



Health and Safety Policy

VERSION CONTROL SHEET

POLICY NAME: Health and Safety Policy

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1.0 HEALTH & SAFETY POLICY

1.1 Statement of Intent

- 1.1.1 This is a Statement of Organisation and Arrangements for Mayflower Community Academy (The Academy).
- 1.1.2 Mayflower Community Academy will, so far as is reasonably practicable, ensure the health, safety and welfare at work of all its employees. The Academy will also ensure, so far as is reasonably practicable, that non-employees such as visitors, pupils and contractors are not exposed to health and safety risks from the work activities of the Academy.
- 1.1.3 The Academy is committed to achieving compliance with and beyond, the minimum requirements of the Health and Safety at Work etc. Act 1974 (HASWA) and associated regulations.
- 1.1.4 The Academy will, as far as is reasonably practicable:
- a) Ensure that adequate resources are made available to ensure the effective implementation of this policy and to ensure the effective implementation of this policy and to ensure the health and safety of staff and others affected by the Academy's activities;
 - b) Ensure that advice is sought from competent persons on legal requirements for health and safety and on current best practice;
 - c) Ensure that suitable and sufficient assessments are undertaken and recorded of all significant health and safety risks to staff, visitors and other third parties, from its work activities and that any control measures adopted are selected using the hierarchical approach to risk control required by the Management of Health and Safety at Work Regulations;
 - d) Provide and maintain plant and systems of work that are safe and without risks to health;
 - e) Make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
 - f) Maintain any place of work under its control in a condition that is safe and without risks to health;
 - g) Provide and maintain a working environment for its employees and visitors that is safe, without risks to health, and adequate as regards facilities and arrangements for staff welfare at work;
 - h) Provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of its employees and governors, including temporary staff and visitors, and information on risks for visitors and employees of other organisations who are working in Academy premises;
 - i) Provide for the use of its employees, such personal protective equipment as is necessary to ensure their health and safety at work;
 - j) Give special consideration to employees or visitors with disabilities or language difficulties that may affect their awareness and/or understanding of health and safety information;
 - k) Make arrangements for the provision of a suitable occupational health services for staff;
 - l) Monitor health and safety performances to verify The Academy's Health and Safety Policy is being implemented and health and safety standards are being maintained and progressively improved;
 - m) Develop and maintain a positive and proactive health and safety culture.
- 1.1.5 The Academy will ensure that adequate mechanisms are in place to effectively consult with employees and their representatives on health and safety matters.
- 1.1.6 The Academy recognises Health and Safety as an integral element to its business, and it will be given equal status alongside other management functions.

- 1.1.7 The Academy will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout The Academy.
- 1.1.8 The Academy is committed to continuous improvement in health and safety performance and to this end will develop a Health and Safety Action Plan identifying key targets and areas for improvement in health and safety management and risk control. Progress with this plan will be monitored regularly by the Headteacher and the Governing Body.
- 1.1.9 This Policy requires the commitment, co-operation, and active involvement of all Academy employees to ensure its success and effectiveness.
- 1.1.10 All contractors and consultants working for The Academy are required to comply with this policy.
- 1.1.11 The Academy will ensure that procedures are established for appointing and monitoring the competency of contractors.
- 1.1.12 The Academy will review this Policy Statement regularly.
- 1.1.13 The Academy will ensure that this Policy is effectively communicated to all staff.

Failure on the part of any Academy employee, irrespective of their position, to comply with this Policy, including any safe system of work, may render that employee liable to disciplinary action and could result in criminal/civil proceedings.

2.0 ORGANISATIONAL RESPONSIBILITIES FOR HEALTH & SAFETY

Local Management of Academies requires Academy Staff, the Governing Body and contractors to work together to ensure health, safety and wellbeing objectives are achieved. Below are those with special responsibilities and their responsibilities under this Policy:

2.1 The Governing Body - Mayflower Community Academy Council

In consultation with the Headteacher, the Governors will:

- 2.1.1 Ensure that suitable resources and strategic direction are available to discharge the Academy's health and safety responsibilities.
- 2.1.2 Monitor, via reports, the overall performance of the Academy's health and safety management systems.
- 2.1.3 Ensure that any decision made is in line with the Academy's own policies and procedures as they relate to health and safety.

