

HEALTH, SAFETY AND WELLBEING POLICY

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Approval level	Executive Board

Approved by (Name, date, signature)

Executive Board, 24th September 2025
Executive Board Chair, David Kreyling
Published on



Omnia Foundation Website

HEALTH, SAFETY AND WELLBEING POLICY

Statement of Intent

The Executive Board is committed to ensuring that high standards of health, safety and wellbeing are provided and maintained in order that there is a safe and healthy working environment for all staff, students and visitors.

The Executive Board recognises that health, safety and wellbeing is a management responsibility of equal importance to service delivery and needs to be considered an integral part of the Omnia Foundation's provision.

This policy reflects our commitment to ensuring that health and safety is paramount to Omnia and that effective management of health and safety actively contributes to our success. The safety of both students and employees should underpin the whole culture and ethos of Omnia.

Managers and employees at all levels are expected to embrace this commitment by ensuring high standards of health, safety and wellbeing in their area of responsibility as outlined in this policy and associated standards.

This policy sets out the key responsibilities of the Executive Board, Head of Foundation, Senior Leadership Team (SLT), all employees and other key staff.

It also outlines how health and safety is organised within the foundation and signposts all employees to the detailed arrangements for implementing the policy through risk assessments and standards.

All employees have responsibilities under the Health and Safety at Work Act, and any breach of these could lead to prosecution of the foundation and/or individual employees. Failure to comply with the health and safety standards could also result in disciplinary action.

This statement, policy and arrangements were approved by the Executive Board:



Signed: _____

Date: 24th September 2025 (Chair of Executive Board)

This policy will be reviewed annually.

Legal Framework

This policy has due regard to statutory legislation and government guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999 (as amended)

This policy also has due regard to company documents including, but not limited to, the following:

- Health and Safety Policy
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Responsibilities - All employees

All employees are responsible for:

Control

- Looking after their own safety and the safety of others affected by their work.

Co-operation

Co-operating with the foundation, by following safe working practices and carrying out their health and safety responsibilities as detailed in the school policies, risk assessments and health and safety standards.

Communication

- Reporting to their Line Manager any hazards they identify and any inadequacies in health and safety procedures.

Competence

- Taking part in any health and safety training and development identified as necessary by the Head of Foundation or their Line Manager.

Planning and Implementation

- Using work equipment provided correctly, in accordance with instructions or training.
- Ensuring that if they organise projects or activities involving students or other non-employees, risks are assessed as part of the planning stage and control measures implemented.

Monitoring

- Reporting health and safety incidents, in accordance with the foundation's Health and Safety Incident Reporting Procedure.

Safe Education

- All employees are responsible for contributing to the safe education of students through the formal and informal curriculum.
 - All teachers and support staff are responsible for the effective supervision and safety of students under their care. This includes ensuring that students follow health and safety instructions.
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Responsibilities - All managers and supervisors

- All employees with management and supervisory responsibilities are responsible for the implementation of the Health, Safety and Wellbeing Policy in their area of control. As a general rule the direct responsibility of managers for health and safety is determined by the extent to which they have authority to take action. That is if they have the authority to make a general decision about some aspects of the work, they are responsible for the health and safety implications of that decision.
- Their responsibilities include:

Control

- Ensuring the Health, Safety and Wellbeing Policy is implemented in their area of responsibility.
- Ensuring employees under their control carry out their health and safety responsibilities.

Co-operation

- Identifying opportunities to improve the health, safety and wellbeing within the foundation, and promoting risk awareness and the development of safe behaviours.

Communication and Consultation

- Ensuring all relevant health and safety information is communicated effectively to the correct employees and take account of their views.

Competence and Capability

- Ensuring the health and safety competence and capability of employees under their control.

Planning and Implementation

- Ensuring relevant health and safety standards and risk assessments are implemented in their area of control.
- Ensuring, in their area of control, risk assessments are carried out, recorded and the control measures implemented.
- Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).

Monitoring and Review

- Ensuring health and safety monitoring is undertaken in their area of control, in accordance with the foundation's requirements.
 - Reviewing the effectiveness of health and safety standards at controlling risks and feeding back areas of concern to their Line Manager, SLT, Head of Foundation, Occupational Health and safety Manager or Executive Board.
 - Ensuring health and safety issues identified via risk assessments or monitoring activities that cannot be addressed are raised with their Line Manager.
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Responsibilities – Head of Foundation

Control

- Ensuring there are appropriate arrangements on-site for implementing the foundation's Health, Safety and Wellbeing Policy, and ensuring that the policy and arrangements are effectively communicated and implemented.

