

Shireland Collegiate Academy Trust Policy

Health and Safety Policy

Committee and Date Approved	Trust Board – Autumn 2024
Category	Statutory - DfE
Next Full Review Date	Annually – Autumn 2025
Policy Availability	Trust Website
Officer Responsible	CEO

The Trust, all Academies within the Trust and Shireland Learning Limited must comply with this policy.

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Record of Amendments & Notable Changes to Legislation

Version Number	Date	Change	Amended By
V1	September 2023	<ul style="list-style-type: none"> Name changes 	Mr A Flechter
V2	September 2024	<ul style="list-style-type: none"> Updated links in Health & Safety Legislation Added Educational Visits Co-ordinator responsibilities Added Head of Departments to Key Personnel responsibilities Updated RIDDORs section Update to compliance management systems (iAM Compliant, Estates App & PowerBI) Added Defect Reporting Updated Live links to Health & Safety Arrangements procedures Updated Appendix 1 Added Appendix 4 – Local Health & Safety Information 	Mr A Flechter Mr C Adderley
V3	July 2025	<ul style="list-style-type: none"> Update on responsibilities <ul style="list-style-type: none"> Principals - To have weekly / fortnightly meetings with the Site Manager, to ensure all policies, procedures, plans and risk assessments are up to date and signed. Central Estates Team - To have Monthly & Quarterly H&S Meetings and to book external H&S courses for Site Managers. Updated Appendix 1 – List of current Personnel with H&S Responsibilities 	Mr C Adderley Mr A Flechter

Statement of Intent

Shireland Collegiate Academy Trust (S-CAT) is a multi-academy sponsor responsible for a network of primary and secondary schools across the West Midlands. The Trust acknowledge and accepts our statutory and moral responsibilities and recognises that good health and safety performance is an integral part of meeting that responsibility. As such, we are committed to doing everything reasonably practical to provide, sustain and promote a healthy and safe environment to secure the health, safety and welfare of our students, staff, parents and visitors.

In accordance with S-CAT Governance: Schemes of Delegation, the Trustees will be accountable for:

- Instituting a health and safety policy
- Determining, on an annual basis, those policies which will be developed by S-CAT and mandatory for all S-CAT academies
- On an annual basis, reviewing where necessary and publishing copies of all current policies and procedures
- Providing clarity on those policies that remain the responsibility of the Academy along with a schedule for their review
- Ensuring through a variety of methods that Academies are complying within the legal framework for statutory Health and Safety Compliance.

Academies are responsible for:

- Adhering to the policies issued by the Trust
- Developing and implementing procedures that align with those of the Trust
- Complying with all Statutory Health and Safety Regulations

In order to achieve this, we will ensure:

- Effective health and safety management systems are established and embedded throughout our organisation.
- Provision of a productive and safe working and learning environment
- The setting, monitoring and management of health & safety performance against clear goals and objectives
- That suitable allocation of resources is provided to ensure effective health, safety and risk management.
- Maintenance of safe systems of work and safe plant and equipment
- Provision of information, instruction, training and supervision as necessary
- Identification and assessment of hazards and risks and the allocation of adequate resources to implement effective control measures
- Provision of competent health & safety advice for all employees and associates
- Joint consultation with employees on health & safety matters
- Provide clear and regular communication around our Health & Safety performance

Health & Safety Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties' employers have towards employees and duties relating to lettings
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [Incident reporting in schools \(accidents, diseases and dangerous occurrences\): Guidance for employers \(hse.gov.uk\)](#) which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

Academies follows national guidance published by [Public Health England](#) when responding to infection control issues.

Responsibilities

Board of Trustees

The Trust will make sure that there are adequate financial and physical resources available to support this Policy, and will take steps which are reasonably practicable and within its power to meet its responsibilities, paying attention to:

- Suitable assessments of the risks to the health and safety of students, employees whilst at work, and the risks to the health and safety of non-employees arising out of or in connection with work activities
- Ensuring the Academies provide a safe place of work, safe plant, equipment and machinery and, the safe use, storage, handling and transportation of articles and substances at work
- Promoting a safe and healthy working environment with adequate welfare facilities
- Providing support and facilities to enable Trade Union appointed Health and Safety Representatives and other employee representatives, to carry out their functions in accordance with the Safety Representatives and Safety Committee Regulations 1977, and the Health and Safety (Consultation with Employees) Regulations 1996.
- Encouraging staff members to participation in. Safety Committees and team meetings. In doing so, recognising the significant contribution that employees can make towards policy implementation, and the importance of maintaining these procedures because they represent an effective system of communication on health and safety matters.
- Fostering an atmosphere within the Trust that encourages employees to contribute positively to their own health and safety at work.
- Providing information, instruction and training at all levels to secure competence and to avoid ill health or injury at work.
- Making and giving effect to arrangements for the effective planning, organisation, control, monitoring and review of preventive and protective measures.
- Making provision for access to expert health and safety advice, from both within and outside the organisation

