



Health & Safety Over-arching Statement

Date:

November 2025

Date for Review:

November 2027

Relevant Policies to be read in conjunction with this statement:

- Health & Safety Policy Template (as approved by the Board of Trustees)
- Health & Safety Policy Template (as adopted by all SEAX Trust Schools)

This policy statement is an original statement developed for SEAX Trust.

SEAX Trust Health & Safety Overarching Statement

The Board of Trustees at SEAX Trust, in its capacity as the employer of the staff who work in its Academies and Central Team, recognises, understands and accepts its responsibility for providing a safe and healthy environment for the staff employed, for the pupils attending the Trust Academies, and for any visitors and contractors who come on to any Trust premises.

SEAX Trust will take reasonable steps to fulfil these responsibilities within the framework of the Health & Safety at Work etc Act 1974 and the Management of Health & Safety at Work Regulations 1999, as well as those other Regulations, Approved Codes of Practice, Health & Safety Executive requirements and other guidance made under this legislation.

SEAX Trust will ensure that appropriate policies and procedures are in place, regularly reviewed, kept up to date, and followed by those who are affected by them. The Central Team will assist with supporting legislative compliance across the Trust and, in accordance with Regulation 7 of the Management of Health & Safety at Work Regulations 1999, SEAX Trust will engage the services of a qualified health and safety consultant to advise the Trust and its Academies on all occupational health and safety related matters, and to provide the Trust and the Academies with up-to-date information and guidance with regards to its health and safety duties and responsibilities.

Each Academy will develop and follow its own site-specific Health & Safety Policy which will set out specific roles, responsibilities, organisational and safety procedures and arrangements, through which the Trust, the Headteachers the Academies and the staff will discharge their statutory obligations and duty of care.

Full compliance with each Academy's own Health & Safety Policy is mandatory for all employees and all visitors. The responsibility for the local implementation, monitoring and ongoing management of each Academy's Health & Safety Policy within the Trust

rests with the Headteachers as the controllers of each premises, who shall have responsibilities for ensuring effective management, so far as is reasonably practicable, of all health and safety matters affecting the operations and activities of the Academy. These include those organised-on behalf of the Academy but being undertaken away from the Academy site. To do this effectively, the Headteacher will work with the Trust and keep the Health & Safety Lead Governor/Trustee fully informed of all matters affecting the health, safety and welfare of staff, pupils, visitors, contractors and other persons under their responsibility.

Each and every member of staff at SEAX Trust must recognise that, under the Act, they have a personal responsibility for their own safety, as well as for the safety of anyone who may be affected by their acts or omissions at work. They are required to co-operate, as far as is reasonable, with their employer in fulfilling its duties under the Act and supporting legislation, as well as under this Trust Health & Safety Policy Statement and the specific Health & Safety Policy relating to the Academy in which they work.

SEAX Trust will ensure that adequate resources are allocated by it and its Academies to ensure, as far as is reasonably practicable, that all employees, pupils, visitors and contractors are kept healthy and safe. SEAX Trust will regularly monitor and review health & safety standards through each Academy's Local Governance Group and will ensure that a comprehensive annual Trust review of health & safety management performance is undertaken and formally reported to the Board of Trustees each year, to ensure that each Academy is continually meeting its statutory obligations.

At least one member of the Board of Trustees will be nominated as the Health & Safety Lead Trustee and will be responsible for ensuring that all health & safety requirements are robustly monitored and effectively managed with regular reporting to the Trust. This policy statement is to be reviewed every two years, or sooner in line with any changes to Health & Safety legislation