



## **GENERAL STATEMENT OF HEALTH AND SAFETY POLICY**

**Finance and Operations Director, March 2010**  
**Formal Review Date: March 2011**



## **General Statement of Health and Safety Policy**

The Academy Board and its Partners are committed to achieving a positive and effective health and safety culture throughout the Academy. This document sets out the policy for protecting the health and safety of its employees, students and others i.e. members of the public, visitors and contractors etc who may be affected by the work and curricular activities of the Academy. The breadth of the activities undertaken by the Academy present many varied health and safety risks. It is essential, therefore, that the Academy board and its Partners have effective health and safety management strategies throughout its services.

The Academy Board and its Partners aim to achieve a level of excellence in managing health and safety above and beyond compliance with legal standards. It is our aim to eliminate all work related accidents, injuries and illnesses to any person or damage to property that may result from our activities. Unsafe events, whether they result in property damage or injuries, may represent failures in control systems. All such instances will be investigated in order to improve controls and measure performance.

All Academy employees have a role to play in achieving and maintaining success as well as striving for improvement in performance.

The Academy Board and its Partners will:-

- Work on the principle that work related accidents, injuries, dangerous occurrences and ill health conditions can be prevented, and actively promote amongst all those associated with the Academies activities, the high standards of health and safety consciousness, discipline and individual accountability that this principle demands.
- Recognise the vital importance of the continued commitment of all employees to the highest standards of health and safety, and ensure we have the necessary skills and support to achieve this.
- Actively promote employee participation and co-operation in establishing and maintaining measures to improve health and safety at work.
  - Ensure through a systematic risk assessment programme, that risks associated with the Academy's activities are identified and then eliminated, reduced, or adequately controlled.
  - Provide adequate finance and resources to successfully achieve our aims.
  - Recognise that an effective health and safety culture and management system will benefit the Academy, reducing financial and resource losses.

- Require that any company contracted to work for the section applies health and safety standards that are fully consistent with our own.
- Provide sufficient information, instruction, training and supervision for all employees.

All employees are encouraged to develop a culture which promotes a healthy and safe working environment by implementing the Health & Safety Policy, and introducing a comprehensive system of communication (formal and informal) which together ensure an adequate flow of information, throughout the Academy, thus encouraging a pro-active approach to all health and safety issues.

We will demonstrate our commitment to a healthy and safe work environment by using the visible behaviour of managers and other employees, the written word, and face to face discussion.

We will use existing management and communication systems to ensure that health and safety information is appropriately disseminated and acted upon.

These systems will be supplemented with additional strategies if assessed as necessary.

We recognise that for this policy to be effective, the management of health and safety must be fully integrated into the decision making process, and given status at least equal to other areas of the Academy's activities and undertakings

This policy will be reviewed at least annually to establish its effectiveness and amend where appropriate.

Signed:.....Chair of the Academy Board

Signed:.....Academy Principal

Date:.....