

RICHARD HUISH TRUST

HEALTH AND SAFETY POLICY STATEMENT

Richard Huish Trust (the Trust) provides governance and oversight to those Academies that are part of the Trust namely:

- Richard Huish College,
- The Taunton Academy,
- West Buckland Primary,
- North Curry CofE Primary,
- Nerrols Primary,
- Lyngford Park Primary, and
- North Town Primary.

This policy applies to each of the Academies listed above.

General Policy

It is the policy of the Richard Huish Trust (RHT) to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, students, contractors, clients, general public and others while working, studying, participating or supporting events on or outside its premises where associated activities are involved.

The Trust will ensure, so far as is reasonably practicable, that:

- premises provide a healthy and safe working environment for all students, staff, clients, temporary contractors and the general public,
- there are safe systems of work for all employees, students, contractors and volunteers,
- suitable and sufficient work equipment is provided,
- there are adequate welfare arrangements,
- information, instruction, training and supervision is provided to employees, students, contractors and volunteers to ensure their competency to perform their tasks.

The Trust recognises its responsibility to provide adequate control of the health and safety risks arising from its academies and client's activities. When staff or students operate on behalf of the Trust, an assessment of risks specific to the activities, or tasks will be prepared where a significant risk has been identified. All reasonably practicable measures will be put in place to manage those risks and ensure the activities, or tasks can be conducted in a safe manner.

Whilst day-to-day management of health and safety can be delegated to the individual academies, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the Trust's Board of Trustees as the employer.

Specific health and safety policies of each Trust academy must integrate into this Health and Safety Policy. This will support the Trust to deliver its overall health and safety responsibilities and ensure good and consistent practice in all Trust academies.

All Members, Trustees, Governors, Head teachers and members of staff must familiarise themselves with the contents of this statement, organisational structure and individual academy arrangements together with supporting sources of safety information and guidance from the Trust's externally commissioned competent person.

Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. All health and safety procedures must be communicated to staff with consultation. Staff are encouraged to play a positive role in developing and maintaining a healthy and safe working environment and to report health and safety concerns to the appropriate line manager, or allocated health and safety officer and/or academy's and/or Trust's leadership team.

The Trust commits itself to implementing the Health & Safety at Work etc. Act 1974 and all relevant statutory provisions. The Trust's competent health and safety adviser will provide to the academies' leadership information on updates, changes and arrangements, about any revisions to safety legislation.

It is the belief of the Trust that a positive health and safety culture is of significant benefit to the good performance and safety of all the academies, and itself. We aim to encourage, support and develop a positive and proactive approach for students, through risk education and awareness. The organisational structure will ensure that sufficient resources, both financial and physical, are available so that the policy and its arrangements can be implemented effectively.

This policy and our health and safety standards will be kept under continual review in the interests of improvement. Formal amendment to this policy will be conducted biennially or as necessary to reflect changes in the Trust's strategy and any changes will be brought to the attention of all staff.

Signed  Date 15/2/2022

Chair of RHT Board
Richard Huish Trust

Signed  Date 15/2/2022

Chief Executive Officer
Richard Huish Trust