



Policy for Health, Safety and Premises



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1. Health and Safety Commitments

The Ad Meliora Academy Trust Board has adopted the health and safety management system provided by Norfolk County Council and therefore expects all academies within the trust to follow this policy, our commitments, codes and guidance provided.

2. Part 1: Trust Board - Our Commitments

Effective health, safety and well-being management is an integral feature of our Trust'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 Trust 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 Directors: Karl Jermyn

Date: 11/02/2026

Name of CEO: Lisa Cook

Date: 11/02/2026

3. Health and Safety – our arrangements

Part 2: Organisation and responsibilities, and arrangements

Introduction

The Ad Meliora Academy Trust Board has adopted the health and safety management system provided by Norfolk County Council and therefore expects all academies within the trust to follow this policy, our commitments, codes and guidance provided.

The following responsibilities have been assigned at our Trust:

3.1 The Trust Board

Responsible for ensuring that suitable local organisational arrangements are in place for the management and control of health and safety within the Trust. We will ensure that:

- A written commitments statement is created and communicated which promotes a positive attitude towards health and safety in staff and pupils, and those we work with.
- Local responsibilities for health, safety and welfare are allocated to specific people, and those people are informed of these responsibilities.
- A lead Director for health and safety is nominated.
- People have sufficient experience, knowledge, resource and training to perform the tasks required of them.
- Clear procedures are utilised which assess the risk from hazards, identify controls and produce safe systems of work that are communicated clearly to everyone who needs to follow them.
- Sufficient resources are allocated to maintain a safe and healthy work environment, and operate safe systems of work.
- Health and safety performance is monitored and reported, and targets for improvement are set.
- The Trust's health and safety arrangements are reviewed annually.
- Trust staff are consulted on health and safety matters through arrangements agreed with the represented unions or other employee representatives.
- Trust premises are maintained to ensure that associated safety risks are sufficiently controlled.
- Our local management of health, safety and well-being considers the needs of anyone with a protected characteristic under the Equalities Act.

3.2 Lead Director for Health and Safety

The Lead Director for health and safety has the following responsibilities:

- To be fully and visibly committed to the Our Commitments statement document - for health and safety.
- To scrutinise and review local health, safety and well-being performance.
- To provide support and challenge to the CEO and Trust Board in fulfilling their respective local health and safety responsibilities.
- To ensure that suitable risk assessments of the premises and working practices are carried out, documented and reviewed.

3.3 The CEO

Responsible for all staff and activities under their control and will ensure that the requirements of relevant safety policies and procedures are implemented and complied with. They will: -

- Be fully committed to the Trust Board Our Commitments, ensuring that a positive health and safety culture is demonstrated and promoted through their leadership.
- Ensure that appropriate risk assessments are undertaken by competent persons and that suitable control measures are taken on a risk basis to manage the health, safety and well-being risks to staff and any other people who may be affected by the Trust's activities.
- Monitor and review health and safety performance through:
 - Undertaking health and safety inspections of work areas/practices in line with relevant policy / safe systems of work.
 - Setting local health and safety targets and objectives through appraisals and other supervisory reviews.
 - Reviewing and learning from incidents.
 - Monitoring local contracted work under their control for compliance.
 - Ensure that the management of health, safety and well-being in the areas under their control considers the needs of anyone with a protected characteristic under the Equalities Act.
- Develop adequate local safe systems of work and procedures and ensure that they are implemented and monitored.
- Ensure prompt action is taken to resolve any situations that may adversely affect the health, safety and well-being of staff or other people.
- Ensure that they undertake all relevant training and staff are given adequate information, instruction, training, resource, and supervision to carry out their duties, paying particular attention to new/inexperienced staff and trainees.
- Ensure that all plant and work equipment provided is appropriately selected through a risk assessment process, suitable, properly maintained and subject to all necessary tests, examinations and maintenance.
- Ensure that accidents and incidents (including near misses and instances of abusive and violent behaviour) are reported and investigated, and the findings acted upon without delay.
- Ensure information that may assist nominated safety representatives is provided to them.
- When commissioning work through partners and contractors, ensure that they are selected and managed in line with statutory requirements and the relevant procurement and contract management processes.
- Ensure that they seek timely assistance and advice where expert help is required from the NCC Health, Safety and Well-being team.
- Report to the Trust Board at least annually on the school's health, safety and well-being performance.

3.4 Trust Central team

The Trust Central team have the following responsibilities:

- To coordinate and manage the local risk assessment process for the academies.
- To coordinate local performance monitoring processes.
- To make provision for the inspection and maintenance of local work equipment.

