

Thursday 7 May 2026

Dear all,

The revised H&S Policy was approved by the Trust Board yesterday and should now be adopted by each school. Please can all headteachers and other Key Personnel read the policy carefully - noting where the policy has been tightened up. It should also be shared with **all** staff in your schools.

## **Summary of Changes (2024 to 2026):**

### **Governance, Accountability and Oversight:**

The 2026 policy strengthens governance and oversight by clarifying accountability between Trustees, the Audit and Risk Committee, the Director of Estates, the Head of Governance and Compliance, and Headteachers. The Audit and Risk Committee is explicitly identified as the body providing strategic oversight of health and safety performance, improving Board-level assurance.

### **Expanded Scope and Risk Coverage:**

The revised policy broadens its scope to include lockdown and invacuation procedures, includes strengthened infection prevention and control, and enhanced management of premises-related risks such as RAAC, asbestos and legionella. These changes reflect emerging sector risks and align with national guidance.

### **Monitoring, Assurance and Reporting:**

Monitoring arrangements are more structured, with clearer expectations for termly reporting of health and safety performance, incidents, claims and contractor compliance. Accident reporting and RIDDOR processes are more detailed, improving auditability and regulatory compliance.

### **Operational Clarity and Consistency:**

Roles and responsibilities for managers, premises staff and contractors are clearer, supporting more consistent implementation across our schools. Training responsibilities are more explicitly defined, strengthening competence and compliance.

The updated policy has now been uploaded to Your Charter.

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Kind regards

Shalene

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