

**Cabot**  
Learning  
Federation

**CLF Health and  
Safety Policy  
2020/2021**

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### History of Policy Changes

Date	Page	Change	Reason for Change
November 2012	Whole Document	Adoption by the Cabot Learning Federation	Following consultation and development of a harmonised Employee Handbook
June 2013	Whole Document	Review of Policy	Cyclical review of Policy
May 2015	Whole Document	Review of Policy – changes to statement of intent, structure, reference to updated legislation CDM 2015 and Principal Designer	Cyclical review and update incorporating structural re-organisation
December 2015	Organisational Chart & Auditor Info	Up to date charts inserted x 2 Auditor details updated	
September 2016	Whole Document	Review of Policy, update of roles and responsibilities	Cyclical review of Policy
August 2017	Whole Document	Review of Policy	Cyclical review of Policy
July 2018	Whole Document	Review of Policy	Cyclical review of Policy
July 2019	Whole Document	Review of Policy	Cyclical review of Policy
July 2019	Policy Statement	Inclusion of Reference to CLEAPSS (specialist national guidance) for Science, DT, Art	Policy statement review
July 2019	Policy Statement	Inclusion of management procedures for use and storage of Radio-active materials.	Compliance with Ionising radiation regulations, and recommendation from Radiation protection advisor to report back to the board.
July 2019	Policy Statement	Slight change in wording re John Cabot ventures.	To reflect lettings company responsibilities, overseen by corporate services and local works undertaken by Contract and academy site team.
July 2019	2.3 People and Wellbeing	Removed bullet point to be the forum to enable staff representatives and SLT of the academies' to discuss higher level H&S issues	In practice this is undertaken in other forums e.g. Exec Team –JCC etc.
July 2019	Corporate services team	Reference to undertaking Due Dilligence for new business opportunities	To undertake thorough Due Dilligence checks on new proposed academies.
Sept 2020	Policy Statement	To include Covid 19	In response to management of global pandemic in line with Government guidance
Sept 2020	2.3 People and wellbeing	Additional Health and Safety Committee COVID	In response to the implementation and review of government guidance to ensure COVID secure workplaces.

Equalities Impact Screening

The equality screening has been completed centrally. Academies should check the information provided below and contact the Health and Safety Manager if they believe there are different implications for their academy.

Date of screening: 01.10.20						
Name of person completing screening:						
	Does this policy have the potential to impact on people in any of the identified groups?		What is the expected impact of this policy on any of the identified groups			Notes
	Yes	No	Positive	Neutral	Negative	
<b>Age</b>	x		x			
<b>Disability</b>	x		x			
<b>Gender Reassignment</b>	x		x			
<b>Race or Ethnicity</b>	x		x			
<b>Religion or Belief</b>	x		x			
<b>Marriage</b>	x		x			
<b>Pregnancy/ Maternity</b>	x		x			
<b>Sex</b>	x		x			
<b>Sexual Orientation</b>	x		x			
<b>Carers / in-care</b>	x		x			
Should the policy have a Full Equalities Impact Assessment? Yes / <b>No</b>						
<p>People across all identified groups have the potential to be impacted by the CLF Health and Safety policy and processes.</p> <p>By ensuring robust and consistently high-quality Health and Safety policies and procedures, in line with legislation and best practice, across the CLF, the impact is positive for all groups, as Health and Safety issues are less likely to be missed or dismissed by poor understanding, practice or bias.</p>						

## Cabot Learning Federation

### Health & Safety Policy Statement

It is the policy of Cabot Learning Federation (CLF) to conduct its operations in such a manner as to ensure the health, safety and welfare of all its employees, contractors, clients, students, general public and others whilst working and studying on its premises and outside those premises on associated activities. Working to the Health & Safety at Work etc. Act 1974 and UK Statutory Instruments, as well as any future national or European Union health and safety legislation.