- To manage / assist in the keeping of records of all health and safety activities including management of the building fabric and building services in liaison with maintenance contractors.
- To advise the CEO and Headteachers of situations or activities which are potentially hazardous to the health, safety and well-being of staff, pupils and visitors.
- To ensure that staff are adequately instructed in health, safety and well-being matters about their specific workplace and the academy generally.

3.5 Headteachers, Deputy Headteachers and Caretakers

This includes Headteacher, Deputy Headteachers and caretakers. They have the following responsibilities: -

- Apply the Trust's Health and Safety - Our Commitments statement, and the relevant health, safety and well-being Codes of Practice / guidance to their own department or area of work and be directly responsible to the CEO for the application of the health and safety procedures and arrangements.
- Carry out regular health, safety and well-being risk assessments / review of the activities for which they are responsible.
- Ensure that relevant staff are familiar with the health, safety and well-being requirements for their area of work.
- Resolve health, safety and well-being issues that staff refer to them, or refer to the CEO any matters for which they cannot achieve a satisfactory solution with the resources available.
- Carry out regular inspections of their areas of responsibility to ensure that equipment, and activities are safe and record these inspections.
- Ensure the provision of sufficient information, instruction, training, resource and supervision to enable other staff and pupils to avoid hazards and contribute positively to their own health, safety and well-being.
- Investigate any incidents that occur within their area of responsibility.

3.6 Teachers

Teachers are expected to: -

- Exercise safe and effective supervision of their pupils, to know the related procedures, e.g., fire, first aid, control measures within lessons, and other emergencies and to implement them.
- Follow the health, safety and well-being measures in their own teaching areas as described in the relevant procedures.
- Give clear oral and written instructions and warnings to pupils when necessary.
- Follow safe working procedures.
- Require the use of appropriate protective clothing and machinery guards etc., where necessary.
- Make recommendations to their Headteacher or manager regarding equipment needs and improvements to the site, plant, tools, equipment or machinery.
- Integrate all relevant aspects of health, safety and well-being into the teaching process.
- Report all accidents, defects, dangerous occurrences and near misses to their manager.

3.7 Employee Consultation/Safety Representatives

The Trust Board believe that consulting employees on health, safety and well-being matters is important in creating and maintaining a safe and healthy working environment.

Safety representatives of trade unions recognised by the Trust will be consulted on all matters of health, safety and well-being that may affect staff and on the provision of related information and training. Non-union staff will also be consulted directly or via their nominated Safety Representatives.

Before making any decisions, which could have health, safety and well-being consequences for staff, the Trust will inform safety representatives about the proposed course of action and give them an opportunity to express their views and support the development.

3.8 All Staff

All staff have individual responsibility to take reasonable care for the health, safety and well-being of themselves and for others who may be affected by their acts or omissions. They must: -

- Always comply with the Trust's health and safety - Our Commitments statement, and related procedures.
- Co-operate with managers in complying with relevant health, safety and well-being systems of work and procedures.
- Use all work equipment and substances in accordance with appropriate instruction, training and information received.
- Wear, use, store, maintain and replace personal protective equipment as appropriate.
- Not intentionally misuse anything provided in the interests of health, safety and welfare.
- Take part in and contribute to health, safety and well-being inspections, risk assessments etc. as appropriate.
- Report all accidents (personal injury and vehicle), ill health, incidents of abusive and violent behaviour, near misses, hazardous situations, general health and safety concerns, defective equipment or premises.
- Attend all training relevant to their role.

3.9 Pupils

Pupils, allowing for their age and aptitude, are expected to be coached and supervised where appropriate, in the following: -

- Taking personal responsibility for the health and safety of themselves and others.
- Observe all the health and safety requirements of the Trust and in particular the instructions of staff / supervision.
- Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.
- Academies should also seek to engage with carers or parents as appropriate to support safe and healthy behaviours.

4. Specific arrangements for health and safety

The following arrangements have been adopted to ensure compliance with the Trust Board's - Our Commitments.

The following areas of activity should have named people allocated for that task following guidance and templates available on [InfoSpace](#).

4.1 Lead Director for Health and Safety

The lead Director with responsibility for scrutiny of health and safety performance is Andy Walder.

4.2 Incident Management

Incident management will be the overall responsibility of the Trust Central team.

