

Health, Safety and Wellbeing Policy

The policy statement, strategic organisation, summary of arrangements and commitment to the health, safety and wellbeing at Beacon Rise Primary School,

Term 1 2026 - 2027

Date	People involved	Notes
Spring 2021	T. Leaman; C. Thomas;	Draft 1
Term 6	Governors Review	Circulate to staff for review
Term 1 2021-22	Edits received – Governors Ratify	Approved by FGB Oct 2021
Term 3 2022-23	FGB	Final edits made Jan 2022
Term 1 2024-25	B.Pearse	Updated with Delegated Services Sep 2024 policy
Term 1 2024-25	FGB	Ratified
Term 1 2025-26	FGB	Agreed
Term 6 2025-26	FGB	Agreed
Term 6 2027-28		Next Review Date

Statement of Health, Safety and Wellbeing Policy for Beacon Rise Primary School 2026-27

This statement of “Health, Safety and Wellbeing Policy” is produced in respect of Beacon Rise Primary School. It forms the basis of future planning and implementation of health, safety and wellbeing (HS&W) matters.

1.0 The Beacon Rise Primary School Statement of General Policy

- 1.1 South Gloucestershire Local Authority is the employer of all staff within Beacon Rise Primary School. The school recognises that South Gloucestershire County Council has a corporate policy and that this policy flows from a relationship with that. There is a Governing Body and Head teacher with delegated powers. The Governing Body will:
- 1.1.1 Accept responsibility for setting out the overall establishment’s HS&W Policy and undertake to take all reasonable steps within its power to prevent or reduce the possibility of:
- Harm, injury and ill-health to children, employees, parents, contractors, visitors to the school and members of the general public;
 - Damage to property, plant, machinery, equipment, tools and other materials;
 - Harm to the environment
- 1.2 Ensure, so far as is reasonably practicable, that the establishment’s budget reflects the finance necessary to implement Health, Safety & Wellbeing requirements.
- 1.3 Accept responsibility under the Health and Safety at Work etc. Act 1974, so far as is reasonably practicable to:
- 1.3.1 Provide plant, equipment and systems of work which are safe and without risks to health;
- 1.3.2 Make arrangements for ensuring the handling, storage and transportation of articles and substances are safe and without risk to health;
- 1.3.3 Provide suitable and sufficient information, instruction, training and supervision to enable all employees, children, parents and carers at the establishment to perform their work, learning and play safely and efficiently;
- 1.3.4 Promote the development and maintenance of sound HS&W practices ensuring that any actions taken are inclusive and non-discriminatory;
- 1.3.5 Maintain the premises in a condition that is safe and without risks to health and ensure the maintenance of safe access to and exit from the premises;
- 1.3.6 Provide and maintain a working environment that is safe and without risks to health and adequate as regards welfare facilities for employees, children, parents and carers.

- 1.3.7 Provide as necessary personal protective equipment (“PPE”) to all employees, volunteers, parents, children and visitors in the setting, for the safe use of plant, machinery, equipment, tools, materials and substances for work or within the curriculum.
- 1.3.8 Maintain a close interest in all health and safety matters insofar as they affect all activities under the control of the establishment. In particular, they will work closely with other agencies sharing the premises to cooperate on work-related health and safety matters. They will also check that parents and carers and community groups are also health and safety aware.
- 1.3.9 Keep themselves up to date on relevant health, safety and wellbeing matters through governors’ professional development, advice from South Gloucestershire Council and the setting’s competent person (Delegated Services), the Principal and the Safeguarding Committee
- 1.4 Recognise the requirement to engage and consult staff on Health, safety and Wellbeing matters which will be achieved by discussion through the setting’s Safeguarding Committee, or other effective means.
- 1.5 Agree that one of their members to be designated the “Health and Safety Governor,” who will attend meetings of the Safeguarding Committee and speak on Health, Safety and Well-being matters at subsequent governing body meetings.
- 1.6 Delegate authority for the development and implementation of this policy to the Principal who will:
 - Ensure that arrangements will be made to bring this policy to the notice of all employees (including new, temporary and part-time employees) at Beacon Rise Primary School.
 - The Principal will also bring it to the attention of parents/carers, agency and other contract staff, contractors, volunteer helpers and the children so that they fulfil their duties to co-operate with this policy.
 - The Principal will liaise with other agencies and groups using the site to ensure consistent health and safety outcomes.
- 1.7 Recognise their responsibility for monitoring HS&W performance, including auditing and will monitor annual reports on Health and Safety, Wellbeing and other related matters. This will include evidence of safety inspections carried out by representatives of the setting at least three times a year.
- 1.8 Seek to continually improve HS&W Policies, Procedures, Codes of Practice and Guidelines. Cross-cutting matters such as safeguarding and inclusion will be linked in so there are no policy gaps.
- 1.9 Review this policy on a regular basis to confirm that the arrangements are still appropriate. The review will take place whenever there are significant changes in the arrangements and not later than 24 months from the previous review date. This policy will be re-edited and re-issued within three months of the review date where this is deemed necessary.

Signed by the Chair of Governors
Name: A. Box

Signed by the Principal
Name: C. Thomas

Date of issue of this statement: **Term 6 2025-26**

Review date: Term 6 2026-27

Display points: Staff room noticeboard, All Staff Shared Drive, induction packs, Safeguarding INSET.