Co-operation

- Ensuring systems are in place for consultation with all employees and that Trade Union appointed safety representatives can carry out their functions.
- Demonstrating health and safety leadership by ensuring health and safety is given equal importance to service delivery.
- Ensuring there are appropriate arrangements in place for co-operation and co-ordination with other users of the Omnia Foundation site and that, where necessary joint health and safety arrangements are recorded and agreed.

Communication

- Ensuring appropriate arrangements are in place for communication of health and safety to all employees, agency workers, contractors, visitors, volunteers and students.
- Ensuring that health and safety standards accessed via the foundation's data system are made available to relevant employees.

Competence and Capability

- Ensuring that all employees are competent and have the capability to carry out their role/function.

Planning and Implementation

- Ensuring the foundation's Health and Safety Standards (available via the Omnia Foundation's data system) are implemented.
- Ensuring there are arrangements in place for managing risks arising from the foundation's activities or premises.

Monitoring and Review

- Ensuring systems are in place for monitoring and reviewing health and safety in the Omnia Foundation.
- Ensuring there are health and safety monitoring arrangements in place and that actions arising from monitoring results are carried out.
- Ensuring, at least annually, that the foundation health and safety performance is reported to the Executive Board.

Premises Management

- Ensuring there are arrangements in place for the management of the premises on a day-to-day basis.
 - Ensuring premises management tasks are delegated to a suitably competent member of the Estates Team.
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Responsibilities – Head of Occupational Health and Safety

Laurie Carter has been appointed as the Head of Occupational Health and Safety and is responsible for:

Control

- Establishing arrangements for the effective coordination of health and safety throughout the foundation .
- Supporting the Head of Foundation in coordinating the development, review and revision of the foundation's health and safety policy, standards and risk assessments.

Co-operation

- Setting up arrangements for consulting with employees on health and safety (e.g. through health, safety and wellbeing team meetings).

Communication

- Setting up arrangements for the effective communication of health, safety and wellbeing information relevant to all staff, visitors, contractors, volunteers, students etc.
- Ensuring health and safety concerns raised by employees are brought to the attention of the appropriate Manager.
- Ensuring that the Head of Foundation / SLT is kept informed of health and safety issues by including them on the agenda of management group meetings.

Competence

- Co-ordinating the identification of health and safety training and development needs to meet the requirements of the foundation's health and safety policies, standards and risk assessments.
- Ensuring that records of health and safety training and development are maintained by the foundation.

Planning and Implementation

- Supporting the establishment with adequate arrangements for:
 - First aid
 - Fire and emergency evacuation
 - Reporting of health and safety incidents, hazards and concerns
 - Other day-to-day health and safety procedures as needed.
 - Monitoring
 - Co-ordinating arrangements for monitoring of health and safety standards within the foundation.
 - Premises Management
 - Overseeing the management of premises related health and safety risks to employees and other premises users or visitors.
 - Coordinating and ensuring compliance with premises related standards and assessments.
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Responsibilities – Executive Board

The Executive Board as the employer is responsible for Health and Safety and therefore ensuring compliance with relevant legislation. This includes legal duties as controllers of the premises.

Executive Board duties include:

Control

- Taking reasonable steps, to make sure that the foundation buildings, grounds, equipment and materials are safe and do not put the health, safety and welfare of persons at risk whilst they are on the premises.
- Ensuring that appropriate arrangements are in place to comply with statutory requirements.
- Ensure that statutory requirements are taken into account in determining the allocation of resources.

Competence and Capability

- Ensuring that the policies and procedures for recruitment, induction, staff development, performance management and capability used by the foundation include health and safety competence and capability.
- Ensuring health and safety is part of the performance management of the Head of Foundation.
- Ensuring that the Head of Foundation has an appropriate workload, in support of a reasonable work/life balance, having regard to his/her health and welfare.
- Having regard to their own competence and capability before offering advice or undertaking work that may affect the health and safety of foundation activities.

Planning and Implementation

- Ensuring that anyone appointed to undertake construction and maintenance work on foundation premises is competent to do so and that any construction work is carried out in accordance with the Construction, Design and Management (CDM) Regulations.
- Ensuring that a property consultant is used to assist with the appointment of a competent CDM coordinator before any notifiable construction or demolition work is undertaken on the site. (NB: This is to ensure construction work is carried out in accordance with the requirements of the Construction, Design and Management (CDM) Regulations. Notifiable projects are those likely to last more than 30 days or involve more than 500 person days of construction work).

