



BORDESLEY MULTI ACADEMY TRUST

## T1-03 BORDESLEY MULTI ACADEMY TRUST HEALTH AND SAFETY STATEMENT

Tier 1 – Bordesley MAT Central Policy  
Approved by the Trust on 29/06/2021

### **Document control**

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<b>Adopted by local governing body</b>	HFF                      BMS                      THS
<b>Published location</b>	BMAT Central – Policies>>Tier 1 Policies
<b>Other documents referenced</b>	
<b>Review date</b>	3 Year – 29/06/2024
<b>Related documents</b>	

### **Version control**

<b>Version Number</b>	<b>Date Issued</b>	<b>Author</b>	<b>Update Information</b>
Draft v1.0	01/02/2021	S Goodwin	Created
Approved v1.0	29/06/2021	S Goodwin	Approved

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## **1. Bordesley Multi Academy Trust Mission Statement**

We believe that success is achieved by working in partnership with parents, carers and the wider community. We are committed to working with our partners to ensure the very best outcomes for all our learners, from 3 to 19.

The significant guiding principles of the MAT are based around autonomy, trust, respect, equity and outstanding relationships. We believe that positive and constructive relationships are at the heart of every successful school. This allows the entire community to be valued and challenged to be their best, raising aspirations for all.

## **2. Bordesley Multi Academy Trust Health and Safety Statement**

As the employer of staff, the Bordesley Multi Academy Trust (BMAT) has overall responsibility for the health, safety and welfare of staff and students in its academies. The Trust recognises its responsibility to promote a culture where Health and Safety issues are discussed in an open and positive way, to achieve ongoing improved standards and safe methods of work thereby ensuring a safe and secure environment for students, staff and visitors. The policy applies to all academies within the Trust and to all sites and locations. The Trust will comply with the requirements of Health and Safety legislation.

This policy statement reflects the Trust's commitment to ensuring that Health and Safety is paramount to the business of the Trust and that effective Health and Safety actively contributes to the successful education of all our students.

In order to fulfil its monitoring role, and to initiate and review health and safety policies and procedures, BMAT will ensure that appropriate processes are put in place at Trust level.

Although overall accountability for health and safety lies with the Trust, day-to-day responsibility for the health and safety of staff and students in individual academies is delegated to the Headteacher, who in turn will delegate particular functions to other staff, in particular the Premises Manager. It is the Trust's expectation that each of its schools will develop their own local Health and Safety policies that are aligned to this policy statement and meet the specific and unique needs of their setting.

The local governing bodies of academies within the Trust are not the employers of staff but play an important role in ensuring strategic direction and will work in close partnership with the Headteacher and Senior Leadership Team of the academy and relevant staff of the Trust to support good health and safety management.

## **3. Roles and responsibilities for health and safety:**

### **3.1 Trustees**

The Board of Trustees will have ultimate responsibility for all aspects of Health and Safety at work. The scrutiny of Health and Safety records, risk assessments may be delegated to Senior Leadership at the Trust.

### **3.2 Chief Executive**

The Chief Executive is responsible for the effective implementation of the Health and Safety policy and for encouraging staff through regular monitoring to implement Health and Safety arrangements.

### **3.3 MAT Operating Officer**

The MAT Operating Officer, supported, where necessary, by any outsourced Health and Safety provider, is adviser to the Trustees and Senior Leadership on health, safety and welfare across the Trust. He or she will also advise all personnel on their individual responsibilities with regard to Health and Safety at work.

### **3.4 Headteachers**

All Headteachers are responsible for ensuring that the day-to-day requirements regarding Health and Safety at work are met on their site. Where any new process or operation or substance is introduced into the area of their responsibility, they are to liaise with the BMAT Chief Operating officer, and any outsourced Health and Safety provider, so that the associated risks are assessed, and any precautions deemed necessary are implemented.

### **3.5 Employees (All)**

The responsibility of applying safety procedures on a day-to-day basis rests with all employees. All employees must take reasonable care for their health, safety and security at work, and that of other persons who might be affected by their acts or omissions at work. They should maintain a reasonable awareness of Health and Safety at all times and have ongoing responsibility for the immediate reporting of any actual or perceived Health, Safety and Security problems. They must report immediately, or as soon as practicable, any defects noted with equipment, machinery or generally in the workplace. All accidents, near misses, ill health or dangerous occurrence must be reported. Employees are expected to cooperate with management in investigating such accidents or incidents.