2.2 The Headteacher

The day-to-day responsibility for all Academy health, safety and welfare organisation and activity rests with the Headteacher, who will:

- 2.2.1 Ensure the effective implementation of the health and safety policies and performance standards to ensure that health and safety risks to staff, visitors and third parties are properly controlled within their Academy.
- 2.2.2 Implementing the requirements of this policy and for ensuring compliance with all health and safety legislation within their own Academy.
- 2.2.3 Demonstrating personal commitment to health and safety by providing visible and active leadership and leading by example.
- 2.2.4 Ensuring a positive health and safety culture is evident and a proactive approach to health and safety management is adopted within their Academy.
- 2.2.5 Ensuring all Academy business decisions (including new projects, procurement decisions, contractor selection, office moves etc.) fully take into account health and safety considerations and that health and safety risks are considered at an early stage during the project design and planning.
- 2.2.6 Ensuring that Academy employees recognise health and safety as an integral element of their business, and that health and safety is given equal status alongside other management functions.
- 2.2.7 Ensuring the objectives and content of the Health and Safety Policy are fully understood by all Academy Managers and that all staff under their control are made aware of their duties and responsibilities in line with this policy.
- 2.2.8 Ensuring that this policy is brought to the attention of all employees.
- 2.2.9 Ensuring that Academy health and safety policies or procedures are reviewed regularly, or when significant changes occur to their business, and that these are brought to the attention of all employees (including revisions).
- 2.2.10 Ensuring that health and safety is adequately resourced with both time and finances and that managers make adequate provision in their budgets for managing health and safety, to assist them in achieving

the standards laid down by health and safety legislation, Policies, Performance Standards, etc.

- 2.2.11 Ensuring that the job descriptions of Managers, Academy Departmental Heads, and Responsible Persons, contain specific areas of responsibility for health and safety management relevant to their Service Area and Academy function.
- 2.2.12 Ensuring suitable persons are nominated to undertake key health and safety functions within the Academy, such as risk assessors, (to carry out Display Screen Equipment, manual handling, hazardous substances, fire or other risk assessments), fire wardens, first aiders etc. and to ensure these individuals are adequately supported and suitably trained.
- 2.2.13 Co-operating and working closely with the Corporate Health, Safety and Wellbeing Team to achieve a safe and healthy working environment and obtaining competent advice and guidance where necessary.
- 2.2.14 Ensuring that with the Academy, adequate provision is made for consultation with employees, including Trade Union appointed safety representatives, on health and safety matters and within good time. As a minimum, 'health and safety' should be included as a standing item at team/management meetings.
- 2.2.15 Ensuring his/her own attendance at IOSH Managing Safety training.
- 2.2.16 The Headteacher will bring to the attention of the governing body any significant health and safety issues, will involve the governors in any policy matters and bring to their attention health and safety guidance received from the Education Service or Corporate Health, Safety and Wellbeing Team.

Full details of Headteacher's responsibilities in relation to Health and Safety can be found in the Plymouth City Council Health, Safety and Wellbeing Policy.

The Headteacher is designated as the 'Person in Control' of the premises, though they may delegate specific roles and functions to others.

2.3 Employees

All the Academy employees are directly responsible for:

- 2.3.1 Taking reasonable care for the health and safety of themselves and of other persons who may be affected by their actions/or omissions.
- 2.3.2 Co-operating fully with their Manager or Responsible Person on all matters pertaining to their health and safety at work.
- 2.3.3 Not recklessly or intentionally interfering with, or misusing any equipment, safety devices etc. that has been provided in the interest of their health and safety at work.
- 2.3.4 Reporting promptly, in the first instance to their Manager or Responsible Person, any accidents, injury, significant near miss, incident of violence and aggression, cases of work-related illness.
- 2.3.5 Report to the relevant manager, any defect, hazard, damage or unsafe practices or other items that could give rise to an unsafe place of work or cause injury or ill health to others.
- 2.3.6 Wearing any protective clothing or equipment and using any safety devices that have been provided for their health and safety while at work.
- 2.3.7 Observing safety rules, complying with codes of practice, corporate and departmental health and safety policies and guidance, and adhering to safe working procedures at all times.
- 2.3.8 Acquaint themselves with, and comply with, the procedure to follow in case of a fire or other emergency.
- 2.3.9 Attending health and safety training as directed and undertaking their work activities in accordance

with any health and safety training provided to them.

