HEALTH & SAFETY POLICY

(This policy relates to the whole College including EYFS)

Responsible person:	Bursar
Last reviewed:	August 2026
Next review date:	June 2027
Approved by:	Governing Body

In accordance with the Health and Safety at Work etc. Act 1974 and the Education (Independent School Standards) Regulations 2014

1. Statement of Intent

St Columba's College is an independent Catholic day school in St Albans, serving approximately 800 pupils aged 4 to 18 across the Prep and Senior schools, with a staff of approximately 200. The College is committed to providing a safe, healthy and secure environment for all pupils, staff, volunteers, contractors and visitors, in a manner that is consistent with its Catholic ethos and values.

The Governing Body recognises its responsibilities as the employer under the Health and Safety at Work etc. Act 1974 and all associated regulations. It is the policy of the College to:

- Comply with all applicable health and safety legislation, regulations and approved codes of practice;
- Meet the requirements of the Education (Independent School Standards) Regulations 2014, in particular the standard of Schedule 1, Part 3, paragraph 11 (compliance with health and safety laws), as inspected by the Independent Schools Inspectorate (ISI);
- Follow the guidance of the Health and Safety Executive (HSE) and the Department for Education (DfE), including the HSE's Sensible Health and Safety Management in Schools;
- Provide and maintain safe premises, plant, equipment, systems of work and a safe working environment;
- Ensure that risk assessments are undertaken, reviewed and acted upon across all areas of College activity;
- Provide adequate information, instruction, training and supervision to all staff;
- Appoint a competent person to advise on health and safety matters;
- Consult with staff on health and safety matters and promote a positive health and safety culture throughout the College;
- Investigate accidents, near-misses and incidents, and use findings to prevent recurrence;
- Review and continuously improve the College's health and safety management arrangements.

The Governing Body formally adopts this policy and commits to providing the resources necessary for its effective implementation. Health and safety is a corporate responsibility shared across all levels of the College's leadership, management and staffing. This policy reflects the College's commitment to the care and wellbeing of every member of its community.

Signed (Chair of Governors): _____ Date: 14 Sept 2026

Signed (Head): K. Guest Date: 14/09/26.