Chief Executive Officer will;

- Establish structures and strategies to implement the H&S policy and integrate these into general business activities
- Ensure responsibilities for the management of H&S are appropriately assigned
- Ensure enough resources are available for the implementation of the H&S policy
- Robustly review Health and safety performance and make sure corrective actions are agreed and monitored where performance falls below the required standard
- Oversee the implementation of H&S action plans that are developed as a result of any H&S monitoring or inspections undertaken
- Ensure individual academies produce health and safety procedures relevant to their academies and site-specific risk assessments and that these are monitored and reviewed on a regular basis

- Ensure the Trusts H&S policy is reviewed annually

Academy Principals

- Ensure H&S is implemented and managed in their Academy in accordance with Trust Health and Safety Policies and procedures
- Ensure a specific H&S procedure is in place relevant to their academy
- Ensure where required academy specific policies and procedures are in place to deal with specific risks within their academy
- Ensure delegation of responsibility is matched with grade, skills and training.
- Ensure there are adequate resources within the budget for health and safety
- Identify persons within their academy who will have specific H&S responsibilities and be a Competent Person for the Academy
- Robustly review Health and safety performance for their Academy and make sure corrective actions are agreed and monitored where performance falls below the required standard
- To have weekly / fortnightly meetings with the Site Manager, to ensure all policies, procedures, plans and risk assessments are up to date and signed.

Central Estates Team

- Assist, monitor and formulate Shireland Collegiate Academy Trust's Health and Safety Policy through consultation with appropriate stakeholders.
- Monitor the implementation of Shireland Collegiate Academy Trust's Health and Safety Policy, review performance, and report thereon to the CEO and Trustees.
- On behalf of Shireland Collegiate Academy Trust, working in conjunction with the CEO to exercise executive powers, which may include the cessation of work activities, where there is a serious and imminent risk of injury to person(s).
- Report, as necessary, to Trustees on Health and Safety matters.
- Liaise with the Health and Safety Executive and other appropriate bodies as necessary.
- To assist and monitor academies are following the Minimum Standards set by Shireland Collegiate Academy Trust.
- Trust Estates Manager to conduct monthly and quarterly Health and Safety meetings to ensure all updates are put in place.
- Trust Estates Manager to book external courses on a quarterly basis to keep Site Managers up to date with in H&S matters.

Key Personnel within the Academy (e.g. Site Managers, SLT members, Head of Departments)

- Being accountable for the implementation of the Policy, management arrangements, Risk Control Systems, workplace precautions and performance standards within their area of control.

- Ensuring that responsibilities for safety, health and welfare are properly assigned and understood by employees within their area of control and where appropriate develop a local policy/procedure specific to their area.
- Ensuring that hazards are identified, and that written Risk Assessments are up to date. Making sure that the review, monitoring and re-issue of Risk Assessments is carried out as and when necessary, e.g., change in work practices, the introduction of new processes or machinery, following an incident or near miss and at not less than 12 monthly intervals.
- Making sure that there is communication and participation at all levels in health and safety activities.
- Supervising work activities adequately to ensure good health and safety standards are maintained.
- Making sure that employees new to the Trust and its Academies, as part of the induction process, successfully complete a health and safety induction programme as a minimum health and safety standard.
- Ensuring active monitoring of health and safety matters for example by undertaking health and safety inspections and surveys to ensure compliance with health, safety and welfare legislation.
- Seeking advice and liaising with the competent person, the Trust Central Team or external organisations on health and safety matters and best practice where necessary.
- Informing the Central Team of issues which are beyond their control, or where resources are insufficient to enable compliance with the Health and Safety Policy.
- Within their individual academy ensure that all site related health and safety tasks including statutory maintenance checks are undertaken at appropriate frequencies ensure that site related H&S issues are managed
- Bring to the attention of the Principal instances where standards fall below legal requirements
- Where external services or contractors are procured to ensure that those organisations or people have systems in place to manage safety, health and environment responsibilities effectively and that contractor safety controls are adhered to.

