



HEALTH AND SAFETY POLICY 2025-2026

At Link Academy Trust, our vision is clear:

Flourishing schools for all at the heart of our communities.

Inspired by, *“Life in all its fullness” (John 10:10)*, we strive to create environments where every individual can thrive.

Our mission is underpinned by three core values that guide everything we do:

- **Belonging** – Every interaction matters; we nurture relationships and ensure everyone feels valued and included.
- **Curiosity** – We embrace ambition, creativity, and innovation to inspire lifelong learning.
- **Collaboration** – We foster an open culture of accountability and shared success, working together for the benefit of all.

These principles shape our approach to equality and diversity, ensuring that every policy, decision, and action reflects our commitment to inclusion and excellence.

Health and Safety Policy 2025/26

The Link Academy Trust (the Trust) is a company limited by guarantee and an exempt charity, regulated by the Department of Education (DfE). All Members of the Board of Trustees are Directors of the company as well as Trustees of the exempt charity; the term 'Trustee' used in this policy also means Director. This policy applies to all academies within the Trust.

SECTION 1

STATEMENT OF INTENT

The Trustees of the Trust recognise its overall responsibility for the health, safety and welfare of all employees, pupils and others using the Trust's premises. The Trust will strive to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the *Health and Safety at Work Act 1974* and all statutory and common law duties associated with it.

This policy sets out how these duties will be conducted and includes a description of the Trust's organisation and arrangements for dealing with different areas of risk. [Section 2](#) will establish specific responsibilities at all levels of the Trust's organisation. [Section 3](#) will outline the specific arrangements put in place to manage these areas of risk and hence to meet the Trust's obligations under the law.

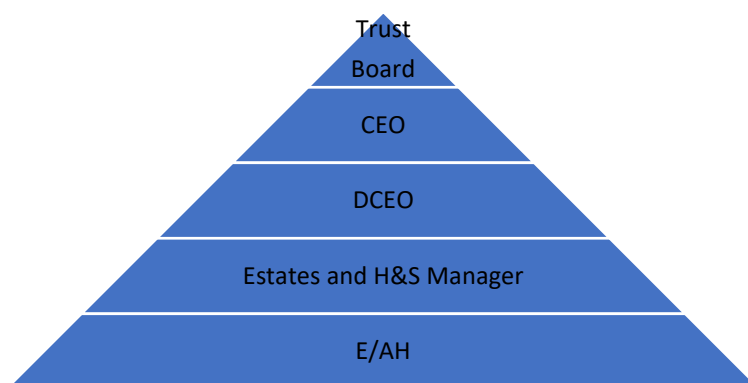
This policy will be brought to the attention of all members of staff, contractors and hirers. Staff will receive this policy on appointment and when the policy is updated.

This policy statement and the accompanying organisation and arrangements will be reviewed annually and any revisions brought to the attention of all members of staff.

SECTION 2

DELEGATED RESPONSIBILITIES

Pictorial of delegated responsibilities of Health and Safety (H&S)



Responsibilities of the Trustees

- To produce and regularly review the H&S Policy for the Trust. This policy will reflect the requirements of the *Health and Safety at Work Act 1974* by outlining arrangements to ensure, so far as is reasonably practicable, the health, safety and wellbeing of staff, pupils and others affected by the organisation.
- To monitor both compliance with, as well as the effectiveness of, this policy.

- To provide adequate resources to meet the Trust's legal responsibilities as well as compliance with this policy.
- To assist the Trustees in discharging its legal obligations, the academy has appointed the Devon Health & Safety Service as its 'competent person' as defined by the *Management of Health and Safety at Work Regulations 1999*
- The specific arrangements adopted will be guided by the Health, Safety & Wellbeing Service's Health & Safety Arrangements Notes for Academies.
- To lead an effective H&S culture which seeks to promote high standards of H&S across the Trust.

