

Introduction

Trust-Education Group Ltd is fully committed to providing and maintaining a safe, healthy, secure and supportive environment for all pupils, staff, visitors, contractors, volunteers and any other individuals who may be affected by the school's activities. The health, safety and welfare of everyone within the school community is regarded as a fundamental priority and underpins every aspect of the school's operation, strategic leadership and decision-making.

As an independent specialist Social, Emotional and Mental Health (SEMH) school, Trust-Education Group Ltd recognises that effective health and safety extends far beyond statutory compliance. It is central to safeguarding children, promoting positive wellbeing, enabling high-quality education and creating an environment in which pupils feel safe, valued and ready to learn. Many of the pupils attending the school have experienced trauma, adverse childhood experiences, disrupted education or complex social, emotional and mental health needs. Consequently, the school adopts a therapeutic, trauma-informed and relational approach to health and safety which considers both physical and emotional wellbeing.

Trust-Education Group Ltd believes that every member of the school community has a responsibility for promoting safe working practices and contributing positively to the health, safety and welfare of others. Effective health and safety is achieved through strong leadership, clear communication, robust risk management, high-quality training, continual monitoring and a culture in which everyone understands their responsibilities and feels confident to raise concerns.

This policy sets out how Trust-Education Group Ltd meets its legal duties and demonstrates its commitment to maintaining the highest standards of health, safety and welfare. It applies to all school activities, whether taking place on the school site, during educational visits, vocational learning, outdoor education or any activity organised on behalf of the school.

Legal and Statutory Framework

This policy has been developed in accordance with current legislation, statutory guidance and recognised good practice. Trust-Education Group Ltd will ensure that its arrangements remain compliant with all relevant legal requirements and will review this policy whenever legislation or statutory guidance changes.

This policy should be read alongside the requirements of:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Workplace (Health, Safety and Welfare) Regulations 1992
- Regulatory Reform (Fire Safety) Order 2005
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- Control of Substances Hazardous to Health Regulations 2002 (COSHH)
- Manual Handling Operations Regulations 1992
- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- Personal Protective Equipment at Work Regulations
- Electricity at Work Regulations 1989
- Health and Safety (First Aid) Regulations 1981
- Education (Independent School Standards) Regulations 2014
- Equality Act 2010
- Keeping Children Safe in Education (KCSIE) 2026
- Department for Education guidance relating to health and safety within schools
- Health and Safety Executive (HSE) guidance
- Working Together to Safeguard Children

The school recognises that safeguarding and health and safety are intrinsically linked. Decisions relating to health and safety will always take account of the school's safeguarding responsibilities and the welfare of pupils.

Aims and Objectives

Trust-Education Group Ltd aims to provide a learning environment in which health, safety and wellbeing are embedded throughout the organisation. The school seeks to prevent accidents, injuries and ill health by implementing effective management systems, maintaining safe premises, providing appropriate supervision and ensuring that all staff receive the information, instruction, training and support necessary to undertake their roles safely.

The school is committed to identifying hazards before they result in harm and to implementing suitable and sufficient control measures which reduce risks to the lowest reasonably practicable level. Health and safety considerations form part of everyday decision-making, curriculum planning, educational visits, vocational activities and strategic leadership.

Trust-Education Group Ltd will maintain premises that are safe, secure and fit for purpose, ensuring that buildings, equipment and resources are regularly inspected, maintained and monitored. The school will promote a positive culture where concerns can be reported promptly, investigated thoroughly and addressed without delay.

The school also aims to ensure that pupils develop an understanding of personal safety, risk awareness and responsibility for themselves and others. Through a carefully planned curriculum, pastoral support and positive role modelling, pupils are encouraged to understand how safe choices contribute to their own wellbeing and the wellbeing of those around them.

Health and Safety Culture

Trust-Education Group Ltd believes that an effective health and safety culture is created through leadership, accountability and shared responsibility. Health and safety is not viewed simply as a legal requirement but as an integral part of safeguarding, school improvement and the delivery of high-quality education.

The Proprietors and Co-Headteachers are committed to promoting an open and transparent culture where staff are encouraged to identify hazards, report concerns and contribute to the continual improvement of health and safety arrangements. Staff will never be discouraged from reporting accidents, near misses or unsafe practices, and all concerns will be investigated fairly and constructively.

