

## Health and Safety Policy Statement

The following is the formal policy statement of Pioneer Academies Community Trust which confirms the importance that we attach to the health and safety of our employees and those that can be affected by our business.

Pioneer Academies Community Trust recognises that one of its prime responsibilities, as far as reasonably practicable, is to provide facilities, safeguards and methods of working which, if properly used by employees and other authorised persons on its premises, will be conducive to their safety and health.

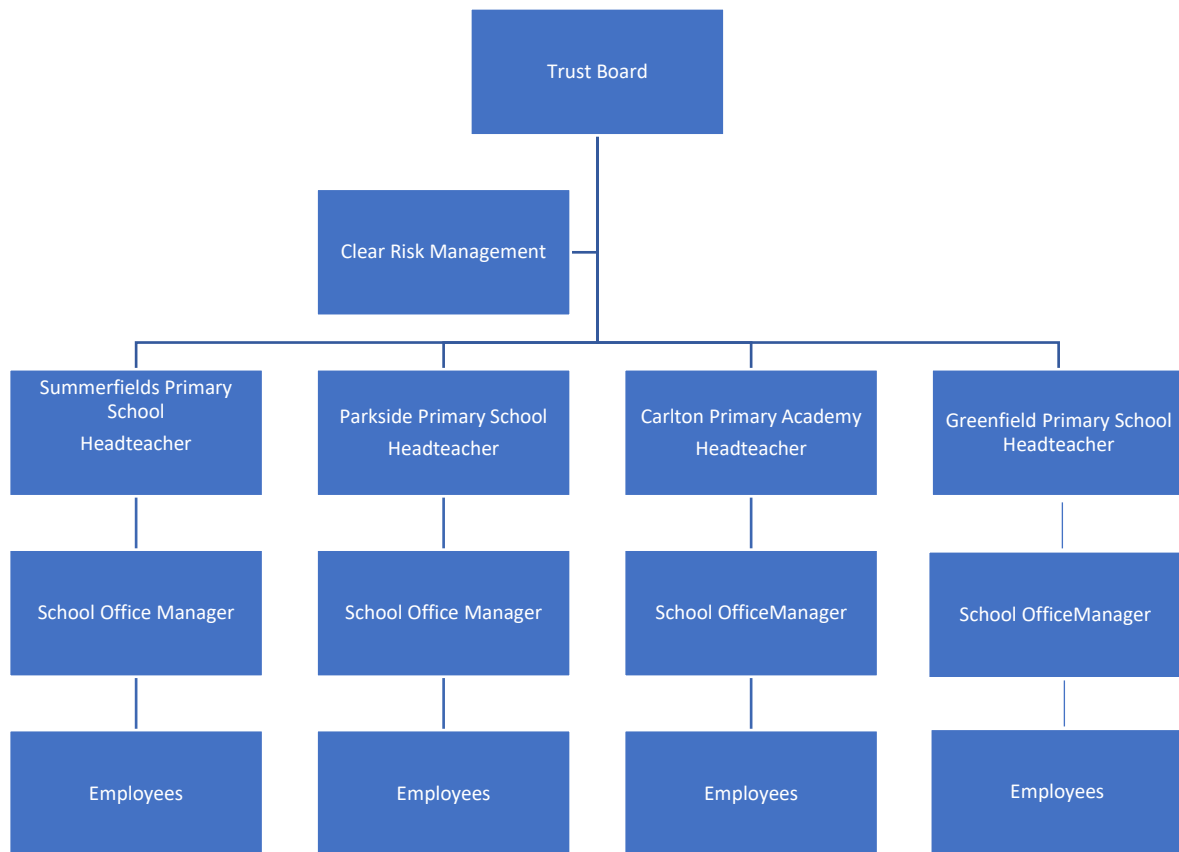
In pursuance with its policy Pioneer Academies Community Trust will: -

- Ensure that current legal standards are met as a minimum and to this end will ensure that legislative changes are communicated to all concerned.
- Ensure that the policy is reviewed on a regular basis, at least once in every twelve-month period, or in the event of changes to legislation, work practices or any other material change.
- Ensure that adequate financial and physical resources are available to enable the implementation of necessary health and safety procedures. People are a key resource within the organisation, and we will ensure the competency of their people.
- Liaise with and obtain health and safety advice from our external health and safety advisors where necessary.
- Require acceptance by all employees of the need to act responsibly in relation to all matters which may affect the safety and health of themselves and other persons whilst on company premises.
- Require acceptance by all persons holding supervisory positions of their responsibility for ensuring the proper use of plant, facilities and proper control of the use of materials.
- Require the formulation and implementation of risk assessments and plans, which will achieve further improvements in the field of accident and health hazard prevention.
- Require the preparation and implementation of training programmes for employees in safe working and health hygiene practices and in the identification and elimination of potential hazards.
- Require the provision of specialist advice and assistance in providing a safe and healthy environment.
- Require the setting up of effective consultation procedures on safety and health according to needs and circumstances of the operations and business.

It is important that every employee contributes towards their own health and safety and that of their colleagues. Your help and co-operation are essential to achieve Pioneer Academies Community Trust's aim to provide a safe and healthy work environment for all employees and visitors.

<b>Name</b>	<b>Harry Wood</b>	<b>Position</b>	<b>CEO</b>
<b>Signature</b>		<b>Date</b>	<b>31 May 2025</b>

## Organisation Structure for Health and Safety



## Health and Safety Assistance

Pioneer Academies Community Trust have appointed Clear Risk Management to provide us with competent Health and Safety advice. Clear Risk Management tailor their service to our specific needs. They provide guidance and assist in building a positive Health & Safety culture. Their focus is to enable us to comply with legislation to improve our claims defensibility and to ensure the Trust is operating efficiently, effectively and, most importantly, safely.

Clear Risk Management have worked with us to establish an agreed, practical risk management programme that helps us to manage our risk.

Clear Risk Management are responsible for:

- Understanding exactly what it is that Pioneer Academies Community Trust need from them and agreeing a plan to carry this work out.
- Providing a competent risk advisor for overall responsibility of the company's health and safety and delivering the services as agreed in the proposal.
- Carrying out a health and safety audit of Pioneer Academies Community Trust.
- Working with us to produce or review the current health and safety management system, policy and arrangements for health and safety.
- Identifying hazards and assessing risks within the company to enable us to work together to carry out risk assessments, identifying the controls needed to manage these risks.
- Providing advice to Pioneer Academies Community Trust about how we can improve our health and safety performance.
- Helping the Trust to complete COSHH assessments.
- Providing six monthly reviews of the progress of the Trust in relation to health and safety performance.
- Producing an annual report outlining what work has been carried out in the year and what more can be done going forward.
- Providing health and safety documentation as required.
- Investigating accidents as required.
- Providing advice about which accidents need to be reported under RIDDOR.
- Helping Pioneer Academies Community Trust with any health and safety accreditations the company wishes to obtain.
- Carrying out the IOSH Managing Safely Course for the benefit of certain employees, as selected by us.
- Providing any other training the company requires.
- Helping the client to complete Construction Phase Plans as necessary.
- Carrying out noise surveys and face fit testing as required.
- Providing advice on fleet risk management as required.

Signature



Date **May 2025**