

AYLSHAM LEARNING FEDERATION

HEALTH AND SAFETY - OUR COMMITMENTS STATEMENT

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Ratified by the Governors' Business Management and Finance Committee on:

Signed:
Chair

Health and Safety Commitments

The Aylsham Learning Federation Governing Board has adopted the health and safety management system provided by Norfolk County Council and follows the relevant commitments, codes and guidance provided.

Part 1: Governing Board - Our Commitments

Effective health, safety and well-being management is an integral feature of our Federation'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 Federation 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 Governors/Trust Board: Jenny Youngs

Date: 18.11.25

Name of Executive Headteacher: Duncan Spalding

Date: 18.11.2025