The school promotes a proactive rather than reactive approach to health and safety. Lessons learned from accidents, incidents, near misses and inspections are used to improve procedures, update risk assessments and strengthen practice across the school.

Because many pupils attending Trust-Education Group Ltd have SEMH needs, the school also recognises the importance of emotional safety. Staff work proactively to reduce anxiety, establish predictable routines and create calm learning environments which minimise distress and reduce the likelihood of behavioural incidents. Emotional regulation, therapeutic support and positive relationships are viewed as essential components of maintaining a safe school environment.

Roles and Responsibilities

Health and safety is everyone's responsibility. Every individual working within Trust-Education Group Ltd has a duty to contribute towards maintaining a safe learning and working environment.

The Proprietors, Melissa Wainman and Katie Everson, hold overall responsibility for ensuring that the school complies with all relevant health and safety legislation. They are responsible for ensuring appropriate resources are available to maintain safe premises, provide staff training, implement effective systems and monitor compliance with statutory requirements. The Proprietors receive regular reports regarding health and safety performance and ensure that any identified concerns are addressed promptly.

The Co-Headteachers, Melissa Wainman and Katie Everson, are responsible for the day-to-day implementation of this policy. They ensure that suitable arrangements are in place for managing health and safety, that staff understand their responsibilities and that health and safety remains central to school improvement planning. They ensure appropriate risk assessments are completed, incidents are investigated thoroughly and appropriate action is taken to reduce future risks.

Katie Everson is the school's designated Health and Safety Coordinator. She is responsible for coordinating the daily management of health and safety across the school, maintaining health and safety documentation, monitoring compliance, arranging inspections, reviewing risk assessments, coordinating emergency procedures and providing advice to staff regarding safe working practices. She works closely with the Co-Headteachers to ensure continual improvement of health and safety arrangements.

Melissa Wainman and Katie Everson are jointly responsible for property and premises management. They ensure that the school buildings, grounds, utilities, security systems and equipment are maintained to an appropriate standard and that all statutory inspections, servicing and maintenance are completed by competent persons within the required timescales. They also oversee contractor management, premises development and planned maintenance programmes to ensure that the learning environment remains safe for all users.

The Designated Safeguarding Leads, Janette Bashall, Ashleigh Haynes and Laura Wilding, work closely with senior leaders to ensure that safeguarding and health and safety arrangements complement one another. They ensure that concerns affecting pupil welfare are appropriately managed and that safeguarding considerations remain central to all health and safety decisions.

Melissa Wainman and Katie Everson, as Deputy Designated Safeguarding Leads, support these arrangements and ensure continuity whenever the Designated Safeguarding Leads are unavailable.

Trust-Education Group Ltd recognises that emotional wellbeing is closely linked to health and safety. The Co-Headteachers, Designated Safeguarding Leads and all members of staff work collaboratively to ensure that pupils' social, emotional and mental health needs are considered when assessing risk, planning provision and responding to incidents. The school adopts a therapeutic, trauma-informed approach that promotes emotional regulation, positive relationships and early intervention, recognising that pupils who feel safe and supported are better able to engage in learning and make positive choices.

All members of staff have a legal duty to take reasonable care of their own health and safety and that of others who may be affected by their actions. Staff are expected to follow school procedures, comply with risk assessments, report hazards promptly, participate in training, use equipment safely and contribute positively to maintaining a safe environment. Staff are also expected to model safe behaviours and promote positive attitudes towards health and safety through their daily interactions with pupils.

Pupils are encouraged to develop an understanding of personal responsibility and safe behaviour. Staff support pupils to recognise risks appropriate to their age, stage of development and individual needs, enabling them to make informed and responsible decisions while remaining appropriately supervised.

Risk Assessment

Trust-Education Group Ltd recognises that effective risk assessment is fundamental to maintaining a safe learning and working environment. Risk assessment is an ongoing process that enables the school to identify hazards, evaluate the level of risk and implement appropriate control measures to reduce the likelihood of injury, illness or harm. The school is committed to ensuring that all activities are subject to suitable and sufficient risk assessments in accordance with the Management of Health and Safety at Work Regulations 1999.

