



Health and Safety Statement of Intent

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Health and Safety Statement of Intent

The Directors of the Bay Learning Trust acknowledge the overall responsibility to provide and maintain safe and healthy conditions for all staff, pupils, volunteers, clients, the community and any other parties that may be affected by our work activities.

As a Trust we undertake, as far as is reasonably practicable, to provide safe places of work, safe equipment, safe systems of work, information, training and supervision as may be needed to create and maintain a safe and healthy work environment.

The Trust strives to achieve the highest standards of health, safety and welfare consistent with their responsibilities under the Health and Safety at Work Act 1974 and other statutory and common law duties.

As a management body, the Directors must ensure that all Academy/School staff and premises comply with the extant health and safety policies and practices (e.g. reporting accidents, first aid provision etc.), and:

- Each Trust Academy/School develop, implement and regularly update a specific health and safety policy for that Academy/School and advise staff and volunteers of it.
- The school leadership team at each Academy/School understand the health and safety policy and apply it practically to the real risks in the Academy/School.
- Key staff have clearly established roles and responsibilities.
- Paperwork is kept to a minimum with the significant hazards identified, their risks adequately controlled and precautions clearly documented where needed.
- School leaders consult with staff including employee representatives/ trade union safety representatives – looking for practical solutions to health and safety issues.
- Learning is enabled by making proportionate decisions.
- Each Academy/School have a critical incident/emergency contingency plan.
- Ensure, so far as reasonably practicable, the health, safety, and wellbeing of teachers and other education staff, the health and safety of pupils both in the Academy/School and on off-site visits, and the health and safety of visitors to the Academy/School including volunteers involved in any Academy/School activity and contractors working on the Academy/School sites.

- Assesses the risk of all activities, both in the Academy/School and off-site, introduce measures to manage the risks, and instruct staff and volunteers about the risks and measures to control them.
- Ensure that staff and volunteers are competent and trained in their responsibilities (including written records of training), and are actively involved in health and safety.
- Ensure Trust Central Team staff abide by the Health and Safety policy in the Academy/School at which they are working or visiting.
- Take reasonable steps to make sure that the buildings, equipment and materials are safe and do not put the health of users and visitors at risk.
- Workplace temperatures in each Academy/School should be reasonable, although there is no law for minimum or maximum, guidance suggests 16°C to be a minimum or 13°C if doing physical work. If in doubt please refer to <https://www.gov.uk/workplace-temperatures>

In practice, the Board of Directors delegate these tasks to each Local Governing Body and Headteacher.

The Chief Finance and Operating Officer is responsible for ensuring compliance with the Health and Safety Policies.