Responsibilities of the CEO

- The CEO is ultimately responsible for H&S in the workplace and ensures good practice is developed and implemented with a proactive Health and Safety management and culture.
- Reports to the Trust Board.
- Delegates responsibility to the Deputy CEO

Responsibilities of the DCEO

- To act as the Duty Holder for the Trust in areas relating to Premises Management and H&S.

Responsibilities of the Estates and Health & Safety Manager (EHSM)

- Monitor purchasing and contracting procedures to ensure H&S is included in specifications and contract conditions.
- Ensuring, where necessary, that suitable contracts are in place for regular checking of Statutory Duties (including legionella, asbestos, annual playground equipment inspections, fire extinguishers, portable appliance testing etc).
- Promote good practice and embed H&S within the Trust's estate management ensuring compliance with technical and legal standards.
- Report to the Trustees on H&S performance and to monitor both compliance with, as well as the effectiveness of, this policy Report to the Trustees any significant risks or policy requirements which cannot be met within the academy's budget.
- Ensure that the premises, plant and equipment are maintained in a safe and serviceable condition, and that all statutory inspections of plant and equipment are completed and records kept.
- Ensure that arrangements are in place for any reported defects in plant, equipment or facilities to be made safe.
- Ensure that accident, work related ill health and violent incidents are reported to the Trustees and investigated as necessary and that RIDDOR reportable incidents are reported to the HSE.

The EHSM has the delegated task of assisting the E/AHs to discharge their duties in relation to day-to-day H&S management. To do this the EHSM will:

- Co-ordinate and manage the risk assessment process for each academy.
- Carry out H&S reviews for each academy, at least annually but also on the appointment of new E/AHs and administrators, to ensure compliance with the requirements and report the findings to the E/AHs to ensure that appropriate actions are taken where necessary. These reviews will also be reported to the Trustees.
- Assist with the identification of training needs and training delivery across the academies to ensure that staff are adequately instructed.
- Following periodic H&S audits, liaise with the E/AHs and Trustees in relation to the findings and any associated remedial actions required.
- Maintain control of the central H&S compliance system (Every), with non-action of activities being flagged to Academy staff initially, escalating to the DCEO if necessary.

- Ensure Training Logs are maintained for each Academy and that H&S training has been undertaken including induction for new staff and all staff are briefed on updated practice and changes and that these are recorded- the most effective route being through E/AHs and weekly staff meetings.
- Ensure there is a rolling programme of auditing risk assessments and that the DCEO is informed if there is any cause for concern. E/AHs must review and approve any Risk Assessments on a yearly basis.
- To assist in organising any statutory external risk assessments and maintenance checks/ service and monitor actions.
- To review the external fire risk assessment annually and ensure fire risk assessment training is renewed when needed.
- To liaise with maintenance personnel to ensure a regular programme of school repair/upkeep in place and adhered to.
- To ensure all H&S related policies are being reviewed considering the latest current good practice and implemented consistently across the Trust. Support any improved practice required. Support the review of policies in a timely way with best practice in mind and ensure recommendations and improvements are recorded.

Responsibilities of the Executive/Academy Heads (E/AHs)

The E/AHs have day-to-day responsibility for H&S management within their academy and will take all reasonable practicable steps to secure the H&S of pupils, staff and others using the academy premises or participating in academy sponsored activities. The E/AHs will be the 'responsible' or 'designated' person for their academy(ies).

In particular, the E/AHs will:

