

Welfare, Health, and Safety Policy for Illuminate You, Learning for Life Lodge

Policy Name: Welfare, Health, and Safety Policy

School Name: Illuminate You, Learning for Life Lodge

1. Introduction

At **Illuminate You, Learning for Life Lodge**, we are dedicated to ensuring the welfare, health, and safety of every student and staff member. Our priority is to create a safe, nurturing environment that supports the physical, emotional, and psychological well-being of all individuals within our community. This policy aligns with our **T.R.I.B.E.** framework, reflecting the values of **Trust, Respect, Impact, Belonging, and Enable** in all aspects of health and safety.

The welfare, health, and safety of our students are integrated into every part of the learning experience, both inside and outside the classroom. Our flexible and holistic approach ensures that students are equipped with the tools they need to thrive, while our staff are supported in providing a secure, compassionate, and effective learning environment.

This policy complies with **The Education (Independent School Standards) Regulations 2014** and is regularly reviewed to ensure it meets statutory requirements and reflects best practices in safeguarding, health, and safety.

2. Legal Framework

This policy is informed by the following statutory guidance and regulations:

1. [The Education \(Independent School Standards\) Regulations 2014](#) (Part 3: Welfare, Health, and Safety of Pupils)
2. [Keeping Children Safe in Education \(KCSIE\)](#)
3. [The Health and Safety at Work etc. Act 1974](#)
4. [The Children and Families Act 2014](#)
5. [The Equality Act 2010](#)
6. [The Management of Health and Safety at Work Regulations 1999](#)

3. Illuminate You, Learning for Life Lodge Ethos

At **Illuminate You**, we view health and safety as integral to fostering the spiritual, emotional, and physical well-being of our students. Our **T.R.I.B.E.** ethos guides our approach:

Trust: We build a culture of trust through open communication, transparency, and strong safeguarding measures, ensuring that everyone feels safe and supported in our environment.

Respect: We prioritize respect by fostering an environment where each individual's well-being is valued, encouraging everyone to look after their own health and the health of others.

Impact: Through a focus on health and well-being, we empower students to build resilience, supporting them in overcoming personal challenges and making a positive impact on their own lives.

Belonging: Our secure and caring environment creates a strong sense of belonging, where each student feels valued, connected, and part of a supportive community.

Enable: We equip students with essential life skills, encouraging them to take responsibility for their own health and safety and enabling them to thrive independently and confidently.

4. Health and Safety Responsibilities

4.1. The Committee

The Committee is responsible for ensuring that the school complies with all statutory health and safety requirements, including:

- Overseeing the implementation and regular review of this policy.
- Ensuring that the school meets the requirements of **The Education (Independent School Standards) Regulations 2014** (Part 3).
- Appointing a **Health and Safety Lead** to oversee the day-to-day management of health and safety procedures.

4.2. Headteacher

The Headteacher is responsible for:

- Ensuring the welfare, health, and safety of students and staff in all school activities.

- Implementing health and safety policies and ensuring compliance with legislation.
- Reviewing and updating health and safety risk assessments.

4.3. Staff

All staff have a responsibility to:

- Follow health and safety policies and procedures.
- Complete regular safeguarding and health and safety training.
- Ensure the safety and well-being of students in their care.
- Report any health and safety concerns to the **Health and Safety Lead** or Headteacher.

4.4. Students

Students are encouraged to:

- Take responsibility for their own health and safety, following instructions and behaving in a safe and responsible manner.
- Report any health or safety concerns to staff.

5. Safeguarding and Child Protection

The welfare of all students is our highest priority. Safeguarding procedures are embedded throughout the school and are aligned with **Keeping Children Safe in Education (KCSIE) 2024**. This includes:

- A **Designated Safeguarding Lead (DSL)** to manage child protection concerns and referrals.
- Regular safeguarding training for all staff.
- A clear and accessible reporting process for safeguarding concerns.

The school is committed to creating a safe environment where students can thrive emotionally, socially, and academically.

6. Health and Well-being

At **Illuminate You**, we recognize the importance of promoting the health and well-being of students and staff.

