



HEALTH & SAFETY POLICY

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Our statement of general policy is:

- To make adequate arrangements for the health, safety and welfare of our staff, students and visitors.
- To provide adequate control of health and safety risks within all areas of Rotherham Aspire.
- To consult with RMBC on matters affecting health and safety.
- To ensure safe handling of substances used on our sites.
- To provide information, training and supervision for staff and students.
- To ensure all staff are competent in their areas of work and provide training where required.
- To prevent accidents and cases of work-related ill health.
- To maintain safe and healthy working conditions and review practice at regular intervals.

RESPONSIBILITIES

Overall the final responsibility for health and safety will lay with the Head Teacher and the Management Committee.

At Rotherham Aspire the day to day responsibility for Health and safety is delegated to the Health and Safety officer who will ensure this policy is put into practice.

The Health and Safety officer will ensure Health and Safety standards are maintained/improved with the following staff having responsibility in the following areas:

<u>Name</u>	<u>Position</u>	<u>Responsibility</u>
Lee Morritt	Head Teacher	Whole School
Mark Hepple	Health and Safety Officer	Whole school/Hutton Park
Matt Nichols	Centre Head	Catcliffe
Stevie Davis	Centre Head	Rawmarsh
Lindsey Waugh	Assistant Head	AP Rockingham Centre
Lee Morritt/Donna Hissitt	Head/EVC (Evolve)	Off-site activities/visits
David Thorpe	Compliance/Business Manager	Buildings/Repairs
Alan Murray	Site Manager	All site maintenance and repairs

All staff and students have to:

- Co-operate with the Health and Safety Officer, Head Teacher/Heads of Centre on all health and safety matters.
- Not remove or interfere with anything provided to safeguard their health and safety.
- Take reasonable care of their own health and safety, and that of others.
- Report all health and safety concerns to an appropriate person (as detailed in this policy statement).

ARRANGEMENTS

Health and Safety Risks Arising From Work Activities

- Risk assessments will be carried out by the Health and Safety officer working with the Heads of Centre at every site.
- Classroom Teacher/Tutor will carry out any activity risk assessments and have these signed off by H&S Officer before any activity takes place.
- The findings will be reported to SLT/Management Committee by the Health and Safety officer using the Aspire Risk Assessment Form (Appendix 1)
- Action required to remove/control risks will be discussed and approved by the Health and Safety officer, Head Teacher and Management Committee and written on the Aspire Risk Assessment Form.
- The Management Committee will be responsible for ensuring the action required is implemented.
- The Health and Safety officer will check that the implemented actions have removed/reduced the risks and make any adjustments on the Aspire Risk Assessment Form.
- Risk Assessments will be reviewed every year or when equipment/activities change, whichever is soonest.

Consultation with Staff

Staff representative(s) are:

- SLT
- Compliance Manager
- Assistant Heads/ Head of centre
- Staff representative (Union rep)

Consultation with staff is provided by

- Meetings/Briefings
- Bulletins
- E-mail

SAFE PLANT AND EQUIPMENT

- The Health and Safety Officer and Site Manger will be responsible for identifying all equipment/plant needing maintenance.
- The Health and Safety Officer and Site Manger will be responsible for ensuring effective maintenance procedures are drawn up.
- The Health and Safety Officer and Site Manger will be responsible for ensuring all identified maintenance is implemented.

- Any problems found with plant/equipment should be reported to the Centre Head of each site or directly to the Health and Safety Officer who will check that the new plant/equipment meets with health and safety standards before it is purchased.

SAFE HANDLING AND USE OF EQUIPMENT

- The Health and Safety Officer will be responsible for identifying all substance which comes under COSHH and requires an assessment.
- The Health and Safety Officer will be responsible for undertaking COSHH assessments.
- Assistant Heads of Centre will be responsible for ensuring that all actions identified on the Aspire Risk Assessment Form are implemented.
- Assistant Centre Leads will be responsible for ensuring that all relevant staff are informed about COSHH assessments.
- Centre Heads will check that any new substances can be used safely before they are purchased.
- The Health and Safety Officer will review the COSHH assessments every year or when the work activity changes, whichever is the soonest.

Note: ***COSHH registers should be kept in all Areas/Classrooms and where applicable stored in a COSHH cupboard.***

INFORMATION, INSTRUCTION AND SUPERVISION

The Health and Safety Law poster is to be displayed in ALL centres.