- Lead by example and demonstrate a visible, active commitment to H&S improvement.
- Ensure that suitable and sufficient risk assessments of work activities are undertaken, that a written record of the significant findings of these assessments is kept and that these assessments are subject to annual review, at the time of any significant change or for ongoing review to update any actions. This includes those activities off-site.
- Ensure that all staff involved in educational visits are aware of their responsibilities regarding the Off-Site Visits Policy and have access to it.
- Co-operate with the Trustees to ensure that this policy and its associated arrangements are implemented and complied with.
- Communicate this policy and other appropriate H&S information to all relevant people including contractors.
- Ensure that effective emergency and evacuation procedures are in place.
- Ensure that there is appropriate first aid provision in place.
- Identify the needs and arrange the H&S training of staff, including temporary employees and hence ensure that they are competent to carry out their roles and are provided with adequate information, instruction and training.
- Ensure all new employees are briefed about safety arrangements during their induction and have access to a copy of the Trust's H&S policy (this document) and the opportunity to read it. New staff should also be shown the LAT Basic H&S training video.
- Ensure an open and effective means of communication with staff on H&S issues.
- Ensure consultation arrangements are in place for staff and their trade union representatives.
- Receive reports from enforcement officers and advisory bodies and, where appropriate, take relevant actions to address issues raised.
- Collate accident and incident information and, when necessary, carry out accident and incident investigations.

Whilst overall *responsibility* for H&S cannot be delegated the E/AHs may choose to refer to the EHSM for assistance.

Responsibilities of the Kitchen Managers

The Kitchen Managers have specific delegated tasks in relation to H&S management within their departments/subject areas. They must ensure that:

- Risk assessments are undertaken for the work areas for which they are responsible and that identified control measures are implemented
- Appropriate safe working procedures are brought to the attention of all staff via appropriate instruction and training and are enforced effectively
- They take appropriate action on health, safety and welfare issues referred to them, informing the Academy Head, Catering Manager, or the EHSM of any problems they are unable to resolve within the resources available to them
- They carry out regular inspections of their area of responsibility and report / record these inspections to the Academy Head, Catering Manager or the EHSM.
- All accidents (including near misses) occurring within their area of responsibility are promptly reported and investigated

Responsibilities of all Employees

Under the HSAW Act 1974 all employees have general H&S responsibilities. All employees are obliged to take care of their own H&S whilst at work along with that of others who may be affected by their actions or omissions. This also applies to volunteers who are under the control of the Academy Trust.

Specifically, all employees have responsibility to:

- Take reasonable care for the H&S of themselves and others in undertaking their work.
- To refer to training sheets, attached to this policy, should the need for manual handling or working at height be recognised.
- Act to prevent work related accidents and ill health.
- Comply with the Trust's H&S Policy arrangements at all times.
- Report all accidents and incidents, however minor, to supervisors or line managers.
- Not intentionally interfere with or misuse any equipment or fittings provided in the interests of health, safety and welfare.
- Report all defects in the condition of premises or equipment and any H&S concerns immediately to their E/AH and school administrator.
- Ensure that they only use equipment or machinery for which they are competent and have been trained to use.
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons.

Responsibilities of Pupils

Pupils, in accordance with their age and aptitude, are expected:

- To exercise personal responsibility for the H&S of themselves and others.
- To observe standards of behaviour and dress consistent with safety and/or hygiene (this includes items of 'jewellery').
- To observe all the H&S rules of the academy and in particular, the instructions of staff given in an emergency.
- To not wilfully misuse, neglect or interfere with facilities or equipment provided for their and others' H&S.

Responsibilities of Visitors

Visitors and other users of the Trust's premises or land must observe the H&S arrangements put in place by the Trust.

Responsibilities of Contractors, Hirers and Others

- All contractors who work on the Trust's premises are required to identify and control any risks arising from their activities and inform the E/AH of any risk that may affect the staff, pupils and visitors.
- Contractors, hirers and others who use the Trust's premises must conduct themselves and carry out their operations such that all statutory and advisory safety requirements are met at all times.
- All contractors must be aware of this Policy and the associated emergency procedures and comply with these requirements at all times.
- In instances where the contractor creates hazardous conditions and refuses to eliminate them or take measures to make them safe, the E/AH will take such actions as are necessary to prevent staff, pupils and visitors being put at risk from injury.
- When the Trust's premises are used for purposes not under the direction of the E/AHs, then the person in charge of the activities for which the premises are used will have responsibility for the safe practices undertaken.

