

United Learning

Health and Safety Statement of Intent

2020-21

The **Trustees of the Group Board** recognise and accept their responsibility, as the employer for all United Church Schools Trust (UCST) and United Learning Trust (ULT) employees, to provide workplaces and work practices which are safe and healthy for employees, pupils, and visitors - including contractors or anyone else who might be affected by our operations.

Trustees are especially mindful that exposure to risk is an essential part of the education process. **United Learning** are committed to providing a learning environment that, whilst not unduly hazardous, provides all students with a stimulating experience that equips and prepares both children and young adults for life in the real-world.

In schools, including those operating in clusters, the day-to-day responsibility for compliance with the Group Health and Safety Policies rests with the **Head Teacher**. At central office, the **Executive Team** share this responsibility. Overall the **Chief Financial Officer** is the Executive with responsibility for health and safety compliance. The **Group Health and Safety Manager** is the person appointed under Regulation 7 of the Management of Health and Safety at Work Regulations 1999 to assist the **Chief Financial Officer** in fulfilling these responsibilities.

The **Group Health and Safety Manager** authors and reviews the Group Health and Safety policies, carries out monitoring and audit activities to establish and evaluate compliance with these policies, investigates significant accidents or incidents on behalf of the Trusts, and reports on organisational compliance to **Trustees** annually at least.

United Learning operates a devolved system of operational control in its schools, guided by the overarching requirements of the Group's policies which are expected to be followed at all times. **Trustees** acknowledge and accept the risk gap this approach creates and therefore monitor that schools operate in accordance with the aforementioned policies. Where non-compliance is identified **the Trust** reserves the right, as the employer, to take operational control of some or all of school operations to ensure no persons are placed at an unacceptable risk.

Each school has a **Governor with Oversight of Health and Safety** who represents the **Local Governing Body** at the school's termly **Health and Safety Committee** meetings. The **Head Teacher**, alongside the **Governor with Oversight of Health and Safety**, reports to the local governing body on health and safety matters, which are a standing agenda item at local governing body meetings.

Employees are reminded of their own duties to take care of their own personal health and safety and that of fellow employees, pupils and any other persons who might be affected by their work activities.

Details of the organisation for health and safety management and the arrangements for policy compliance are to be found in each site's localised Group Health and Safety Management Policy and its subsidiary topic policies. All **United Learning** employees are additionally required to adhere to the supporting principles shown overleaf.



Jon Coles
Chief Executive Officer



Richard Greenhalgh
Chair of the Group Board

Dated
9th July 2020

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United Learning Health and Safety Policy Statement

Supporting Principles

1. It is expected that all those who work with or for United Learning will:
 - 1.1. Attend appropriate induction training/briefing in addition to any specific health and safety training deemed necessary either by the Group, or at School level. The purpose of the induction training/briefing is to promote employee understanding of that which is necessary to meet their health and safety duties when undertaking work on behalf of United Learning.
 - 1.2. Feel empowered to intervene or support individuals who intervene or stop an activity because they believe it is unsafe.
 - 1.3. Make a personal commitment to maintaining health and safety standards.
 - 1.4. Take time to read and understand relevant information provided to them about hazards, risks and preventative measures.
 - 1.5. Understand their role in effectively maintaining and responding to emergency arrangements.
 - 1.6. Accept constructive intervention in a positive manner when any member of staff takes action to stop an unsafe act.

2. The operating arrangements rely on:
 - 2.1. Those with responsibility for others, to lead by example in promoting a positive health and safety culture
 - 2.2. The Group following an appropriate improvement plan
 - 2.3. All safety rules and arrangements being communicated to all employees in a clear and simple way
 - 2.4. Specific procedures being developed where necessary, to reflect safety guidelines and support safe job execution
 - 2.5. Responsibility and accountability for health and safety following an auditable system of delegation
 - 2.6. The incorporation of health and safety considerations and appropriate controls into the procurement procedure