Educational Visits Co-ordinator:

The trained Educational Visits Co-ordinator (EVC) will ensure they follow the procedure for offsite activities. Their responsibilities include:

- Supporting the Principal and SPC with approval decisions for off site visits
- Informing the Principal and SPC of all non-routine visits
- Ensuring staff involved in educational visits are aware of their responsibilities regarding the off-site visits policy and have ready access to it
- Ensuring the competence of staff and volunteers to lead or otherwise supervise a visit
- Ensuring that emergency arrangements are in place and emergency contacts are known for each visit.

All Employees

- Take reasonable care for the health and safety of themselves and of other persons who may be affected by their work activities
- Co-operate with the Shireland Collegiate Academy Trust on health and safety matters
- Ensure that they familiarise themselves with and work in accordance with guidance given in risk assessments, procedures, and protective measures regarding their working practices
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of Health, Safety and Welfare. To include safety devices such as protective clothing; first aid; signs/labels/notices; machinery guards, etc.
- Draw the attention of their line manager, without delay, to any work situation which might present a serious and imminent danger to themselves/others or any shortcomings in health and safety arrangements.
- Report all accidents, near misses, incidents of violence, diseases and dangerous occurrences whether injury is sustained or not, to their line manager as soon as possible and assist fully in the reporting and investigation of any accident/near miss, dangerous occurrence and incident of violence.
- Attend any health and safety training identified as required

Pupils/Students

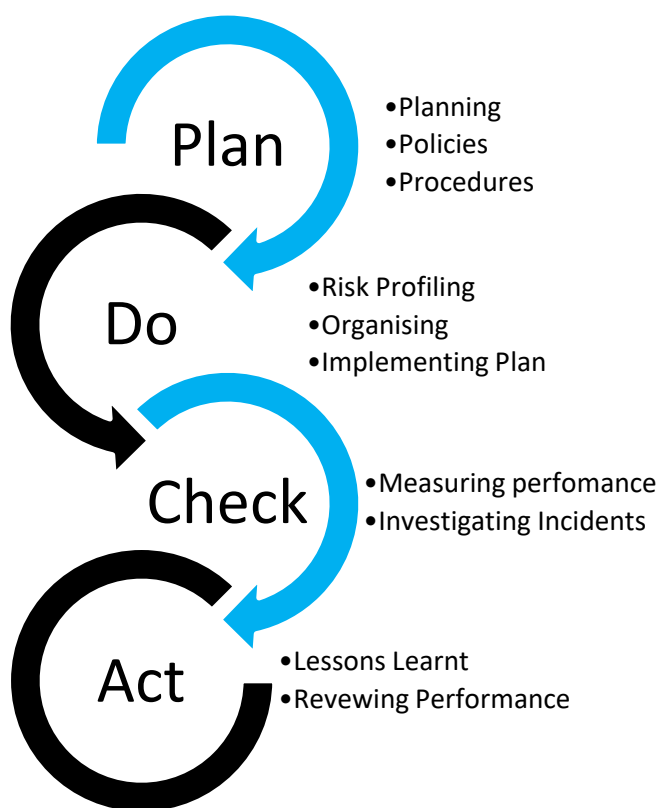
Are expected in accordance with their age and aptitude, are expected to:

- Be responsible for their own health and safety
- Observe all the health and safety rules of their respective Academy and the procedures for and instructions of staff in relation to emergency situations
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety
- Not do, or cause a danger for staff, peers or visitors to the Academy

Management of Health & Safety – Plan, Do, Check, Act

S-CAT recognises that managing health and safety requires a sustained and systematic approach and will adopt the Health and Safety Executive (HSE) model of good practice which contains the steps Plan, Do, Check, Act. This cyclical approach helps to ensure that policies, structures, systems, procedures and practices are aligned to the culture, treating health and safety management as an integral, rather than as a stand-alone system.

The HSE model is illustrated as follows:



In adopting this approach S-CAT and its Academies will ensure that:

Plan

- **Policy** - Appropriate written statements of policy and procedure on health and safety are in place, and that there are effective arrangements for implementation.
- **Planning** -There are effective plans in place for the management of health and safety activity and that any additional funding requirements to address health and safety issues are identified through annual capital allocations whilst ensuring contingency plans are in place in the event of an emergency.