SECTION 3: ARRANGEMENTS

Risk Assessment

The underlying process which informs safety management is risk assessment. Assessments of significant risks will be made with those persons responsible for the activity or area affected and the significant findings of these decisions will be recorded in writing. This will be achieved principally by amending and adopting the model risk assessments provided by the Health, Safety & Wellbeing Service. Specifically, the model risk assessments amended and adopted in order to identify suitable risk control measures will be as follows:

- RAA22 (Whole School Risk Assessment)
- RAA03 (Sites and Buildings)
- RAA24B (Site Security)
- RAA04 (Caretaking – Academies who employ their own staff only)
- RAA11 (Kitchen Safety – Academies who employ their own staff only)
- RAA08 (Fire Risk Assessment) The E/AH will complete at least annually, with assistance from the EHSM, to review the previous external fire risk assessments (conducted every 3 years) and when there are significant changes. Actions will be reviewed and updated regularly.

Risk assessments are produced by the E/AH, with assistance from relevant members of staff, with their input noted and signed to confirm commitment. Kitchen Managers should complete the RAA11 Kitchen Safety risk assessment with assistance from the E/AH if necessary. Templates are available from the school administrator.

Risk assessments are available for all staff to view and are held centrally in the School Office, on Every H&S system and/or on Teams/SharePoint site. Wherever possible, affected staff will be included in the risk assessment process and detailed to confirm commitment. Staff and other affected parties will be briefed in the risk assessment findings.

Risk assessment records will be reviewed annually, or on significant change and reviewed to ensure any actions are undertaken.

For full details relating to risk assessment arrangements, reference should be made to the HSA47 Arrangements Note.

Other arrangements in alphabetical order:

Accident/Incident Reporting

All employee accidents must be reported to the Trustees by entering accident details onto the OSHENS on-line accident reporting system. This system can be accessed by the school administrator, AH and EHSM.

Accidents to pupils and other non-employees should be recorded on the Link accident forms. Those accidents to pupils and members of the public which are work related, in that they have arisen out of a material defect or organisational failure, must also be reported to the Trustees by entering the accident details onto the OSHENS on-line accident reporting system.

Parents and carers will be notified immediately of all major injuries.

The E/AHs will investigate accidents and take remedial steps to avoid similar instances recurring by using the OSHENS system or completing the Accident/Near Miss reporting forms and emailing to the EHSM.

All accidents which fall within the scope of the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013 will be reported to the HSE via the OSHENS on-line accident reporting system. This will be undertaken by the E/AHs with assistance from the school administrator or EHSM.

For full details relating to accident reporting arrangements, reference should be made to the HSA01 Arrangements Note.

Asbestos

The arrangements for the management of asbestos on the site where applicable are detailed in the Asbestos Management Plan (AMP). This is in the relevant School Office.

The Asbestos Register is held in the School Office and will be made available to all staff and contractors prior to **any** work commencing on the fabric of the building. The contractor should complete the ASBA1 form, prior to commencing any work. No work can commence until permission to work has been given by the authorising manager named in the AMP. A copy of the asbestos register should be kept with the AMP, along with the latest inspection reports as necessary.

The authorising manager shall ensure:

- The AMP is reviewed annually and that any changes are approved by the Trustees.
- That the Asbestos Register is consulted at the earliest possible opportunity in the planning process and that **all** work on the fabric of the building or fixed equipment is approved via the completion of the ASBA1 form and/or the Contractor signing-in form
- A visual inspection of those asbestos containing materials remaining on site is conducted and recorded on the ASBA2 (A) form according to the frequencies identified in the AMP. Any subsequent changes to asbestos containing materials on site will be recorded in the Register
- The E/AH can decide to order an asbestos re-inspection, if applicable to their academy, although academies with little or no known asbestos, with no material changes in that area can record this as not needed on the Asbestos Management Plan

All parties will ensure that any damage to materials known or suspected to contain asbestos should be reported to the E/AHs and the EHSM for the Trust at the earliest opportunity.

