



Trust Health and Safety Policy



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1. Embark Federation of Schools (Introduction)

We are a family of schools across Derbyshire who believe that by working together as a team we can create schools that 'stand out' at the heart of their communities. We have 4 core beliefs; Family, Integrity, Teamwork and Success that are central to everything that we do.

As the employer, Embark Federation holds ultimate responsibility for the health and safety of its schools. Initially we must consider where this responsibility is derived from, the Health and Safety Executive (HSE) is the UK government agency responsible for the encouragement, regulation and enforcement of workplace health, safety and welfare, and for research into occupational risks in Great Britain. The HSE is responsible for the UK's national workplace health and safety regulation, and the government makes regulations on the proposals made by the HSE. The primary legislation owned by the HSE includes the Health and Safety Work Act 1974.

The HSE was established by the Health and Safety Work Act 1974 and it helps to prevent work-related death, injury and ill-health through legislation and regulated Health and Safety procedures in the workplace.

Under the Management of Health and Safety at Work Regulations 1999, controlling risk in the workplace is of utmost importance and is the responsibility of all involved; the minimum an employer must do in compliance is; identify what could cause injury or illness in your business (hazards); decide how likely it is that someone could be harmed and how seriously (the risk); and take action to eliminate the hazard, or if this isn't possible, control the risk

The Academy trust handbook 2025 sets out the following Trustees statutory duties:

Section 1.13 - As an organisation, the trust has a range of responsibilities under current legislation and statutory guidance. Trusts' responsibilities include such matters as safeguarding, health and safety and estates management. Ensuring strong governance in these areas will be a key priority for the board.

The handbook then goes on to state in section:

1.17 The main legislation covering this area is the Health and Safety at Work etc. Act 1974 and its regulations. Under the Act the academy trust, as an employer, is responsible for the health and safety of its staff, pupils, and any visitors.

1.18 Trust boards should follow the department's 'Health and Safety: responsibilities and duties for schools' as well as 'Health and Safety Executive (HSE) guidance for Education.'

1.19 Academy trusts have a duty to manage asbestos in their schools effectively, compliant with the Control of Asbestos Regulations 2012. 12 13 Estates management

1.20 An academy trust's estate is both an asset and a mechanism to deliver outcomes for pupils. The DfE expects academy trusts to manage their school estate strategically and effectively and maintain their estate in a safe working condition. This includes complying with statutory duties to ensure the health and safety of building occupants.

To fulfill this obligation, we engage Derbyshire County Council Health and Safety Section (DCC H&S) as our competent authority to assist in upholding these standards. DCC H&S is committed to delivering a professional and competent health and safety service for Embark and its schools.

Embark Federation places utmost importance on the health, safety, and well-being of everyone in our schools. Supported by DCC H&S we ensure the effective implementation and maintenance of health and safety protocols across schools by consistently enhancing policies, providing regular training, and actively involving stakeholders.

Our commitment to health and safety is reflected in this strategy, which outlines the roles and responsibilities, from the Trustees, Central Team and DCC H&S to individual school leadership teams, staff, and students. This collective effort ensures a secure, well-informed environment where every individual can thrive.

2. Health and Safety Vision (ACTS)

Our vision is to create a culture of safety where every individual feels secure and well-informed about health and safety protocols. This vision is achieved through continuous improvement, active engagement, and the empowerment of all stakeholders. This strategy will support everyone associated with Embark to be Aware, Competent, Trained and Safe (ACTS).

Aware

We believe that health and safety are dynamic aspects of our schools, requiring ongoing evaluation and enhancement. Regular audits, feedback mechanisms, and performance reviews are integral to our approach. By identifying areas for improvement and implementing corrective actions, we ensure that our practices evolve to meet new challenges and standards. School staff complete audit self assessments using the 'Every System' once completed this information is then available to the Trust. Based on this information the Trust is able to produce reports to ascertain our compliance with the current legislation and report this to Trustees.

Competent

We commission DCC H&S Team to deliver a professional competent service. A health and safety competent person is someone who can assist with your employer's health and safety responsibilities and they are a legal requirement. The competent person should have the skills and knowledge to point you in the right direction as an employer and let you know what you need to do to comply with the law and improve health and safety.

Trained

Empowering our stakeholders is fundamental to our health and safety vision. We arrange comprehensive training and resources to equip individuals with the knowledge and skills necessary to uphold safety standards. Empowerment also means recognising and addressing concerns promptly, ensuring that everyone feels capable of contributing to a safe and supportive school community.

Safe

Engagement is key to fostering a culture of safety. We actively involve students, staff, and other stakeholders in health and safety initiatives. This includes participation in training programs, safety drills, and health campaigns. By encouraging open communication and collaboration, we ensure that everyone is aware of their roles and responsibilities in maintaining a safe environment.

3. Risk Management

To further enhance the robustness of the health and safety framework, we combine this into the risk profile for each school. This approach is essential in systematically identifying, assessing, and managing potential health and safety hazards within the school environment. Each identified risk is documented, evaluated for its severity and likelihood, and assigned appropriate mitigating actions. The risk profile is continuously monitored and updated, ensuring that emerging risks are promptly addressed, and existing controls are regularly reviewed for effectiveness.

4. Roles and Responsibilities

Role	Responsibility	Actions Suggested
Trustees	The Academy trust handbook identifies the need to ensure strong governance in Health and Safety will be a key priority for the Board of Trustees.	To identify a lead Trustee for Health and Safety.
Central Team	Actively supports the implementation of health and safety policies and guidance across all schools. Work closely with school leadership teams to provide guidance, coordinate training sessions, and ensure consistent application of health and safety standards throughout the federation.	Define action plan to ensure the the audit self assessment is a reliable record and agree the work programme for DCC H&S Service.
School Leadership Team	Ensure compliance with health and safety policies, implement recommended actions, and participate in training sessions.	Agree timeline to complete audit self assessment and address areas of concern.
Staff and young people	Adhere to health and safety protocols, report potential hazards, and participate in training programs.	Agree areas where staff and students can engage in H&S areas.
Derbyshire County Council Health and Safety Service	Deliver a professional competent service.	Identify reporting metrics to evidence impact of this work.

5. Funding

The funding for Health and Safety is contained in the following budgetary areas, the Trust budget includes the commissioning of DCC H&S service for all schools, the school's revenue budget includes an expectation that the school will meet all necessary legislation. Where significant investment is needed to replace physical infrastructure such as to replace fire alarms, fire doors, or boilers to meet legislative requirements then this should be raised with the Estates Lead which will include such requests in updates to the Estates Panel who oversee the School Capital Allocation for the Trust. The school should also consider the usage of its Devolved Capital Formula allocation.

6. Governance Arrangements

Oversight of the Health and Safety Strategy will be the responsibility of the Audit and Risk Committee. Termly, reports will be provided by DCC H&S Service to review audits undertaken and any associated risks, and mitigations identified, this will be supported by a termly summary showing progress in improving compliance with the audit self assessment.

Based on this work either focused work with individual schools or thematic work across all schools will be initiated with DCC H&S Service.