



<b>POLICY</b>	<b>Health and Safety Commitments</b>
<b>STATUS/DATE OF THIS VERSION</b>	<b>2025/26</b>
<b>APPROVED BY</b>	<b>Finance and Audit Committee</b>
<b>RATIFIED BY</b>	<b>Board of Trustees</b>
<b>REVIEW</b>	<b>March 2026</b>

This policy is operated by all the schools in Unity Education Trust (as listed below).  
There may be sections that are specific to one school, and these will be added by the school either as an annex or in place of yellow highlighted sections below.

**Any queries about the policy should be directed, in the first instance, to the Headteacher/Head of School:**

- **Beeston Primary**
- **Garvestone Primary**
- **Grove House Infant**
- **Kings Park Infant**
- **Northgate High School and Dereham Sixth Form College**
- **The Pinetree School**
- **UET Douglas Bader Pathfinder Academy**
- **UET Belton Compass Academy**
- **Churchill Park**
- **Greyfriars Primary**
- **Highgate Infant School**
- **Kings Oak Infant School**
- **Wimbotsham and Stow Primary**
- **Magdalen Primary**
- **St Germans Primary**
- **Great Dunham Primary**



## Health and Safety Commitments

Unity Education Trust Board has adopted the health and safety management system provided by Norfolk County Council and therefore expects all schools within the trust to follow the Unity Education Trust policy, our commitments, codes and guidance provided.

### Unity Education Trust

#### Part 1: Trust Board - Our Commitments

Effective health, safety and well-being management is an integral feature of our school's overall education performance. Our main objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work, in a balanced and sensible way, that supports our wider learning objectives.

We will achieve this by:

- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance, considering human and cultural factors.
- Ensuring that health and safety management is an integral part of decision making and organisational processes.
- Adopting a sensible and proportionate approach to managing risks, with well-informed decision-making processes for higher risk activities and ensuring a disproportionate amount of time is not spent on trivial or everyday risks.
- Encouraging and supporting the personal well-being of staff and pupils through our practices and approach to school life
- Providing a safe and healthy working environment for our staff, pupils, and others, that also supports personal well-being.
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives.
- Complying with statutory requirements and where possible best practice.
- Investigating and learning the lessons from accidents and work-related ill health incidents.
- Providing effective information, instruction, and training to enable our staff to be competent in their roles.
- Ensuring adequate resources are available to fulfil our health, safety and well-being responsibilities and objectives.



We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. For these commitments to be effective, employees throughout the Trust must play their part in creating and sustaining a positive health and safety culture and must take responsibility for their own well-being with the encouragement and support of their managers.

**Name of Chair of Trust Board:** John Baumber

**Date:** 20/03/25

**Name of Headteacher:** [REDACTED]

**Date:** [REDACTED] / [REDACTED] / [REDACTED]

**Review date:** MARCH 2026