- Staffroom notice board
- General office
- Relevant teaching areas i.e. workshops
- Health and Safety advice is available from:
- Health and Safety Officer
- Compliance Manager
- SLT

Centre Heads will be responsible for the arrangement of supervision and monitoring of work carried out by students.

The Health and Safety Officer and Compliance Manager will be responsible for ensuring that our students working off-site under the control of others, are given relevant health and safety information.

ACCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

First aid boxes are kept in:

- Classrooms (General First Aid Equipment)
- General office

- Other area's i.e. Kitchen/workshops (see notice boards in staffroom/student area).

40+ staff are trained in first aid. The names of trained staff are displayed on the staff notice board at their specific centres.

All accidents and cases of work related injury or ill health are to be recorded using the relevant accident forms which are kept in the General Office at each site; on completion these are sent to the Health and safety officer, then filed in the Centre General Office.

The Health and Safety Officer will be responsible for the reporting of accidents, diseases and dangerous occurrences to the RMBC Health and Safety section.

COMPETANCY FOR TASKS AND TRAINING

Induction training will be provided for all employees by Assistant Heads, Human Resources and the Health and Safety Officer.

Job specific training will be provided by Assistant Heads.

Specific jobs requiring special training are:

- Asbestos Awareness
- Legionella Awareness
- Fire Safety
- Manual Handling
- COSHH
- Working From Heights
- First Aid
- Risk Assessments
- Accident/Incident Reporting

Mandatory Health & Safety training will be covered in whole staff CPD by the Health and Safety officer.

Staff training records will be kept up to date and stored by Human Resources.

MONITORING

To check our working conditions, and ensure our safe working practices are being followed, we will:

- Carry out regular risk assessment (Appendix 1)
- Carry out Health and Safety Audits of the workplace each term. These will be carried out by the Assistant Head of centre, Health & Safety Officer and RMBC's Buildings officer. (Appendix 2)
- Inspect and maintain all plant & equipment (Appendix 3)

Heads of Centre/SLT are responsible for investigating work related causes of sickness absences.

Everyone is responsible for reporting Health & Safety Issues (Appendix 4) and acting on investigation findings to prevent a recurrence.

EMERGENCY PROCEDURES – FIRE AND EVACUATION

- The Health and Safety Officer and Compliance are responsible for ensuring the fire risk assessment is undertaken and implemented across all sites.
- The Site Manager and Health and Safety Officer to check escape routes every month.
- Fire extinguishers are maintained and checked annually by TRUST.
- The Site Manager and Health and Safety Officer will test alarms every week at all sites.
- Emergency evacuation will be carried out every school term.
- Fire Marshall and Deputy Fire Marshall will be assigned to each centre; the names will be displayed on the staff notice board at each centre.
- Fire Officer and a Deputy will be assigned to each centre; the names will be displayed on the staff notice board at each centre.
- The Site Manager and Health and Safety Officer will ensure the Fire log is kept up to date at each site.

Note: ***More information on Fire Evacuation procedures can be found in the Fire Safety Policy.***

Appendix 1 – Risk Assessment Form



Risk Assessment Form

Name of Assessor:		Position held:		Date:				
Time:		Work Area:						
Task being assessed:								
What is the hazard?	Who might be harmed?	How might people be harmed?	Existing risk control measures	Risk rating L C R	Additional controls	New risk rating (Residual) L C R	Action/ Monitored by Whom?	Action/ Monitored by When?

Appendix 2 - Health & Safety Audit



Centre	
Date	
Inspection carried out by:	

Checklist for Audit

	Yes	No
Health & Safety Board	☐	☐
Accident Book – Students	☐	☐
Accident Book –Staff	☐	☐
Accident Book – Violence to Staff	☐	☐
Positive Handling Book	☐	☐
Asbestos Book	☐	☐
Sample PAT testing check	☐	☐
Sample Fire Extinguisher check	☐	☐

Issue raised	Actions to be taken	Member of staff to take action	Required completion date	Date actually completed

Appendix 3 – Inspection of Plant & Equipment



Centre	
Date	
Inspection carried out by:	

Issue raised	Actions to be taken	Member of staff to take action	Required completion date	Date actually completed

Appendix 4 – Health & Safety or Plant & Equipment Concern



Location of Fault	Issue

Reported by	
Date reported	

Actioned by	
Date	
Action taken	