1. Health and Safety Policy Statement of Intent

The Merchant Company Education Board as employers, acting by the George Watson's College Governing Council and Principal's Leadership Team, recognise their responsibility to ensure so far as is reasonably practicable the safety, health and welfare of all its employees, pupils and others that may be affected by school activities in respect of United Kingdom Health and Safety law and best safety practice and have nominated the Principal to ensure the successful implementation of this policy.

This Policy, its organisation structure and the arrangements for managing health and safety which are detailed within, demonstrate how the school will meet its legal duty under the Health and Safety at Work Act 1974:

- Ensure effective arrangements exist to communicate, consult and inform our employees and pupils on health and safety matters which may affect them
- Ensure that sufficient funds and resources are made available as far as reasonably practicable, to the Principal and the Principal's Leadership Team, to enable them to fulfil their responsibilities as set out within this Policy
- Provide and maintain work and learning spaces and grounds which so far as reasonably practicable, are safe and where risks to health are controlled
- Provide and maintain plant, equipment and machinery, that are as far as reasonably practicable, safe and risks to health are controlled
- Ensure that sufficient information, instruction and training is provided to employees and pupils to enable them to work and learn safely
- Ensure that any contractors are managed effectively
- Monitor the effectiveness of our health and safety arrangements in consultation with employee representatives
- Engender a positive health and safety culture
- Review this Policy annually, or following a health and safety related incident, feedback from an interested party, or any significant change to the school's premises/activities.

It is the responsibility and duty of all staff, pupils and others to cooperate with the school and to conform and comply with the requirements of this policy and associated arrangements, procedures and Codes of Practice which apply.

Signed by the Chairman of Governing Council

Date: 1 May 2022