We take a holistic approach, integrating physical, emotional, and mental health into our daily practices, including:

- **Mental Health Support:** Through **Therapeutic Crisis Intervention (TCI)**, **Cognitive Behavioural Therapy (CBT)**, and counselling services, we provide students with emotional and psychological support.
- **Physical Health:** We encourage physical activity, promote healthy eating, and offer health education to help students make informed choices about their health.
- **Emotional Well-being:** Our emphasis on **life skills development** helps students build resilience, manage emotions, and develop social skills, fostering a strong sense of belonging and self-worth.

7. Risk Assessments

Risk assessments are conducted for all school activities to ensure that potential hazards are identified and managed effectively.

This includes:

- **General Risk Assessments:** Covering the day-to-day activities within the school environment, including classrooms, communal areas, and outdoor spaces.
- **Specific Risk Assessments:** For higher-risk activities such as field trips, vocational training, or extracurricular activities.
- **Fire Risk Assessments:** Regularly conducted in line with statutory requirements to ensure that fire safety procedures are in place and practiced.

Risk assessments are reviewed regularly to ensure they remain relevant and effective.

8. First Aid and Medical Provision

The school ensures that first aid provisions are always in place and accessible.

This includes:

- **First Aid Trained Staff:** Staff members are trained in first aid, and training is updated regularly.

- **First Aid Kits:** Located throughout the school, including classrooms, playgrounds, and staff offices.
- **Medication Administration:** Clear procedures are in place for administering medication to students, with parental consent and proper record-keeping.
- **Medical Care Plans:** Individual care plans are created for students with specific medical needs, ensuring they receive appropriate support.

9. Fire Safety and Emergency Procedures

We are committed to maintaining high standards of fire safety and ensuring that emergency procedures are clear and practiced. This includes:

- **Fire Drills:** Conducted regularly to ensure all staff and students are familiar with evacuation procedures.
- **Fire Safety Equipment:** Regular checks and maintenance of fire alarms, extinguishers, and emergency exits.
- **Emergency Evacuation Plans:** Detailed plans are in place for evacuating the school safely in case of fire or other emergencies.

10. Safety of Premises and Equipment

The school premises are maintained to ensure they are safe for all users. This includes:

- **Regular Inspections:** Of classrooms, communal areas, and outdoor spaces to identify and address potential hazards.
- **Maintenance and Repairs:** A proactive approach to addressing maintenance needs ensures that equipment, fixtures, and fittings are safe and well-maintained.
- **Safe Equipment Use:** Staff are trained in the safe use of equipment, and students are supervised when using equipment as part of vocational or extracurricular activities.

11. Life Skills and Safety Education

At **Illuminate You**, we integrate life skills education into our curriculum to empower students with the knowledge and skills they need to stay safe and healthy. This includes:

- **Personal Safety:** Teaching students how to protect themselves in various situations, from online safety to personal boundaries.
- **Health Education:** Helping students understand the importance of physical and mental health, nutrition, and personal hygiene.
- **Practical Safety Skills:** Providing real-world skills such as fire safety, first aid, and road safety, helping students become responsible and independent.

12. Monitoring and Review

The effectiveness of this policy is reviewed regularly by the Headteacher and the **Health and Safety Lead**, ensuring it remains compliant with statutory regulations and responsive to the needs of the school community. The Committee also reviews health and safety reports and audits to ensure continued improvement.

13. Conclusion

At **Illuminate You, Learning for Life Lodge**, we are committed to fostering a culture of safety, well-being, and personal growth. Through our holistic and trauma-informed approach, we ensure that students not only learn in a safe environment but are also empowered to take responsibility for their own health and safety, preparing them for life beyond school

References to Key Legislation and Guidance

1. **The Education (Independent School Standards) Regulations 2014** (Part 3: Welfare, Health, and Safety of Pupils)
2. **Keeping Children Safe in Education (KCSIE) 2024**
3. **The Health and Safety at Work etc. Act 1974**
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Policy Review Record

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