For full details relating to the management of asbestos, reference should be made to the HSA04 Arrangements Note as well as the Asbestos Management Plan.

Communication and Training

Detailed guidance and information about H&S issues can be found in the Health, Safety & Wellbeing Service's Arrangements Notes which are located in the OSHENS Document Library. The Health, Safety & Wellbeing Service also provides competent H&S advice for school staff and can be contacted on 01392 382027 or on healthandsafety@devon.gov.uk.

The H&S Law poster is displayed in each Academy.

H&S training. All employees will be provided with:

- induction training in the requirements of this Policy
- updated training in response to any significant change
- training in specific skills needed for certain activities as identified by the relevant risk assessment
- refresher training where required

Training records will be kept by the administrator and EHSM on the Every H&S system. The Senior Administrators and the EHSM are responsible for co-ordinating H&S training needs. This includes a system for ensuring that refresher training is undertaken within the prescribed time limits.

Each member of staff is also responsible for drawing the relevant line manager's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence. All employees shall undertake work tasks as instructed and trained.

For full details relating to staff training, reference should be made to the HSA55 Training Arrangements Note.

Consultation

Consultation of day-to-day matters will be achieved by items on regular staff meeting agendas.

Members of staff with concerns should raise them initially with the relevant E/AH or the EHSM. If required, requests for external advice should then be sought from the Health, Safety & Wellbeing Service for concerns of employees which cannot be resolved locally.

Staff should feel free to contact the appropriate trade union appointed Safety Representative. The Trust welcomes the support of trade unions in health and safety matters.

For full details relating to staff consultation, reference should be made to the HSA08 Arrangements Note.

Construction Design Management (CDM)

The Construction (Design and Management) Regulations 2015 (CDM) apply to the entire construction process to ALL construction projects regardless of size or duration. As the Client, Link have overall responsibility for the successful management of a project which includes effective control of H&S.

The CDM regulations apply to all construction based projects which are either notifiable or non-notifiable. Where projects become notifiable additional legal duties are placed on all parties but only if the work:

- Lasts longer than 30 days AND

- Has more than 20 workers working simultaneously at any point OR
- Exceeds 500 person days.

If the project becomes notifiable, the HSE must be notified with an F10 notice at the earliest opportunity. This must be issued by the Client. Link are committed to the aims of the CDM regulations and aim to ensure compliance throughout the entire construction process from inception to completion.

Contractors

All contractors must report to the School Office where they will be asked to sign the visitors' book and wear an identification badge. Contractors will be issued with guidance on fire procedures, local management arrangements, vehicle movement restrictions and requirements for safe practice whilst on site. Where necessary, contractors will also be requested to complete and sign the ASBA1 form to confirm that they have read and understood the Asbestos Register, as above in the Asbestos Section.

In respect of construction works, the DCEO/ EHSM will ensure that the client's duties under the Construction (Design & Management) Regulations 2015 have been understood and complied with. Specifically, the DCEO/ EHSM will ensure that any Designer/Principal Designer and Contractor/Principal Contractor is appointed in writing and will ensure that a Construction Phase H&S Plan is in place prior to any works commencing on the site.

For full details relating to the control of contractors, reference should be made to the HSA07 CDM Arrangements Note.

Curriculum Activities

Risk assessments for the significant hazards within curriculum activities will be carried out by the E/AHs using the appropriate Health, Safety & Wellbeing Service's model risk assessments listed above.

Staff will ensure that they are familiar with all risks that might arise from the tools, equipment, materials and processes they plan for children to use.

For full details relating to the primary curriculum areas, reference should be made to the HSA46 Arrangements Guidance Note.