Risk assessments are completed before new activities commence, when changes occur to the environment or working practices, following accidents or near misses, and where concerns are identified through routine monitoring or inspection. They are reviewed regularly to ensure they remain accurate, relevant and effective. Where a significant change occurs, the assessment will be reviewed immediately rather than waiting for the scheduled review date.

Risk assessments consider the nature of the activity, the environment in which it takes place, the people involved, the level of supervision required, the competence of staff, the needs of individual pupils and any foreseeable hazards. Particular consideration is given to pupils with SEMH needs, SEND, medical conditions or disabilities to ensure that appropriate adjustments and support are provided.

The school maintains written risk assessments for all significant areas of operation, including educational visits, practical curriculum subjects, outdoor learning, vocational activities, manual handling, lone working, fire safety, premises management, educational equipment, behaviour support, transport arrangements and emergency situations. Individual risk assessments and Behaviour Risk Management Plans are developed where pupils require additional support to participate safely in school activities.

Risk assessments are stored securely, are accessible to relevant staff and form part of the school's wider safeguarding and health and safety arrangements.

Dynamic Risk Assessment

While written risk assessments provide the framework for safe practice, Trust-Education Group Ltd recognises that situations can change rapidly, particularly within an SEMH environment. Staff are therefore expected to undertake dynamic risk assessments throughout the school day by continually observing situations, identifying emerging risks and taking immediate action to maintain safety.

Dynamic risk assessment requires staff to use their professional judgement while remaining within the school's policies, procedures and training. Decisions should always prioritise the safety and welfare of pupils, colleagues and visitors.

Where a risk changes significantly, staff are expected to adapt their approach, seek support where necessary and inform senior leaders so that formal risk assessments can be reviewed and updated accordingly.

Site Security

Trust-Education Group Ltd is committed to maintaining a secure site that promotes both physical safety and emotional wellbeing. Effective site security forms an important part of the school's safeguarding arrangements and helps ensure that pupils, staff and visitors are protected throughout the school day.

The school maintains secure access arrangements to prevent unauthorised entry onto the premises. External doors, gates and access points are monitored appropriately, and

visitors are admitted only through authorised entrances. Security arrangements are reviewed regularly to ensure they remain effective and proportionate.

The school site is supervised throughout the day, and staff remain vigilant to any concerns relating to security or safeguarding. Any suspicious behaviour, unidentified visitors or security concerns are reported immediately to a member of the Senior Leadership Team.

Security systems, including CCTV where installed, are maintained in accordance with relevant legislation and are used to support safeguarding, protect property and assist in the investigation of incidents where appropriate.

The school also recognises the importance of maintaining an environment that feels safe rather than restrictive. Security measures are balanced carefully to ensure they support pupils' wellbeing and do not create unnecessary anxiety.

Visitors

Trust-Education Group Ltd welcomes visitors while recognising its responsibility to safeguard pupils and maintain a safe environment.

All visitors are required to report to reception upon arrival, sign into the school's visitor management system and wear an authorised visitor identification badge throughout their visit. Visitors receive appropriate safeguarding and emergency information, including fire evacuation procedures and any relevant site-specific safety arrangements.

Visitors must remain under the supervision of an appropriate member of staff unless alternative arrangements have been agreed in advance. They are expected to follow school procedures, respect confidentiality and comply with all health and safety requirements while on site.

Where visitors are working directly with pupils, the school ensures that appropriate safeguarding checks are completed where required and that all statutory requirements are met.

Contractors

Trust-Education Group Ltd recognises that contractors play an important role in maintaining the school environment and ensuring that premises remain safe and compliant.

All contractors working on the school site are expected to demonstrate that they are competent to undertake the work for which they have been engaged. Where appropriate, evidence of qualifications, insurance, risk assessments, method statements and safeguarding arrangements will be obtained before work commences.

Contractors receive relevant health and safety information, including emergency procedures, fire evacuation arrangements, site-specific hazards and safeguarding expectations. The school will monitor contractor activities to ensure work is completed safely and with minimal disruption to pupils and staff.

