

WELFARE, HEALTH & SAFETY STATEMENT

Sherborne International is fully committed to ensure all students, staff and visitors are safe, secure and healthy. In order to achieve this, all areas of School life (including excursions away from School) are evaluated and risk assessments produced to ensure that everyone, and particularly the students in our care, are not placed at unnecessary risk or are neglected in any way.

All student welfare is monitored very carefully and the School is committed to trying to ensure that students are not only safe and healthy but have the best possible positive and happy experience whilst at Sherborne International. The School does this in a variety of ways including the following:

- A comprehensive induction programme.
- An appropriate PSHE programme.
- Careful, empathetic and sympathetic monitoring and problem solving, with all issues resolved as soon as possible.
- Regular InSeT training for staff.
- Speedy communication with parents, agents, guardians and students.
- Developing a respect for the culture of others and involving cultural elements wherever we can.
- A fostering of a belief in equality and diversity whilst promoting it in all that we do.
- A strong anti-bullying ethic.
- A belief in teamwork.
- Frequent student review meetings
- Involving students in taking decisions in Houses and in the School's Student Representative Council.

The ultimate responsibility for Health and Safety lies with the Governors although the School recognises that all members of staff have a duty of care to ensure that everyone is protected, healthy and safe. To this effect, the School also employs a full-time Health and Safety Advisor.

The following statements are extracted from the School's Health and Safety Policy which is available to existing parents, including those of students about to enter the School, by request.

Aims and objectives:

1.1 Protecting the health and safety of Pupils and Staff is essential and will be led and promoted by the Governors of Sherborne School.

1.2 The Governors recognise that they have a special duty of care for pupils, both those at Sherborne and those visiting from other schools. In addition the Governors recognise the need to ensure that the work of the school does not adversely affect the health and safety of other persons. The Governors of Sherborne School recognise and accept their responsibility as employers and controllers of premises to meet their statutory duties for Health and Safety. So far as is reasonably practicable, the Governors undertake to provide safe and healthy work places and working

environments for all the School's employees, pupils, contractors and visitors and are committed to ensuring that the School complies with all relevant Health and Safety legislation.

1.3 No safety policy is likely to be successful unless it actively involves employees themselves. In this connection the Governors involve and consult employees on matters of Health and Safety and remind all employees of their own duties, under Sections 7 and 8 of the Health and Safety at Work Act 1974, to take care in their work for their own safety and that of other employees, for the safety of pupils and the public, and to co-operate with the Governors in carrying out their responsibilities. Those employees with responsibility for pupils have a special duty of care for those in their charge.

1.4 The Governors will monitor and review the effectiveness of the policy annually. Supplementary statements will be issued as necessary for the work of particular departments or groups of staff.

1.5 The Governors will access and follow competent expertise and have appointed a Health and Safety Advisor to provide Health and Safety assistance and advice to the School.

1.6 The Health and Safety Policy is distributed to all members of the Group Executive, Housemasters/Housemistresses, Housekeepers/Matrons, Heads of Department, Heads of Sport, Director of Sport and non-academic Heads of Department who in turn shall communicate the contents of this document to all members of staff. A full distribution list is held by the School Safety Officer.

Reviewed by P Cordingley, Spring 2012; Checked by SJC, June 2012

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