Display Screen Equipment (DSE)

All staff who use computers daily for continuous spells of an hour or more, or a total daily time of 3 hours or more will have a DSE assessment carried out every 2-3 years or on significant change to the workstation. This will be achieved by completing the OSHENS DSE online training and assessment. Any staff members who feel they should have an assessment, and have not done so yet, should contact hsafety@thelink.academy

Staff identified as DSE users are entitled to an eyesight test for DSE use every 2 years by a qualified optician and corrective glasses, if required, specifically for DSE use, subject to a total cost of £45.00. This can be requested from the HR Manager, hr@thelink.academy

For full details relating to DSE, reference should be made to the HSA12 DSE Arrangements Note.

Emergencies

The Academy should ensure preparedness for emergency situations, and procedures for critical incidents and off-site emergencies are contained within the Academy's Business Continuity Plan which is located on Every system and will be reviewed annually. Emergency contact and key holder details are held within this plan.

Expectant Mothers

If a member of staff employed by the Trust is expecting, they must inform their E/AH, as soon as is practicable, who will ensure that the assessment is recorded on the RAA18 risk assessment document.

Fire and Emergencies

~~The EHSM will ensure~~ An external fire risk assessment has been undertaken ~~every 3 years~~ and is then reviewed annually by the E/AH with the assistance of the EHSM using the RAA08 document and controls implemented accordingly. The fire risk assessment is located in the School Office and on the H&S Compliance system and will be reviewed annually.

Fire and emergency evacuation procedures are detailed in the Fire and Emergency Evacuation Plan document which is located in the School Office and/or staffroom, and on the H&S Compliance system. All staff will be briefed in the contents of this plan at induction and on an annual basis. This will be augmented by fire drills which will be undertaken termly. Evacuation procedures are also made known to all contractors / visitors.

The Administrators in each academy are responsible for ensuring that the academy's Fire Log is kept up to date. Weekly testing of fire alarms are to be carried out under the control of the School Administrators and recorded on the H&S Compliance system.

Procedures for other critical incidents and off-site emergencies are contained within the Academy's Business Continuity Plan which is located in the School Office and on the H&S Compliance system and will be reviewed annually. Emergency contact and key holder details are held in the plan. The plan must be updated on change of contact details.

For full details relating to fire safety, reference should be made to the HSA18 Fire Safety Arrangements Note.

First Aid

Each academy has risk assessed the need for first aid provision. First aid boxes are located strategically throughout the academies and training provided accordingly.

Training records will be kept. The Training Co-ordinator and School Administrator will ensure that refresher training is organised and individual academies will ensure the contents of first aid boxes are maintained.

For full details relating to first aid, reference should be made to the LAT First Aid Policy and the HSA19 First Aid Arrangements Note.

Hazardous Substances

Where it is consistent with the effective performance of the task in hand, every attempt will be made to choose the least harmful chemical possible.

The responsible manager shall ensure that:

- an inventory of all hazardous substances used within their area of responsibility is compiled and kept up-to-date
- Safety Data Sheets (SDS) are obtained from the relevant supplier for all such materials
- risk assessments are conducted by the Kitchen Manager / EHSM to identify the safe working method and appropriate emergency procedures

- all chemicals are appropriately and securely stored out of the reach of children
- all chemicals are kept in their original packaging and never decanted into unmarked containers

For full details relating to the control of hazardous chemicals, reference should be made to the HSA10 COSHH Arrangements Note.

Legionella

Legionella risk assessments for the academies have been completed by external specialist companies. The EHSM reviews these with the E/AH and Administrator to ensure that the identified operational controls are being conducted and recorded on the H&S Compliance system. This risk assessment will be reviewed by an external contractor where significant changes have occurred to the water system. The EHSM and E/AH use the LRAs as a working document and are reviewed at least every 2 years. The Water Management Plans are reviewed annually by the E/AHs with reference to the LRAs.

For full details relating to the control of legionella, reference should be made to the HSA28 Legionella Arrangement Note.

Lettings/shared use of premises

The Trustees will ensure that the hirer/tenant has public liability insurance and will share with the hirer/tenant all relevant academy H&S information. The hirer/tenant will be required to provide a copy of their risk assessment where their activities present a significant hazard either to the building itself or to the safety or health of the occupants within it.