Do

- **Risk Management** - Risks to staff, pupils, contractors, and any other people who could be affected by academy activities are assessed and recorded. A risk assessment catalogue is generated, and copies are held at all Academies. A process of risk assessment and implementation of reasonably practicable controls is essential to ensure the safety and health of its staff, visitors and others who interact with or could be affected by the work undertaken by S-CAT.
- **Control Measures** - Senior staff and 'owners of risks' are responsible for ensuring that appropriate controls are implemented for significant risks arising from Academies activities.
- **Implementing Plans** - There is access to competent health and safety information, advice, and guidance about the risks in the workplace and the control measures.
- **Instruction and training** - Is available for employees in how to deal with the risks and ensuring there is adequate and appropriate supervision in place. Staff will continually develop their own competence through health and safety induction and refresher training and specific training where necessary.
- **Health and Wellbeing** - The health and wellbeing of our staff is critical, and S-CAT understands that our staff are our greatest asset. S-CAT is committed to protecting the health of our staff by ensuring the appropriate control of risks. Where a significant risk is identified, it may be appropriate to implement a health surveillance programme. Appropriately qualified occupational health specialists will be appointed to give specialist advice and to run such programmes.

Check

- **Measuring Performance** - Ensure compliance with legal and statutory requirements and monitoring and reviewing all Health and Safety arrangements.
- **Inspection** - Ensuring adequate control of hazards within organisations. An inspection checklist has been produced (and is contained in appendix 3) and should be completed on a routine schedule within Academies. Principals are responsible for ensuring that an inspection routine is established within their institutions.
- **Audit** - An audit of standards and management systems will be completed on a regular basis (no greater than every two years) and will be the responsibility of the S-CAT central team. Reports will be agreed with Academies and once finalised, reported to the local Board of Governors and S-CAT Board of Trustees.
- **Accidents and Incidents** - All notifiable accidents and incidents will be logged on an S-CAT approved online system in addition, a 1 accident/incident will be investigated, and a policy and process will be established to ensure appropriate and thorough investigation.
- **RIDDORs** – Injuries to pupils, staff and visitors who are involved in an accident at our schools or on an activity organised by the school are only reportable under RIDDOR if the accident results in the following:
 - the death of the person and arose out of or in connection with a work activity.or

- an injury that arose out of or in connection with a work activity and the person is taken directly from the scene of the accident to hospital for treatment (examinations and diagnostic tests do not constitute treatment). S-CAT should be notified prior to a RIDDOR being reported.

Act

- **Review** - Regular checks for H&S performance will be made and any output from this will be used to improve the H&S policy, systems or other systems as appropriate. Routine performance information and statistics will be reviewed by the S-CAT Board of Trustees. H&S actions and H&S Committees are required to maintain an appropriate action tracker, to ensure adequate and timely resolutions and close out.
- **Learning Lessons** – After an accident or incident lessons will be learnt to ensure continued improvement and performance. These lessons will be shared with others who could be affected or impacted. A standard Lessons Learnt and Safety Alert template is included in [appendix 3](#).

Policy Development

Planning is the key to ensuring that health and safety efforts are effective within the Trust and its Academies, by planning and setting objectives, identifying hazards and assessing risks and implementing standards all help to create a positive health and safety culture.

Shireland Collegiate Academy Trust recognises that policy is the foundation for good H&S practice when that policy is implemented and embedded throughout all activities and interests of the organisation.

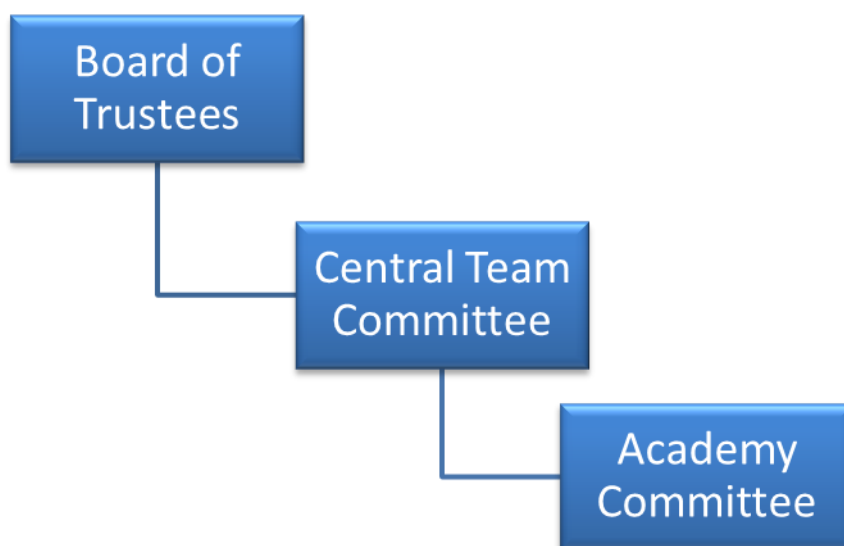
The Board of Trustees have committed to H&S formally and have issued a statement of intent for S-CAT. All sites are required to amend [Appendix 4](#) of this policy with their local arrangements, implementing and complementing the statement of intent. A range of procedural documents for Academies will be adopted and will be approved by the Board of Trustees and Local Boards of Governors.