Where work presents additional risks, suitable control measures will be agreed before work begins, and activities may be scheduled outside normal school hours where appropriate.

TRUST EDUCATION GROUP

Premises Management

Trust-Education Group Ltd is committed to providing buildings, facilities and grounds that are safe, well maintained and suitable for delivering high-quality education.

Melissa Wainman and Katie Everson, as Property and Premises Leads, are responsible for ensuring that the school premises remain compliant with statutory requirements and are maintained to a high standard. They oversee planned maintenance, statutory inspections, servicing programmes and improvement works to ensure that the environment remains safe and fit for purpose.

The school undertakes regular inspections of classrooms, communal areas, outdoor spaces, specialist teaching environments and welfare facilities. Any defects or hazards identified during inspections are recorded promptly, risk assessed where necessary and addressed within appropriate timescales.

Maintenance records are retained to demonstrate compliance with statutory inspection requirements. These include, where applicable, records relating to fire safety systems, emergency lighting, electrical installations, gas safety, water hygiene, lifting equipment and other statutory testing.

The school recognises that maintaining high-quality premises contributes significantly to pupils' wellbeing, engagement and educational outcomes. Learning environments are therefore designed to be clean, welcoming, well organised and appropriate for the needs of pupils with SEMH and additional learning needs.

Housekeeping and General Workplace Safety

Good housekeeping is an essential element of effective health and safety management. Trust-Education Group Ltd expects all staff to maintain clean, tidy and organised working environments to minimise the risk of slips, trips, falls and other avoidable accidents.

Walkways, corridors, stairways and emergency exits must remain free from obstruction at all times. Equipment should be stored safely after use, spillages cleaned promptly and any hazards reported immediately.

Furniture, fixtures and equipment are inspected regularly to ensure they remain safe and suitable for use. Any defective equipment must be removed from use immediately and reported to the Property and Premises Leads for repair or replacement.

The school promotes a culture in which every member of the community takes responsibility for maintaining a safe environment through good housekeeping, prompt reporting and positive personal responsibility.

Control of Substances Hazardous to Health (COSHH)

Trust-Education Group Ltd recognises its duties under the Control of Substances Hazardous to Health (COSHH) Regulations 2002 to protect employees, pupils, visitors and contractors from exposure to hazardous substances. The school is committed to preventing ill health and injury through the safe storage, handling, use and disposal of substances that may present a risk.

Hazardous substances used within the school may include cleaning products, disinfectants, paints, adhesives, aerosols, science materials, hair and beauty products, maintenance chemicals and other specialist resources used within the curriculum. Wherever possible, the school will use the least hazardous products available while ensuring that educational and operational requirements are met.

A suitable COSHH assessment is completed before any hazardous substance is introduced into the school. Assessments identify the hazards associated with the product, the level of risk, appropriate control measures, storage requirements, emergency procedures and any personal protective equipment (PPE) that may be required.

All hazardous substances are stored securely within clearly identified storage areas that are inaccessible to pupils unless under direct supervision as part of a planned

educational activity. Products remain in their original containers wherever possible and are clearly labelled in accordance with manufacturer guidance.

Staff who work with hazardous substances receive appropriate information, instruction and training to ensure they understand safe handling procedures, emergency arrangements and reporting requirements. Safety Data Sheets are maintained and made available to relevant staff.

Regular monitoring is undertaken to ensure hazardous substances remain appropriately stored, within expiry dates and suitable for continued use.

Manual Handling

Trust-Education Group Ltd is committed to reducing the risk of injury associated with manual handling activities. The school recognises that poor lifting techniques and inappropriate handling practices can result in significant musculoskeletal injuries and will therefore seek to eliminate unnecessary manual handling wherever reasonably practicable.

Where manual handling cannot be avoided, suitable risk assessments are completed to identify potential hazards and implement appropriate control measures. Staff are encouraged to consider whether lifting tasks can be avoided, whether mechanical aids are available and whether assistance should be sought before attempting to move heavy or awkward objects.

Manual handling activities undertaken within the school may include moving furniture, educational resources, equipment and deliveries. Staff are expected to use safe lifting techniques, follow training provided and avoid undertaking tasks that exceed their physical capability.

