

QUEEN ELIZABETH'S HOSPITAL - HEALTH AND SAFETY POLICY
HEALTH AND SAFETY POLICY – STATEMENT

1. The Governors of Queen Elizabeth's Hospital School (the School) recognise their responsibility under the Health & Safety at Work, etc. Act 1974 to provide for the health, safety and welfare of their employees, pupils, members of the public, and any others who may be affected by the activities of the School.
2. To this end the Governors will, through a risk management approach and as far as is reasonably practicable, fulfil this responsibility by making suitable and sufficient arrangements to:
 - a. develop and maintain as far as is reasonably practicable, safe systems of work;
 - b. give sufficient information, instruction, training and supervision to enable recognition and mitigation of the risks to the health and safety of all its staff, pupils and others working within its premises, and during sporting activities and visits away from the School;
 - c. manage risks to the health, safety and welfare of visitors to the School, being mindful that visitors may not be aware of all the risks arising from visiting the School;
 - d. provide plant and equipment that is fit for purpose and maintained in accordance with the necessary requirements;
 - e. manage risks to all staff, pupils, parents and others, eg volunteers, regarding the safe use, handling, storage, transportation and disposal of articles and substances;
 - f. provide and maintain as far as is reasonably practicable a safe and healthy place of work, with safe access to/egress from that place of work;
 - g. formally consult and co-operate with employees on matters having effect on their health, safety and welfare at work.
3. Without detracting from the responsibility of the Governors, day-to-day management of Health and Safety within the School rests with the Head, the DFO, Heads of Department and others as detailed in the 'Organisation' pages of this Policy. Arrangements for the implementation of the Policy are outlined in the 'Arrangements', with further details in the relevant sections of the School's Health and Safety Manual.
4. This Policy is in three parts, the Statement of Intent, Organisation structure and details and A-Z of Arrangements which also contains School-wide procedural documentation and links to supporting policies. This is available in the QEH team under Health and Safety.
5. The Governors will monitor the Health and Safety performance of the School via the termly Health & Safety Committee meetings and regular reports from the Health and Safety Officer and DFO.
6. The Governors recognise that risk is inherent in most human activities and that it is impossible to avoid them completely. However, by the use of formal Risk Assessment processes the School will identify any significant risks associated with the work/workplace and put in place any necessary control measures to reduce those risks to an acceptable level.
7. Staff are reminded of their Statutory Duty to take reasonable care for the health and safety of themselves and others, and to co-operate with their employer in the implementation of this Health and Safety Policy.
8. This Health and Safety Policy will be reviewed at least annually; any amendments will be brought to the notice of all staff that may be affected by them.

Date Policy Updated	October 2025
Date of Next Review	October 2026
Policy Owner	DFO / Health and Safety Officer
Signed by the Chair of Governors on behalf of the Board of Governors	
Signed by The Head	