1. Statement of Intent

1.1. Keys Academies Trust and its Board of Trustees will honour their legal obligations, in particular the requirements of the Health and Safety at Work etc. Act 1974 associated regulations and Approved Codes of Practice as well as other relevant legislation identified.

1.2. Keys Academies Trust recognises and accepts its responsibilities and duties to conduct its operations in a manner which protects the health, safety and wellbeing of employees, pupils and visitors so far as is reasonably practicable.

1.3. In compliance with the Management of Health and Safety at Work Regulations, risk assessments will be undertaken, and arrangements will be made, where significant risks are identified, for any necessary preventative and protective measures to be put into place as far as is reasonably practicable using a sensible risk management approach.

1.4. To achieve these objectives the Keys Academies Trust will:

a) Identify hazards and assess the risks associated with its employees, premises, operations, equipment and substances used during business and implement appropriate control measures

b) Provide and maintain safe and healthy working conditions, and a safe working environment and welfare facilities.

c) Ensure employees are competent and provide adequate information, instruction, training, and supervision to enable employees to perform their work safely.

d) Maintain communication and consultation with employees on health and safety matters.

e) To prevent accidents and cased of work-related ill health.

f) Promote the principles of sensible risk management.

g) Monitor, review and modify this policy and any arrangements as required via a process of periodic management system audits and inspections.

1.5. All trust staff members have a duty to take reasonable care of themselves and others and to co-operate to ensure statutory duties and obligations are fulfilled.

.....	.....
Chair of Trustees	Chief Executive Officer
Keys Academies Trust	Keys Academies Trust
Date 02 November 2026	Date 02 November 2026