

Health and Safety Policy Statement

Shipleigh College is committed to ensuring, so far as is reasonably practicable, the health, safety and wellbeing of its employees, learners, apprentices, contractors, visitors and all others who may be affected by its activities, premises, equipment or decisions.

The College recognises that health and safety is inseparable from safeguarding, estates management and effective education delivery. A safe environment is a prerequisite for learning, not an optional extra. Health and safety considerations will therefore be embedded into strategic planning, curriculum design, estates development, procurement, contractor management and day-to-day operations. These duties apply equally to College-controlled activities and to activities delivered through partners, placements or contracted services where the College retains responsibility.

The College accepts its duties as an employer, an education provider, and a duty holder in control of complex premises, including teaching and shared public spaces. Particular regard will be given to the protection of young people, vulnerable adults, those with additional needs, and others who may be at increased risk due to inexperience, unfamiliarity or reduced capacity.

The Corporation, Principal and Senior Leadership Team accept collective responsibility for health and safety performance across the College. They will provide visible leadership, clear direction and adequate resources, and will ensure that health and safety risks are identified, understood and managed in a proportionate and systematic manner. Health and safety performance will be subject to governance oversight and scrutiny.

The College will ensure that statutory duty holder responsibilities relating to buildings, electrical safety, fire safety, asbestos and contractor control are clearly defined, resourced and discharged. Estates and facilities activities will be planned, coordinated and monitored to ensure that risks arising from maintenance, refurbishment and construction work are effectively controlled.

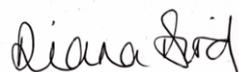
Managers at all levels are responsible for implementing this policy within their areas of control. This includes identifying hazards, assessing and controlling risks, ensuring staff competence, maintaining safe systems of work, managing contractors, and responding promptly to incidents, near misses and unsafe conditions. The Health and Safety Manager is responsible for providing competent professional advice, maintaining assurance systems, monitoring compliance and supporting continuous improvement.

All employees have a duty to take reasonable care of their own health and safety and that of others, to cooperate with the College on health and safety matters, to follow procedures and training provided, and to report hazards, defects, incidents and near misses without delay. Learners are expected to act responsibly, follow instructions, and not misuse equipment, facilities or safety controls.

The College will consult with employees and their representatives on matters affecting health and safety and will maintain effective arrangements for communication, monitoring, inspection, audit and review. Health and safety performance will be measured and reported through appropriate management and governance channels.

This policy statement is supported by detailed arrangements, procedures and risk assessments and will be reviewed at least annually, or sooner where significant organisational or operational change occurs.

Signed:



Diana Bird - Principal

Date:

26 February 2026