Academies develop Risk Management Plans and Asset Management Plans which are reported on to the Trustees on a regular basis.

Committees

Committees will be established at each site which will be required to manage local H&S and H&S performance. H&S committees are required to established Terms of Reference and local reporting structures.

The below diagram shows the H&S committee structure across the Trust.



Co-Operation, Consultation and Communication

Shireland Collegiate Academy Trust (S-CAT) understands the importance of communication in relation to health and safety. It will ensure suitable and enough communication with all staff at all levels and will actively listen to views and suggestions for improvement on H&S issues giving due consideration at an appropriate level.

S-CAT will ensure cooperation with staff representatives and unions on matters of H&S and will seek to include them in key decisions relating to H&S.

S-CAT will ensure an online portal is established, which will form the focus point for H&S and safety information across the Academies. A combination of compliance management systems (iAM Compliant, Estates App & PowerBI) will be established where advice and information can be sought.

Health and safety are monitored through Trust KPIs and reported at each Trustee Board meeting. It is also monitored locally by each Academy Standards and Performance Committee on a termly basis.

A network of H&S professionals and other interested parties are available to ensure appropriate communication and coordination.

Competent Advice

Each Academy will appoint a Competent Person (this could also be a group of people) who is responsible for co-ordinating and managing health and safety across the site. A competent person is someone with the necessary skills, knowledge and experience to give sensible advice about managing the health and safety risks at the school. Further support can be obtained by collaborating with other Academies and seeking guidance from the Central Trust Estates Team alongside the services of an external consultants.

A list of current contacts and officers can be found in [appendix 1](#).

Power to stop activities

Senior staff can stop activities under their control. Principals, Site Managers and SLT for a specific site have delegated authority to stop activities they feel pose a significant risk where appropriate controls have not been implemented.

Contractors and Visitors

S-CAT is committed to ensuring the safety of visitors and contractors who visit our sites as well as other who could be affected by our undertakings. A visitor and separate contractors' procedure has been established to ensure appropriate management of these activities.

Statutory Inspections

H&S regulations place a duty on organisations to ensure statutory checks are established for critical systems and equipment. [Appendix 2](#) contains a responsibilities matrix which stipulates responsibility for ensuring routine inspection and statutory compliance checks.

Defect Reporting

All staff are responsible for their health and safety at work and therefore should report any defects that they come across.

All defects should be reported via Freshdesk Help Desk via the staff portal or emailing estates@shirelandcat.net

Emergencies

Emergencies are unpredictable and can happen at any time. S-CAT will ensure appropriate identification of all possible emergencies and ensure appropriate plans are implemented, as far as it possible. Plans will be practiced, and lessons learnt to drive continual improvement.

All sites and Academies will be required to prepare emergency and business continuity plans.

Measuring & Monitoring Performance

This Policy will be actively monitored using various methods these will include.

- External Audits of Health & Safety
- Feedback from TU representatives and local Health and Safety Committees
- Reviews of accidents and near misses

- Monitoring through the compliance management systems.

As part of the active monitoring and measuring of performance, the trust will ensure that regular health and safety inspections/self-audits in accordance with its health and safety plan. The Academy will also be subject to additional audits completed by an external competent company such as Health and Safety support SIPS education organised by the Central Trust Team.

As part of the Health & Safety Support Package provided by SIPS Education to the Academy the following is provided.

- Fire Risk Assessment
- Health & Safety Audit and Review
- Glazing Safety Assessment
- Fixed Playground Equipment Inspection
- Training & Flexible Support

Training and Support

Academies are responsible to ensure all staff receive appropriate training in H&S. A training matrix should be established to identified gaps in training and ensure adequate levels of understanding.

Principals should ensure they themselves or their appointed Competent Person(s) are well trained and have access to ongoing training to ensure their continued competency and understanding.

