



HEALTH & SAFETY - STATEMENT OF INTENT

As a responsible employer, SHINE's Board of Trustees (Board) will honour their legal obligations, in particular the requirements of the Health and Safety at Work Act 1974 and associated regulations and codes of practice.

The Board recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of all stakeholders while working and studying on any of its premises and outside of its premises whilst engaged in associated activities so far as is reasonably practicable. They acknowledge they are responsible for the management of the premises SHINE and its academies occupies and also for the services it provides.

In compliance with the management of Health and Safety at Work Regulations, risk assessments will be undertaken and arrangements will be made, where significant risks are identified, for any necessary preventative and protective measures to be put into place as far as is reasonably practicable using a sensible risk management approach. To achieve these objectives the Board will ensure:

- all our activities are conducted safely and in compliance with legislation and where possible, best practice
- they provide safe working conditions and safe equipment for all pupils, staff, clients, temporary contractors and the general public
- there is a systematic approach implemented to secure the identification of risks and the allocation of resources to control them
- systems of work are safe and without risks to health and make arrangements for ensuring the safe use, storage, handling and transport of articles and substances that are inherently or potentially dangerous
- provide suitable information, instruction, training and supervision
- promote a positive health and safety culture that is demonstrated by open communication and a shared commitment to the importance of health, safety and welfare
- promote the principles of sensible risk management
- monitor, review and modify this policy and any arrangements as required

The Board delegate the day to day management of health and safety to their individual academies, overseen by the CEO. Through day to day management leaders will ensure risks created by our activities are controlled and, that health and safety is integrated into our management systems and that the appropriate resources are made available. However, the trustees accept they are ultimately responsible for ensuring a safe and healthy environment.

All SHINE's staff have a duty of responsibility to take reasonable care of themselves and others and to co-operate to ensure statutory duties and obligations are fulfilled. Staff are encouraged to play a positive role in developing and maintaining a healthy and safe working environment and to report health and safety concerns as appropriate. SHINE's competent health and safety representative will provide leadership with updates, changes and arrangements, about any revisions to safety legislation.

As at the date of this Statement of Intent, SHINE supports six academies (Ironville and Codnor Park Primary, John Hunt Academy, Langold Dyscarr Community School, Ranskill Primary, Scotholme Primary and Nursery and Whitemoor Academy). Should additional schools transfer to SHINE before this statement is reviewed it will be adopted by them.

Kate Watson
Interim CEO
SHINE Multi Academy Trust

Samuel Clulow
Chair of Trustees
SHINE Multi Academy Trust