

General Statement of Health and Safety at Work Policy

Wycombe Abbey and its Governing Council are committed to providing, so far as reasonably practicable, a safe and healthy environment for all employees, pupils, visitors, contractors, hirers, lettings and all those who could be affected by our activities.

In our role as employer, we attach a high priority to ensuring the School environment, both educational and support, are delivered in an appropriate manner and will comply with the provisions of the Health and Safety at Work Act 1974 and all subsequent regulations.

The Governing Council has the ultimate collective responsibility for the implementation of this policy. Through the Risk Committee, Council will ensure that the requirements of health and safety legislation are complied with wherever practicable. The Headmistress has overarching responsibility for all areas of School life, but delegates the operational management to the Bursar, who is responsible for the day-to-day implementation of this policy within the School. Matters that cannot be resolved at this level must be referred to the Governing Council.

The Head of Compliance provides competent advice and assistance so that this policy may be carried out. Heads of Department, Housemistresses and other Managers are responsible for health and safety in their area ensuring this policy is implemented and promoting a positive health and safety culture.

Through all levels of management particular care will be taken to provide and maintain:

- Processes of risk assessment, implement identified control measures and ensure safe systems of work are applied in relation to all activities
- Safe and healthy places of work, that minimise risk to health, with safe access and egress
- Adequate provision and arrangements for staff welfare facilities and support at work, including health surveillance and fitness for work assessments as required
- Events and activities organised by the School are well managed in a safe way and without risk to health
- Proper arrangements for the use, handling, storage and transport of goods and substances
- Information, instruction and training to ensure that all activities are conducted by competent people or under competent and appropriate supervision
- A safe and healthy working environment ensuring all work equipment is suitable for purpose and properly maintained
- Arrangements in place for any emergencies
- Arrangements for food sold, cooked, stored/handled, prepared and/or distributed is done so in accordance with relevant legislation
- Monitoring safety performance to comply with legal requirements

Active monitoring reports from Departments are tabled at the termly Health and Safety Committee meeting, in addition to covering statistics on accidents to pupils, staff and visitors, staff training, fire drills, and all new or revised policies and procedures. These are reported to the Risk Committee.

The minutes of the Risk Committee's discussion on health and safety are tabled at each meeting of the full Governing Council together with any other issues on health and safety that the Committee Chairman wishes to bring to the Council's attention.

The fabric of the School, its plant, equipment and systems of work are surveyed and inspected regularly by competent professionals.

These reports (as per point above) are considered by the Risk Committee and its recommendations (together with other defects) form the basis of the School's routine maintenance programmes.

Adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to an annual external inspection by the Environment Health Officer (EHO). In addition, the Catering Manager arranges for an independent hygiene and safety audit of food storage, meal preparation and food serving areas.

Fire risk assessments, carried out by a competent person, are updated to allow reporting of ongoing actions. The fire risk assessments are updated every two years, more frequently if significant changes are made to the interior of buildings or new buildings are added.

Legionella risk assessments, carried out by a competent person, are undertaken every two years and robust water sampling and testing regimes are in place.

New staff undertake e-learning training in health and safety, fire safety and slips/trips and falls. Further e-learning training relating to an individual member of staff's job function is identified through a training matrix and by their Line Manager.

First aid training is provided to any member of staff involved in boarding duties, provision of health care, activities deemed higher risk and selected members of the teaching and support staff to ensure year-round coverage across the School site.

All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the Headmistress, Bursar and the Health and Safety Committee in order to enable the Governing Council to comply with health and safety duties. Finally, all members of staff are responsible for reporting any accidents/incidents or near misses. The Head of Compliance maintains the accident book.

Details of the School's arrangements for carrying out the policy are to be found in the Health and Safety Organisation and Arrangements manual. All staff are briefed on where copies of this statement can be obtained on the School's intranet. They are advised as and when it is reviewed, added to or modified.

This policy will be kept up to date as required by changes in legislation or by changes in the School's operations. This policy statement shall be reviewed, revised where necessary, and re-approved annually by the Governing Council.

Signed.....Peter Warren.....
Chairman of Council

Signed..... Jo Duncan.....
Headmistress

Date: 28 June 2025

Member of staff	Bursar
Last review date	June 2025