



Lumen Academy

Embrace

Educate

Empower

Health & Safety Policy Statement

Policy Date: August 2024

Review Date: September 2027

Document History

Version	Status		Date	Author	Summary Changes
V1			Sep 25	M Sethi	Changes to the roles of staff
V2			Aug 26	S Clark	Statements made clearer

Academy Policy Statement

Lumen Academy recognises the importance of effective occupational health and safety management and is committed to managing occupational health, safety, welfare and wellbeing with equal importance as our other core business aims and objectives. This Policy provides a practical framework for the compliance and implementation of The Health and Safety at Work etc. Act 1974 and all other relevant health and safety legislation within the academy.

Lumen Academy recognises and accepts its responsibilities and duties as the employer to conduct its operations in a manner which protects the health, safety and welfare of employees, pupils/students and other non-employees (such as visitors, volunteers, contractors, and members of the public) so far as is reasonably practicable.

Lumen Academy will endeavour to prevent occupational accidents, incidents and cases of work-related ill health; and will promote and implement safe systems of work, a safe and healthy working and learning environment for all staff, pupils and all other stakeholders that may be affected by its activities. This will enable the Lumen Academy to develop a positive health and safety culture through the implementation of the following objectives:

- providing strong and visible leadership and management and involving employees;
- having an occupational health and safety management system which sets clear health and safety standards and roles and responsibilities;
- identifying significant risks to health and safety as part of our risk assessment process, and implementing adequate measures to prevent, reduce, or protect against those risks;
- promoting the principles of sensible and proportionate risk management;
- having a competent workforce through the provision of information, instruction, training and supervision;
- including health and safety requirements/responsibilities into contract conditions which will be enforced by the governing bodies, senior leadership teams and other supervising staff members;
- requiring staff to exercise due care and attention, and observe safe working methods, including those inherent in their professional craft or training.
- effectively communicating, consulting, cooperating with employees and senior leaders on all relevant health and safety matters;
- providing a safe and healthy place to work and learn;
- providing access to competent health and safety advice, guidance and support;
- requiring our contractors to co-operate with us;
- ensuring resources are available to ensure the successful management and implementation of health, safety and wellbeing; and
- making continuous improvements in health and safety performance

To achieve our aim and objectives Lumen Academy has adopted the Health and Safety Executive's (HSE) "Managing for Health and Safety" HSG65 as our management system.

This statement of Policy will be kept under review and any amendments made to it will be brought to the notice of all employees.

It is a requirement of the Lumen Academy that this policy is implemented, ensuring the “Organisation” and “Arrangements” sections of the Health and Safety Policy document are understood and followed by all staff, director and other relevant persons within the Academy or working on behalf of the academy.

Lumen Academy will ensure that we have access to competent technical advice on health and safety matters to assist us in meeting our objectives; we will do this by engaging a competent health and safety advisor or consultancy and where necessary seeking specialist, technical advice from external competent persons, such as Peninsula Group.

Copies of the policy will be issued to all staff and director and will be available from the reception with the master copy held by the principal.

Reviewed By:	Summer Clark	September 2026
Next Review Date:		September 2027
Approved by Director:		1 st September 2026
Signed:		



Monika Sethi
Principal and Director