Maintenance of Plant and Equipment

Regular inspection and testing of academy equipment is conducted to ensure that work equipment is maintained in a safe and efficient state. Records of such monitoring will be kept by the school administrators. All staff are required to report any problems found with plant/equipment to the relevant E/AH. Defective equipment will be clearly marked and taken out of service by storing in a secure location pending repair or disposal.

The following specific statutory inspections and tests will be undertaken by a competent contractor:

- Electrical installation inspection every 5 years
- Playground equipment subject to annual inspection by a professionally qualified service.

Portable Electrical Appliances

All staff will conduct a visual inspection of plugs, cables and electrical equipment prior to use. Defective equipment will be reported to the E/AH.

All portable items of electrical equipment will be subject to formal inspection. The frequency of testing will be dependent upon the level of risk associated with the particular appliance type. This inspection and testing will be conducted by a professionally qualified service.

Personal items of equipment should not be brought into the academy without prior authorisation and must be subjected to the same inspection process as academy-owned equipment.

For full details relating to work equipment and electrical safety, reference should be made to the HSA16 and HSA58 Arrangements Notes.

Medication Arrangements

Arrangements for medication are detailed in the separate Administering Medicines & Medical conditions Policy, which is reviewed annually. A copy of this policy can be found on the Link Academy Trust website, the individual academy websites and in each School Office.

For full details relating to the administration of medication, reference should be made to the Devon County Council Document Medication Arrangements for Children and Young People H&S Arrangements Notes - HSA32

Monitoring

The E/AHs will put in place procedures to monitor compliance with the arrangements described in this Policy. Central to this process is the three yearly Health & Safety Audit undertaken by the Health, Safety & Wellbeing Service. Feedback from this process will be reported to the Trustees.

Regular general inspections of each site will be undertaken by the E/AH. The EHSM will undertake a general inspection of each site at least annually. The feedback from this process will be reported to the Local Boards and Trustees.

- Other processes employed to monitor compliance with this Policy and H&S performance in general include regular reporting to Audit Committee.

For full details relating to monitoring, reference should be made to the HSA05 Audit & Monitoring Arrangements Note.

Moving and Handling

The risk assessment of significant manual handling tasks is undertaken as described in the risk assessment section above. Staff engaged in these activities will be provided with information on safe moving and handling techniques and will receive specific training where the need is identified in the risk assessment. Refer to HSA34 for guidance if you undertake moving and handling of objects.

Off-site Visits

In line with the *Outdoor Education, Visits and Off-site Activities Health & Safety Policy*, the DCC Educational Visit Adviser will be notified of all Category B and C visits via the *Evolve* online system.

For lower risk Category A visits anyone organising an off-site activity should upload all the required documentation via the Evolve online system referencing the deadlines set in The Academy's Educational Visits Co-ordinator (EVC), will check the documentation and planning of the proposed activity and initially approve the visit before referring to the E/AH for final approval. Staff asked to organise an off-site activity should request training from the EVC if necessary.

For full details relating to educational visits, reference should be made to the *Outdoor Education, Visits and Off-site Activities Health & Safety Policy 2024*.

Personal Safety and Security

The Trust believes that staff should not be expected to put themselves in danger and will not tolerate violent or threatening behaviour to its staff. A separate Trust Behaviour Policy is in place.

Staff will report any such incidents to the E/AH for reporting on the OSHENS system in accordance with agreed accident/incident reporting procedures.

Working alone will be avoided wherever possible. Any staff who know that they have to work alone should go to their E/AH for help in completing a RAA13B Working Alone in Premises Risk Assessment.

Staff working outside normal school hours must obtain permission from their E/AH.

Risk assessments will be reviewed annually or after significant change and recorded.

School Security

The E/AHs are responsible for undertaking a risk assessment for site security to identify and implement control measures in this area.

