RYDE SCHOOL
WITH UPPER CHINE

General Statement of Health & Safety Policy

Policy date:	September 2026	
Date of next review:	Summer Term 2026-27	
Owner(s):	BGS	
Approval body:	Head Master	
Intended audience:	Pupils, parents and staff	
ISI Regulatory Paragraph No:	12	
Location (tick as appropriate):	Website	✓
	Parent Portal	✓
	Staff Portal	✓
	Inspection folder	✓

As governors of Ryde School we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy school for all of our employees, pupils, contractors, visitors (including parents) and others who could be affected by our activities. In our role as employer we attach high priority to ensuring that all the operations within the school environment, both educational and support, are delivered in an appropriate manner. The governors are committed to promoting the welfare of all in our community so that effective learning can take place.

We fulfil our responsibility as governors of Ryde School by appointing a governor with responsibility for overseeing health and safety. This is currently Mr Sam Branston.

Day-to-day responsibility for the operation of health and safety at the School is vested with the Head Master. However, as governors, we have specified that that the School should adopt the following framework for managing health and safety:

- The governor overseeing health and safety attends the meetings of the School's Health and Safety Committee termly and receives copies of all relevant paperwork.
- A report on health and safety covering: statistics on accidents to pupils, staff and visitors, staff training, fire drills, and all new or revised policies and procedures is tabled at each term's Finance and General Purposes Committee meeting.
- The minutes of the Committee's discussion on health and safety are tabled at each meeting of the full Governing Board together with any other issues on health and safety that the Committee Chairman wishes to bring to the Board's attention.
- The external fabric of the School, its plant, equipment and systems of work are surveyed and inspected regularly by competent professionals.
- These reports (as per point above) are considered by the Finance and General Purposes Committee and its recommendations (together with other defects) form the basis of the School's routine maintenance programmes.
- The School's adherence to health and safety in catering and cleaning of the food preparation and eating areas is subject to external inspection by the Environmental Health Officer (EHO). In addition, the Catering & Events Manager arranges for an independent hygiene and safety audit of food storage, meal preparation and food serving areas three times a year, together with regular external deep cleaning and pest control services, and the Director of Estates and Operations reports on all these aspects to the Finance and General Purposes Committee.
- The School has fire risk assessments, carried out by a competent person which are reviewed every year for progress on completion of items in the action plan, and updated every four years, more frequently if significant changes are made to the interior of buildings or new buildings are bought or added. The Health and Safety Committee should review this risk assessment every time it is amended and submit a report to the Finance and General Purposes Committee.

- An external health and safety consultant reviews the overall arrangements for health and safety every two years, including fire safety, the general state of the school, and reports on actions required with recommended timescales. The progress of implementation should be monitored by the Finance and General Purposes Committee.
- The School has a Water and Legionella Policy which is reviewed annually by a suitably trained competent person. Under this policy an external Legionella Risk Assessment takes place every four years and is reviewed annually or when major building work has taken place.
- The School has a comprehensive policy in place for the training and induction of new staff in health and safety related issues which should include basic 'manual handling' and 'working at height training'. Health and safety training that is related to an individual member of staff's functions, such as science technician, will be provided in addition to the 'standard' induction training. All members of staff receive an annual Health and Safety briefing during staff INSET. First aid training and minibus driver training are provided to any member of the teaching staff who is involved with trips and visits and to selected members of the non-teaching staff.

All members of staff are responsible for taking reasonable care of their own safety, that of pupils, visitors, temporary staff, volunteers and contractors. They are responsible for co-operating with the Head Master, the Director of Estates and Operations and other members of the Senior Management Team ("SMT") in order to enable the governors to comply with health and safety duties. Finally, all members of staff are responsible for reporting any significant risks or issues to the Director of Estates and Operations using the School's Risk Incident Manager system. This includes all major incidents and near misses. We adopt a Zero Harm approach within the School and our values align with ensuring everyone takes responsibility for their own safely.

All employees are briefed on where copies of this statement can be obtained on the School's staff portal and shared area.. They will be advised as and when it is reviewed, added to or modified.