



Health and Safety Policy Statement and Organisation

Health and Safety Policy Statement and Organisation

Audience:	All Crofty staff
Reviewed: Approved: Effective From:	May 2026 (Crofty Estates) 14 July 2026 1 September 2026
Equality Impact Assessment:	Completed May 2026
Other related policies / procedures:	Health and Safety Policy Statement and Organisation Allergens & Anaphylaxis AssessNET reporting procedures. Crofty Asbestos Policy Crofty COSHH Procedure Crofty Food Policy Crofty PEEP Display Screen Equipment checklist. Crofty Minibus Policy Crofty Lone Worker Policy Crofty Educational visits and school trips policy Crofty Near Miss Policy Infection control Crofty Lettings Policy Staff Code of Conduct Crofty Critical Incident Policy Visitors Policy
Owner:	Crofty Estates
Policy / procedure model:	Trust and school policy: all Crofty schools use this policy
Next Review:	May/June 2027
Version Number:	2026-27 V2

Health and Safety Policy and Organisation statements for the following:

Crofty Education Trust Offices	
Garras Primary School	Godolphin Primary School
Halwin Primary School	Illogan School
Lanner School	Marazion School
Parc Eglos Primary School	Pencoys Primary School
Pennoweth Primary School	Penpol Primary School
Porthleven Primary School	Portreath Primary School
Rosemellin School	Roskear Primary School
Sithney Primary School	Trannack Primary School
Treloweth Primary School	Weeth Primary School

Equality Impact Assessment

The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken inclusive of protected characteristics.	√
Adjust the policy to remove barriers identified by the EIA or better promote equality.	√

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1. Introduction

1.1 This policy statement relates to Crofty Education Trust's overall approach and policy to the management of health and safety at work.

1.2 Crofty Education Trust aims to provide a safe and healthy environment for all students, employees, visitors, and contractors. To achieve this aim, it is necessary that the full support and co-operation of all users of our premises be willingly given. Health and Safety is the responsibility of all individuals, and their recognition of this responsibility is crucial.

1.3 The Trust's objectives are to prevent all accidents and work-related injuries and ill health (physical and mental) wherever possible and to establish safe working practices throughout our individual academies by managing workplace health and safety risks.

1.4 The Trust recognises its duty to take reasonable steps to ensure that all plant and equipment is maintained in a safe condition and that all premises are, where practical, free of defects that may affect the health and safety of those using them.

1.5 The Trust will engage and consult with employees on day-to-day health and safety conditions in all its buildings and vehicles.

1.6 The Trust will ensure that it implements robust and effective emergency procedures in all its schools ensuring:

1.6.1 evacuation in the case of fire or other significant incident and

1.6.2 emergency lock down procedures in the event of unwanted intrusion onto any site.

1.7 It is, therefore, the Trust's policy to comply with all statutory requirements concerning Health and Safety, both in practice and spirit. However, it is the duty of all employees, students, and other users of our premises to take all necessary precautions to protect themselves and others from injury, which may arise from their actions. It is the duty of everyone to abstain from any act which endangers others as it is everyone's duty to report any risk or danger to Academy Trust leaders.

2. Aims of the Policy

2.1 The aims of this policy statement are to set down the broad approach which Crofty Education Trust will take towards the management of health and safety in the workplace.

2.2 These include:

2.2.1 Reinforcing the Trust's commitment to the provision of a safe and healthy environment for all students, employees, visitors, and contractors,

2.2.2 Setting down a framework for risk assessment,

2.2.3 Reminding all students, employees, visitors, contractors, and other persons acting on behalf of our academies of their responsibilities in terms of health and safety at work issues.

2.2.4 Providing advice, information and training relating to all aspects of health and safety to all students, employees, visitors, and contractors, as necessary.

3. Health and Safety Statement

3.1 Crofty Education Trust is fully committed to meeting its responsibilities under the **Health and Safety at Work, etc. Act 1974**, the **Management of Health and Safety at Work Regulations 1999**, and associated protective legislation, both as an Employer and as a Company.

