Ormiston Academies Trust

Health and Safety Statement of Intent

Policy version control

Policy type	Statutory policy, Mandatory OAT template
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Approved by	National Leadership Group June 2026 F&R Committee, July 2026
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Review	July 2027
Description of changes	Changes to tighten up policy and refer to internal associated policies

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1. Statement of Intent

Ormiston Academies Trust (OAT) is a multi-academy trust responsible for a network of schools across the country. We are committed to ensuring the health, safety and wellbeing of our staff, students, contractors, visitors, and others who may be directly affected by our activities. We strive to be the benchmark of health and safety good practice across all sectors in which OAT operates.

In accordance with OAT Governance: Schemes of Delegation, the Trustees will be accountable for:

- The health and safety of all students, staff, contractors, visitors, and any person using the facilities
- Instituting a health and safety policy and updating in line with current legislation
- Checking that health and safety legislation and regulations are followed
- Ensuring that OAT have adequate insurance in place

Ensuring the safety of our community is of paramount importance, and this policy reflects our dedication to creating a safe learning environment.

Signed Chair of Trustees:
Julius Weinberg

2. Health & Safety Policy

Ormiston Academies Trust are committed to:

- The provision of a productive and safe learning environment
- Preventing accidents and any work-related illnesses
- Managing health and safety risks in our academies and workplaces
- Providing clear instructions, information, and adequate training so that all staff are competent to carry out their work safely
- Joint consultation with employees on health and safety matters
- Safe arrangements for the handling, storage and transportation of any articles and substances
- Maintenance of safe systems of work and safe plant and equipment
- Maintaining safe and healthy working conditions and ensuring adequate welfare facilities are available
- Implementing emergency procedures, including evacuation in case of fire / other incident
- Monitoring and reviewing our policies regularly

We will:

- Comply with all statutory requirements as indicated within the Health and Safety at Work Act (1974)
- Determine, annually, those policies (detailed below) which will be mandatory for all OAT academies and make copies available internally via the Trust's intranet, with a schedule for their review and update.
- Ensure all detailed policies define individual responsibility, process and align to specific tasks to meet regulation
- Health and Safety – Roles and Responsibilities, Organisation and arrangements policy
- Fire Safety Policy
- First Aid Policy
- Science Health and Safety Policy
- Art, Design & Technology Policy
- Electric scooter and bike charging and use policy
- Minimise risks via assessment, policy and process
- Set high targets and objectives to develop a culture of continuous improvement
- Have adequate resources available to address health and safety issues, so far as is reasonably practicable
- Provide protective equipment and clothing as required
- Provide effective health and safety management systems embedded throughout our organisation
- Set and monitor the management of health and safety performance against clear goals and objectives
- Provide suitable resources to ensure effective health, safety, and risk management
- Identify and assess hazards and risks and allocate adequate resources to implement effective control measures
- Provide competent health and safety training and advice for all employees and associates
- Provide health and safety updates, in response to incidents and any other relevant information
- Provide clear and regular communication around any change to regulation and how this affects our academy operation
- Provide regular updates on health and safety performance

Signed Directors:

CEO: Tom Rees

National Director of Estates and Technology: James Miller