



# GLEBE PRIMARY SCHOOL UNITED LEARNING ACADEMY

## Health & Safety Statement of Intent 2023-2024

**Updated: Autumn 2023**  
**New Review: Summer 2024**

Approved by the Local Governing Board on 6<sup>th</sup> February 2024

A handwritten signature in black ink, appearing to read 'J. Dempster', is written in a cursive style.

Signed by: Mr. James Dempster  
Position: Chair of the Local Governing Body

## United Learning Health and Safety Statement of Intent 2023-24

The Trustees of the Group Board recognise and accept their responsibility, as the employer for all United Church Schools Trust (UCST) and United Learning Trust (ULT) employees, to provide workplaces and work practices which are safe and healthy for employees, pupils, and visitors - including contractors or anyone else who might be affected by our operations.

Trustees are especially mindful that exposure to risk is an essential part of the education process. United Learning is committed to providing a learning environment that, whilst not unduly hazardous, provides all students with a stimulating experience that equips and prepares both children and young adults for life in the real world.

In all schools, the day-to-day responsibility for health and safety rests with the Head Teacher. At central office, the Executive Team share this responsibility. Overall, the Chief Financial Officer is the Executive with responsibility for health and safety compliance. The Group Health and Safety Manager is the person appointed under Regulation 7 of the Management of Health and Safety at Work Regulations 1999 to assist the Chief Financial Officer in fulfilling these responsibilities.

The Group Health and Safety Manager authors and reviews the Group Health and Safety policies, carries out monitoring and audit activities to establish and evaluate compliance with these policies, investigates significant accidents or incidents on behalf on the Trusts, and regularly reports on organisational compliance to Trustees.

United Learning operates a devolved system of operational control in its schools, guided by the overarching requirements of the Group's health and safety policies which are expected to always be followed. Trustees acknowledge the operational flexibility required in each school and accept the risk gap this approach creates. Should non-compliance be identified the Trust reserves the right, as the employer, to take control of school operations as may be necessary to ensure no persons are placed at unacceptable risk.

Each school has a LGB Representative for Health and Safety who represents the Local Governing Body at the school's termly Health and Safety Committee meetings. The Head Teacher, alongside the LGB Representative for Health and Safety reports to the local governing body on health and safety matters, which are a standing agenda item at local governing body meetings.

Employees are reminded of their own duties to take care of their own personal health and safety and that of fellow employees, pupils and any other persons who might be affected by their work activities.

Details of the organisation for health and safety management and the arrangements for policy compliance are to be found in each site's localised Group Health and Safety Management Policy and its subsidiary topic policies. All United Learning employees are expected to adhere to the supporting principles shown overleaf.



Jon Coles  
Chief Executive Officer



Richard Greenhalgh  
Chair of the Group Board

Dated  
11<sup>th</sup> July 2023



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## United Learning Health and Safety Policy Statement

### Supporting Principles

It is expected that all those who work for or with United Learning will:

- Attend appropriate induction training/briefing and any specific health and safety training deemed necessary either by the Group, the School, or the role.
- Feel empowered to intervene or support individuals who intervene or stop an activity because they believe it is unsafe.
- Make a personal commitment to maintaining health and safety standards and promoting a positive health and safety culture.
- Take time to read and understand relevant information provided to them about hazards, risks and preventative measures.
- Understand their role in effectively maintaining and responding to emergency arrangements.
- Accept constructive intervention in a positive manner when any member of staff takes action to stop an unsafe act.

United Learning's operating arrangements rely on:

- Those with responsibility for others, to lead by example in promoting a positive health and safety culture
- All safety rules and arrangements being communicated to all employees in a clear and simple way
- Specific procedures being developed where necessary, to reflect policy requirements and support safe working <sup>7</sup> Responsibility and accountability for health and safety following an auditable system of delegation
- The incorporation of health and safety considerations and appropriate controls into the procurement procedure and all strategic decisions
- Each school and the Group following an appropriate health and safety improvement plan



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