



HEALTH AND SAFETY STATEMENT

Date Agreed by the Governing Body	December 2025
Date to be reviewed	October 2026
Date of last review	October 2024
Governors Committee accountable for review	Estate & Technology
Senior Leadership Team member accountable for review	Finance Director

This statement reflects the legislation at the time it was reviewed. Any changes in legislation will take precedence over anything in the statement.

1. STATEMENT OF INTENT

The Governing Body of RGS High Wycombe is committed to high standards of health, safety and wellbeing and will take all reasonable steps to meet its responsibilities under the Health and Safety at Work Act and other relevant health and safety legislation.

It is the policy of the Governors to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all staff and to protect non-employees such as students, visitors, contractors and other persons at the school from injury and ill health arising from any work activity. The successful implementation of this policy requires the full support and active cooperation of all staff, contractors and pupils of the school.

The School will, so far as is reasonably practicable:

- ensure that adequate resources are made available to ensure the effective implementation of this Policy and to ensure the health and safety of staff and others affected by the School's activities;
- ensure that advice is sought from competent persons on legal requirements for health and safety and on current best practice;
- ensure that suitable and sufficient assessments are undertaken and recorded of all significant health and safety risks to staff, visitors and other third parties, from its work activities and that any control measures adopted are selected using the hierarchical approach to risk control required by the Management of Health and Safety at Work Regulations;
- provide and maintain plant and systems of work that are safe and without risks to health;
- make arrangements ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- maintain any place of work under its control in a condition that is safe and without risks to health;
- provide and maintain a working environment for its employees and visitors that is safe, without risks to health, and adequate as regards facilities and arrangements for staff welfare at work;
- provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of its employees and governors, including temporary staff and visitors, and information on risks for visitors and employees of other organisations who are working in our premises;
- provide for the use of its employees, such personal protective equipment as is necessary to ensure their health and safety at work;
- give special consideration to employees or visitors with disabilities or language difficulties that may affect their awareness and/or understanding of health and safety information;

- make arrangements for the provision of a suitable occupational health service for staff;
- monitor health and safety performance to verify that The School's Health and Safety Policy is being implemented and health and safety standards are being maintained and progressively improved;
- develop and maintain a positive and proactive health and safety culture.

The School will ensure that adequate mechanisms are in place to effectively consult with employees and their representatives on health and safety matters.

The School recognises Health and Safety as an integral element of its organisation, and it will be given equal status alongside other management functions.

The School recognises that with a residential boarding house on site there will be additional expectations that will arise regarding Health and Safety for such an establishment.

The School will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout The School.

The School is committed to continuous improvement in health and safety performance and to this end will develop a Health and Safety Action Plan identifying key targets and areas for improvement in health and safety management and risk control. Progress with this plan will be monitored regularly by the H&S Group, Head Teacher and the Governing Body.

All contractors and consultants working for The School are required to comply with this Policy.

The School will ensure that procedures are established for appointing and monitoring the competency of contractors.


The School will review this Policy Statement annually;

The School will ensure that this Policy is effectively communicated to all staff.

The Governors are committed to playing an active role in the implementation of this occupational safety and health policy and undertake to review and revise it in light of changes in legislation, experience and other relevant developments.

Failure on the part of any School employee, irrespective of their position, to comply with this Policy, including any safe system of work, may render that employee liable to disciplinary action and could result in criminal/civil proceedings.

Other sources of Health & Safety Information:

- Education Visits Policy Document;
- Asbestos Log;
- Legionella Log;
- Regulations for the Use of Vehicles;
- Risk Assessment documents held within Fraser Youens House that relate specifically to the boarding environment and the boarders who reside on the school site. Health and Safety Executive Website – Education www.hse.gov.uk;  Buckinghamshire Fire and Rescue Website www.bucksfire.gov.uk.