



Durham &  
Newcastle  
Diocesan  
Learning  
Trust

**Durham and Newcastle Diocesan Learning Trust  
(DNDLT)  
Company Number 10847279**

**Health and Safety Policy Statement**

**"Every child matters and no child is ever left behind..."**

**"Let the little children come to me, and do not stop them;  
for it is to such as these that the kingdom of God belongs."**

**Luke 18:15-17**

**Policy Reviewed 3 December 2024 (interim)  
Version: 8  
Date of Next Review: Annual as part of health and safety policy review  
Responsible Officer: CEO**

## **Vision Statement:**

At the heart of our vision is our commitment to ensure all of our schools are places where children and young people develop and thrive academically, socially, culturally and spiritually. The drive for excellence and effectiveness in our schools is paramount, but not merely because the Government says so. The enabling of every child to flourish in their potential as a child of God is a sign and expression of the Kingdom and is at the heart of the Trust's distinctive mission. This vision statement will be taken into account in all of our policies and their implementation.

## **Introduction**

The purpose of this policy is to indicate DNDLT's commitment to achieving a safe working environment for all staff, pupils and visitors connected with our sites and activities.

This policy will be reviewed annually by the Chief Executive Officer and ratified by the Board of Directors.

## **General Statement of Intent**

1. It is the policy of Durham and Newcastle Diocesan Learning Trust to ensure, so far as is reasonably practicable, the health, safety and welfare of all employees working for the Trust and other persons who may be affected by our undertakings. We acknowledge that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management.
2. To maintain that commitment, we will continually measure, monitor, improve and revise, where necessary, our Occupational Health and Safety (OHS) management system to ensure that health and safety standards are adequately maintained.
3. The Chief Executive Officer will implement the Trust's health and safety policy and recommend any changes to meet new circumstances.
4. The Trust recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources to meet these needs.
5. The Trust Board and management of Durham and Newcastle Diocesan Learning Trust looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore, the policy of management, including Head Teachers and academy councilors, to do all that is reasonably practicable to prevent personal injury and damage to property.
6. The Trust aims to protect everyone, including visitors and members of the public, in so far as they come into contact with our activities, from any

foreseeable hazard or danger.

7. All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions.
8. Employees are also informed that they must co-operate with the Trust in order that it can comply with the legal requirements placed upon it and in the implementation of the Trust Health and Safety policy. We are committed to continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.
9. The Trust will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures needed to maintain a safe working environment. We will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision is given.
10. We regard all health and safety legislation as the minimum standard and expect management to achieve their targets without compromising health and safety.
11. A Health and Safety Practitioner, supplied through Citation, provides competent technical advice on health and safety matters where necessary to assist such employees in their task and to provide legal and best practice advice when required.

**Approved by :- Durham and Newcastle Diocesan Learning Trust Board**

**Signed:- Chief Executive Officer, Paul Rickeard**



**Dated:- 3<sup>rd</sup> December 2024**