We will achieve this by:

- Creating and encouraging a positive and pro-active health and safety culture across the organisation;
- Ensuring so far as is reasonably practical, that all CLF premises provide a healthy and safe working environment, and that there are safe systems of work in place to provide this;
- Ensuring so far as is reasonably practicable that all CLF premises are operating following Public Health guidelines and are COVID secure. Following the safe working procedures to ensure this is implemented, as identified in individual academy risk Assessments;
- Ensuring that guidance is monitored for any significant changes that will require an update to risk assessments and working procedures in order for them to remain in line with current Guidance;
- Ensuring CLF report any positive cases to Public Health England, DFE helpline and to the individual Local Authority public Health teams;
- To ensure that the safety standards prescribed are adhered to both on CLF premises and for offsite activities
- Providing safe access and egress to the premises at all times;
- Ensuring that staff receive appropriate and up to date training, information, instruction and supervision;
- Ensuring arrangements are in place to provide safe use of, handling of, storage of and transportation of all articles and substances;
- Ensuring that suitable and sufficient work equipment is available and maintained, and that the appropriate personal protective equipment is provided for use of such equipment as required;
- Providing access to adequate welfare facilities which include, but are not limited to, toilets, an adequately warm environment, staff room, and drinking water;
- Ensuring that when staff operate on behalf of CLF an assessment of the significant risks specific to the activities or tasks will be made. All reasonably practicable measures will be

put in place to manage those risks and ensure the activities, or tasks can be conducted in a safe manner;

- Ensuring that all Secondary academies access, reference and follow the specialist advice and guidance provided by CLEAPSS. CLEAPSS guidance and documentation is recognised by the Health and Safety Executive and the Department for Education as providing current best practice advice, including model risk assessments to the Academy and college setting for specialist curriculum areas Science, DT and Art.
- Ensure there are robust management procedures embedded for the use and storage of radio-active materials used in science. CLF are registered with the Health and Safety Executive for Secondary academies to hold small amounts of radioactive materials used in Science. In order to hold these and be compliant with the Ionising radiation regs 2017, to ensure each academy has a trained RPO-Radiation protection officer (Trained every 5 years) and that CLF appoint an Independent RPA-Radiation protection Adviser (contracted via Somerset Scientific Services - SSS).
- Ensuring good and clear communications and consultation with/to all parties, including safety representatives of the recognised teacher unions, on all information related to health and safety and the management requirements of this, to comply with Safety Representatives and Safety Committees Regulations 1977 ;
- Monitoring compliance and good practice of health and safety, and where issues arise appropriate consultation and action is taken;
- Ensuring that all third party contracts and services awarded across the CLF, be that centrally or by individual establishments, have a consistency of approach and thorough vetting of the contracts to achieve legal compliance. To then ensure that all contracts let are monitored for compliance;
- Regularly updating the Risk Registers, both at CLF and academy level, to ensure they are working documents that continually highlight and mitigate as far as is reasonably practicable identified risks;
- Recognising the benefits of automated external defibrillators (AEDs); the CLF will install equipment in all facilities where they are confident that capacity and skills currently available are sufficient to secure those benefits. The CLF is committed to working towards achieving this in all locations.

Whilst the day to day management of health and safety can be delegated to the academies, the ultimate and overall responsibility for ensuring a safe and healthy environment lies with the CLF Board.

Specific Health and Safety Policies of each CLF academy or school must integrate into this CLF Health and Safety Policy.

John Cabot Ventures Ltd and City Academy Trading Ltd will come under the CLF Health and Safety Policy and operational issues will be dealt with under CLF Policy via contract management procedures and Local Academy policy.

The CLF Board, Sub-committees, Executive Team, Principals and Senior Leadership Teams, Academy Councils, CLF staff, volunteers and employees of associated or subsidiary companies must familiarise themselves with the contents of this statement, the organisational structure and arrangements.

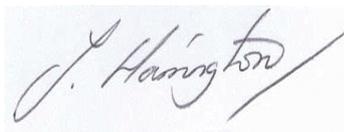
Employees have a legal duty to act in a safe manner and not to endanger themselves or others by their actions. Staff are encouraged to be proactive in developing and maintaining a healthy and safe working environment and to report health and safety concerns to the appropriate line management, or through the appropriate reporting procedures.