3.2 The Trust recognises that it has a legal duty of care to its employees, pupils and others who may be affected by the Trust's activities. It also recognises the management of health and safety is a business-critical function. We as a Trust will endeavour to:

- 3.2.1 Ensure an up-to-date copy of the Health and Safety Policy is available for staff, contractors, and visitors to always view.
- 3.2.2 Effectively communicate the contents of the Health and Safety Policy and related policies and arrangements.
- 3.2.3 Monitor for continuous improvement in our health and safety performance by setting targets consistent with the aims of the Health and Safety Policy.
- 3.2.4 Routinely monitor and report to the Board of Trustees, who will ensure that the necessary resources are provided to support the Policy fully.
- 3.2.5 Ensure that all personnel, employees, or contractors are aware of their delegated health and safety responsibilities and are fully trained and competent to undertake the task asked of them.
- 3.2.6 Ensure the Trust complies with current legislation regulations and standards and codes of practice.
- 3.2.7 Communicate with employees on all matters affecting their Health Safety and Wellbeing.
- 3.2.8 Conduct a regular review of all risk assessments, identifying proportionate and pragmatic solutions ensuring the risk is reduced.
- 3.2.9 Encourage all staff, contractors, and visitors to identify and report all hazards so that we can all contribute towards improving safety throughout the Trust.
- 3.2.10 Maintain our premises, providing and maintaining safe plant and equipment ensuring a safe working environment for all.
- 3.2.11 Ensure our emergency procedures are in place across the Trust for dealing with all health and safety and safeguarding issues.
- 3.2.12 Where risks cannot be eliminated, they will be minimised by substitution, the use of physical controls or safe systems of work or as a last resort through use of personal protective equipment.
- 3.2.13 Ensure employees undertake training, where required, to ensure they can perform their duties in a safe manner.
- 3.2.14 Provide and maintain safe routes of access/egress.

3.3 The Health and Safety Policy Statement and Organisation will be reviewed annually and revised as necessary to reflect changes to the Trust activities or any changes to legislation. Any changes to the Policy will be presented to the Board of Trustees. This will then be brought to the attention of all employees, visitors, contractors of the Trust.

3.4 This policy operates in conjunction with the following Trust procedures:

- 3.4.1 Lockdown, Evacuation or Bomb Threat Procedures
- 3.4.2 Personal Emergency Evacuation Plan
- 3.4.3 Visitor Policy
- 3.4.4 Staff Wellbeing Policy
- 3.4.5 Infection Control Policy
- 3.4.6 Whole-School Food Policy and Allergens and Anaphylaxis Policy
- 3.4.7 Supporting Pupils with Medical Conditions Policy and Administering Medication Procedures
- 3.4.8 Data Protection Policy
- 3.4.9 Minibus Policy

Roles and responsibilities

4. The Employer

- 4.1 Crofty Education Trust is the employer.
- 4.2 The employer has the ultimate responsibility and must ensure that there are arrangements in place for the health, safety and wellbeing of students, staff, visitors, and contractors.

5. Trustees

- 5.1 The Trustees have overall responsibility for ensuring that Crofty Education Trust's statutory obligations in respect of health and safety are met. They will in particular:
 - 5.1.1 Monitor the effectiveness of the Trust's health and safety policies and the safe working procedures described within them and shall revise and amend them yearly.
 - 5.1.2 Identify all employees having direct responsibility for safety matters and other employees who are specifically delegated to assist the Trustees and Headteachers in the management of health and safety at each of our schools. Such delegated responsibility must be defined as appropriate.
 - 5.1.3 Conduct an annual health and safety performance review of this policy.

6. Chief Executive Officer

- 6.1 The Chief Executive Officer will be responsible for implementing this policy within each school in the Trust. They will:
 - 6.1.1 Ensure that satisfactory arrangements exist within each school for meeting those obligations.
 - 6.1.2 Have arrangements in place to draw the attention of all employees to the Trust's Health and Safety policies and procedures and of any relevant safety guidelines and information.
- 6.2 The Chief Executive delegates the function of the day-to-day coordination of health and safety arrangements to the Estates Manager.

