





# LIGHTHOUSE

## SCHOOLS PARTNERSHIP

## HEALTH, SAFETY AND WELFARE POLICY

### Part 1 - Statement of Intent

### Statutory

Policy Approved by the Board of Trustees	
Signed:  Name: Adele Haysom Chair of Board of Trustees	Date: 27 January 2026
Authorised for Issue	
Signed:  Name: Gary Lewis Chief Executive	Date: 27 January 2026

#### Document History

Version	Author/Owner	Drafted	Comments
1.0	Clare Sanders	Published 7 September 2016	Adapted by Clare Sanders from a Single Academy H&S Policy issued by Priory Community School Enterprises Ltd
2.0	Clare Sanders	Annual renewal/approval by Board of	Renewal only - no changes

		Trustees 11 July 2017	
2.1	Clare Giordmaine	07/02/18	Page 5 updated due to LSP growth
3.0	Louise Malik	December 2018	Regular update
4.0	Louise Malik	March 2021	Scheduled update
5.0	Louise Malik	March 2023	Scheduled update
6.0	John Finch	Autumn 2025	Scheduled update

Review cycle	Every two years or earlier as required
Review date	January 2028

This policy applies to all schools and employees within the Lighthouse Schools Partnership.

*This policy remains valid, and in operation, until a new or updated policy is published.*

# HEALTH, SAFETY AND WELFARE POLICY

## Part 1 - Statement of Intent

### Statutory

## Commitment to Health, Safety and Welfare

Lighthouse Schools Partnership (LSP) is dedicated to providing a safe and healthy working environment for all employees, students, contractors and visitors. We are committed to complying with the Health and Safety at Work Act (1974) and all relevant health and safety legislation and regulations.

## Health, Safety and Welfare Policy

The Health, Safety and Welfare Policy is presented in three parts:

- **Part 1 - Statement of Intent (This Document)**

The statement of Intent sets out the aims of the Health, Safety and Welfare Policy and some of the high-level arrangements for delivering the policy. This document is produced at Trust level and is applicable to all schools within the Trust.

- **Part 2 - Organisation**

This internal document sets out the health and safety responsibilities of key personnel within the organisation and explains the strategic systems and procedures that form the basis of our health and safety system. This document is produced at Trust level and is then tailored to meet the requirements of each school.

- **Part 3 - Strategic overview of arrangements**

The strategic overview of arrangements provides a high-level summary of the main areas of health and safety activity. This internal document is produced at Trust level and is then tailored to meet the requirements of each school.

This document works in conjunction with the internal LSP Site Handbook for further detailed information.

## 1. Aims of our Health, Safety and Welfare Policy

1.1. Our policy aims to ensure, so far as is reasonably practicable, the health, safety and welfare of all persons affected by our activities. This includes:

- **Approved Contractors:** All contractors undertaking work on our estate are rigorously checked to ensure they hold all necessary regulatory and safety requirements.
- **Audit Programme:** We conduct school specific audits for compliance with the Health, Safety and Welfare Policy annually. A School fire risk assessment is completed every five years with an annual review. Asbestos re-inspections are completed annually. Water hygiene inspections are completed every three years and reviewed annually. This structured schedule, ensures regular evaluation and maintenance of safety standards and regulatory compliance, reducing risks and supporting adherence to both internal policies and regulatory requirements.
- **Communication:** We have systems in place for the regular consultation and communication with all staff, recognised Trade Union representatives and others who may share the Trust's facilities, regarding matters concerning health and safety and the preventative and protective measures in place to protect them. The Trustees Audit and Risk committee and associated Local Governing Body meetings are in place to support this.
- **Consultation and involvement:** We encourage employee involvement in health, safety and welfare matters.
- **Emergency Preparedness:** We have school-specific Fire Evacuation and Lockdown procedures in place, supported by a Trust-level Business Continuity Plan and Critical Incident Management Plan. These arrangements ensure we can respond effectively to emergencies, maintain essential operations where possible, and support the safety, welfare and recovery of students, staff and visitors following any significant incident.
- **Personal Protective Equipment (PPE):** We provide suitable PPE to protect employees from hazards after all other control measures have been exhausted.
- **Risk Assessments:** We conduct, record and suitably review risk assessments to manage any identified workplace, or work-related, possible or foreseeable hazards and/or associated risks. We communicate any significant findings and the full risk assessment to all persons that would be affected.
- **Safe Conditions:** We aim, as far as is reasonably practicable to provide a safe and healthy workplace, including adequate lighting, ventilation, and welfare facilities. Arrangements are in place for the safe management of hazardous substances in accordance with the Control of substances Hazardous to Health (COSHH) and the specialist curriculum areas follow recognised guidance such as CLEAPSS to ensure safe systems of work appropriate risk assessments and effective control measures.
- **Safe Equipment:** All machinery and equipment is serviced and maintained as appropriate to ensure that it is in a good condition and safe to use.
- **Safe Materials:** Materials are handled, stored, and disposed of safely and in accordance with manufacturer's instructions and legislative requirements .
- **Training and Supervision:** We provide sufficient health and safety training, information, instruction and appropriate levels of supervision for all staff to

enable them to understand their health and safety responsibilities and have the knowledge, competence, and confidence to undertake their work safely.

- 1.2. We strive to comply with all current working Health and Safety Executive Approved Codes of Practices' (ACOPs) and Guidance.
- 1.3. Lighthouse Schools Partnership appoints a competent Health and Safety Advisor to provide us with support and Health and safety Assistance. This service satisfies Regulation 7 of the Management of Health and Safety at Work Regulations 1999, which states that companies need to demonstrate that they have access to competent health & safety advice.

## 2. **Commitment from the Chief Executive Officer**

- 2.1. As CEO of Lighthouse Schools Partnership, I am committed to prioritising the health, safety and welfare of our employees, students and all other stakeholders using our sites. We have implemented the following strategic initiatives as a demonstration of this commitment:
  - We have significantly invested in our health and safety capacity and systems to ensure that we have comprehensive arrangements in place. We use the 'plan, do, check and act' methodology to ensure that our arrangements are effective.
  - Enhanced Audit Frequency: To ensure ongoing compliance, and to identify potential risks early, annual health and safety audits are conducted by our competent Health and Safety Advisor. This more frequent assessment allows us to proactively address any emerging issues and maintain high standards of health and safety across all our facilities.
  - We schedule, manage and report on all compliance tasks to ensure adherence to statutory planned preventative maintenance requirements. By tracking the completion of these essential tasks, we can identify and rectify any delays or discrepancies, ensuring that our equipment and infrastructure remain safe and operational.
  - We have increased our commitment to continuous professional development & training for all staff to promote a positive culture of health and safety.
  - We have updated our existing policies, with guidance from external experts, to accurately reflect our commitment to health, safety and welfare and for any changes to the organisation. We ensured full consultation with school's leaders, staff and trade union representatives to ensure a robust and rounded approach.
  - We analyse data to identify trends, uncover root causes and implement targeted preventative measures. This process helps us reduce the likelihood of future incidents, improve workplace safety and ensure compliance with health and safety regulations.

These initiatives are integral to our ongoing commitment to creating a safe and healthy working environment. Through these initiatives, we aim to reduce the risk of accidents, injuries, and illnesses, fostering a culture of safety and well-being within our organisation.