

Venn Academy Trust - Health & Safety Policy Statement of Intent

1) The trust recognises its health and safety duties under the Health and Safety at Work Act 1974, the Management of Health & Safety at Work Regulations 1999 and accompanying protective legislation. The trust recognises that it has a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements and codes of practice.

2) The trust, so far as is reasonably practicable, proposes to pay particular attention to:

- a) The provision and maintenance of a safe place of work, a safe system of work, safe appliances, for work, including regular PAT testing, and a safe and healthy working environment
- b) The provision of such information and instruction as may be necessary to ensure the health and safety of its employees and others, and the promotion of awareness and understanding of health and safety throughout the workforce
- c) Ensuring the safety and absence of health risks in connection with use, handling, storage and transport of all articles, substances and equipment
- d) Making regular assessments of risk to employees
- e) Taking appropriate preventative / protective measures as identified by risk assessment
- f) Appointing Stallard Kane Associates Ltd to advise on statutory duties*

3) In order that the trust can achieve those objectives, it is important that employees recognise their duty, whilst at work, to take reasonable care for the health and safety of themselves and of other persons. Employees should also co-operate fully with the trust or anyone else concerned to ensure that their obligations are performed or complied with.

4) The trust will ensure adequate resources of both time and money are made available to the necessary people to ensure that the items listed above are implemented and all employees are provided with the necessary instruction, information, training and supervision to enable them to carry out their work without risk to themselves or others. An annual review of the Health and Safety Policy at each school will also be undertaken to ensure it is relevant to the work being undertaken by the trust and all legislation quoted is up to date, and where necessary the policy will be and expanded.

5) The trust is also committed to the continuous development and improvement of their Health and Safety Management System. The trust will ensure that the health, safety and welfare of any employee or subcontractor is not compromised for financial or commercial gain.

6) All employees of the trust agree, as a term of their contract of employment, to comply with their individual duties under the Health and Safety at Work Act 1974, and the Management of Health and Safety Regulations 1999 and other legislation, and to generally co-operate with the trust so as to enable it to carry out its duties towards them. The attention of all employees is drawn to the safety rules and procedures, and employees should recognise that failure to comply with their health and safety duties and obligations can lead to dismissal from employment. In the case of serious breaches, such dismissal may be instant without prior warning.

7) This statement has been prepared in furtherance of section 2 (3) of the Health and Safety at Work Act 1974 and binds all staff. We request that any visitors respect the policy at each of the schools, a copy of which can be obtained on demand.



Signed:

Lynsey Cook - Director of Operations - January 2026