

## **GDST Academy Trust Health & Safety Policy Statement – December 2025**

**This policy applies to all GDST academies; to all phases: Senior, Junior and EYFS and to all academy / school activities that take place both on and off academy / school premises. It also operates in conjunction with other GDST policies notably the Safeguarding Policy and the Well-being Policy.**

The Academy Trust Board (ATB) of the GDST Academy Trust recognise and accept that under the Health & Safety at Work etc, Act 1974 ('the Act') and in particular The Management of Health and Safety at Work Regulations 1999 (as amended) they have legal responsibility to provide, so far as is reasonably practicable, for the health, safety and welfare of all their employees and also that they have certain duties towards pupils, the public, and people who from time to time use their premises.

It is the policy of the ATB, through a risk management approach, to meet its responsibilities under the Act, Regulations and approved Codes of Practice, and all other regulatory requirements and it will therefore take appropriate steps to:

1. Provide and maintain, as far as is reasonably practicable, safe and healthy places of work; safe plant, equipment and machinery; safe systems and methods of work; safe methods of using, handling, storing and transporting articles and substances; and adequate facilities and arrangements for the welfare of all employees and pupils.
2. Provide all employees with the information, instruction, training and supervision that they require to perform tasks in a safe and competent manner and recognise and manage risk.
3. Provide and maintain a safe environment for all visitors to GDST Academies bearing in mind that these visitors may not be aware of all the risks arising from their use of the facilities.
4. Manage risks to all staff, pupils, parents and others e.g. volunteers and visitors in so far as they come into contact with foreseeable work hazards and endeavour to prevent personal injury and ill health to them.
5. Develop risk awareness amongst all pupils so they are able to contribute to recognising and managing risk.
6. Have effective emergency procedures in the event of fire or other significant incidents affecting the academies and their occupants.
7. Consult and co-operate with partners working with the Trust in delivering its services to ensure that foreseeable health, safety and welfare risks arising

from such working are suitably and sufficiently managed.

8. Consult and communicate with employees on health and safety matters through the Executive Officers of the GDST, each academy's Head, Health and Safety Coordinator and Health & Safety Committee, and with staff at Trust Office.
9. Maintain and continually improve the standards of health and safety across the Trust by adopting a 'Plan-Do-Check-Act' health and safety management model and undertaking regular H&S reviews and audits.
10. Ensure that the detailed procedures and guidance for implementing the aims of this Policy Statement are publicised, made available to all Trust employees and can be used as a practical working document.
11. Keep this Policy Statement and the detailed health and safety procedures and guidance on the Health and Safety section of *myGDST* under regular review in line with changing safety practices and current legislation.

The Academy Trust Board is determined that good standards of health, safety, welfare and risk management are achieved in all its academies and activities, and has a H&S Strategy and H&S Operations Group to achieve this. Each academy's H&S status and achievements are monitored and reported to the GDST H&S Committee and to the ATB via the Trustee H&S Champion and the Annual H&S Report.

The ATB requires all its academies to implement a 'Health & Safety Improvement Plan' with the guidance and support of the GDST's H&S Advisers and attain the recommended standards set out in the 'Health and Safety' section of *myGDST*.

Signed:

A handwritten signature in black ink, appearing to read 'Ann Ewing', followed by a horizontal line.

Ann Ewing  
Chair, GDST Academy Trust

Date: 11 December 2025