Where individual pupils require physical assistance because of medical needs, disabilities or mobility difficulties, appropriate risk assessments and handling plans will be developed in consultation with relevant professionals and parents or carers where appropriate.

Training in safe manual handling techniques is provided to staff whose roles require them to undertake lifting or handling activities as part of their duties.

Electrical Safety

Trust-Education Group Ltd recognises its responsibilities under the Electricity at Work Regulations 1989 to maintain electrical systems and equipment in a safe condition.

All electrical installations are inspected and tested by competent contractors at intervals determined by current regulations. Portable electrical equipment is subject to inspection and testing where appropriate, with records maintained to demonstrate compliance.

Staff are expected to carry out basic visual checks before using electrical equipment and must immediately report damaged plugs, cables, sockets or appliances. Defective equipment must be removed from use without delay, clearly labelled and reported to the Property and Premises Leads.

Extension leads and multi-socket adaptors should only be used where necessary and must not present trip hazards or become overloaded. Staff are prohibited from bringing personal electrical appliances onto the school site unless authorised and appropriately inspected.

Electrical cupboards, distribution boards and plant areas remain secured and accessible only to authorised personnel.

First Aid and Medical Provision

Trust-Education Group Ltd is committed to ensuring that appropriate first aid provision is available at all times to protect the health, safety and welfare of pupils, staff and visitors.

The school maintains an appropriate number of suitably trained first aiders who are available throughout the school day and during school activities. Training is renewed in accordance with recognised standards, and records of qualifications are maintained centrally.

First aid equipment is located throughout the school in clearly identified locations and is inspected regularly to ensure that supplies remain complete and within expiry dates. Portable first aid kits accompany all educational visits, sporting activities and off-site learning.

A designated medical room is available to provide appropriate care, assessment and temporary supervision for pupils who become unwell or sustain minor injuries during the school day. The room provides suitable facilities to ensure privacy, dignity and effective treatment.

Where a pupil requires emergency medical treatment, staff will contact the emergency services without delay and notify parents or carers as soon as reasonably practicable. A

member of staff will accompany the pupil to hospital where appropriate until responsibility is transferred to a parent, carer or medical professional.

All accidents, injuries and first aid treatment are recorded accurately and reviewed to identify trends or recurring hazards. Where incidents meet the reporting criteria under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, the appropriate statutory notifications will be made.

The school maintains individual healthcare plans for pupils with identified medical needs and works closely with parents, carers and healthcare professionals to ensure that pupils receive appropriate support throughout the school day.

Medication is administered only in accordance with the school's Administration of Medicines Policy. Staff receive appropriate training where pupils require emergency medication, including adrenaline auto-injectors, asthma inhalers or other prescribed treatments. Medication is stored securely while remaining readily accessible in an emergency.

Trust-Education Group Ltd recognises that many pupils may experience anxiety relating to illness, injury or medical procedures. Staff therefore provide reassurance and support in a calm, sensitive and trauma-informed manner, ensuring that pupils feel safe while receiving first aid or medical assistance.

Display Screen Equipment (DSE)

Trust-Education Group Ltd recognises its duty to protect staff who regularly use display screen equipment as part of their work. The school is committed to promoting good ergonomic practice and reducing the risk of musculoskeletal disorders, visual fatigue and work-related stress associated with prolonged computer use.

Staff who are identified as regular users of display screen equipment will receive appropriate guidance regarding workstation setup, posture, seating, lighting and safe working practices. Workstations will be arranged to minimise unnecessary strain and allow staff to work comfortably and safely.

Staff are encouraged to take regular breaks from prolonged screen use, vary their activities where possible and report any concerns regarding discomfort or equipment to their line manager.

Where adjustments are required to support individual needs, these will be considered promptly and appropriate equipment provided where reasonably practicable.

Legionella and Water Hygiene

Trust-Education Group Ltd is committed to maintaining safe water systems and preventing the risk of Legionella bacteria.

A suitable water hygiene risk assessment is maintained, and appropriate control measures are implemented in accordance with current guidance. Water systems are inspected, monitored and maintained by competent contractors, with records retained to demonstrate compliance.