Monitoring

- Taking an active part in monitoring health and safety standards in the foundation, by requiring the Group Occupational Health and Safety Manager to provide regular reports on health and safety performance to the Executive Board. Such reports should provide information on action taken in response to outcomes of:
 - foundation health and safety inspections, monitoring checks and incident investigations.
 - Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health). Other serious incidents investigated by the Head of Foundation or other members of staff.
 - Any surveys carried out by the foundation, which provides data that relates to employee health, safety and wellbeing (e.g. Outcomes from the Work-Life Support Wellbeing Programme if used).
 - Appointing a member to the Executive Board who understands the educational visits system and who will agree the higher risk visits (e.g. overseas, adventurous or residential).
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Responsibilities for Omnia Foundation Visits

The foundation undertakes educational visits and has appointed an Educational Visits Coordinator (EVC) who has:

- sufficient and relevant experience in running visits.
- the competence to train and monitor others; and
- the authority to agree or not to agree to visits.

Where the foundation has any part in organising events, trips or activities off-site it recognises that it has a responsibility. The foundation's pastoral responsibilities cannot be delegated to other external providers.

The Omnia Foundation has developed a policy on visits beyond the foundation site which includes:

- Emergency, accident and critical incidents planning.
- Supervision and staffing including competence, safeguarding and training. All those involved in any supervision for the foundation is subject to this policy.
- The visits system, including the school approach to planning, informing, signing off and supporting visits.

The EVC responsibilities are:

Control

- Developing and implementing a procedure for the training, support, planning, monitoring and approval of educational visits.
- Supporting the Head of Foundation and SLT as required with information, visits approval and other decisions.

Competence and Capability

- Ensuring training of visit leaders to plan and carry out visits. This will involve training on areas such as visit planning, group management, use of external providers, pre-visits risk management, safeguarding as well as identifying and organising specific training e.g. First Aid. This must involve training on the school visits policy and must be updated as necessary.
- Assessing the competence of leaders and other adults proposed for a visit. This will commonly be done with reference to training, experience of the person, practical observation, accreditations from an awarding body as well as the EVC's opinion.
- Ensuring that Disclosure and Barring Service disclosures and safeguarding measures are in place as necessary in line with SET.
- Ensuring their own competence is maintained through regular refresher training.
- Ensuring thorough understanding of the roles and responsibilities of the Executive Board, Head of Foundation, visit leaders, employees and volunteers in relation to educational visits and the foundation's Educational Visits Policy.
- Managing training of all those connected with visits, including having a deputy trained to take over as EVC in case of absence.
- Understanding when visits can be signed off by the EVC on "everyday risk" and when further advice is necessary.

Planning and Implementation

- Working with group leaders to obtain the consent or refusal of home settings and to provide full details of the visit beforehand so that consent or refusal can be given on a fully informed basis.
- Ensuring visits are planned with reference to the foundation's inclusion practice and any SEN professionals.
- Overseeing the organisation (e.g. preparation, roles, providers, activity, and travel) as well as the risk management on each visit.
- Overseeing the emergency arrangements and ensuring there is an experienced emergency contact for each visit.

Monitoring and Review

- Monitoring all aspects of the planning of visits to ensure they meet the foundation's requirements.
 - Monitoring staff undertaking visits, and monitoring the visits themselves, as necessary.
 - Submitting electronically through Evolve within the timeframes set out by the Local Authority (LA), residential, overseas and adventurous visits to the County Educational Visits Adviser for agreement providing sufficient information on the risk management of the visit. The foundation subscribes to the Local Authority service
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- Understanding when it is necessary to seek clearance for some visits from the Executive Board. This is likely to be when a visit is first proposed, before a financial commitment is made and for specific types of visits e.g. overseas expeditions.
- Keeping records of individual visit plans (a legal document), as well as reference material for the foundation in addition to keeping records e.g. reports of health and safety incidents.
- Reviewing systems and, on occasion, monitoring practice.

Access to Further Advice on Educational Visits

- The foundation has access to specialist advice on Educational Visits from the LA Education Visits Team.
- This includes access to advice via phone and e-mails, access to the Educational Visits Website and access to the online risk assessment forms.

Food Hygiene

All meals served at the Foundation are prepared and cooked by staff that are qualified in food preparation with current certification on file. Refresher training is arranged through our People team to maintain credibility of Food Hygiene qualification. Food contact materials including packaging, food processing equipment, cookware, crockery, utensils and worktops are kept clean by kitchen staff. Food deliveries are handled by kitchen staff who label for date identification and arrange suitable refrigeration or freezer storage. The head cook manages the

consumption to prevent out of date food being prepared .