2.3.10 Attending local health and safety induction on their first day of employment.

2.3.11 Wearing any authorisation badge/identity card that is issued to them, so that the authorisation badge/identity card is readily visible whilst in Academy buildings.

2.4 Staff With Special Responsibility

The following staff have special responsibility:

Headteacher:	Staff Safety
Caretaker:	Site Safety
Headteacher:	First Aid
Headteacher:	Child Safety

These jobholders will be responsible for:

2.4.1 The local arrangements to ensure the effective control of risks within the specific areas under their control.

2.4.2 The local arrangements for the purchase, inspection and maintenance of equipment and its specification.

2.4.3 The coordination of the Academy's health and safety policy in their own department or area of work, directly responsible to the Headteacher for the application of the health and safety procedures and arrangements.

2.4.4 Establishing and maintaining safe working practices including arrangements for ensuring, as far as is reasonably practicable, the absence or risks to health and safety in connection with the use, handling, storage and transport of articles and substances, e.g., chemicals, hot water, sharp tools, etc.

2.4.5 Resolving health, safety and welfare problems referred to them by members of their staff or referring to the Headteacher or line manager any problems they are unable to resolve within the resources available to them.

2.4.6 Ensuring that risk assessments are carried out when necessary, and on a regular basis within the overall programme for the Academy, on the activities and equipment for which they are responsible.

2.4.7 Ensuring, as far as is reasonably practicable, that sufficient information, instruction, training and supervision is provided to enable employees and pupils to avoid hazards and to contribute positively to their own health and safety.

2.4.8 Obtaining relevant advice and guidance on health and safety matters.

2.5 Special Obligations of any Class Teacher

In addition to the general responsibilities of employees, outlined above, class teachers are expected to:

2.5.1 Raise any health and safety concerns outside their control related to their class area with their immediate line manager.

2.5.2 Exercise effective supervision of pupils and know the emergency procedures in respect of fire, first aid and other emergencies, and to carry them out.

2.5.3 Know the health and safety measures to be adopted in their own teaching areas and to ensure that

they are applied.

- 2.5.4 Give clear instructions and warnings to pupils as often as necessary; (this may be something that overlaps into behaviour policy and, in the event of an accident to a pupil, may help defend a claim).
- 2.5.5 Set a good example by following safe working procedures personally.
- 2.5.6 Ensure the use of protective clothing and guards where necessary.
- 2.5.7 Avoid introducing any personal items of equipment or substances that may cause unacceptable risk in their use.
- 2.5.8 Build in safety education in curriculum planning.

2.6 Academy Health and Safety Representatives

2.6.1 The Governing Body, through the Headteacher, will make arrangements for the establishment of a safety committee by incorporating agenda items on health and safety matters into existing consultative groups. Representation on this committee will cover all appropriate areas of work or special hazards. As a group, the nominated safety representatives of each accredited trade union or staff association will be offered a number of places on this committee and should decide amongst themselves which individuals should sit on the committee:

- Headteacher
- Caretaker
- Union Rep
- Link Governor

Under the requirements of the Safety Committee and Safety Representative Regulations 1977, where Safety Representatives are appointed, they will be given adequate time and facilities to fulfil their functions.

2.7 The Pupils

Pupils will be reminded that they are expected to:

- 2.7.1 Exercise personal responsibility for the health and safety of themselves and others.
- 2.7.2 Observe standards of dress consistent with safety and/or hygiene, as detailed within the appropriate curriculum safety guidelines.
- 2.7.3 Observe all the health and safety rules of the Academy and, in particular, the instructions of staff given in an emergency.
- 2.7.4 Use and not wilfully misuse, neglect or interfere with things provided for their health and safety.

All pupils and parents will be made aware of the contents of this section of the policy through the Academy prospectus and website.