The CLF Board recognises a positive health and safety culture is of significant benefit to the good performance and safety of the whole organisation. We aim to encourage, support and develop a positive and proactive approach for students through risk education and awareness. The organisational structure named below will ensure that sufficient resources (including financial) are available so that the Policy and its arrangements can be implemented effectively.

This Policy and our health and safety standards will be under continual review in the interests of continuous improvement. Formal amendment to this Policy will be conducted annually or as necessary to reflect changes in the academies strategy, UK or EU law and any changes will be brought to the attention of all staff.



Steve Taylor, Chief Executive Officer, Cabot Learning Federation



Professor Jane Harrington, Chair of the Cabot Learning Federation Trust

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## 1 Organisation Structure



Cabot Learning Federation recognises the need to identify organisational methods for implementing and managing the health and safety of all persons who work within CLF, each associated or subsidiary company, each CLF academy and anyone who visits their premises.

CLF understands the Health and Safety at Work etc. Act 1974 places ultimate and overall responsibility for health and safety with the CLF Board of Directors. This Policy directly relates to the CLF Board of Directors as a corporate body, the Audit Committee, People & Wellbeing Executive Group, Executive Team, and Corporate Services Team. The following is an outline of duties and responsibilities that have been assigned to these specific groups.

It must be noted that each CLF academy has its own health and safety Policy with their own organisation structure and arrangements. Each academy, within their health and safety Policy, has assigned delegated health and safety roles and responsibilities to Academy Councils, Principals, academy staff and employees of associated or subsidiary companies and other contractors. Both the CLF Health and Safety Policy and the Academy Health and Safety Policy must dovetail together. This is to ensure the general intentions, approach and objectives of the organisation as a whole, and that clear criteria and principles can be achieved. Management and monitoring mechanisms are to be in place to provide an overview of statutory compliance.

## 2 Roles and Responsibilities

### 2.1 CLF Board of Directors

The Board of Directors, as a corporate body, has the responsibility to set the strategic direction and objectives of all health and safety matters across the CLF. The board is responsible for ensuring that high standards of corporate governance are maintained. It exercises its powers and functions by addressing such matters as policy and strategic development, adopting an annual plan and budget, monitoring the CLF safety management systems, managing the corporate risk register and making strategic decisions about the direction of the CLF. The overall aim is to ensure a positive health and safety culture is established and maintained throughout.

The Board must ensure that all reasonable steps have been taken to reduce the possibility of accident or injury to staff, students and visitors. CLF Sub-committees, the Executive Team, Principals and Senior leadership teams, Academy Councils and any relevant Project Steering Group will keep the Board informed of all developments relating to health and safety matters and will include such matters in a health and safety report.

The CLF Board of Directors responsibilities are:

- To ensure that each Board Member accepts their individual role in providing health and safety leadership for the CLF;
- To ensure the Board formally and publicly accepts its collective role and responsibility in providing health and safety leadership for the CLF;
- To ensure the Board's decisions reflect its health and safety intentions as articulated in the CLF health and safety Policy statement;
- Ensuring an overall CLF health and safety strategic development plan, including key targets, is implemented and undertaken with engagement from all members of the Executive Team;
- To receive regular and thorough updates in relation to the strategic development plan and associated actions;
- To warrant that all external and third party contracts that are awarded across the CLF have a consistency of approach, the required levels of competence and ensure legal compliance. Any successful contracts awarded by the CLF must have been appropriately vetted for health and safety, financial and equality standards and other measures deemed appropriate;
- To ensure every academy has an Academy Council established in accordance with the CLF Articles of Association. To ensure the Academy Council is chaired by a member nominated by the Board and includes a designated Health & Safety Councillor;
- To ensure that each academy has an operational Health and Safety committee;
- To provide and ensure an informed, proportionate and prioritised risk management system for the CLF is implemented and monitored;

