

MIAG



Health & Safety Policy

Ratified by Chair of Govs:

Signed by 

Date 

Date:

Review Date:

MIAG



Policy Statement:

At MIAG, we are committed to providing a safe, healthy, and supportive learning environment for all our learners, staff, visitors, and contractors. As an Alternative Learning Provider working with learners with primarily Social, Emotional and Mental Health (SEMH) needs, we recognise our duty to ensure health and safety standards are maintained to prevent injury, promote wellbeing, and enable everyone to thrive.

This policy outlines how MIAG meets its responsibilities under the:

- **Health and Safety at Work etc. Act 1974**
- **Management of Health and Safety at Work Regulations 1999**
- **Education (Independent School Standards) Regulations 2014**
- **Children Act 2004**

Roles and Responsibilities:

The Proprietor / Senior Leadership Team:

- ✚ Has overall responsibility for health and safety at MIAG
- ✚ Ensures that systems are in place to identify, assess, and manage risks
- ✚ Allocates sufficient resources for health and safety
- ✚ Reviews this policy annually or after any significant incident or change

Designated Health and Safety Lead:

- ✚ Oversees day-to-day implementation of the policy
- ✚ Conducts and reviews risk assessments
- ✚ Ensures emergency procedures are up to date and practiced
- ✚ Liaises with external professionals (e.g. fire safety, first aid trainers)

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Staff:

- ✚ Are aware of 'Take 20' and 'Final Check' processes and take individual accountability for ensuring that these are adhered to
- ✚ Take reasonable care for their own health and safety and that of others
- ✚ Follow MIAG's health and safety procedures and report hazards or concerns
- ✚ Attend mandatory training including emergency first aid, fire safety, and behaviour management

Learners:

- ✚ Are aware of 'Take 20' and 'Final Checks' and understand why these processes are important to their safety and that of others
- ✚ Are encouraged to behave in ways that keep themselves and others safe
- ✚ Are supported to understand personal safety, risk, and responsibility as appropriate to their age and need
- ✚ Are involved in the development of a safe, respectful environment

Key Arrangements:

Risk Assessment

- ✚ Regular risk assessments are carried out for all activities, buildings, and equipment
- ✚ Individual risk assessments are in place for learners where required, especially those with known health or behavioural needs

Fire Safety

- ✚ Fire evacuation drills are carried out termly
- ✚ Fire extinguishers, alarms, and exits are maintained and inspected regularly
- ✚ All staff receive annual fire safety training
- ✚ All staff are aware of who the designated Fire Marshalls are for the site



First Aid

- ✚ Qualified first aiders are on site at all times
- ✚ First aid kits are maintained and accessible
- ✚ All incidents are recorded and reported as per our accident procedure

Premises and Equipment

- ✚ The environment is maintained in a safe condition
- ✚ Daily checks of classrooms and communal areas are carried out – ‘Take 20’ and ‘Final Checks’
- ✚ Equipment is used and stored safely, with hazardous items kept securely

Behaviour and Wellbeing

- ✚ Clear behaviour policies support the physical and emotional safety of learners and staff
- ✚ Staff use de-escalation and positive behaviour support strategies in line with SEMH best practice

COVID-19 / Infection Control

- ✚ Hygiene and infection prevention measures are in place and reviewed according to current government guidance

Monitoring and Review:

This policy will be reviewed annually, or sooner in response to:

- ✚ Legislative changes
- ✚ Significant incidents
- ✚ Feedback from staff, learners, or external partners