



POLICY (Number: Fi)

STATEMENT OF SCHOOL POLICY ON OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT

This policy is in accordance with the South African Occupational Health and Safety Act (85 of 1993), as amended. The Executive Management of Somerset House Preparatory School takes full accountability for ensuring the implementation of this policy throughout the School via its operational management structures.

Somerset House recognizes its commitment to safety, health and to conserving the environment, through its Board of Governors, The Head and Management team. We fully accept responsibility for providing and maintaining a safe and healthy working environment for students, teachers, support staff and others who make use of our campus. We will also endeavour to comply with all suggestions made by ISASA, including adherence to the promulgated regulations in Government Gazette 26663, No 975: 'Safety Measures in Independent Schools'. We will set annual targets and objectives which will be actioned and monitored to ensure continuous improvement.

The responsibility for ensuring compliance with the OHS Act is regarded by the School to be of at least equal importance to the performance of our academic and other operational activities. The School will therefore ensure that adequate resources are made available to carry out the policy and will monitor its implementation.

- Compliance with legal requirements is considered as a minimum level to be achieved.
- Effective implementation of this policy will contribute to improved performance on all fronts by way of the application of both preventative and reactive measures.
- Our staff members, both academic and support, are a key resource and can and will be expected, through the application of our policy document, to play an important role in ensuring safe environments and systems of work, whilst aiming at continuous improvement.
- The Head will appoint competent persons to assist in the implementation of this policy, particularly where expertise is required. The necessary training as legislated in the OHS Act, will be provided, where necessary.
- Somerset House recognizes the importance of consultation with staff and will implement a communication system to encourage active participation in improving health and safety, and the implementation of this policy.
- Regular internal inspections and audits by an external institution will be carried out to ensure that our systems and our progress are monitored. Their reports will be made available to the Board.