- To ensure annual health and safety targets and initiatives are recorded and published across the CLF;
- To ensure effective accident and near miss reporting and investigation procedures are in place across the CLF;
- To ensure monitoring of compliance contracts throughout the CLF is undertaken and suitable reports are provided to the Executive Groups e.g. mechanical and electrical statutory inspections, fire risk assessments, asbestos surveys, water hygiene monitoring. This includes those academies under the BSF scheme;
- To ensure there is an effective business continuity plan in place for each CLF premises;
- To ensure there is an emergency plan along with emergency procedures in place for the safe evacuation of all CLF premises;
- To confirm that there have been no instances of material irregularity, impropriety, lack of integrity or negligence of health and safety statutory instruments across the CLF and associated or subsidiary companies;
- To review the CLF health & safety annual report.

## **2.2 Audit Committee**

The Audit Committee must:

- Review the CLF risk management practices and procedures and ensure appropriate action plans are in place;
- Ensure progress of internal and external audits.

## **2.3 People & Wellbeing Executive Group**

The People and Wellbeing Group are responsible for health and safety and must:

- Receive a progress report on individual academy findings, issues and progress to date from CLF health and safety manager;
- Implement spot checks on a specific target area for consistency of approach and compliance;
- Ensure there are effective and adequate formal internal and external communications on health and safety across the CLF;
- Ensure the CLF health and safety strategic development plan is implemented;
- Ensure there are systems in place to gather data, record and publish annual health and safety targets and initiatives across the CLF;
- Ensure suitable and sufficient monitoring, reviews and recommendations of all health and safety management systems across the CLF is warranted and implemented;

- Ensure contingency emergency arrangements and business continuity plans are in place to enable CLF strategic and education operations to continue in line with statutory requirements.

### **During the COVID-19 Pandemic**

During the COVID-19 pandemic, a subcommittee of the board has been established, called The Health and Safety Committee and is responsible for overseeing the CLF response to the COVID-19 pandemic.

This will be for a temporary period from May to initially October 2020 and beyond as required and agreed by the CLF Board. The responsibility of the Health and Safety Committee is to ensure the adequacy of health and safety practice throughout the CLF through Covid-19. The H&S Committee has a role as final approver within in the 'sign off' protocol agreed by the CLF Board in May 2020.

Guidance has been provided by the Government as well as the NHS and Public Health England (PHE) on a regular basis and is updated routinely. The Central Team has monitored this guidance regularly and consistently (as well as reviewing helpful summaries provided by organisations such as the Confederation of Schools Trusts) to make sure that Academy colleagues are able to benefit from and rely on support and documents produced centrally.

The Health and Safety (H&S) sub-committee reviews information related to the approach to H&S through the COVID-19 pandemic and in particular in preparedness for wider opening from (earliest) 1<sup>st</sup> June 2020, and further approaches as they develop, e.g. the safe opening of our leisure facilities for letting in line with specific national governing body sport guidance.

H&S has been at the centre of the CLF response to COVID-19. This has been articulated through the five guiding principles:

- Keep people safe and support each other
- Support pupils to learn over time and prepare for next steps
- Ensure support for our most vulnerable
- Promote positive mental health and wellbeing
- Promote Equity (people have what they need, rather than the same)

## **2.4 Executive Team**

The Executive Team must support the implementation of health and safety across the CLF by:

- Implementing and reviewing policies;
- Considering the impact of health and safety in all strategic and operational decision making;
- Implementing ways in reducing the likelihood of people being harmed by CLF activities;

- Appraising findings and appropriate actions from health and safety audits, compliance audits, inspection audits, Reporting of Injuries Disease and Dangerous Occurrences (RIDDOR) reports;
- Ensuring systems are in place and adhered to in order to minimise the likelihood of enforcement action, penalties and prosecutions;
- Managing and monitoring an informed, proportionate and prioritised risk management system for the CLF;
- Ensuring there is an emergency plan with procedures for the safe evacuation of a CLF premises;
- Be the point of contact for feedback and progression for the academies and academy health and safety Committees should any issues arise;
- Provide two way feedback in monitoring and review of operational health and safety issues, and feedback from and to the academy health and safety committee;
- Monitoring the structure, attendance, schedule and agenda of the academy health and safety committee.

