

This policy statement should be read in conjunction with the local Health and Safety policy of each member academy.

Waterton Academy Trust is committed to ensuring the health, safety and wellbeing of all its employees and other persons who may be affected by the Trust's activities.

This safety policy demonstrates the commitment of the Members, Directors and CEO of Waterton Academy Trust to achieve high standard of health and safety and fulfil the requirements of the Health and Safety at Work Act 1974.

To achieve this, Waterton Academy Trust will take all reasonable steps to make sure:

- Health and safety is viewed as an essential management activity and given equal status as other service objectives
- Adequate resources are made available for health and safety, this includes time, people and finances
- Specialist advice, such as on technical or medical matters, is available when needed.
- That a comprehensive health and safety management system is implemented, monitored and regularly reviewed. This will include identification of hazards and conducting risk assessments to minimise and control risk
- Accidents and ill-health are prevented
- A safe working environment is provided and maintained, free of risks to health
- Safe plant and equipment is provided and maintained.
- There is good communication on health and safety matters and systems are in place to ensure consultation and involvement of employees takes place
- There is adequate information, instruction, supervision and training of employees to ensure that they are competent and can do the job safely
- All employees are made aware of the health and safety policy

The role of the competent person as defined within Regulation 7 of the management of Health and Safety at Work Regulations 1999 is undertaken by the Corporate Health and Safety Team of Wakefield Council.

In order to implement this policy successfully each and every employee must take an active role and as Chief Executive I expect all employees to co-operate fully and support Waterton Academy Trust in its efforts to create safe and healthy working conditions.

The effectiveness of this policy and arrangements will be reviewed as and when necessary but at intervals not exceeding two years.