First aid risk assessment and management of provision is the responsibility of:

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

4.3 Risk Assessment

Risk Assessment of work-related activities, site safety, infection control and security will be coordinated by: -

Academy	Person responsible
Blenheim Park	Jill Graver and Walter Campbell
Greenpark	Jill Graver and Stewart Ingram
Reffley	Helen Fendley and Ian Raby

They will be responsible for ensuring the actions required are implemented.

4.3.1 Fire Safety

A fire plan, fire risk assessment, and associated evacuation plans will be carried out and developed for the premises (including fire drills) by the Trust Central team.

4.3.2 Manual Handling

Manual handling risk assessments will be carried out by: -

Academy	Person responsible
Blenheim Park	Jill Graver and Walter Campbell
Greenpark	Jill Graver and Stewart Ingram
Reffley	Helen Fendley and Ian Raby

4.3.3 Computers and Workstations

Computer and workstation risk assessments (Display Screen Equipment- DSE) will be carried out by: -

Academy	Person responsible
Blenheim Park	Jill Graver and Walter Campbell
Greenpark	Jill Graver and Stewart Ingram
Reffley	Helen Fendley and Ian Raby

4.3.4 Home Working

Assessment of the risks of staff working from home will be carried out by: -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

4.3.5 Hazardous Substances

The Trust Central team and academy caretakers will identify hazardous substances, and ensure that the appropriate assessments are available and implemented

4.3.6 Behaviour Management

Assessment of the risks of abusive / violent behaviour (voluntary / involuntary) to staff / others will be carried out by: -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

This assessment cross-refers to the academy's Inclusion and Behaviour policy and should consider behaviour related risks.

4.3.7 Lone Working

Assessment of the risks of lone working staff will be carried out by: -

Academy	Person responsible
Blenheim Park	Jill Graver and Walter Campbell
Greenpark	Jill Graver and Stewart Ingram
Reffley	Helen Fendley and Ian Raby

4.3.8 Risk Assessment of Curriculum Activities

Risk Assessments for curriculum activities will be carried out by Headteachers and subject leads.

4.3.9 Academy Caretaking and Site Management

Assessment of the risks to Caretakers, contractors (including Construction related activities - CDM) and others working at the site will be assessed by the academy Headteachers and Trust Central team. This should include consideration of all activities including working at height, potential 'hot works' and maintenance activities.

4.3.10 Driving for Work

Assessment of the risks of driving for business will be carried out by the Trust Central team.

4.3.11 Cash Handling

Assessment of the risks of handling cash will be carried out by the Trust Central team.

4.3.12 Health and Well-being

Assessment of the risks relating to mental health, new and expectant mothers, infection control, individual health factors and well-being will be carried out by the academy Headteachers and Trust Central team or by utilising support available through the Health, Safety and Well-being team.

5. Consultation with Employees

The Trust does not have any union appointed safety representatives. Consultation with all employees is provided through the Trust Central team.

6. Safe Plant and Equipment

Plant and equipment* will be inspected, maintained and, where necessary, tested by appropriate contractors appointed by the Trust.

*Plant and equipment likely to need formal inspection and maintenance in a school premises includes: -

Hot and cold-water services (legionella)	Catering equipment (appliances)
Condition monitoring of identified asbestos containing materials	Gas installations and appliances
Boilers and heating plant	Lifting equipment
Fire safety equipment	Local exhaust ventilation (LEV) equipment
Electrical installations	Outdoor play equipment
Portable electrical equipment (PAT testing)	Door closers/seals
Technology workshop equipment	Glazing and finger guards
Ventilation and air extraction systems	PE equipment
Swimming pool plant	Management of Radiation Sources

Routine local testing of emergency lighting, fire alarm call points, flushing of infrequently used water outlets and monthly water temperature monitoring will be carried out by the caretakers: -

Academy	Person responsible
Blenheim Park	Walter Campbell
Greenpark	Stewart Ingram
Reffley	Ian Raby

Any problems or defects relating to plant and equipment should be reported to the Trust Central team.

7. Information, Instruction and Training

7.1 Information and Advice

A [Health and Safety Law Poster](#) is displayed or the equivalent leaflet is available at each school. Health and safety advice is available from the Trust Central team/Headteacher or by contacting NCC HSW team at healthandsafety@norfolk.gov.uk

7.2 Induction

Health and safety induction will be provided for all new employees and for work experience placement students by: -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

8. Health and Safety Training

The Health, Safety and Well-being information on InfoSpace provides a framework for compliance. Anyone involved in the management of health, safety and well-being is required to be competent in their role. The law recognises that knowledge, skills and experience are very important in meeting competence requirements. In most cases, however, training will also be required to complete a person's competence, particularly in relation to following local Norfolk County Council procedures and practices.

