

# RYDAL PENRHOS SCHOOL

## Health & Safety Policy

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### 1.0 HEALTH AND SAFETY POLICY STATEMENT

The Board **of Governors** of Rydal Penrhos School recognises that it has a legal duty under the Health and Safety at Work etc. Act 1974 and subordinate regulations to ensure the health, safety and welfare of employees, pupils and any others who may be affected by the school's activities.

It is Rydal Penrhos School's aim to achieve a safe, healthy and supportive working and learning environment for all employees, pupils and others affected by the School's activities. Rydal Penrhos School regards achieving this aim to be a mutual objective for management and employees at all levels, and considers it to be a management responsibility equal to that of any other function.

**The School** undertakes to discharge its statutory duties by:

- complying with all relevant acts, regulations, and Approved Codes of Practice (**hereinafter** 'ACoPs');
- providing an organisational structure for health and safety with clearly defined roles and responsibilities;
- maintaining **the School's** premises and providing a safe environment;
- providing adequate welfare facilities;
- providing and maintaining safe and suitable work equipment;
- identifying hazards relating to School premises and activities, assessing risks related to them, and implementing appropriate preventative measures which shall eliminate or reduce risks to the lowest extent that is reasonably practicable;
- ensuring that risk assessments are regularly reviewed;
- encouraging staff, pupils and others to report all accidents, incidents, near misses, occupational diseases and hazards;
- ensuring that all accidents, incidents, near misses and incidences of occupational disease are recorded and investigated, and that any remedial actions required to minimise the risk of recurrence are implemented;
- ensuring that adequate emergency procedures are in place;
- communicating and consulting with employees on matters affecting their health and safety;
- recruiting and appointing personnel who have the ability, skills and competence commensurate with their role and level of responsibility;
- ensuring tasks given to employees and pupils are within their skills, knowledge and ability to perform;
- providing adequate training (and where appropriate, refresher training) to ensure that all employees are competent to perform their roles and responsibilities;
- providing employees with appropriate information, instruction and supervision;
- promoting awareness of health and safety and of good practice through the effective communication of relevant information;
- regularly monitor health and safety performance through active and reactive monitoring, and revise policies, procedures and risk assessments where appropriate, to ensure a cycle of continuous improvement;
- ensuring that contractors are adequately vetted to ensure that they pay due regard to health, safety and welfare matters;
- providing sufficient resources, competent technical advice and funds as needed to meet these objectives; and
- bringing this policy statement to the attention of all employees.

Rydal Penrhos School employees will actively contribute to this policy by accepting their responsibilities for the provision and maintenance of safe, healthy working practices, equipment, premises, systems of work and the working environment. All persons are reminded that it is a criminal offence to misuse or interfere with anything which is provided in the interests of health, safety and welfare.

Rydal Penrhos School stresses its commitment to Health and Safety to the extent that, where wilful disregard for safe working practices by any employee seriously puts at risk the health and safety of themselves or any other person, then this shall be considered **an act of** gross misconduct and may lead to disciplinary action.

The Health and Safety Policy will be monitored and reviewed annually or as necessary to comply with new legislation, regulations, codes of practice, or best practice procedures. All alterations, or changes to The Health and Safety Policy, will be brought to the attention of all Rydal Penrhos School employees.

Name:	Julian Barnes
Position:	Chairman of the Board of Governors:
Dated:	
Signed:	

Name:	John Waszek
Position:	Principal
Dated:	
Signed:	