7. Chief Finance & Operations Officer (CFOO)

- 7.1 The CFOO will be responsible for:
 - 7.1.1 Developing and agreeing with the Board of Directors and CEO, the health and safety programme which will include a programme of health and safety training for employees.
 - 7.1.2 Ensuring that the Health & Safety Policy and other key documents are reviewed and revised as required in consultation with the Board of Directors and CEO
 - 7.1.3 Identifying health & safety policies, practices & procedures in consultation with the Board of Directors and CEO and consult with senior leaders to ensure these are communicated to staff, pupils, visitors, and contractors.
 - 7.1.4 Providing health & safety reports and information to the Board of Directors and CEO as agreed.

8. Estates Manager

- 8.1 The Estates Manager is the designated Health and Safety Officer for the Trust and has the delegated function of the day-to-day coordination of health and safety arrangements from the Chief Executive Officer.
- 8.2 They will coordinate all arrangements for the dissemination of information and for the instruction of employees, pupils, contractors, and visitors on safety matters and make recommendations on the extent to which staff are trained. This will include:

- 8.2.1 Planning for informing employees, children and pupils of relevant safety procedures and appropriately inform all other users.
- 8.2.2 Ensure that regular safety inspections are undertaken throughout all Trust Schools.
- 8.2.3 Undertaking annual reviews of the overall Health and Safety Policy and risk assessments, COSHH Assessments.
- 8.2.4 Supporting the Trustees by working with the schools to ensure that employees with control of resources, both financial and other, give due regard to Health and Safety.
- 8.2.5 Supporting the Trustees by working with the schools to ensure that suitable inspection schedules, preventative maintenance programmes and working procedures are established which enable the Trust to fulfil its Health and Safety obligations. Ensuring all approved contractors are duly qualified and competent to conduct the task asked of them.
- 8.2.6 Making arrangements for the implementation of a compliant accident reporting procedure and draw this to the attention of all employees within the Trust, as necessary. Ensuring all RIDDOR reportable accidents are reported in a timely manner.
- 8.2.7 Ensuring the Headteachers are conducting the implementation, monitoring and development of all Health and Safety policies within the school.
- 8.2.8 Monitoring general advice on safety matters by relevant bodies and giving advice on its application to the Board of Trustees and schools.
- 8.2.9 Driving the implementation of all relevant Health and Safety policies and procedures throughout the Trust. Monitor as required.
- 8.2.10 Coordinating arrangements for the design and implementation of safe working procedures and practices throughout the Trust.
- 8.2.11 Conducting regular safety audits of the schools and their activities and make recommendations on methods of resolving any issues identified within the report.
- 8.2.12 Ensuring that each school has arranged for the withdrawal, repair, or replacement of any item of furniture, fitting or equipment identified as being unsafe.
- 8.2.13 Monitoring the activities of third-party contractors present on Trust sites and report any safety concerns to the relevant parties.
- 8.2.14 Monitoring each school's progress, compliance level and report any areas of concern to the Chief Executive Officer and the Trustees.

9. Headteachers (including Executive Heads)

- 9.1 Each Headteacher (including Executive Heads) is responsible in their school for:
 - 9.1.1 Helping ensure that asbestos is managed safely within the school. Ensuring staff, contractors, and visitors are aware of the school's asbestos management procedures.
 - 9.1.2 Has overall responsibility in their school for ensuring that the school manages allergens and anaphylaxis safely and effectively. Ensuring the school has a clear policy for managing allergies and anaphylaxis.
 - 9.1.3 Has overall responsibility in their school for ensuring that Legionella risks are properly managed. Ensuring the school complies with health and safety legislation relating to Legionella control. Appointing a responsible person to oversee water system management.
 - 9.1.4 The internal management and implementation of the Trust and individual school's Health and Safety Policy and procedures.
 - 9.1.5 Ensuring safe working practices and procedures throughout the school, including those relating to the provision and use of machinery and other equipment and apparatus.
 - 9.1.6 Ensuring that the Health and Safety training needs of all staff are identified, and appropriate training provided.
 - 9.1.7 Ensuring that sufficient and appropriate Risk Assessments are conducted and effective control measures are put in place and implemented by staff, contractors, visitors, and volunteers.

