Health and Safety Policy

At Stride 360, we are committed to providing a safe and healthy environment for all students, staff, visitors, and other stakeholders. Our Health and Safety Policy is designed to:

- Promote the wellbeing of everyone.
- Maintain a safe environment.
- Comply with health and safety legislation.
- Establish clear roles and responsibilities for health and safety management.
- Ensure all reasonable steps are taken to minimise risks to health and safety.

Stride has appropriate insurance cover, including employer's liability insurance and public liability insurance.

Legislation and Guidance

This policy is based on the following legislation and guidance:

- Health and Safety at Work Act 1974.
- Workplace (Health, Safety and Welfare) Regulations 1992.
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013.

Responsibilities for Senior Team

- The designated health and safety officer is Michael Jones.
- All staff receive information on health and safety matters and receive training where necessary.
- The health and safety policy and procedures are reviewed regularly.
- All reports are reviewed so that preventative measures can be taken.

Staff responsibility

- Ensure that the premises being used are fit for use for that session.
- All accidents, incidents and dangerous occurrences are reported and recorded.
- Understand and follow health and safety procedures.
- Have a working mobile phone during every session.

Proportionate Control Measures for Health Infections

To prevent and manage the spread of infections, Stride will:

- Follow guidance from Public Health England and other relevant authorities.
- Ensure that hygiene practices, including hand washing and sanitising, are promoted.
- Monitor and manage potential health infections such as flu outbreaks or COVID-19.
- Implement enhanced cleaning protocols where necessary, particularly during outbreaks.
- Have a plan for managing confirmed cases of infectious diseases within the provision.

Arrangements for Managing Health and Safety

Stride 360 is committed to ensuring robust health and safety arrangements to protect all stakeholders. Our procedures include:

1. **Risk Assessments** Comprehensive risk assessments are conducted for all activities, including educational visits, physical activities, and work involving hazardous substances. These assessments identify potential risks and establish measures to mitigate them, with regular reviews to maintain effectiveness.
2. **Fire Safety**
    - Fire safety procedures are clearly outlined and made accessible to all staff and students.
    - Fire drills are conducted regularly to ensure readiness and familiarity with evacuation protocols.
    - Fire detection and alarm systems are maintained and tested periodically. Fire extinguishers are strategically placed and inspected to comply with safety regulations.
3. **First Aid Arrangements**
    - Sufficiently trained first aiders are available during all sessions, and their contact details are displayed in prominent locations.
    - First aid kits are stocked and accessible at all premises, with contents checked routinely to ensure they meet requirements.
    - Procedures are in place for handling emergencies, including contacting emergency services and notifying parents or guardians promptly.

Training

- All staff will receive regular training on health and safety, appropriate to their role and responsibilities.
- Specific training will be provided for areas such as first aid, manual handling, and use of hazardous substances.

Reporting and Recording

- All accidents, incidents, and near misses must be reported and recorded in the accident book.
- Injuries and incidents requiring medical attention or those that meet the criteria for RIDDOR reporting will be reported to the HSE within the required timeframe.
- Health and safety incidents will be investigated, and findings used to improve safety measures.

Investigating Accidents and Incidents

- All accidents, incidents, and near misses will be logged and investigated by Senior Staff.
- Investigations will identify the cause of the incident and any measures needed to prevent future occurrences.
- A report will be made to the Local Authority for significant incidents.

This policy should be read in conjunction with the following policies:

- **First Aid Policy.**
- **Safeguarding and Child Protection Policy.**
- **Fire Safety Policy.**

This policy was adopted by Stride 360	Date: 28/10/24
To be reviewed by: 28/10/26	Written by: Simone Lyons
Updated on: 26/03/25 by Simone Lyons	New renewal date: 26/03/27