



Inspire Education Trust

Together we achieve, individually we grow

Health and Safety Policy Statement

Policy Date: May 2025

Review Date: May 2026

Document History

Version	Status		Date	Author	Summary Changes
V1	New		Sept 21	Clive Billington/Ben Tranter	
V2			Jun 23	Ben Tranter	Master copy – principal copy
V3	Review		May 2024	Ben Tranter	Grammar changes throughout
V4	Review		Sept 2024	Lois Whitehouse	Add staff training to policy objectives

Trust Policy Statement

Inspire Education Trust ("the MAT") recognises the importance of effective occupational health and safety management and is committed to managing occupational health, safety, welfare and wellbeing with equal importance as our other core business aims and objectives. This Policy provides a practical framework for the compliance and implementation of The Health and Safety at Work etc. Act 1974 and all other relevant health and safety legislation within the multi-academy trust (MAT).

The MAT recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of employees, pupils/students and other non-employees (such as visitors, volunteers, contractors, and members of the public) so far as is reasonably practicable.

The MAT will endeavour to prevent occupational accidents, incidents and cases of work-related ill health; and will promote and implement safe systems of work, a safe and healthy working and learning environment for all staff, pupils and all other stakeholders that may be affected by its activities. This will enable the MAT to develop a positive health and safety culture through the implementation of the following objectives:

- providing strong and visible leadership and management and involving employees;
- having an occupational health and safety management system which sets clear health and safety standards and roles and responsibilities;
- identifying significant risks to health and safety as part of our risk assessment process, and implementing adequate measures to prevent, reduce, or protect against those risks;
- promoting the principles of sensible and proportionate risk management;
- having a competent workforce through the provision of information, instruction, training and supervision;
- including health and safety requirements/responsibilities into contract conditions which will be enforced by the school governing bodies, senior leadership teams and other supervising staff members;
- requiring staff to exercise due care and attention, and observe safe working methods, including those inherent in their professional craft or training.
- effectively communicating, consulting, cooperating with employees and board members on all relevant health and safety matters;
- providing a safe and healthy place to work and learn;
- providing access to competent health and safety advice, guidance and support;
- requiring our contractors to co-operate with us;
- ensuring resources are available to ensure the successful management and implementation of health, safety and wellbeing; and
- making continuous improvements in health and safety performance
- training provided to all staff for various health and safety matters

To achieve our aim and objectives the MAT has adopted the Health and Safety Executive's (HSE) "Managing for Health and Safety" HSG65 as our management system.

This statement of Policy will be kept under review and any amendments made to it will be brought to the notice of all employees. A MAT Health and Safety Statement of Intent will be endorsed by each Headteacher for their school.

It is a requirement of the MAT that this policy is implemented, ensuring the “Organisation” and “Arrangements” sections of the Health and Safety Policy document are understood and followed by all staff, directors, governors and other relevant persons within the Trust schools or working on behalf of the MAT.

The Inspire Education Trust will ensure it has access to competent technical advice on health and safety matters to assist in meeting our objectives; we will do this by engaging a competent health and safety advisor or consultancy and where necessary seeking specialist, technical advice from external competent persons, such as CLEAPSS.

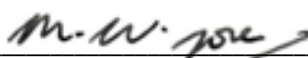
Copies of the policy will be issued to all staff, governors, directors and members, and will be available from each school administration with the principal copy held by the MAT Head of Estates on behalf of the Chair of the Board and Chief Executive Officer.

Reviewed by:	Ben Tranter	March 2025
Senior Lead Review:	Lois Whitehouse	March 2025
Next Review Date:		May 2026
Approved by Directors:		23.05.25

Signed:



Lois Whitehouse
CEO



Mark Gore
Chair of Directors