Health & Safety Arrangements

This Policy sets out a general framework for the organisation and arrangements for health and safety within Shireland Collegiate Academy Trust. In a complex and diverse organisation such as the Shireland Collegiate Academy Trust, reference must be made to the individual academy's local Health and Safety Procedure. This document should therefore be read in conjunction with the other documents listed below.

- [S-CAT - Premises Management Procedure](#)
- [S-CAT - General Work Equipment Procedure.docx](#)
- [S-CAT - Working at Height Procedure.docx](#)
- [S-CAT - Construction Design and Management Procedure.docx](#)
- [S-CAT - Control of Chemicals Procedure.docx](#)
- [S-CAT - Display Screen Equipment Procedure.docx](#)
- [S-CAT - Fire Safety Procedure.docx](#)
- [S-CAT - Risk Assessment Policy.docx](#)
- [S-CAT - Portable Appliances Procedure.docx](#)
- [S-CAT - Management of Asbestos Procedure.docx](#)
- [S-CAT - Management of Legionella Procedure.docx](#)

- [S-CAT - Management of Contractors Procedure.docx](#)
- [S-CAT - Manual Handling Procedure.docx](#)
- [S-CAT - Adverse Weather Conditions Procedure.docx](#)
- [S-CAT - Carbon Monoxide Procedure.docx](#)
- [S-CAT - Pest Control Procedure.docx](#)
- [S-CAT - Cleaning & Hygiene Procedure.docx](#)

Mandatory Site-Specific Documents

All sites will have a set of mandatory documents and procedures in place based around the individual academy with all subsequent site-specific risk assessments. The Principal of each academy has the responsibility to ensure that the documents specified below are in place and reviewed annually or due to an incident.

- Digital Fire Logbook
- Trust Health & Safety Policy with local amendments
- Trust Emergency Plan with local amendments
- Lockdown Plan with local amendments
- Academy Fire Evacuation Plan
- Academy Fire Risk Assessment & Action Plan
- Evolve procedure & checklist (Obtained by using Evolve as a Trips system)
- Asbestos Folder & Management Plan
- Legionella Logbook & Written Scheme
- COSHH Data Sheets and Assessments
- Risk Assessments
- Digital Premises Logbook (i.e., service records, site information)
- Contractors Induction Pack

All the above will be located within individual academies Estates Teams Channel.

Review

This Health and Safety Policy will be reviewed on an annual basis and amended accordingly.

Appendix 1 – List of current Personnel with H&S Responsibilities

Shireland Collegiate Academy Trust	Current Post Holder
S-CAT CEO	Sir Mark Grundy
Director of Primary Education Deputy CEO	Lady Kirsty Grundy
Director of Secondary Education Deputy CEO	George Faux
S-CAT Operations Projects Manager	Conor Adderley
S-CAT Trust Estates Manager	Alan Fletcher
S-CAT Trust Catering Manager	Andy James

Academy	Post Code	Current Post Holder	
		Principal	Site Manager
Shireland Collegiate Academy	B66 4ND	George Faux (EP) Tom Daly	Jonathan Watson
West Bromwich Collegiate Academy	B70 7LE	George Faux Mary Henderson	Darren Bradley
Thorns Collegiate Academy	DY5 2NU	Nikki Jones	Jonathan Green
Shireland Biomedical UTC	B70 8DJ	Gulfam Shahzad	Jason Best
Shireland CBSO Academy	B70 8SZ	David Green	Jason Best
Holyhead Primary Academy	WS10 7PZ	Natalie Shipley	
Shireland Technology Primary	B66 4ND	Andy Collins	Jonathan Watson
Tameside Primary Academy	WS10 0EZ	Mitchell Hill	Kurtis Hale
Wallbrook Primary Academy	WV14 8YP	Lorna McGregor	David Grove
Lightwoods Primary Academy	B68 0LP	Mitchell Hill (EP) Jon Ashton	Chris Tomkins
Tinywoods Nursery (Based at LPA)	B68 9ER	Heather Wilkinson Kamaljit Koasha	Chris Tomkins
First Steps Nursery	B66 4ND	Heather Wilkinson Kamaljit Koasha	Jonathan Watson
Wednesfield Technology Primary	WV11 1TN	Claire Keeler	Zbigniew Zalewa
Newfield Park Primary Academy	B63 3TP	Steve Payne	Karl Mayers
Coseley Technology Primary	WV14 9JW		

Appendix 2 –Responsibilities Matrix

The chart below details who is responsible for various elements which together form part of the H&S management within Shireland Trust Academies.