This will be reviewed annually or after significant change and recorded by amending the relevant section of the RAA24B-Site Security risk assessment document.

For full details relating to security and lone working issues, reference should be made to the HSA31 Lone Working and HSA50 Security Arrangements Note.

Stress/Wellbeing

The Trust is committed to promoting high levels of health and wellbeing and recognises the importance of identifying and reducing workplace stressors through risk assessment in line with the HSE's management standards. The HR Operations Manager (HROM) is the Wellbeing Coordinator for staff within the Trust and produces regular Wellbeing Bulletins for distribution.

For full details relating to staff wellbeing, reference should be made to the HSA24 Health Issues for Staff Arrangements Note.

Tree Safety Management

An increasing number of tree species are becoming susceptible to disease which can not only cause the trees to die but can also leave them in a dangerous state. For example, Ash Dieback is one of the currently emerging diseases likely to cause significant issues in the coming years. Physical damage to a tree can also cause safety issues and fungus can be a sign of underlying health issues with the tree.

The Academy will ensure that formal tree inspections are undertaken for trees which present a significant risk because of their age, condition or proximity to pedestrian routes or busy areas. The Academy will also arrange for an inspection following severe weather conditions.

The Academy will arrange for regular independent expert surveys by a trained arboriculturalist to be carried out annually and formally documented. The Academy will also arrange for a local tree inspection at least every 6 months by the E/AH who is competent by undertaking DCC online training, including refresher training at five yearly intervals. Ad hoc inspections are carried out on a risk assessment basis such as after severe storms and are recorded on the tree inspection checklist. If the E/AH has any concerns, they should contact a trained arboriculturalist for independent advice.

Where the tree inspection process makes recommendations for remedial actions, the Academy will implement them as described. Records of tree inspections and associated remedial works are kept within Every H&S system.

Work at Height

Work at height will be avoided wherever possible. Work carried out at height where a significant injury could result, will be risk assessed by the relevant line manager in order to identify and implement control measures. Staff who work at height will be briefed in risk assessment findings. When working at height (including accessing storage or putting up displays) appropriate stepladders or kick stools are to be used. Staff must not climb onto tables or chairs. Working at height information will be issued annually and logged on the Every H&S Compliance System

Work Experience

If the academy hosts a work experience placement, any significant hazards within the planned work

tasks will be risk assessed and findings will be communicated to the student and their parents/guardians via the student's secondary school. This assessment will be recorded on the RAA28 risk assessment document.

Students on placement and regular volunteers should be given a copy of the H&S policy and a copy of the H&S induction for their reference.

Policy Owner: Estate and Health & Safety Manager

This Policy is reviewed by the Trustees' Audit Committee on an annual cycle and must be approved by the Board of Trustees.

Approved by the Board of Trustees: 5 December 2022

Reviewed by Audit Committee: 7th December 2023

Approved by Board of Trustees: 11th December 2023

Reviewed by Audit Committee: 5th December 2024

Approved by Board of Trustees: 16th December 2024

Reviewed by Audit Committee: 4th December 2025

Approved by Board of Trustees: 15th December 2025

Next Review: December 2026

SCOPE

This Health & Safety Policy applies to all staff, pupils, contractors, visitors, and volunteers across all academies and sites operated by The Link Academy Trust. It applies equally to full-time, part-time, temporary, and agency staff.

EQUALITY AND ACCESSIBILITY

The Link Academy Trust is committed to ensuring that all aspects of this Health & Safety Policy are applied fairly and without discrimination. Reasonable adjustments will be made to ensure access and participation for individuals with disabilities, in line with the Equality Act 2010 and the Trust's Equality and Accessibility Policy.

DATA PROTECTION AND CONFIDENTIALITY

All personal information gathered in relation to health, safety, medical incidents, or accident reporting will be processed in accordance with the UK General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Data will be retained securely and only for as long as necessary to fulfil statutory obligations.