

WELFARE, HEALTH & SAFETY STATEMENT

The International College is fully committed to ensure all pupils, staff and visitors are safe, secure and healthy. In order to achieve this, all areas of College life (including excursions away from the College) 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. The following statements are extracted from the International College Health and Safety booklet which is available to existing parents, including those of students about to enter the College, by request.

All student welfare is monitored very carefully and the College 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 the International College. The International College 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 College Student Representative Council.

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

Aims and objectives:

- 1.1 Protecting the health and safety of Students and Staff is essential and will be led and promoted by the Governors of Sherborne School and International College.
- 1.2 The Governors recognise that they have a special duty of care for students, 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 recognise and accept their responsibility as employers to meet their statutory duties for Health and Safety. As far as is reasonably practicable, the Governors undertake to provide safe and healthy work places and working environments for all the College's employees, students and members of the general public, and are committed to ensuring that the College 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 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 students and the public, and to co-operate with the Governors in carrying out their responsibilities. Those employees with responsibility for students have a special duty of care for those in their charge. Each employee is issued with a card of reminders of health and safety responsibilities.
- 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 organisation for implementing the College's Health and Safety Policy is at Part 2 of the College Health and Safety Policy Document and standard procedures are at Part 3. (Note: the full College Health and Safety policy is available on request.)
- 1.6 The Governors will access and follow competent expertise and have appointed a Health and Safety consultant to provide Health and Safety assistance and advice to the School.
- 1.7 The Health and Safety Policy is distributed to all members of the International College's Senior Management Team, Houseparents, Housekeepers, Housematrons, Heads of Department, Heads of Sport and non-academic Heads of Department. A full distribution list is held by the College Health and Safety Officer.

Revised by PAH, January 2010

Checked by CJG, January 2010

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