

1. HEALTH AND SAFETY – STATEMENT OF INTENT

Truro and Penwith Academy Trust recognises its legal duty of care to its employees, pupils and others who may be affected by the Trust's activities. It also recognises the management of health and safety is a business critical function. We as a Trust will endeavour to:

- Always make the Health and Safety Policy available for all employees.
- Monitor for continuous improvement in our health and safety performance by setting targets consistent with the aims of the Health and Safety Policy.
- Routinely monitor and report to the Board of Trustees as required, who will ensure that the necessary resources are provided to support the Policy fully.
- Ensure that all personnel, employees or contractors are aware of their delegated health and safety responsibilities and are fully trained and competent to undertake the task asked of them.
- Ensure the Trust complies with current legislation regulations and standards and codes of practice.
- Communicate with employees on all matters affecting their Health Safety and Wellbeing.
- Carryout a regular review of all Risk Assessments, identifying proportionate and pragmatic solutions ensuring the risk is reduced.
- Encourage all staff contractors and visitors to identify and report all hazards so that we can all contribute towards improving safety throughout the Trust.
- Maintain our premises, providing and maintaining safe plant and equipment ensuring a safe working environment for all.
- Ensure our emergency procedures are in place across the Trust for dealing with all health and safety and safeguarding issues.
- Where risks cannot be removed they will be treated by substitution, the use of physical controls or, safe systems of work or as a last resort through use of personal protective equipment.
- Ensure employees undertake training, where required, to ensure they can carry out their duties in a safe manner.
- Provide and maintain safe routes of access/egress as required under The Regulatory Reform (Fire Safety) Order 2005. To follow best practice where possible.
- Not to intentionally or recklessly interfere with any rules or equipment provided by the School/Academy and/or Trust in the interests of Health, Safety or Welfare.
- Ensure a current copy of the Health and Safety policy is available for staff, contractors and visitors to view at all times.

The Health and Safety Policy will be reviewed annually and revised as necessary to reflect changes to the Trust activities or any changes to legislation. Any changes to the Policy will be presented to the Board of Trustees. This will then be brought to the attention of all employees', visitors, contractors of the Trust.

Signed:

Date:


23/05/2025



(CEO Trust)

Signed:

(Headteacher)



Date: 1/9/2025

6. ACCIDENT REPORTING AND INVESTIGATION

Any serious accident or injury or near miss are to be reported on the Safesmart portal, the Headteacher must be informed immediately. Accident forms can be found on the Safesmart portal as well as with all first aid boxes, forms must be completed as soon as practically possible.

All significant incidents that are dangerous or near-miss situations are to be reported to the Head of Health, Safety and Estates and the Headteacher. An immediate investigation into the incident should be carried out in order to identify the cause of the incident and measures taken to prevent a reoccurrence. The findings are to be sent to the Head of Health, Safety and Estates for information and reporting to the Board of Trustees as required.

All accidents must be reported on Safesmart no longer than 72 hours from the time of the accidents, this is to allow the Head of Health, Safety and Estates time to investigate the accident/incident prior to reporting it to the Health and Safety Executive (HSE).

7. FUTHER READING AND REFERENCE

TPAT has a suite of specialist policies for the following areas to be adhered to complementing the wider Health and Safety Policy. These include:

- Fire Safety Policy
- Business Continuity and Critical Incident (including lockdown)
- Safeguarding Policy

Signed:



Jennifer
Blunden

Date:

TPAT CEO

Signed:



Anita Firth

Date:

TPAT Chair of Trustees

Signed:



John Eddy

Date:

TPAT Head of Health,
Safety and Estates

Signed:



Date:

Headteacher