Southwark Diocesan
Board of Education
Multi-Academy Trust

HEALTH, SAFETY & WELFARE POLICY - STATEMENT

Part of the 2026/2027 Trust Operating Manual

HEALTH, SAFETY & WELFARE POLICY

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HEALTH, SAFETY & WELFARE POLICY

1. STATEMENT OF HEALTH, SAFETY & WELFARE

1.1 The Southwark Diocesan Board of Education Multi-Academy Trust (SDBE MAT) recognises the importance of ensuring the health, safety and welfare of its staff whilst in the workplace and will, so far as is practicable, provide and maintain safe and healthy working conditions, equipment and systems of work. Furthermore, the SDBE MAT recognises an obligation to protect the health and safety of others who may be affected by its activities, including volunteers, members of the public and contractors who may from time to time visit or work on our premises.

1.2 The SDBE MAT is committed to complying with the requirements of the Health & Safety at work Act 1974 and subsequently, The Workplace (Health, Safety and Welfare) Regulations 1992 and The Management of Health and Safety at Work Regulations 1999 and all other relevant statutory provisions, regulations and recognised codes of practices. Furthermore, it will provide such resources, information, training and supervision as is deemed necessary to enable compliance with health and safety responsibilities.

1.3 We are committed to:

(a) Providing a safe and healthy learning, working and visiting environment for all on our premises, with safe access and egress.

(b) Ensuring adequate emergency procedures are implemented, particularly in relation to fire, asbestos contamination or other significant incidents.

(c) Ensure that risk assessments and health and safety inspections are carried out in the workplace

(d) Preventing accidents and work related ill health.

(e) Ensuring safe working methods and providing safe working equipment.

(f) Making arrangements for the safe use, handling, storage and transport of articles and substances.

(g) Providing effective health and safety information, instruction, training and supervision.

(h) Ensuring adequate welfare facilities exist throughout the organisation.

(i) Providing competent health and safety advice, support and resources, as required, so far as is reasonably practicable

(j) Consulting with employees and their representatives on health and safety matters.

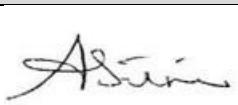
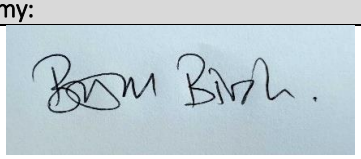
(k) Monitoring and reviewing our systems and prevention measures to ensure they are effective.

(l) Working with stakeholders to ensure that health and safety provision is appropriate.

1.4 For their part, all staff within each academy sponsored by the SDBE MAT (the employer) are expected to take reasonable care of their own health and safety and that of others who may be affected by what they do. It is therefore incumbent on them to report workplace hazards and unsafe working practices, and in general cooperate with the SDBE MAT and others having duties under health and safety law in order to achieve and maintain a high standard of health and safety in the workplace.

2. DECLARATION

On Behalf of the SDBE Multi-Academy Trust:	
Signature:	Mark Burnett
Role:	Chief Executive Officer
Date:	1st September 2026

On Behalf of the Academy:		
Signature:		
Role:	Headteacher	Chair of Governors
Date:	1st September 2026	

3. IMPORTANT NOTES

3.1 This policy statement (PART A) shall be brought to the attention of all members of staff.

3.2 A copy is to be displayed on the health and safety notice board.

3.3 A reference copy of the full document is to be kept in each Academy and must be readily available.

3.4 This policy statement and the accompanying organisation and arrangements will be reviewed annually.