2.8 Contractors

- 2.8.1 All contractors under local control will be appropriately selected and competent in terms of health and safety.
- 2.8.2 Contractors must be made aware of and abide by the Academy's health and safety policy and not endanger pupils, staff or other visitors to the site.
- 2.8.3 The Headteacher **will** be responsible for the coordination of contractors' activities on site, bearing in mind the guidance given in the *aide memoire* on small buildings works. This can be delegated.
- 2.8.4 The Headteacher must ensure that any temporary rules, such as exclusion from parts of the premises, are made known to all staff, pupils and students and visitors to the premises. This might be achieved by the posting of suitable notices by the Headteacher, or by the contractor, in consultation with the Headteacher.
- 2.8.5 All contractors must report to the Headteacher before any work takes place and prior to each working session. The Headteacher should then inform the contractor of any conditions which may affect his safety and that of others.

2.9 Visitors and Other Users of the Premises

- 2.9.1 Where facilities are shared, ensure that there are suitable and sufficient arrangements for communicating and coordinating health, safety and security policy and procedures with other occupiers, e.g., Youth Service, Adult and Community Learning, catering and cleaning contractors, outside staff based in the Academy.
- 2.9.2 The Health & Safety at Work Act 1974, Management of Health and Safety at Work Regulations 1999, and Occupiers Liability Act 1984, apply to all visitors to Academy premises/workplaces.
- 2.9.3 All visitors to must comply with the Academy and Council's Health and Safety Policy and procedures.
- 2.9.4 Headteachers must ensure that a suitable system is implemented whereby visitors are required to record their visit to the particular premises (e.g., visitors book).
- 2.9.5 Where applicable visitors will be required to wear a 'visitors' identification badge that is supplied by the Headteacher.
- 2.9.6 Where reasonably practicable, visitors will be accompanied at all times by a responsible employee.
- 2.9.7 Should a fire/emergency occur, or the fire alarm activated whilst visitors are on Academy premises, the person who is accompanying the visitors will take him/her to the fire assembly point.
- 2.9.8 Should an incident/accident occur involving a visitor this must be reported using the Academy Accident/Incident Reporting Form, and an investigation undertaken as soon as possible by the relevant Responsible person.
- 2.9.9 If the incident is of a serious nature or fatal the Headteacher and the Corporate Health and Safety Team must be contacted immediately.
- 2.9.10 Where applicable, adequate consideration must be given to visitors, contractors and members of the public in Service Unit risk assessments, including the provision of suitable and sufficient control measures
- 2.9.11 Persons 'hosting' visitors must ensure:
 - a) Visitors are alerted to the establishment's fire procedures.
 - b) Visitors adhere to the Academy's 'No Smoking' Policy.
 - c) Visitors Park their vehicles in such away so as not to obstruct fire escape routes, roads, access, or other vehicles.
 - d) Visitors record their presence on the premises in the appropriate logbook.
 - e) Where applicable, visitors are provided with and wear an identification badge.

- f) Visitors are accompanied or authorised to enter the premises.
- g) Visitors remain within the authorised areas and not enter any restricted area unless permission is granted, and the person is accompanied.
- h) Visitors do not take anything with them from the premises or bring anything onto the premises that may create a hazard or risk unless authorised.
- i) Visitors report all accidents, incidents and near misses to the host.
- j) Visitors wear protective clothing that is supplied, when necessary.

2.9.12 Lettings

The Headteacher will ensure that the Hirer of the premises, for any event, is aware of his/her obligations under health and safety legislation and the Academy and Plymouth City Council's health and safety policies where appropriate.

See the Headteacher for details of the Academy's security policy.

3.0 ARRANGEMENTS (SYSTEMS AND PROCEDURES)

It is the responsibility of the Headteacher to ensure so far as is reasonably practicable that the following arrangements are suitable and sufficient, are maintained and that all staff and pupils are aware of the arrangements.

3.1 Premises/Site/Workplace/Classroom/Office etc.

- a) Heating and lighting
- b) Cleanliness of all workplaces, good housekeeping, the removal of waste, storage of materials, books and files etc.
- c) Room dimensions and space
- d) Sanitary provisions (male/female, children's and disabled toilet facilities)
- e) Temperature of workplaces, the provision of thermometers
- f) Condition of premises including floors etc.
- g) Workstation/desks and seating, use of computers etc.
- h) Facilities and arrangements for:
 - Provision of a wholesome supply of drinking water
 - Canteens/Rest Place
 - Pregnant and nursing mothers

3.2 Risk Management and Risk/Other Assessments

- a) Health & Safety Executive Guidance on Risk Assessment
- b) Specific Guidance and Codes of Practices
- c) Health and Safety Information for activities e.g., off-site activities
- d) Identification of all significant Hazards and Risks within workplaces and completing the appropriate risk assessment forms.

