LOUGHBOROUGH SCHOOLS FOUNDATION

HEALTH AND SAFETY

GENERAL POLICY STATEMENT

1. This statement of general policy on Health and Safety for the Loughborough Schools Foundation (the '**Company**' - a Company Limited by guarantee, number 4038033 and a Registered Charity, number 1081765) embodies the requirements under section 2(3) of the Health and Safety at Work Act 1974 ("The Act").

2. The Company:

   a. recognises and accepts its responsibility as an employer to provide, as far as is reasonably practicable, a safe and healthy workplace for its employees.

   b. will take all reasonable steps to prevent personal injury, health hazards and damage to property. It is also the policy of the company to extend this level of protection to pupils, members of the public and contractors.

   c. will take all reasonable steps to ensure compliance with all current and future legislation involving work in the Company. The planning and implementation of the health and Safety policy for the Company will be carried out on behalf of the Board of Directors by the principal officers and other staff members as appropriate. Details of the Organisation and Arrangements are detailed in the Loughborough Schools Foundation Health and Safety manual.

   d. recognises the need to consult members of staff and management on health & safety matters and the need to consult individuals before allocating specific health & safety functions. Consultation will be achieved by discussion through appropriate bodies such as the Health and Safety Committees.

   e. recognises its responsibility under the Act and other UK Domestic Legislation to, as far as is reasonably practicable:

      i. provide plant, equipment and systems of work which are safe and without risk to health.

      ii. plan for the safe handling, storage and transportation of articles and substances.

      iii. maintain the premises in a condition that is safe and without risks to health and to maintain access to, and egress from, the premises.

      iv. provide and maintain a working environment that is safe and

without risks to health including adequate welfare facilities for employees and pupils.

f. acknowledges the need to provide adequate information, instruction and training for employees and pupils to perform their work safely and without risk to health.

g. will take all reasonable steps to ensure that any necessary expert advice will be provided to assess the risks to health and safety within the Organisation and the precautions required to minimise/remove those risks.

h. requires the support of employees and pupils in achieving the objectives of the health and safety policy. All employees have a duty, under the Act, to:

i. report any hazardous situations and accidents.

ii. observe safety rules and procedures.

iii. use, with all reasonable care, any machinery, equipment, safety devices and personal protection equipment provided by the Schools and keep any such items in good repair and condition.

iv. cooperate with their employer as regards matters of health and safety, so that appropriate duties or requirements under the health and safety at work act can be complied with.

v. never intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, or welfare.

vi. report any damage, loss or theft of any safety device or equipment provided by the Schools as soon as possible to their line manager.

3. These requirements placed upon employees should also be observed by pupils of the Loughborough Schools Foundation.

This Statement of General Policy can be obtained on the intranet systems and will be displayed for the benefit of all employees, at appropriate places on the Foundation premises. This Statement will be reviewed biannually, and employees advised as and when it is reviewed, added to or modified.

Date: 1 September 2022

Signed:

For and on behalf of the Board of Directors by
the Chief Operating Officer