Manual Handling

As part of the Omnia Foundation commitment to the health and wellbeing of all employees, students, contractors and visitors, procedures are in place to help protect against injuries caused through lifting, pushing and/or pulling. Risk assessment and control measures are in place to reduce strain on back, legs and arms for staff that require lifting and/or moving objects including equipment and colleague support as required. Employees in particular are vulnerable to the risk of musculoskeletal disorder (MSD) from manual handling. All staff attend MSD and Manual Handling workshops delivered in-house during induction when joining and annually as a refresher as part of the groups occupational health and safety training. These workshops identify the risk of manual handling and look at the common injuries through MSD body mapping linked to employers' roles and equipment including Display Screen Equipment.

Wellbeing

Omnia Foundation promote the wellbeing of the staff through regular in-house meetings with their partner BMindful. Regular wellbeing questionnaires are sent to staff to voice input into the wellbeing of the workforce. These questionnaires and records of any discussions around this are kept secure as GDPR regulations stipulate.

Homeworking staff should ensure that they take adequate breaks and do not work excessive long hours. Company core working hours are 8.45 to 5.15pm, with an hour for lunch.

Staff working remotely should ensure that no working environment is detrimental to their wellbeing. Checks should be in place and recorded to help prevent this and to proactively identifying anything that could be detrimental to all staff using that venue.

Health Protection

The Health Protection Agency gives advice on communicable diseases and infection control. In the first instance refer to their guidance on Communicable Diseases in School.

Local Arrangements within the Omnia Foundation

Local arrangements have been implemented in the foundation which cover:

- Employee health and safety competence and capability
- Failures to comply with health and safety requirements through performance management and disciplinary processes
- Fire and emergency evacuation (including fire risk assessment)
- First Aid
- Communication and consultation of health and safety
- Reporting of health and safety incidents, hazards and concerns
- Requirements to carry out risk assessments including for Stress, VDU's, Violence, Lone working, Manual Handling, Educational Visits, one off events and projects, Curriculum activities and any other areas / activities where it has been identified that there are significant risks
- Managing the risks to Young People on Work Experience Placements and risks to Pregnant Workers
- Control of asbestos (including asbestos management plan) and legionella.
- Working at height
- Statutory inspection and maintenance of work equipment, plant and service
- Control of (health and safety vetting and monitoring) contractors
- Monitoring compliance with and reviewing effectiveness of health and safety assessments and procedures

Health and Safety Competence and Capability

Competence is the ability to do the job required to the necessary standard. It is not just training, but also experience of applying the skills and knowledge, which needs to be gained under adequate supervision.

The Omnia Foundation considers health and safety competence requirements as an integral part of:

- Recruitment and Selection
- Employees changing role
- Induction
- Temporary employees, agency workers and volunteers
- Performance management
- Procedures when employees fail to perform on health and safety.

Performance management: The Omnia Foundation follows a nationally set performance management review system that is focused on improving teacher practice and student achievement. Health and safety is considered as part of the performance management process and where appropriate health and safety objectives are included.

In respect of the Head of Foundation, account is taken of the results of health and safety monitoring. Where these show areas that need development, health and safety is included as a specific objective under Leadership.

Reference should be made to Head of Foundation, managers, and employee responsibilities in this policy document.

Training (legal requirement): There is a legal requirement to take account of an employee's health and safety capabilities when giving them tasks. More specifically there is a requirement to provide employees with adequate health and safety training on recruitment and on being exposed to new risks (for instance due to a change of job role).

The Omnia Foundation ensures that employees are given access to training and development appropriate to their role and risks they are exposed to.

The foundation keeps a record of Health & Safety training undertaken by employees.

Communication

It is recognised that good communication systems are essential to ensure that everyone knows:

- about the health and safety arrangements within the foundation,
- about the risks associated with their work,
- what they need to do to protect themselves and others from harm; and
- how they can contribute to a safe school by raising health and safety concerns.

The Omnia Foundation ensures that health & safety information is communicated through the following ways:

The Staff Handbook and the Emergency Fire Action Plan. Health & Safety updates are also given at the staff meetings and minutes. As part of the induction process, staff are informed that the foundation holds a hazard book, the fire evacuation procedure & that all H & S concerns/ issues are to be reported direct to the Group Occupational H & S Manager from the Estates Team.

Health and Safety Consultation

Employees need to be involved in health and safety decisions that affect them and the risk assessment process. Consultation involves not only giving information to employees, but also listening to them and taking account of what employees say before making any health and safety decisions. The law requires that employees must be consulted before implementing changes that may affect their health and safety and with regard to risk assessments that cover their work activities.