3.3 Accident/Incident Reporting

- a) The provision and location of accident records.
- b) Accident/Incident report forms
- c) PCC Guidance on Accident/Incident Reporting
- d) Recording and reporting of all incidents of Violence and Aggression on staff
- e) Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

3.4 First Aid and its Provision in the Workplace

- a) Designated First Aiders (names displayed)
- b) Identified location of First Aid Boxes
- c) The contents of First Aid Boxes are complete and up to date
- d) Training of First Aiders and/or Appointed Persons and ensuring that adequate numbers of first aiders or appointed persons are available.
- e) First Aid Room facilities (medical room)

- f) Travelling First Aid kits

3.5 Fire and Emergency Procedures

Please see separate Academy Fire Policy, Fire Risk Assessment, Fire and Emergency Plan and Premises Logbook.

3.6 Substances Hazardous to Health (COSHH) and their Use/Storage at Work

- a) Provide a list of the hazardous substances including cleaning materials used.
- b) List of activities where COSHH might apply e.g., Science Lab, Technology Rooms, use of pesticides, cleaning products.
- c) Completing of COSHH Assessments
- d) The Academy Science Service HAZARDS
- e) Personal Protective Equipment (PPE) and Clothing
- f) Storage of hazardous substances and signage

3.7 Security of Persons and Premises

- a) Security of Premises
- b) Perimeter Fencing/Exterior lighting
- c) Burglar Alarm (externally monitored)
- d) Use of toughened glass and safety glazing
- e) Identification of visitors
- f) Signing In/Out procedures
- g) Control of Access
- h) Security Personnel on duty
- i) Reception/waiting areas
- j) Security Assessments of premises
- k) Installation and use of CCTV, neighbourhood watch scheme etc.

3.8 Safety in Kitchens

- a) Safety of pupils/employees/kitchen staff
- b) Food hygiene
- c) Responsibility for maintenance of premises and equipment
- d) Restricted access
- e) First aid arrangements, including accident/incident reporting
- f) Safe systems of work
- g) Lifting and handling of heavy and hot loads, liquids etc.
- h) Safe use of machinery, equipment, and appliances within the areas
- i) Removal of waste
- j) Pest control
- k) Use of knives
- l) Condition of workplace, including floors etc.

3.9 Contractors and the Construction Design and Management Regulations (CDM)

- a) Academy guidelines for the Management of Contractors
- b) Contractor is required to provide complete risk and other assessments including method statements before works are allowed to commence {Construction (Design and Management) Regulations}
- c) Works are planned well in advance (where applicable) and health and safety issues have been addressed.
- d) Contractors are controlled and managed on site
- e) Contractor is required to address the following:
- f) Protection of children
- g) Segregation of building works where possible
- h) Safe use and storage of any machinery brought onto site
- i) Guarding of site and machinery
- j) Restricted Access to unauthorised persons including children
- k) Requirement to use tools etc. of a voltage no greater than 110v

3.10 The Safe Use of Pesticides

- a) Limiting the use of pesticides and where appropriate using environmentally friendly and safer products
- b) Ensuring that all pesticides used have been approved and have a recognised product number that has been awarded by DEFRA
- c) Only competent, trained persons, employees etc. are allowed to use and apply pesticides and should hold certificates of competence to that effect and be authorised
- d) Safe systems of work in places for.
 - Handling and Storage of pesticides
 - Application of pesticides
 - The use of Personal Protective Clothing and equipment
 - Disposal of surplus and unused pesticides and containers
 - COSHH Assessments
 - Protection of employees, users, children, public and others

3.11 Asbestos

- a) Mayflower Community Academy has no known asbestos risks, however in the unlikely event of such a find clauses b to d will apply.
- b) The management of asbestos in the workplace and premises including the identification and marking of known asbestos and its location (asbestos register)
- c) Monitoring of the condition of known asbestos in the workplace/premises including the removal or encapsulation of damaged unsealed asbestos etc.
- d) When asbestos removals are to take place ensuring that:
 - All work is undertaken and carried out by competent persons
 - Using only HSE approved Asbestos Removal Contractors
 - Records of Asbestos to be maintained at the workplace/site

