

# Health and Safety Policy Statement

**Every child matters and no child is ever left behind..."**

"Let the little children come to me, and do not stop them;  
for it is to such as these that the kingdom of God belongs."  
Luke 18:15-17

Policy Reviewed 10 December 2025  
Version: 9  
Date of Next Review: Annual  
Responsible Officer: CEO

## **Vision Statement:**

*“Every child matters and no child is ever left behind”*

Let the children come to me, and do not stop them; for it is to such as these that the kingdom of God belongs.

Luke +

At the DNDLT we believe everyone in our Trust is a child of God, adults and children alike. Every individual and every school matters, all are valued and celebrated, and no one should be left behind.

As a Diocesan Trust of the Dioceses of Newcastle and Durham we are here to serve children, and schools of all faiths and none. We welcome both Church of England and Community Schools to join us to serve our communities in the North East of England as part of our Trust family whilst remaining unique and distinct within their local context.

The Durham and Newcastle Diocesan Learning Trust is a place where we strive for the best outcomes for our children and staff. We work hard to achieve equity and flourishing for everyone. We want our staff and children to feel valued and celebrated given the opportunity to innovate and reach their full potential. We want our schools to be at the heart of their communities serving them in the way they know best, knowing they will be supported, encouraged and affirmed by a dedicated and specialist team.

## **Introduction**

The purpose of this policy is to indicate DNDLT’s commitment to achieving a safe working environment for all staff, pupils and visitors connected with our sites and activities.

This policy will be reviewed annually by the Chief Executive Officer and ratified by the Board of Directors.

## **General Statement of Intent**

1. It is the policy of Durham and Newcastle Diocesan Learning Trust to ensure, so far as is reasonably practicable, the health, safety and welfare of all employees working for the Trust and other persons who may be affected by our undertakings. We acknowledge that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management.
2. To maintain that commitment, we will continually measure, monitor, improve and revise, where necessary, our Occupational Health and Safety (OHS) management system to ensure that health and safety standards are adequately maintained.
3. The Chief Executive Officer will implement the Trust’s health and safety policy and recommend any changes to meet new circumstances.
4. The Trust recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources

to meet these needs.

5. The Trust Board and management of Durham and Newcastle Diocesan Learning Trust looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore, the policy of management, including Head Teachers and academy councilors, to do all that is reasonably practicable to prevent personal injury and damage to property.
6. The Trust aims to protect everyone, including visitors and members of the public, in so far as they come into contact with our activities, from any foreseeable hazard or danger.
7. All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions.
8. Employees are also informed that they must co-operate with the Trust in order that it can comply with the legal requirements placed upon it and in the implementation of the Trust Health and Safety policy. We are committed to continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.
9. The Trust will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures needed to maintain a safe working environment. We will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision is given.
10. We regard all health and safety legislation as the minimum standard and expect management to achieve their targets without compromising health and safety.
11. A Health and Safety Practitioner, supplied through Citation, provides competent technical advice on health and safety matters where necessary to assist such employees in their task and to provide legal and best practice advice when required.

**Approved by :- Durham and Newcastle Diocesan Learning Trust Board**

**Signed:- Chief Executive Officer, Paul Rickeard**



**Dated:- 10<sup>th</sup> December 2025**