

Journey Independent School Health and Safety Policy

September 2025



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1. Introduction

Our commitment to health and safety forms part of Journey Independent School's wider agenda of social responsibility, sustainability, corporate governance and the management of risks, and ultimately the quality of education delivered to our communities. We require this same commitment from our employees and contractors. The Centre's Health and Safety Policies can only be implemented with the full cooperation of everyone involved and all employees must take active care of their own and others safety.

We believe that achieving high standards of health and safety reduces harm and losses due to accidents, incidents, and ill health, and therefore makes good business sense.

Health and Safety is integral to our asset management, the management of our human resources, and organisational development, and is included in all Centre policies when and where appropriate.

All Board members and employees of Journey Independent School are asked to join me in the ownership of this document so that it achieves the aim of providing a healthy and safe place of work.

2. Aim, objectives and principles

2.1. Policy Aim

This Policy will support our goal of being an organisation where everyone can fulfil their potential free from work related injury or ill health; this includes employees, students, contractors and others who may be affected by our work activities.

2.2. Policy Objectives

- to conduct all our activities safely and in compliance with legislation and best practice;
- to provide safe working conditions and equipment;
- to promote a positive safety culture;
- to ensure our procurement promotes best practice in health and safety;
- to establish targets and action plans for continuous improvement of health and safety performance;
- to report our health and safety performance both internally and externally.

2.3. Policy Principles

Control - those with management roles are responsible for the clear allocation of health and safety responsibilities and for monitoring that those responsibilities are implemented.

Co-operation - we all have a responsibility to co-operate as individuals and as groups to make health and safety a collaborative effort.

Communication - communication of health and safety information is essential and care must be taken to continually review and improve this. Journey Independent School promotes the sharing of best practice and transparency.

Competence - developing the health and safety competence of Directors, managers, employees, and contractors is at the heart of successful health and safety management.

These guiding principles are interrelated and interdependent so that consistent activity in each area is needed to promote a climate in which a positive health and safety culture can develop.

3. Organisational structure and responsibilities

This section details the specific health and safety roles and responsibilities assigned to the following posts and functions.

3.1. CEO of Journey Independent School

To ensure the work of the organisation is conducted in accordance with the policy and procedures for health and safety and with due regard for any statutory provisions set out in legislation.

3.2. Senior Leadership Team

The SLT takes overall responsibility for Journey Independent School's health and safety performance and in particular is required to ensure that:

- decision making is in line with the policy and procedures for health and safety and any statutory provisions set out in legislation;
- adequate resources are made available for health and safety;
- health and safety performance is continually reviewed;
- suitable action plans for improving health and safety are developed and implemented;
- the appraisal framework is used to measure the performance of Directors and Executives against health and safety targets and objectives;
- a Centre health and safety audit programme is implemented and progress of remedial actions is monitored.

3.3. Local Governing Bodies

All local governing bodies shall ensure that all the decisions they make are in line with Journey Independent School policy and procedures for health and safety and any statutory provisions set out in legislation. This principle is to be borne in mind by all committees and during all contacts with employees and members of the public.

3.4. Centre Directors

All Executives take overall responsibility for the management of health and safety within their Centre and sphere of influence. In particular, Executives are required to:

- ensure adequate resources are available to successfully manage health and safety within their Centre;
- ensure implementation of the Journey Independent School health and safety policy and procedures;
- ensure the development and implementation of a Centre health and safety action plan for continuous improvement in health and safety;
- ensure development, implementation and review of a Centre specific health and safety policy, organisation and arrangements in line with Journey Independent School's model Centre policy;
- uphold the guiding principles for health and safety and require the same from all staff;
- ensure development, implementation and review of structures and systems within the Centre to promote management control, co-operation, communication and competence on health and safety matters;
- use the appraisal framework to measure the performance of senior managers against health and safety targets and objectives;
- ensure effective proactive and reactive monitoring of health and safety at all management levels;
- measure and review Centre performance against key performance indicators, targets and Centre health and safety action plans;
- ensure implementation of a Centre health and safety audit programme and monitor progress of remedial actions.

3.5. Centre Managers and Supervisors

Journey Independent School assigns the health & safety responsibilities of additional tiers of management in local health and safety policies. Generally, where a manager or supervisor has an operational responsibility for the organisation or control of any Centre undertaking or activity, he/she also carry the responsibility for doing all within his/her authority to ensure an acceptable level of health and safety during the conduct of that undertaking or activity. In all cases this policy requirement reflects the legal duties placed on such persons by the statutory law on health and safety.

3.6. Trade Union Safety Representatives

Trade Union Safety Representatives are fully consulted on matters affecting the health and safety of employees they represent, in compliance with the Safety Representatives and Safety Committees Regulations 1977. Formal consultation with Trades Unions on health and safety takes place through the health and safety committees.

