



Health and Safety Policy

ISI Regulation	3: Welfare, Health and Safety of pupils
Reviewed by	Kathryn Jones, Director of Finance & Operations
Date	September 2026
Date of Next Review	September 2027

This policy applies to the Junior School, Senior School, and EYFS

Statement

Wimbledon High School is committed to providing, as far as is reasonably practicable, a safe, healthy, and secure environment for all pupils, staff, visitors, contractors, and others who may be affected by its activities.

This policy applies to the Junior School, Senior School and EYFS and covers all activities undertaken on School premises and off site under the School's control, including residential trips, sporting fixtures, and co-curricular activities.

The School recognises that effective health and safety management contributes directly to safeguarding and pupil welfare. Health and safety arrangements form part of the School's wider commitment to protecting the wellbeing of pupils and maintaining a positive learning and working environment.

The School recognises that effective health and safety management depends upon the active participation, consultation, and cooperation of employees at all levels.

The School operates in accordance with the Health & Safety at Work Act 1974, the Management of Health & Safety at Work Regulations 1999, and other relevant health and safety legislation, together with the requirements of the Girls' Day School Trust (GDST). This policy should be read alongside the [GDST Health and Safety Policy Statement](#), [Safeguarding & Child Protection Policy](#), and the School's Statement of Health and Safety Organisation and Responsibilities.

The GDST Trustees retain overall responsibility for health and safety across the Trust. At Wimbledon High School, the Head has overall responsibility for ensuring that suitable arrangements are implemented and maintained. The Director of Finance & Operations oversees the day-to-day management, monitoring and review of health and safety arrangements, supported by the Senior Leadership Team, managers and designated duty holders.

The School will take all reasonably practicable steps to:

- Provide safe premises, equipment, and systems of work.
- Maintain effective arrangements for risk assessment and risk management.
- Safeguard the health, safety and welfare of pupils, employees, visitors, contractors, volunteers, and others who may be affected by the School's activities.
- Provide appropriate information, instruction, training, and supervision.

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- Promote risk awareness and safe behaviours amongst pupils to support their wellbeing and personal development.
- Maintain effective emergency, first aid and fire safety and critical incident arrangements.
- Consult and communicate with employees on health and safety matters.
- Manage contractors, visitors and third parties safely.
- Monitor and review health and safety performance and compliance.
- Continually review and improve health and safety standards through monitoring, audit, inspection, and review.
- Promote a positive health, safety, and wellbeing culture throughout the School.

The School recognises that health and safety and safeguarding are intrinsically linked and that effective health and safety arrangements support the protection, welfare, and wellbeing of pupils.

The School maintains arrangements to identify and manage risks associated with buildings, premises and equipment, educational activities, and operational processes. Access to higher-risk areas including plant rooms, boiler rooms, electrical switch rooms, chemical stores, cleaning cupboards, and other restricted locations is controlled to prevent unauthorised access.

Monitoring & Review

Health & Safety arrangements are monitored through inspections, audits, accident and incident reporting, compliance reviews, risk assessment processes, and consultation with employees. Significant findings and performance indicators are reviewed regularly to support continuous improvement. The School maintains and reviews health and safety improvement actions and compliance plans in conjunction with GDST Health & Safety Advisors.

Detailed health and safety responsibilities are set out within the School's [Health & Safety Organisation and Responsibilities](#) document.