



RUGBY SCHOOL GROUP HEALTH AND SAFETY STATEMENT

The Governing Body of Rugby School (the School) is committed to maintaining the highest standards of health, safety and welfare for all employees, students, contractors, and visitors.

In accordance with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and HSG65 – Managing for Health and Safety, the School ensures that safe systems of work are implemented and maintained across all entities and schools under the control of the Governing Body. This includes Rugby School, the prep schools, and the commercial subsidiaries.

Our objectives are to:

- Protect the health, safety, and wellbeing of all members of our community.
- Integrate sound health and safety management into all aspects of our operations.
- Identify, assess, and control risks through systematic risk assessment.
- Provide staff with appropriate information, training, and supervision.
- Promote a positive culture of safety and shared responsibility.
- Investigate incidents, implement corrective actions, and learn from outcomes.
- Continuously improve our health and safety performance through the Group's Health & Safety programme and the Plan–Do–Check–Act cycle.

Ultimate responsibility for Health and Safety rests with the Governing Body, which exercises oversight through the Risk and Compliance Committee. Day-to-day management is delegated to the Chief Operating Officer, Heads of Schools, and the Head of Health & Safety, supported by departmental and House-level representatives.

All employees are expected to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions, to follow safety procedures, and to report any hazards or incidents immediately.

Through active engagement, effective communication, and continuous improvement, the School strives to ensure that everyone who works, studies, or visits our sites does so safely and confidently.

Chair of Governors

Head Master, Rugby School

Chief Operating Officer

Date: _____