Topic or item to be provided or completed		Responsible	
		Central Team	Academy Principals
Management of H&S	Appointment of corporate H&S support and competent advice	√	
	Local delegation of Academy Safety Officer		√
	Ensuring local H&S procedures are signed and implemented		√
	Provision of H&S Strategy and Governance	√	
	Provision of policy, procedures and guidance	√	
	Ensuring all hazards are identified		√
	Ensuring adequate risk assessment for those hazards that are identified		√
	Ensuring that a H&S Committee is formed and includes provision for cooperation with staff representatives		√
	Reporting of accidents, incidents and near misses using the online system		√
	Reporting RIDDORs to the HSE	√	√
Fire	Ensuring a fire risk assessment is completed by an authorised competent individual	√	√
	Ensuring adequate provision for fire safety to include good housekeeping and maintenance of protected evacuation routes		√
	Ensuring annual servicing of firefighting equipment as well as recorded monthly visual checks for signs of tamper		√
	Ensuring recorded termly evacuation drills are completed, and lessons are learnt, if necessary		√
	Ensuring weekly fire alarm tests and door release mechanisms are tested and recorded.		√
	Emergency lighting tests monthly flick tests and annual battery drain down tests		√

	Annual fire alarm system servicing and checks		√
	Annual checks for dry risers and sprinkler systems		√
Operational	Ensuring all identified users have completed DSE assessments		√
	Ensuring safe storage and use of hazardous materials		√
	Ensuring provision of PPE where identified by risk assessment		√
Equipment	Ensuring that any work equipment is maintained and in a safety condition to use		√
	Annual LOLER inspection for lifts and lifting equipment		√
	Annual inspection (in accordance with the written scheme of inspection) for pressure systems		√
	Portable appliance testing (PAT)		√
	Annual inspection of LEV (local exhaust ventilation)		√
Buildings and facilities	EICR (Electrical Installation Condition Reports) to include appropriate actions		√
	Legionella Risk Assessment and appropriate schemes of work to include flushing regimes, temperature testing, cleaning and chlorination of tanks and samples where appropriate		√
	Maintenance and updating of Asbestos register to include condition monitoring		√
	Gas Safety Inspections		√
Monitoring and Review	Audit of H&S Management systems	√	
	Physical Inspections of each site	√	√
	Monthly / Termly Health and Safety compliance checks undertaken by Trust Central Team	√	

Appendix 3 – Lessons learnt and Safety Alert Template

Shireland Academies Trust	
Lessons learnt and Safety Alert	
Title	
The Incident / Background	
Immediate Causes	
Root Causes	
What we did well	
Lessons to be learnt	

Recommended actions			
Action Details	Action Taken	Owner	Date Completed

Appendix 4 – Local Health & Safety Information

This part of the Health & Safety Policy for Academies to amend and localise, including any other information specific to the individual Academy.

Local Health & Safety Statement

[ACADEMY NAME] recognises the importance of ensuring the health, safety and welfare of its staff and students. It fully accepts its obligations to both employees and others who may be affected by the activities at [ACADEMY NAME].

To meet these obligations, [ACADEMY NAME]:

- Ensure that the aims and objectives of the Shireland Collegiate Academy Trust Health and Safety Policy are implemented within the academy.
- Ensure that health and safety is embedded into all activities and that effective Health and Safety management systems are in place
- Ensure that suitable risk assessments and controls are in place to minimise risk and to prevent accidents and cases of work-related ill health
- Consult its employees on matters affecting their health and safety
- Promote a positive health and safety culture where employees and their representatives can raise health and safety issues and are empowered to work safely
- Provide information, instruction and supervision for employees to enable them to do their work safely
- Ensure all employees are competent to carry out their duties, and are provided with adequate training
- Provide and maintain safe plant and equipment and ensure that substances are controlled, handled and used safely
- Provide an environment in which staff can work without fear of violence, intimidation or threats
- Regularly review and evaluate its health and safety performance
- The Academy is committed to continuous improvement in health and safety and will continue to develop systems and procedures to achieve this aim.
- Providing a safe and healthy environment for staff and students will be achieved by:
 - Effective leadership by the Principal and members of the Senior Leadership Team
 - Participation of all employees
 - Open and responsive communication

The successful implementation of this plan requires total commitment at all levels. Every employee will be made aware of this statement; copies will be displayed on health and safety notice boards and it will be available on the Academy Staff Portal. It will be monitored and reviewed regularly and, if necessary, revised in the light of legal or organisational changes.

