



Statement of Health & Safety

(Statutory)

Approved: Autumn 2025
Date of Next Review: Spring 2028

Equality Impact Assessment - Policy Review

In reviewing this policy, we have tried to make a positive impact on equality by considering and reducing or removing inequalities and barriers which already existed. We have ensured that this policy does not impact negatively on the dimensions of equality.

The Roseland Multi Academy Trust (the Trust):

1. Recognises its legal and moral responsibilities to persons who may be adversely affected by the Trust's activities.
2. Is committed to ensuring, by all reasonably practical means, the health, safety and welfare of its students, visitors, employees, volunteers and contractors involved with its activities.
3. Will seek to ensure that its legal duties and policy objectives are complied with at all times.
4. Will ensure that all foreseeable risks associated with the Trust's activities are identified and removed or controlled through a process of risk assessment and management.
5. Will ensure that all employees are given such information, instruction and training as may be necessary to enable the safe performance of their duties.
6. Will seek to inform students' parents/carers or guardian of any health, safety or welfare issues relevant to their child or children.
7. Have outlined the arrangements for health, safety, and welfare as set out in the individual School Health and Safety Policy and the associated policies.
8. Will ensure, as far as is reasonably practical, that this statement and supporting documents are kept up-to-date.

Trust Responsibilities

It is recognised that individuals, and groups of individuals, have responsibilities for health, safety and welfare within The Roseland Multi Academy Trust. The individuals and groups identified below are expected to have read and understood the Trust's policies and procedures for ensuring health safety and welfare and to conduct their duties in accordance with them.

Health and Safety Policy

Each School or Establishment within the Trust is required to maintain its own individual Health and Safety policy, tailored to reflect the local context, including staffing structures, training, site layouts, and specific operational considerations. To support this, the Trust's Central Operations Team provides a standard template, developed in consultation with the Trust's external Health and Safety advisors, ensuring a consistent layout and approach across all schools. Schools are responsible for adapting the template to their individual circumstances and for regularly reviewing and updating their local policy to ensure ongoing compliance, effective management of risks, and alignment with Trust-wide oversight.

The Employer

The employer for all staff within our academies is the Trust. The employer has the ultimate responsibility and must ensure that there are arrangements in place for the health safety and welfare of students, staff, visitors and contractors.

Trust Board

The Trustees are responsible for ensuring that mechanisms and procedures are in place for health, safety and welfare. The trustees will receive regular reports to enable them, in collaboration with the Executive Leadership Team, to prioritise resources for health, safety and welfare issues.

The Trust Board have appointed Headteachers to oversee the management of health and safety within each academy, and the Chief Executive Officer across the Trust.

Headteacher/Chief Executive Officer ('CEO')

Each Headteacher/the CEO has responsibility for:

- Day-to-day management of all health, safety and welfare matters in the Trust in accordance with this Statement of Health & Safety as well as individual academies Health & Safety Policies.
- Ensuring each School has and maintains their own Health and Safety Policy, detailing local arrangements on managing health, safety and welfare.
- Ensuring actions identified within regular health, safety and welfare inspections are carried out.
- Passing on information received on health, safety and welfare matters to appropriate people in line with Trust reporting requirements.
- Carrying out accident investigations.
- Identifying and facilitating employee training needs.

- Providing necessary facilities for all employees to be consulted on health, safety and welfare matters.
- Report to the appropriate people where any contractor is found to be working in a manner which is considered to be unsafe.

The Chief Financial Officer ('CFO')

The CFO has responsibility for:

- Ensuring suitable provision exist for regular health, safety and welfare inspections to be carried out.
- Ensuring suitable provision exists for employee training.
- Supporting the identification and facilitation of employee training needs.
- Submitting regular health, safety and welfare reports to Trustees.
- Liaising with Trustees on policy issues and any problems in implementing this Statement of Health & Safety or individual academies Health & Safety policy.
- Providing necessary facilities for all employees to be consulted on health, safety and welfare matters.
- Ensuring that any contractor appointed to deliver services or carry out work is competent to do so.
- Monitoring contractors to ensure that Health and Safety Policy is complied with.
- Take action where any contractor is found to be working in a manner which is considered to be unsafe.

Whilst responsibility for the above cannot be delegated, the function of carrying out these tasks can be delegated to other members of staff. In this Trust the following functions have been delegated to:

Function	Delegated to
Day to day health, safety and welfare management	Executive Headteacher – Gerrans School & Tregony Community Primary School Headteacher – The Roseland Academy Headteacher – Treviglas Academy Headteacher – Falmouth School
Regular inspections	Trust Site Supervisor School Site Supervisors Chief Financial Officer Trust Operations Manager
Accident Investigation	Executive Headteacher – Gerrans School Executive Headteacher – Tregony Community Primary School Headteacher – The Roseland Academy Headteacher – Falmouth School Headteacher – Treviglas Academy
Employee training needs	Headteachers (all schools) Chief Financial Officer Trust Operations Manager Trust Site Supervisor School Site Supervisors
Contractor management	Site Supervisor – The Roseland Academy, Tregony CP School & Gerrans School Site Supervisor – Treviglas Academy Site Supervisor – Falmouth School Trust Site Supervisor

Competent Health and Safety Advice

The Trust recognises that it must have access to competent health and safety advice. The Trust's competent advisors are Judicium Consulting Ltd, 98 Theobalds Road, London WC1X 8WB.