In addition to individual knowledge, skills and experience, the training below is recommended to achieve competence in the role, as stated in this policy: -

- Health and Safety Leadership for Headteachers and Managers
- Safe Management of Premises – General
- Safe Management of Premises – Asbestos
- Safe Management of Premises – Fire
- Risk Assessment – essential risk management
- Health and Safety Awareness for Governors (e-learning, via [GovernorHub](#))

All training courses will need to be attended once every three years unless the relevant code of practice states otherwise.

8.1 Curriculum/subject specific health and safety training

Occupational Risks: -

- First Aid at Work and Emergency First Aid at Work
- Paediatric First Aid (for schools with children up to age 5)
- Moving and Handling People (provided by [Norfolk Community Health and Care occupational therapy team](#))
- NCC Musculoskeletal Injuries Rehabilitation Service Referral training ([provided by IPRS](#))
- Personal safety
- Norfolk Steps Step on or Step Up training

8.2 Caretaking/Site Management

Where relevant (subject to identified roles / responsibilities): -

- Safe Management of Premises – General
- Safe Management of Premises – Asbestos
- Safe Management of Premises – Fire
- Risk Assessment – essential risk management
- Basic Tree Survey and Inspection ([LANTRA](#)): BH Trees and Woodlands Consultants

8.3 Health and Well-being

Well-being Facilitators (or equivalent): -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

8.4 Minibuses

Norfolk County Council Minibus driver assessment: -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

8.5 NCC Health and Safety e-Learning Courses

The courses below can be found [via Norfolk Services for Schools](#). Current e-Learning courses available: -

- Health and Safety and Fire Prevention Awareness
- Display Screen Equipment
- Supporting Evac Chair Users with Dignity
- Personal Safety
- Driving Safely for Work
- Understanding Mental Health

9 Training Records and Training Needs Identification

Health and safety training records are held by: -

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

Training needs will be identified, arranged and monitored by the Trust Central team.

10 Reporting and Investigation

All accidents, near misses and cases of work-related ill health involving employees (or non-employees where the injury is potentially caused by a deficiency in activity, equipment or premises) must be recorded.

This should be made via the Risk Manager online incident reporting system.

Minor injuries to non-employees where first aid (only) is given will be reported on the First Aid Record of Treatment form (or equivalent).

Incidents will be investigated and findings acted upon to prevent reoccurrence by: -

Academy	Person responsible
Blenheim Park	Jill Graver

Greenpark	Jill Graver
Reffley	Helen Fendley

11 First Aid

First aid boxes are kept at: -

	Blenheim Park	Greenpark Academy	Reffley Academy
Medical room	Yes	N/A	Yes
Main office	Yes	Yes	Yes
Hall	Yes	Yes	No
Classrooms	Yes	Yes	Yes
Kitchen	Yes	Yes	Yes
Staffroom	No	Yes	No

The following staff are available to provide first aid: -

Blenheim Park		
Jill Graver	Jo Riseborough	Jo Riseborough
Russell Jones	Clare Endersby	Clare Endersby
Adam Stanton	Michael Nodes	Michael Nodes
Jessica Hoare		

Greenpark		
Wendy Poucher	Dawn Stevens	Rachael Main
Heidi Wright	Sarah Pearson	Katherine Barratt
Anna Squires	Ramune Eikens	Shannon Coombes
Kevin Wales	Eddie McGahren	Zak Robinson
Russell Jones	Petra Weissova	Emma Harvey
Jill Graver	Hannah Willsher	Chris Marsh
Sue Crumpler	Gemma Hudson	Megan Way
Rebecca More	Adam Stanton	Vicky Fysh
Coral Hammond	Giorgia Micco	Fiona Boss
Phoebe Stanton	Katie Rye	Sarah Waterfield
Jordan Garrett	Victoria York	Helen Barwick
Kimberly Dover		

Reffley		
Michelle Twaite	Anna Sands	Lizzy Swales

Reffley		
Sarah Ellis	Susan Hamer	Katie Jones
Claire Kitchener	Mia Howell	Jemma Woodbine
Kelly Childerhouse	Megan Mitchell	Jane Cox
Samantha Jay	Vicki Waite	Denise Williamson

12 Supporting Pupils with Medical Conditions

Prescribed medication will be administered to pupils following [guidance and documentation on Norfolk Schools](#).