Consultation within the foundation takes place through the following methods:

- In the first instance all employees can raise health & safety concerns directly with their Line Manager.
- All employees also have the right to raise health & safety concerns with a Trade Union appointed health & safety representative, who can take the matter up on their behalf.
- Ensuring health & safety is on the agenda at team meetings. Issues are then dealt with or escalated to SLT.

Health and Safety Standards (Status)

How we do things safely is detailed in the health and safety standards, generic risk assessments and guidance on the Health and Safety pages of the foundation's data system. It is important that managers and employees follow these, as they are the way the Omnia Foundation ensures it is meeting its legal obligations for health and safety. Your contract of employment (Conditions of Service) requires that you cooperate with the foundation by complying with its standards for health and safety. Failure to do so can result in disciplinary action. It may also expose the foundation, or individuals within it, to the risk of prosecution.

Health and Safety Risk Assessments

Risk Assessment is a legal requirement. The health and safety standards, generic risk assessments and guidance were prepared following an assessment of the likely risks in the area to which they relate and in general form the basis of most routine risk assessments. However, as generic assessments they have limitations and it is the responsibility of the Head of Foundation and SLT to ensure assessments are modified and extended to take account of local circumstances, or separate risk assessments produced for activities where one does not exist if there is a significant risk.

For all managers this includes:

- Ensuring controls detailed in standards and generic risk assessments are implemented in their area of control;
 - Ensuring specific risk assessments are undertaken (e.g.: VDU, Stress, Manual Handling, curriculum activities) in their area of control;
 - Undertaking risk assessments relating to hazards to which directly managed staff are exposed (this will include stress risk assessments).
 - Ensuring risk assessments are carried out as part of the planning of new projects or initiatives that may have health and safety implications.
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Health and Safety Monitoring and Auditing

The Omnia Foundation has established the following systems to discharge its responsibility for health and safety monitoring in the establishment.

- **Health and Safety Incident Investigation:** The foundation has an internal system for reporting incidents. The incident numbers and details are reviewed by the SLT. A summary report is also presented to the Executive Board at least termly. Serious incidents are reviewed by a senior member of staff and the findings reported to the Executive Board.
- **Other Monitoring:** There are systems in place within the foundation which ensure that the following monitoring is also carried out:
 - Termly inspections of the premises (all curriculum / work areas and general areas).
 - Monitoring of contractor operations under the foundation's control.
 - Routine checks on equipment and electrical, gas, mechanical and other services.
 - Hazard reporting system which is reviewed at least termly by SLT to assess the types of issues being identified and whether they are being dealt with effectively.

Health and Safety Performance Reporting and Review

The Chief Operating Officer, on behalf of the Executive Board, and Head of Foundation review the health and safety performance of the foundation at least annually. This takes the form of a Health and Safety Audit produced by the Occupational Health and Safety Manager with the Head of Foundation, which is presented to the Executive Board for review, comment and action and includes information and statistics on:

- Foundation health and safety inspections, monitoring checks and incident investigations.
- Health and safety investigations and inspections carried out by enforcing bodies (e.g. HSE, Fire and Rescue Service, Environmental Health).

Consequences of Non-Compliance with the Omnia Foundation's Health and Safety Policies and Standards

It is a requirement for all employees to fulfil their responsibilities as outlined in this Policy. Where there is a failure to comply with the Policy, whether observed in routine activities or through established health & safety monitoring systems, an appropriate response is required to hold managers and employees to account and remedy the failure. A number of options are available depending on the severity of the circumstances:

- As part of the normal line management process
- Through performance reviews
- For serious breaches, through disciplinary action. If sufficiently serious, this could include dismissal for gross misconduct. The foundation's HR policies give full details on disciplinary procedures.

Review and Revision

The Executive Board will ensure that this Health, Safety and Wellbeing Policy is reviewed annually and revised as necessary in the light of changes in circumstances and/or legislative requirements.

Appendix 1: Health and Safety Local Arrangements Notice

ECC Contacts	Name(s)	Contact No. / email
Risk Management Consultancy Service – Health & Safety	Support Desk	
Health and Safety Champion for School and Colleges	Health and Safety Team	HS@essex.gov.uk
Work-life balance / well-being	Elizabeth Beal	e.beal@omniafoundation.co.uk
Asbestos / legionella / contractor management advice	Refer to property handbook	
Educational Visits Adviser	Alex Harding	a.harding@omniafoundation.co.uk
Counselling Service (Confidential service)	B Mindful	07525 481814 07956 029326 info@mindful-b.co.uk
Other contacts		
School and College's Property Consultant		
School and College's food safety advisor		
Occupational health advice		
School and College nurse		
Health Protection Agency (Infection control advice):		

Appendix 3: How to raise a health & safety concern

