

UPPINGHAM

Health & Safety Policy - General Statement of Intent

Uppingham School is committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of its employees, pupils, contractors, visitors, and all others who may be affected by its activities. This commitment is grounded in the legal obligations set out in the Health and Safety at Work etc. Act 1974 and other relevant legislation.

Our Commitments

- Provide a safe and healthy working environment for all employees.
- Ensure boarding houses offer a secure and supportive environment for pupils and staff.
- Safeguard pupils, parents, visitors, and contractors from health and safety risks while on school premises.
- Deliver appropriate information, instruction, training, and supervision to all employees and others affected by school activities.
- Maintain plant, equipment, and materials in a safe condition, free from risks to health.
- Conduct thorough risk assessments for all activities and implement effective control measures before work or activities proceed.
- Require contractors to demonstrate robust health and safety arrangements, including written policies where applicable.

Management Responsibilities

- Ensure Trustees, the Leadership Team, and Managers discharge their duties effectively.
- Provide adequate resources to support health and safety and wellbeing initiatives.
- Appoint competent advisors to guide and support compliance with health and safety legislation.
- Promote a culture of safety and wellbeing through clear communication, consultation, and cooperation with all staff.
- Take responsibility for the health and safety of all persons and activities under their control.

Employee Responsibilities

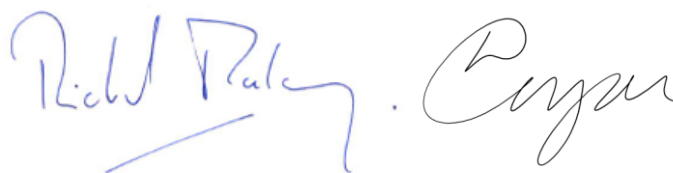
- Take reasonable care of their own health and safety, including mental wellbeing, and that of others.
- Cooperate with the School to meet legal and policy obligations.
- Use safety and wellbeing resources properly and avoid misuse.
- Follow safety instructions and report hazards, near misses, and accidents promptly.
- Seek support when experiencing stress or mental health challenges and encourage others to do the same.

Monitoring and Continuous Improvement

- Regularly inspect and audit its operations to monitor health and safety performance.
- Produce annual reports on accident and incidents metrics to identify trends and areas for improvement.
- Review and revise health and safety policies and procedures periodically to ensure ongoing relevance and effectiveness.



Chair of Trustees



Headmaster



Chief Operating Officer