3.7. Employees

All employees have an important part to play in protecting themselves and others. Health and safety responsibilities are based on legal obligations and are subject to the Journey Independent School's disciplinary procedures. In particular, all employees are required to:

- take reasonable care for the health and safety of themselves and others, who may be affected by what they do or fail to do at work;
- cooperate with all managers, team leaders and supervisors on health and safety matters; familiarise themselves with, and to act in accordance with, any health and safety procedures which have been issued to them or otherwise brought to their attention;
- act in accordance with any safety training which has been provided to them, or any verbal safety instructions issued to them;
- make full and proper use of any personal protective equipment (PPE) and clothing provided to them, in accordance with instructions or training received;
- report any loss of, or obvious defect in, such as PPE to their team leader or manager;
- not take part in any horseplay or to interfere with or misuse anything provided in the interest of health, safety or welfare;
- report any accident/incident, no matter how minor the injury, by informing their supervisor or manager (to be done on the day of accident/incident or as soon as possible thereafter). This includes reporting any accident/incident involving a non-employee whilst on Journey Independent School's premises or sites or affected by Journey Independent School activities, which comes to their attention;
- report to their supervisor or manager any work situation which they consider to represent a serious and immediate danger to health and safety, or any matter which they consider to represent a shortcoming in current arrangements for health and safety;
- follow any laid down emergency procedures in the event of serious imminent dangers, such as emergency evacuations.

4. Arrangements for the Health and Safety Management System

The arrangements for the health and safety management system (HSMS) are systematically applied in all activities and services throughout the Journey Independent School.

4.1. Health and Safety Policy

Centre Health and Safety Policy - all Centres are required to establish Centre specific health and safety policy statements and organisational arrangements to implement the Journey Independent School policy and HSMS incorporating Centre needs and responsibilities.

4.2. Organising

Responsibilities - the Senior Leadership Team is responsible for health and safety performance and the implementation of Centre health and safety policy, arrangements and procedures. Specific health and safety roles and responsibilities have been assigned to various posts and these are included in the Organisation section of the relevant policies.

Consultation - consultation is achieved by standard health and safety agenda items on all team meetings, through appropriate membership of committees and groups and meetings including recognised Trade Union representation.

Learning and Development - Health and safety competencies are core skills essential to the effective conduct of employee duties. Competencies are developed through induction at Centre levels. Specific (e.g. manual handling, first aid, fire safety etc.) and managerial training is arranged to suit individual and organisational needs.

Job Descriptions/Employee Contracts - suitable clauses to highlight health and safety responsibilities are included in all employee contracts and job descriptions appropriate to individual roles.

Appraisal - the Appraisal framework is used to set and measure performance against health and safety targets and objectives (where these are appropriate for the job description of the employee concerned). Appraisal is also used to identify health and safety learning and development needs of individuals and monitor competency development.

Communication - Health and safety information is communicated through line management with health and safety as an agenda item at all levels of team meetings. Centre health and safety documentation is developed and made available in electronic and hard copy format. The Intranet, Centre newsletters, notice boards and signage are all methods for health and safety communication.

4.3. Planning and Implementing

Health and Safety Action Plans – Produced by the external health and safety compliance company. Executives are required to monitor and review to ensure continuous improvement in health and safety performance.

Risk Assessments - Managers with health and safety responsibilities conduct and record risk assessments for activities using the guidelines and ensure the findings are brought to the attention of employees. Risk assessments are reviewed periodically and, following any significant changes, to ensure they remain suitable and sufficient.

Policy and Procedures - Centre health and safety procedures are produced following policy review. Policy is the standards, systems and guidelines for the implementation of control measures for specific health and safety risks. Procedures are developed and implemented in accordance with the risk profile of Journey Independent School and individual Centres. Centre policy apply to all establishments, procedure differs between establishments based on local arrangements. All health and safety policy and procedures are regularly reviewed and updated when appropriate.

4.4. Measuring Performance

Proactive health and safety monitoring is a line management function. Health and safety performance is formally measured during centre manager inspection in accordance with Centre health and safety policies.

Reactive measurement is by managers and supervisors implementing the health and safety policies for accident/incident reporting and investigation.

In addition the Journey Independent School measures performance by audit, inspection and through accident/incident reporting and investigation.

4.5. Reviewing Performance

Journey Independent School retains the services of an external health and safety compliance company to provide health and safety advice and review each centre's compliance. Performance is reviewed and reported at Local Governing Body meetings, CEO and the Journey Independent School Director Board on a formal and regular basis. Performance is measured against health and safety performance indicators and targets, and in terms of the achievement of health and safety action plans. Opportunities are sought for credible and suitable benchmarking.

4.6. Auditing

In addition to the health and safety audit and review process carried out by the external compliance company, the Health and Safety Lead within each Centre ensures that suitable audit programmes are in place and audit action plans are fully implemented. The Journey Independent School routinely reviews the audits across centres to ensure compliance.

Journey Independent School

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