Routine flushing, temperature monitoring, cleaning and servicing are undertaken where required to minimise the risk of bacterial growth. Any concerns regarding water quality or system performance are investigated promptly.

Where buildings or parts of the premises have been unoccupied, appropriate precautions are taken before areas are brought back into use.

First Aid and Medical Provision

Trust-Education Group Ltd is committed to ensuring that appropriate first aid provision is available at all times to protect the health, safety and welfare of pupils, staff and visitors.

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First aid equipment is located throughout the school in clearly identified locations and is inspected regularly to ensure that supplies remain complete and within expiry dates. Portable first aid kits accompany all educational visits, sporting activities and off-site learning.

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Where a pupil requires emergency medical treatment, staff will contact the emergency services without delay and notify parents or carers as soon as reasonably practicable. A member of staff will accompany the pupil to hospital where appropriate until responsibility is transferred to a parent, carer or medical professional.

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the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, the appropriate statutory notifications will be made.

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Trust-Education Group Ltd recognises that many pupils may experience anxiety relating to illness, injury or medical procedures. Staff therefore provide reassurance and support in a calm, sensitive and trauma-informed manner, ensuring that pupils feel safe while receiving first aid or medical assistance.

Emergency Planning

Trust-Education Group Ltd recognises that effective emergency planning is essential to protecting pupils, staff, visitors and the wider school community. The school has established clear procedures to respond promptly and effectively to emergencies, ensuring that risks are minimised and appropriate action is taken to safeguard everyone on site.

Emergency planning arrangements include responses to fire, medical emergencies, severe weather, flooding, utility failures, gas leaks, security incidents, missing pupils, serious accidents and other unforeseen events that may affect the safe operation of the school.

The Co-Headteachers are responsible for ensuring that emergency procedures remain current, are communicated effectively to staff and are reviewed regularly. Staff receive appropriate training and are expected to be familiar with emergency procedures relevant to their role.

Where an emergency occurs, the safety and welfare of pupils will always remain the school's primary consideration. Decisions will be made in accordance with available information, professional judgement and the school's safeguarding responsibilities.

Following any significant incident, senior leaders will undertake a full review to identify lessons learned and implement improvements where appropriate.

Lockdown Procedures

Trust-Education Group Ltd maintains a comprehensive Lockdown Procedure to protect pupils, staff and visitors should an external or internal threat require the school to restrict movement within the premises.

The school recognises that lockdown procedures may be distressing, particularly for pupils with SEMH needs. Staff therefore adopt a calm, reassuring and trauma-informed approach when implementing procedures, providing clear instructions and reassurance throughout the incident.

Lockdown arrangements are communicated to staff during induction and through regular refresher training. Age-appropriate information is shared with pupils to ensure they understand expectations without causing unnecessary anxiety.

Practice lockdown exercises are undertaken periodically to familiarise staff and pupils with procedures while remaining sensitive to individual needs. Following each exercise, arrangements are reviewed to identify any improvements required.

Business Continuity

Trust-Education Group Ltd is committed to maintaining continuity of education wherever reasonably practicable in the event of disruption.

The school maintains appropriate business continuity arrangements to minimise the impact of emergencies, significant incidents or unforeseen circumstances affecting normal operations.

Business continuity planning considers a range of scenarios including severe weather, infectious disease outbreaks, utility failures, cyber incidents, loss of premises, staff shortages and other events that may interrupt educational provision.

Senior leaders will work collaboratively with staff, parents, carers, local authorities and relevant agencies to ensure that appropriate arrangements are implemented to maintain education, safeguard pupils and restore normal operations as quickly as possible.

Business continuity arrangements are reviewed regularly as part of the school's wider risk management processes.

Health and Safety Training

Trust-Education Group Ltd recognises that effective training is fundamental to maintaining a safe school environment. All staff receive appropriate information, instruction and training to enable them to fulfil their responsibilities confidently and safely.

Health and safety training begins during staff induction and continues throughout employment as part of the school's continuing professional development programme. Training is refreshed regularly and updated whenever legislation, guidance or school procedures change.

