Christ Centred, Child Centred, Catholic Educational Excellence

THE DIOCESE OF WESTMINSTER ACADEMY TRUST

HEALTH & SAFETY STATEMENT OF INTENT 2025-2026

Approved by the Diocese of Westminster Academy Trust CEO and Chair of Governors in December 2025.

The **Directors of The Diocese of Westminster Academy Trust (DoWAT)** recognise and accept their responsibility, as the employer for all DoWAT employees, to provide workplaces and work practices which are safe and healthy for employees, pupils, and visitors - including contractors or anyone else who might be affected by our operations.

We are committed to providing sufficient resources to ensure the health and safety of our employees, teachers, pupils, visitors, and contractors. We recognize that adequate resources are essential for the effective implementation of our health and safety policies and procedures. We will allocate the necessary financial, human, and technological resources to identify and control workplace hazards, provide appropriate training and education, and maintain a safe and healthy work environment. We will regularly review and assess our resource allocation to ensure its adequacy and make adjustments as needed to continuously improve our health and safety performance.

Directors are especially mindful that exposure to risk is an essential part of the education process. DoWAT is committed to providing a learning environment that, whilst not unduly hazardous, provides all students with a stimulating experience that equips and prepares both children and young adults for life in the real-world.

In schools, the day-to-day responsibility for compliance with the Trust Health and Safety Policy and Procedures rests with the Headteacher. At central office, the same responsibility rests with the Chief Executive Officer. The Director of Secondary Improvement is responsible for the compilation of an effective Health & Safety policy, its promotion and testing of compliance and is supported day to day by members of the Central Team. Gallagher School Share has been appointed under Regulation 7 of the Management of Health and Safety at Work Regulations 1999 as the competent person.

Gallagher, as the 'competent person' carries out monitoring and audit activities to establish and evaluate health and safety compliance. The Director of Secondary Improvement reports to Directors annually at least.

DoWAT operates a devolved system of operational control in its schools. The overarching requirement is that schools must always follow the central Trust Health & Safety Policy. Each school must have a Governor with oversight of Health and Safety who represents the Local Governing Body at any Health and Safety Committee meetings. The Headteacher, alongside the Governor with oversight of Health and Safety, reports to the Local Governing Body on health and safety matters, which are a standing agenda item at local Governing Body meetings.

Directors acknowledge and accept the risk this approach creates and therefore monitor that schools operate in accordance with the Health & Safety policy. Should non-compliance be identified, the Trust reserves the right, as the employer, to take operational control of some or all of school operations to ensure no persons are placed at an unacceptable risk.

Employees are reminded of their own duties to take care of their own personal health and safety and that of fellow employees, pupils and any other persons who might be affected by their work activities. Details of the organisation for health and safety management and the arrangements for policy compliance are to be found in each site's localised Health and Safety Management Policy and its subsidiary topic policies. All DoWAT employees are additionally required to adhere to the supporting principles shown below.

HEALTH & SAFETY STATEMENT – SUPPORTING PRINCIPLES

It is expected that all those who work with, or for, DoWAT will:

- Attend appropriate induction training/briefing in addition to any specific health and safety training deemed necessary. The purpose of the induction training/briefing is to promote employee understanding of that which is necessary to meet their health and safety duties when undertaking work on behalf of the trust.
- Feel empowered to intervene or support individuals who intervene or stop an activity because they believe it is unsafe.
- Make a personal commitment to maintaining health and safety standards.
- Take time to read and understand relevant information provided to them about hazards, risks and preventative measures.
- Understand their role in effectively maintaining and responding to emergency arrangements.
- Accept constructive intervention in a positive manner when any member of staff takes action to stop an unsafe act.

The operating arrangements rely on:

- Those with responsibility for others, to lead by example in promoting a positive health and safety culture.
- The Trust and Schools following an appropriate improvement plan as a result of audit findings.
- All safety rules and arrangements being communicated to all employees in a clear and simple way.
- Specific procedures being developed where necessary, to reflect safety guidelines and support safe job execution.
- Responsibility and accountability for health and safety following an auditable system of delegation.
- The incorporation of health and safety considerations and appropriate controls into the procurement procedure.