

Health and Safety Policy: Statement of Intent

The Merchant Company Education Board, as employers acting through the George Watson's College Governing Council and Watson's Leadership Team, recognises its responsibility to ensure, so far as is reasonably practicable, the health, safety, wellbeing and psychological safety of all employees, pupils, and others who may be affected by school activities.

Ultimate responsibility for health and safety rests with the Governing Council under the *Health and Safety at Work etc. Act 1974*. The Principal and Watson's Leadership Team are responsible for the effective implementation of this Policy across the School.

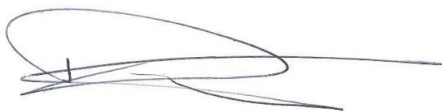
To meet these responsibilities, the School will:

- Maintain effective arrangements for communication, consultation and information sharing on health, safety, wellbeing, and psychological safety matters
- Ensure that sufficient funds and resources are made available to meet health and safety responsibilities
- Provide and maintain safe places of work, learning and recreation, where risks - physical, mental, and psychosocial - are identified, assessed, and controlled
- Provide and maintain safe plant, equipment, and machinery
- Ensure that all staff and pupils receive appropriate information, instruction, training, and supervision to work and learn safely, including support for mental health and psychological safety
- Ensure that suitable and sufficient risk assessments are carried out and regularly reviewed, covering both physical and psychosocial risks
- Manage contractors and visitors to ensure they comply with the School's safety standard
- Monitor and review the effectiveness of our health and safety arrangements in consultation with employee representatives and other stakeholders
- Foster a positive culture of safety, wellbeing, and continuous improvement across the school community
- Review this Statement of Intent annually, or sooner following any significant incident, feedback, or change to premises or activities

Everyone in the school community has a duty to cooperate with the School in fulfilling these aims and to comply with all related policies, procedures, and codes of practice.

Together, we will maintain a safe, healthy, supportive, and psychologically safe environment for all.

Signed by the Chair of Governing Council



Don Young

Date: 9 December 2025