Training may include safeguarding, child protection, fire safety, first aid, emergency procedures, manual handling, COSHH, educational visits, infection prevention and control, behaviour management, positive handling, risk assessment, Prevent Duty, online safety and any other areas identified through risk assessment or organisational need.

Additional training is provided for staff undertaking specialist responsibilities, including first aiders, fire marshals, safeguarding leaders and those leading educational visits or practical curriculum areas.

Accurate training records are maintained and monitored by senior leaders to ensure that qualifications remain current and statutory requirements are met.

Monitoring, Audit and Quality Assurance

Trust-Education Group Ltd is committed to continually improving health and safety performance through effective monitoring, evaluation and quality assurance.

Health and safety arrangements are monitored through routine inspections, workplace observations, accident analysis, risk assessment reviews, statutory inspections and staff feedback. These processes enable the school to identify strengths, address areas for improvement and ensure that standards remain consistently high.

Katie Everson, as Health and Safety Coordinator, undertakes regular monitoring of health and safety arrangements and reports findings to the Co-Headteachers. Melissa Wainman and Katie Everson, as Proprietors, review health and safety performance regularly to ensure compliance with statutory requirements and the school's own high standards.

Where monitoring identifies concerns or opportunities for improvement, action plans are developed and implemented promptly. Progress is monitored through regular review meetings and incorporated into the school's wider quality assurance and school improvement processes.

Accident data, near misses and incident reports are analysed to identify trends and inform future planning. The school believes that learning from incidents is an essential part of maintaining a proactive health and safety culture.

Related Policies

This policy should be read alongside the following Trust-Education Group Ltd policies and procedures:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Positive Handling Policy
- Attendance Policy
- First Aid Policy
- Administration of Medicines Policy
- Fire Safety Policy
- Lockdown Procedure
- Educational Visits Policy
- Premises Management Policy
- Lone Working Policy
- Risk Assessment Policy
- COSHH Procedures
- Accessibility Plan
- Equality Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Business Continuity Plan
- Emergency Evacuation Procedures

These documents collectively support the school's commitment to providing a safe, healthy and inclusive environment for all members of the school community.

Policy Review

This Health and Safety Policy applies for the academic year 2026–2027 and will be reviewed annually or sooner where required due to changes in legislation, statutory guidance, Health and Safety Executive advice, Department for Education guidance or significant incidents affecting the school.

The review will consider monitoring information, accident data, audit findings, staff feedback and developments in best practice to ensure that the policy continues to meet

the needs of Trust-Education Group Ltd and remains fully compliant with statutory requirements.

The policy will be reviewed by the Co-Headteachers and approved by the Proprietors.

Compliance Statement

Trust-Education Group Ltd is committed to providing a learning and working environment where health, safety and wellbeing are integral to every aspect of school life. Through strong leadership, effective risk management, high-quality training and a culture of shared responsibility, the school strives to ensure that all pupils, staff, visitors and contractors are protected from foreseeable harm.

The school recognises that maintaining high standards of health and safety is essential to safeguarding children, promoting positive wellbeing and enabling pupils to achieve their full potential. Health and safety arrangements are embedded throughout the school's leadership, curriculum, premises management and daily practice, ensuring that every decision is guided by the best interests of pupils and the wider school community.

This policy demonstrates Trust-Education Group Ltd's commitment to meeting its statutory responsibilities and reflects the requirements of:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Workplace (Health, Safety and Welfare) Regulations 1992
- Regulatory Reform (Fire Safety) Order 2005
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- Control of Substances Hazardous to Health Regulations 2002 (COSHH)
- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- Electricity at Work Regulations 1989
- Health and Safety (First Aid) Regulations 1981
- Education (Independent School Standards) Regulations 2014
- Equality Act 2010
- Keeping Children Safe in Education (KCSIE) 2026
- Relevant Department for Education guidance
- Health and Safety Executive guidance

Trust-Education Group Ltd will continue to review and strengthen its health and safety arrangements to ensure they remain effective, proportionate and reflective of best practice, enabling every member of the school community to learn and work within a safe, supportive and inclusive environment.

Policy Lead	Melissa Wainman Proprietor
Date:	1st September 2026
Policy Review Date:	1st September 2027
Version:	1
Approval:	Matthew Embley Chair of the Governing Body