It is only by securing a total commitment to health, safety and welfare matters from those who work for, or on behalf of [ACADEMY NAME] that the high standards set will be achieved.

Signed and dated on behalf of Academy:

Signed:

Date:

Principal

Signed:

Date:

Site Manager

Local Health & Safety Responsibilities

The overall responsibility for the Academies management of Health Safety is the Principal – (INSERT NAME)

The day-to-day health & safety management responsibility is split into the following key areas:

Area	Role	Responsible Person
In the absence of the Principal	Vice Principal	
Educational Visits	Educational Visits Co-ordinator	
Site Operations, Safety, Security, Compliance & Cleaning	Site Manager	
First Aid	Appointed First Aider	
Catering	Catering Manager	
Science	Head of Department	
Radiation Protection	Radiation Protection Supervisor	
Design and Technology including Art & Food Tec	Head of Department	
Physical Education	Head of Department	

Work Experience Placements	Careers Coordinator / Officer	
Information Technology & Network	IT Manager	

Accidents and Aggressive Incidents

All staff are made aware that they must report & record all accidents, violent incidents, dangerous occurrences and near misses in accordance with the accident reporting procedures.

The Principal & Site Manager will ensure risk assessments and suitable controls are in place to cover any circumstances where staff may be subject to aggressive incidents.

All incidents should be reported in the first instance to the Principal or in the absence the Vice Principal and an accident form is completed.

Accident forms are located in the

All incidents, where appropriate will be investigated by the Principal or nominated individual and remedial action taken to prevent similar instances recurring.

Accidents and incidents will be monitored and reported to the governing body each term to identify issues/trends and put in place measures to reduce future incidents occurring.

[ACADEMY NAME] will not tolerate violence on site.

The zero tolerance poster is on display in

Instances of violence will be reported to the Principal incident report forms will be completed, and a full investigation undertaken.

Asbestos [DELETE IF N/A]

An asbestos management survey has been carried out on by and is located in the “Asbestos Folder” on the “Estates” Teams Channel.

The Asbestos Management plan was reviewed on

The asbestos register showing the location of known asbestos containing materials is located in the and will be made available to all staff and contractors prior to any work being carried out on the fabric of the building.

Contractors will be required to sign the asbestos register to indicate they have read and understand the location of asbestos within the building.

Where applicable Asbestos Smart has been implemented for “smarter” management of Asbestos within the Academy, Smart Notices are on display in the following areas;

- Recommended areas Staffroom and boiler / plant rooms.

Carbon Monoxide & Natural Gas [DELETE IF N/A]

Where there are detectors fitted in areas where fuels such as gases don't burn fully. The location of these detectors are:

- Location 1
- Location 2
- Location 3

These are checked and tested on a weekly basis by the Site Manager or member of the site team via the "Estates App" and records are stored digitally on PowerBi.

Fire Safety

The fire risk assessment was carried out by SIPs Education on and a copy is kept in the Digital Fire Logbook on the "Estates" Teams Channel.

Legionella Management

A Legionella risk assessment of the site has been completed by Safewater Environmental and is kept in the Site Office and "Estates" Teams Channel.

A Legionella Written Scheme has been produced on which outlines roles and responsibilities of the following:

- Sampling / disinfecting water tanks
- Monthly temperature checks
- Flushing of rarely used outlets
- Descaling shower heads
- Inspect and testing of TMV's

Vehicle Movements on Site

Vehicles will enter the site via and exit via

The maximum speed limit on site is 5 mph.

Deliveries will be arranged between and will be directed to Reception.

Working at Height

Access equipment used within the Academy is:

ID no.	Equipment Type:	Location:
	Aluminium Folding Trestle 5 rung	
	Fibre Glass Portable Steps 5 Rung	
	Aluminium Step Ladder 8 rung	
	Aluminium Step Ladder 6 rung	
	Fibreglass Platform Step Ladder 12 Tread	

Electrical Safety

All electrical equipment will be properly maintained. All staff should visually check electrical equipment prior to using it. If a problem is identified then the equipment must not be used and should be reported to the site team.

All portable electrical equipment is subject to PAT testing carried out by an approved contractor annually. PAT testing will be arranged by the Site Manager.

PAT testing carried out on by

Personal items of electrical equipment **should not** be brought on to the premise without prior authorisation and will be subject to the same tests as other equipment within the premise.

Fixed electrical wiring test is carried out every 5 years, last carried out on by