



To ensure, so far as is reasonably practicable, the health, safety and welfare of our Staff while they are at work and of others who may be affected by their undertakings, and to comply with all the relevant legislation.

To ensure the principles of health and safety are clearly understood throughout Belmont House Ltd, we will be committed to:

- ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy
- ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the School
- protecting the safety and health of all Staff within the School by preventing work-related injuries, ill health, disease and incidents
- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the School subscribes
- ensuring that Staff and their representatives are consulted and encouraged to participate actively in all elements of the Health and Safety Management System
- continually improving the performance of the Health and Safety Management System
- provide the necessary information, instruction and training to Staff and others, including temporary Staff to ensure their competence with respect to health and safety
- devote the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of Staff. Expert help will be sought where the necessary skills are not available within the School
- liaise and work with all necessary persons to ensure health and safety, and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

The ultimate responsibility for Health and Safety within Belmont House Ltd lies with the Chair of the Board of Governors:

- the Principal will annually review the Health & Safety policy for continued suitability
- the Chair of the Board of Governors will review, sign and date the Health and Safety Statement annually, and bring it the attention of all Staff.

We recognise that safety is the responsibility of everyone and is not just a function of management. Staff will have specific duties and responsibilities to comply with the letter and spirit of the policy. Staff have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

The School will in consultation with our Staff and their representatives set out in writing a commitment to ensuring that our health and safety policy will be:

- specific to the School and appropriate to the nature of our activities
- concise, clearly written, dated and made effective by the signature of the Principal
- communicated and readily accessible to all persons at their place of work
- reviewed for continuing suitability and
- made available to relevant external interested parties as appropriate.

Signature: Date:

**Belmont House School
Health & Safety Policy**



Chair of the Board of Governors, Belmont House Ltd