

Health and Safety

Policy Statement

2025 - 2027

This document applies to all premises and operations of Cambrian Learning Trust
www.cambrianlearningtrust.org

| Document Control | | | |
|------------------|---------------------|-------------|-------------|
| Author | Operations Director | Approved By | Trust Board |
| Last Reviewed | 01/09/2025 | Next Review | 01/09/2027 |
| Review Cycle | 2 years | Version | 2025 – 2027 |

Health and Safety Policy Statement

The Trust is committed to ensuring the health, safety, and welfare of all individuals who engage with its environments—including employees, pupils, volunteers, contractors, and members of the public. We believe that fostering a safe and secure setting is essential to supporting learning, wellbeing, and operational excellence across all Trust premises.

The Trust recognises its moral and legal duty to safeguard the health and safety of its employees, as well as any individuals who may be affected by its operations. It is committed to taking all reasonably practicable steps to identify and control health and safety risks arising from its activities, thereby ensuring the wellbeing of everyone who enters Trust premises.

In recognising this duty, the Trust shall:

- Comply, as a minimum, with all applicable health and safety legislation and regulations, including updates from the Children's Wellbeing and Schools Bill and Keeping Children Safe in Education guidance
- Provide safe conditions and practices of work
- Define the Trust's safety management organisation and the responsibilities and duties of all employees, and others who enter Trust premises
- Consult with employees in the development of arrangements for health, safety and welfare, and work with them to achieve their implementation
- Provide employees, pupils, volunteers, contractors and visitors with suitable and adequate information, instruction and training to safeguard their health and safety, whilst on Trust premises
- Provide adequate resources for the ongoing implementation of its health, safety, and welfare obligations
- Select contractors who have effective safety management arrangements for work at the Trust's premises
- Provide a safe and secure learning environment, safe equipment and appropriate supervision for pupils
- Ensure that appropriate arrangements are implemented to protect the health, safety and welfare of staff and pupils whilst on both UK and overseas visits

Managers and supervisors are responsible for ensuring that employees under their supervision are fully informed of health and safety requirements and that compliance is actively monitored to maintain safe working conditions. Employees are expected to understand and uphold their health and safety responsibilities, act with due care, and take proactive steps to prevent injury to themselves and others. They must also cooperate fully with the implementation of this policy to support a safe working environment.

The Trust is committed to fostering a culture of health and wellbeing for all who work in or visit its premises. It strives for continuous improvement in health and safety performance by setting clear objectives and targets, supported by a monitored programme of actions to demonstrate accountability and progress.

Signature:



Anthony Cook, Chair; Board of Trustees



Richard Evans; Chief Executive Officer