## **2.5 Corporate Services Team**

The Corporate Services Team must:

- Manage the Risk Management process across the CLF;
- Update and recommend for approval the CLF Health and Safety Policy and produce an academy level Policy for adoption by academies;
- Produce an annual health and safety strategic development plan;
- Provide expert advice and guidance to CLF staff regarding health and safety issues;
- Ensure arrangements are made for audits and other visits to take place in each academy;
- Review audit reports and ensure academies take sufficient action to ensure improvement;
- Review the status of health and safety across the CLF ensuring appropriate action is taken where areas of weakness or concern are identified;
- Undertake and feed into the Due Diligence process for new business opportunities
- Lead the development and delivery of effective and robust health and safety processes and services across the CLF;
- Support action as required following any health and safety incident;

- Implement an effective accident reporting and investigation procedure across the CLF;
- Ensure all relevant internal and external stakeholders are involved/participate in key health and safety activities and processes to ensure the development of robust and appropriate systems;
- Maintain the central health and safety records and use them to inform the audit programme;
- Arrange statutory training in health and safety matters;
- Create and publish health and safety related communications through news items to support the knowledge and skills of staff with health and safety responsibilities across the organisation;
- Engage specialist advisors when required and work with them on specialist activities such as asbestos, fire risk assessments etc.;
- Oversee the process for contractor selection via Pre-Qualification Questionnaire (PQQ);
- Oversee the mechanical and electrical statutory compliance contract, Catering and Cleaning contracts ;
- Gather data, record, monitor and provide reports on the effectiveness of the health and safety systems to the People and Wellbeing Executive Group and CLF Board.

## **2.6 Employee Duties**

Under the Health and Safety at Work etc. Act 1974 all employees have general health and safety responsibilities. Staff must be aware that they are obliged to take care of their own health and safety whilst at work along with that of others who may be affected by their actions.

All employees have responsibility to:

- Take reasonable care for the health and safety of themselves and others in undertaking their work;
- Comply with the CLF and academy's health and safety Policy and procedures at all times;
- Report all accidents and incidents in line with the reporting procedure;
- Report all defects in condition of premises or equipment and any health and safety concerns immediately to their line manager;
- Report immediately to their line manager any shortcomings in the academy's arrangements for health and safety;
- Co-operate with management/SLT on all matters relating to health and safety;

- Not to intentionally interfere with or misuse any equipment or fittings provided in the interests of health safety and welfare;
- Inform line manager if something happens that might affect their ability to work e.g. suffering an injury, taking prescribed medications that could affect them, penalty points on a driving license, pregnancy etc.;
- Ensure that they only use equipment or machinery that they are competent / have been trained to use;
- Make use of all necessary control measures and personal protective equipment provided for safety or health reasons;
- Ensure that they are fully familiar with the emergency procedures in their area of work, eg accidents, first aid, fire, lockdown etc.

### **3 Trades Union Representative**

Trades union representative will be encouraged by the academy to:

- Fulfil their duties;
- Attend any appropriate training;
- Consult regularly with the health and safety representatives on health and safety matters;
- Inspect the establishment in accordance with the agreed trade union procedures.

### **4 Competent Health and Safety Advice**

The CLF will appoint a competent and suitably trained Health and Safety Manager, to comply with the management regulations reg (7). The Health and Safety Manager will work in the Corporate Services Team.

### **5 Contracts**

Solicitors:

Veale Wasbrough Vizards

Narrow Quay House, Narrow Quay, Bristol BS1 4QA

Internal Auditors:

BDO LLP

Bridgewater House, Finzels Reach, Counterslip, Bristol BS1 6BX

External Auditors:

Bishop Fleming

16 Queen Square, Bristol BS1 4NT

M&E (Mechanical & Electrical):

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Contract Manager – Phil Briley

Asbestos:

Karen Williams  
Facilities Manager  
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Fire Risk Assessments:

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