements of all relevant statutory legislation, including Approved Codes of Practice (ACoPs), and Trust Policies and procedures in their assigned academies.
- Ensure asbestos management arrangements in the Academy are compliant with the requirements of all relevant statutory legislation, including Approved Codes of Practice (ACoPs), and Trust Policies and procedures in their assigned academies.
- Ensure fire management arrangements in the Academy are compliant with the requirements of all relevant statutory legislation, including Approved Codes of Practice (ACoPs), and Trust Policies and procedures in their assigned academies.
- Take day-to-day responsibility for managing premises staff in relation to building related Health and Safety matters in the operation of the Academy
- Ensure that all new and existing premises staff are issued with a personal copy of the 'Greenwood Academies Trust Health and Safety Induction Booklet' (available within the Health and Safety folder) and are issued with an Estates Induction
- Be available for liaison with contractors, or their representatives undertaking any works on the Academy site, to ensure the safety of all people exposed.
- Together with Estates staff, assess and control the risks to Health and Safety of all persons from hazards within the Academy and any other Estates related activities, wherever they are undertaken.
- Be responsible for the line management and deployment of regional premises staff
- Bring to the attention of the Health and Safety Manager/Team any matters of Health and Safety that cannot be resolved or are of imminent danger to any person.

11. Head of Department Responsibilities

Heads of Department shall:

- Ensure that they comply with all Trust health, safety and welfare policies.
- Ensure that their staff (permanent or temporary) are trained to the level required to undertake any tasks assigned to them prior to carrying out the task or are supervised until deemed competent.
- Ensure that they carry out and complete risk assessments and safe systems of work for areas under their control and ensure that they are reviewed at the frequencies specified by the Trust.
- Ensure that their staff have seen and signed any risk assessments relating to any activity they are carrying out.
- Ensure that their staff have seen any relevant guidance and safe systems of work relating to any activity they are carrying out.
- Promote the Trust's Health and Safety Culture throughout all staff within their allocated department.

12. Estates Manager Responsibilities

The Estates manager assisted by the Estates team shall:

- Support premises teams in ensuring relevant statutory, environmental, professional, and technical standards are implemented and maintained at Trust sites.
- Promote the Trust's Health and Safety culture amongst all Estates staff.

Public

- Ensure that all new Estates staff, including all existing staff in new Academies, complete appropriate Health and Safety training as part of an induction programme.
- Monitor progress in Health and Safety by arranging for formal inspections of the Academy as required by Trust policies and review progress against the Academy's Health and Safety Plan to determine whether targets have been met.
- Provide information to the Health and Safety Manager to enable completion of reports and plans as required.
- Ensure that all estates staff are given paid time to fulfil any Health and Safety requirements, including on-line and other Health and Safety training, attending Trust level meetings etc.
- Evaluate the need for any additional Health and Safety training for Estates staff and arrange delivery.
- Maintain and manage estates induction, training, and safety procedures with assistance from the H&S Team.

13. Health and Safety Manager's Responsibilities

The Health and Safety Manager assisted by the Health & Safety Team shall:

- Produce a draft annual Health and Safety Plan for approval by the Chief Executive and Trust Board.
- Ensure that all Health and Safety related accidents or near misses are investigated either by the academy, or in more serious cases, by the Health & Safety Team and, if required under the RIDDOR regulations, ensure Academies report them to the HSE.
- Provide competent advice and support on health, safety and welfare matters.
- Arrange for audits and/or inspections at a frequency identified by risk assessment.
- Arrange and where appropriate deliver Health and Safety training.
- Bring the details of any serious concerns to the attention of the Chief Executive and Chief Operations and Sustainability Officer.
- Provide annual reports on Health and Safety to the Chief Executive.
- Assist in promoting a just Health and Safety culture within the Trust.

14. Health and Safety Contact Responsibilities

Health and Safety contact shall (within the restrictions of their assigned academies):

- Act as Liaison between academy and the H&S team on matters concerning Health & Safety including attending Health and Safety
- Assist Principals with the co-ordination and implementation of Health and Safety processes and procedures
- Facilitate and chair Academy H&S meetings with the Principal, Health and Safety Rep, and Premises Leader/Office
- Maintain & provide academy H&S information systems and records and keep Principals informed of the status of departmental Risk Assessments
- Assisting the Health and Safety Team and senior leadership with inspections and implementation of Health and Safety processes and procedures.

15. Employees

As employees, all members of staff have a duty of care to:

- Work safely and not interfere with anything provided to safeguard their Health and Safety.
- Not put their own or other people's Health and Safety at risk.
- Co-operate with managers/leaders on Health and Safety matters.
- Take a proactive approach to Health and Safety.
- All staff are encouraged to participate in improving Health and Safety by reporting all Health and Safety concerns to the Principal and to foster safety consciousness and good practice amongst other employees and pupils.

16. Arrangements and Procedures

The Trust will put in place such arrangements e.g. regular or ad-hoc committees to support the Trustees in delivering their health, safety and welfare responsibilities. These will include, but are not limited to, the Board Assurance Committee and Health and Safety Committee.

In order to deliver the Health and Safety policy, each Academy will follow the Trust's Health and Safety Manual. The manual is available to all staff on SharePoint, an internet-based file management system. The manual contains policy documents, information, guidance, forms and generic risk assessments, including risk assessments for off-site visits.

Health and Safety for off-site visits, including associated policies, information, guidance and risk assessments, are managed through an internet based software tool (EVOLVE). The Trust has appointed a competent external consultant to provide support, monitoring, and training for off-site visits.

Please see 'Health and Safety of Pupils on Educational Visits' for the detailed policy.

17. Monitoring and Audit

New Academies

Health and Safety arrangements at all new Academies (including existing schools joining the Greenwood Academies Trust) are reviewed prior to opening by the Health and Safety Team. Following this review, an action plan is produced for the Principal to implement.

Existing Academies

Health and Safety arrangements at existing Academies are monitored as follows:

- Daily – visual checks by all staff to identify any potential Health and Safety issues. If identified, these should be reported immediately to the responsible manager.
- Monthly - review of Health and Safety performance by the Regional premises managers, regarding statutory compliance relating to building, equipment, and plant maintenance
- Termly – review of Health and Safety performance by the Principal, and a review of building, equipment, and maintenance conditions by the regional premises manager.
- Annually – formal inspection of the site by the Principal.
- Annually – Inspection or, where scheduled or identified e.g. by risk assessment, audit of Health and Safety arrangements (including site visit) by the Health and Safety and Estates Teams. In Primary Academies inspection and/or audit will cover all areas; in secondary academies audits may be function specific e.g. Science, D&T or cover the whole Academy