The following staff are responsible for management of administration of medicines to pupils:

Academy	Person responsible
Blenheim Park	Jill Graver
Greenpark	Jill Graver
Reffley	Helen Fendley

13 Selection and Management of Contractors

Contractors and construction projects are selected, approved and managed by the Trust Central team.

14 Management of Asbestos

The asbestos register and asbestos management plan are held at and managed by: -

Academy	Location	Managed by
Blenheim Park	Main office	Walter Campbell
Reffley	Main office	Ian Raby

Note: there is no asbestos at Greenpark.

15 Educational Visits

Educational visits, including residential visits and any school-led adventure activities, will be organised following guidance produced by the Outdoor Education Advisers Panel and adopted by Norfolk County Council.

16 Occupational Health

Access to occupational health services is via EducatorHR Services.

17 Emergency Procedures – Fire and Evacuation

Escape routes are checked by/every: -

Academy	Checked by	Frequency
Blenheim Park	Walter Campbell	Daily
Greenpark	Stewart Ingram	Daily
Reffley	Ian Raby	Daily

Fire extinguishers are maintained and checked by/every: -

Academy	Checked by	Frequency
Blenheim Park	Walter Campbell	Weekly
Greenpark	Stewart Ingram	Weekly
Reffley	Ian Raby	Weekly

Alarms are tested by/every: -

Academy	Checked by	Frequency
Blenheim Park	Walter Campbell	Weekly
Greenpark	Stewart Ingram	Weekly
Reffley	Ian Raby	Weekly

Emergency evacuation procedures will be tested once every term.

18 Monitoring

Routine inspections of the premises to ensure safe premises and working practices are followed will be carried out by the Trust Central team.

Inspections of individual departments and specific work areas will be carried out by the Headteachers or nominated staff.

19 Review of Policy

This document will be reviewed at least annually.

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 arrangements to be effective, employees throughout the Trust 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 Trust Board: Karl Jermyn

Date: 11/02/2026

Name of CEO: Lisa Cook

Date: 11/02/2026

Appendix 1 – PAT testing – policy statement

Introduction

The policy of the Trust is to ensure that all of its portable electrical equipment is tested appropriately and safe to use and satisfy all the related legal obligations.

This policy has been formulated with the aim of complying with the following statutory instruments and best practice guidance:

- The Health and Safety at Work Act 1974 (HSWA)
- The Management of Health and Safety at Work Regulations 1999 and Approved Code of Practice (MHSWR)
- The Electricity at Work Regulations 1989
- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Provision and Use of Work Equipment Regulations 1998

There is a legal requirement on the Ad Meliora Trust to carry out regular testing of all of its Portable Electrical Equipment to ensure it is suitable and maintained properly to avoid danger. We have also extended that duty of care to all portable electrical equipment brought onto academies/the Trust for work related purposes with the intention of connection to one of the Trust's electricity supply circuits.

Staff owned electrical items

The Trust has a duty to test all portable electrical equipment including items brought onto any academy/Trust central office, deemed to be work related which are owned by staff. Staff may only bring personal electrical appliances/equipment on site with the prior approval of the Headteacher and the equipment can only be connected to an academy/Trust electrical supply after it has been tested in the approved manner. Staff not wishing to have their electrical equipment tested should ensure it is permanently removed from the premises.

Electrical equipment bought into the academies/ Trust under hire or rental arrangements

Due to the nature of this equipment, it must have had a successful test within the previous six months from date of use.

Testing and Inspection Frequency

The PAT testing schedule is managed by the Trust Central Team. Testing takes place annually. The person undertaking the testing must be competent to inspect and test an electrical appliance in order to determine if it is safe to use based on the inspection and test results.

Marking of Equipment

A tested label is to be fixed to all equipment stating the following information on it:

- Appliance ID
- Testing Engineers / company name
- Date tested
- Testers initials

Appendix 2 – Permit to work – Greenpark roof

1. Introduction

It is noted that there is no emergency lighting and limited sounder/beacon coverage on the flat roof sections (including the flat roof and first floor level).

On the main roof, the single direction of travel is extended above the benchmark standard of 80m.

Therefore, a 'permit to work' system is in place for any members of staff or contractors working on the roof sections.

2. Management procedures

The following management procedures must be followed: -

- a. Access to the roof space should only be carried out within daylight hours unless portable headlamps are carried.
- b. There is to be no lone working on the roof.
- c. An additional member of staff or contractor must be stationed within the building who would raise the alarm to staff or contractors on the roof.
- d. Portable radio or mobile telephone contact must be available between persons in the building on the roof.
- e. A notice detailing these control measures to be positioned adjacent to the access door to the roof spaces.