- 9.1.8 Ensuring that parents are kept informed on any Health and Safety issues and procedures in place to effectively manage Health and Safety within the school.
- 9.1.9 The health, safety and welfare of staff, students/pupils, visitors, contractors, and any other person using the school premises.
- 9.1.10 Arranging for appropriate supervision of students/pupils by conducting periodic safety reviews and audits.
- 9.1.11 Investigating any specific Health and Safety issues identified within the Trust schools: taking or recommending, as appropriate, remedial action in a timely manner.
- 9.2 Headteachers cannot delegate these responsibilities – but they may delegate the conducting of these tasks to a suitable person within the school.

10. Employees

- 10.1 All employees must ensure they:
 - 10.1.1 Take reasonable care of their own safety.
 - 10.1.2 Take reasonable care of the safety of others affected by their actions.
 - 10.1.3 Observe all safety rules.
 - 10.1.4 Write a risk assessment or follow a risk assessment for activities/events and or seek advice from Headteacher/Premises Manager/H&S officer.
 - 10.1.5 Comply with the Health and Safety Policy.
 - 10.1.6 Conform to all written or verbal instructions given to them to always ensure their personal safety and the safety of others.
 - 10.1.7 Dress sensibly and safely for their working environment or occupation.
 - 10.1.8 Conduct themselves in an orderly manner in the workplace and refrain from any antics or pranks.
 - 10.1.9 Use all safety equipment and/or protective clothing as directed at all times.
 - 10.1.10 Visually inspect all equipment before they use it – or allow it to be used.
 - 10.1.11 Avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others.
 - 10.1.12 Maintain all equipment in good condition and report defects to their supervisor in a timely manner.
 - 10.1.13 Report any safety hazard or malfunction of any item of plant or equipment to their supervisor.
 - 10.1.14 Report all accidents or near misses to their supervisor whether an injury is sustained or not.
 - 10.1.15 Attend as requested any health and safety training courses and meetings.
 - 10.1.16 Observe all laid down procedures for processes, materials and substances used.
 - 10.1.17 Not to put paper on fire doors (E.G POSTERS)
 - 10.1.18 Not to staple or pin anything to ceilings or walls without permission of the Crofty Estates Manager.
All posters and work to be applied to designated pin boards only.
 - 10.1.19 Observe the fire evacuation procedure and the position of all fire equipment and fire exit routes and muster points.

11. Visitors, Contractors, and Volunteers

- 11.1 All visitors and other users of the school premises are expected, as far as reasonably possible, to observe the Health and Safety policy and comply with the Crofty Education Trust Code of Conduct of the Trust and Visitors Policy. It is the responsibility of contractors and their employees to read and comply with the Trust Health and Safety Policy.
- 11.2 All visitors must always sign in at Reception and wear an identification badge. Visitors must hand back their identity badge and sign out when they leave.

11.3 No mobile telephones or cameras are to be used on school property at any time, without the express permission of the Headteacher/Estates Manager/SLT.

Appendix A – Signing Page

Signed: _____	Date: _____	(CEO)
Signed: _____	Date: _____	(Chair of Trustees)
Signed: _____	Date: _____	(Estates Manager)
Signed: _____	Date: _____	(Headteacher Garras)
Signed: _____	Date: _____	(Head of School) Godolphin
Signed: _____	Date: _____	(Headteacher) Halwin
Signed: _____	Date: _____	(Headteacher) Illogan
Signed: _____	Date: _____	(Headteacher) Lanner
Signed: _____	Date: _____	(Headteacher) Marazion
Signed: _____	Date: _____	(Headteacher) Parc Eglos
Signed: _____	Date: _____	(Headteacher) Pencoyls
Signed: _____	Date: _____	(Headteacher) Pennoweth
Signed: _____	Date: _____	(Headteacher) Penpol
Signed: _____	Date: _____	(Headteacher) Porthleven
Signed: _____	Date: _____	(Headteacher) Portreath
Signed: _____	Date: _____	(Headteacher) Rosemellin
Signed: _____	Date: _____	(Headteacher) Roskear

Signed: _____ Date: _____ (Head of School) Sithney

Signed: _____ Date: _____ (Head of School) Trannack

Signed: _____ Date: _____ (Headteacher) Treloweth

Signed: _____ Date: _____ (Headteacher) Weeth

Penpol School

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