



orchard
Education

Health & Safety Policy

Orchard Education Ltd
1 Sargon Way
Great Grimsby Business Park
GRIMSBY
North East Lincolnshire
DN37 9PH

01472 89849

STATEMENT OF GENERAL POLICY

General

Orchard Education Ltd recognises that complying with the Health and Safety at Work etc. Act 1974 (and regulations made under it) is a legal requirement, not a matter of choice.

Policy

The ethos of the company is to develop, maintain and improve our ability to eliminate or control risks to health and safety; to meet expectations of employees, shareholders, customers and suppliers, and to satisfy legal requirements.

Our policy is to exceed the minimum requirements of the law where possible, with sufficient funds and resources allocated to achieve this.

We will also ensure that systems are in place that will enable us to properly assess risk, maintain, monitor and, where necessary, improve, safety and health performance throughout all areas of our activities.

Included in these systems will be the means to provide effective communication and consultation on health and safety matters at all levels of the business.

Any information, instruction, training or supervision necessary to meet these commitments will be provided to those who require it, in order to enable them to perform their job safely and competently.

Responsibilities

In return, the company expects employees at all levels to exceed their minimum legal duties - these are set out in our organisational responsibilities.

This includes cooperating with us on safety matters and taking care of their own safety and that of others - whether from within, or outside the company - who may be affected by their actions or omissions.

Review and Audit

This policy, and the way it is operated, will be reviewed annually - or more often if the business changes in nature and size.

The overall health and safety management system will be subject to an appropriate audit process.

Any revisions made to improve safety performance will be effectively communicated to employees and all other interested parties.

(COMPANY OVERVIEW)

Orchard Education Ltd is an education provider in Grimsby, North East Lincolnshire. We specialise in the provision of 'The Orchard School' (registered with the DfE) which are personalised learning and nurturing centres for young people aged 16 and under. We also offer construction training in our workshop in Great Coates.

Originally the company was established in April 2004 (DKM Assessment & Verification Ltd) and progressed to having two establishments based in Grimsby and Hull.

In 2018, the company developed further in terms of strategically splitting its resources between Post and Pre 16 Education/Training. This led to the incorporation of Orchard Education Ltd (company number 11492001) which is now the proprietary company of The Orchard School.

Orchard Education Ltd employs approximately 35 personnel (which includes the Directors) across two Grimsby centres at Sargon Way and Roberts St. The majority of employees are presently based at the Sargon Way centre. The company centres are manned between the hours of 8am to 5pm Monday to Friday.

Health and safety policies and procedures have been recorded progressively taking into account the company developments and whereby company details have changed, the policies have run seamlessly throughout.

Relevant staff are trained with regard to Risk Assessment, Fire Safety, First Aid, Child Protection, Behavioural Management (including restraint techniques, social needs and safeguarding).

Company centres are regularly inspected by representatives from the Local Authorities and operate via working relationship service level agreements.

	Initial	Review 1	Review 2	Review 3
Signed	D. Melia			
Position	Director			
Date	30/08/18			