3.12 Electricity at Work

- a) Ensure all portable electrical appliances are maintained in a safe condition and have been tested by a competent person e.g., electrician
- b) Logging of all tests on portable electrical appliances in the Electrical Appliances Logbook
- c) Testing of fixed installations by competent persons
- d) Undertaking daily visual inspections of electrical appliances before use
- e) Implementing good cable management so as to prevent slips, trips and falls and damage to equipment etc.
- f) Providing and using Residual Current Device (RCD) where applicable

3.13 Work Equipment

- a) Safeguarding of machines
- b) Undertaking a machinery/equipment inventory
- c) Provide work equipment that is safe and properly maintained
- d) Safe use of machinery
- e) Carrying out risk assessments where appropriate
- f) Providing adequate training for employees on work equipment, machinery etc.

3.14 Storage of Flammable Liquids

- a) Containing and controlling the amount held in storage
- b) Safety and Security of storage of flammable liquids
- c) Providing a list of what is in storage
- d) Where and how is it stored?
- e) Who has access and is access restricted to others e.g., children etc.
- f) Providing appropriate signage

3.15 Safety Signs

- a) Display on each level of the premises, workplace
- b) Signs comply with current legislation
- c) Are recognisable and easy to understand

3.16 Sport Facilities and Activities

- a) Equipment and premises – safety of use, clear written guidance and procedures
- b) Supervision of activities
- c) Rules for staff and other users of sports equipment and facilities
- d) Training of employees

3.17 Manual Handling and Lifting

- a) Recognising what needs to be lifted, handled, carried etc. i.e., persons, static loads such as furniture etc.
- b) Who will carry this out?
- c) Undertaking Manual Handling Assessments
- d) Training in correct lifting techniques
- e) Safe systems of work

3.18 Use of Display Screen Equipment (DSE)

- a) Undertaking DSE Assessments
- b) Eye tests provision including the cost of basic corrective appliances i.e., spectacles
- c) Safe place of work, ergonomics including posture considerations

3.19 Safe Use of Vehicles

- a) Speed restriction signs displayed
- b) One way traffic system
- c) Segregation of vehicles and pedestrians
- d) Clearly marked parking bays and areas
- e) Academy minibuses and coaches to be fitted with audible reversing alarms
- f) Care whilst driving especially where children, elderly are present
- g) Vehicles are road worthy, are taxed, insured and have a valid MOT etc.
- h) Ensure that drivers on Academy business have a valid driving licence for the categories of vehicle concerned

3.20 Access Equipment and Working at Heights

- a) Visual inspection of steps, ladders and scaffold before use to ensure safety and integrity
- b) Access to and work on some areas e.g., roofs and windows will be subject to a separate risk assessment and method of work statement
- c) Access to equipment, high levels to be restricted to unauthorised and untrained persons

3.21 Good House Keeping

- a) Clean and tidy premises
- b) Maintenance programmes and procedures in place to deal with repairs etc.
- c) Immediate clean-up of spills
- d) Litter-free zone
- e) External areas, grounds, play areas and equipment are safe for use
- f) Promoting and maintaining a safe and healthy working environment

3.22 Communication

- a) Providing employees with information about the general duties under the Health and Safety at Work

Act and specific legal requirements relating to their work (see Health and Safety Law Poster).

- b) Employees will be given information about substances, plant, materials, machinery etc. which they may come into contact with.
- c) Discussing with contractors before they start work on site, how they plan to do their job, whether they need the organisation's equipment to help them, whether they can operate in segregated areas or when the Academy is closed down and if not what hazards do they create for employees and vice versa.

3.23 Training

- a) Training employees, supervisors and managers to enable them to work safely and carry out their health and safety responsibilities.
- b) Supervising employees as far as necessary for their safety – especially young workers, new employees and employees carrying out unfamiliar tasks.

3.24 Safety Audits and Inspections

- a) Regular checks and inspections of the workplace, machinery, appliances, equipment and working methods etc. To be carried out by managers etc.
- b) The Link Governor for Health and Safety will carry out an annual building inspection and produce a report to the governing body on the deployment of the health and safety policy.
- c) Corporate Health and Safety Advisors will carry out health and safety audits of health and safety management systems and workplaces.