Conna N.S.

Conna, Co.Cork

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Scoil Naomh Caitríona

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HEALTH AND SAFETY POLICY

Part 1: Statement of Intent & Policy Framework

This document serves as Part 1 (The Health and Safety Policy) of the statutory School Safety Statement required under Section 20 of the Safety, Health and Welfare at Work Act 2005. It should be read in conjunction with the school's operational risk assessments (Part 2) generated via the Health and Safety Authority frameworks.

1. Board of Management Declaration of Intent

The Board of Management of [Insert School Name] recognises its statutory duties as an employer under the Safety, Health and Welfare at Work Act 2005. The Board is committed to ensuring, so far as is reasonably practicable, the safety, health, and welfare at work of all school employees, and the safety of pupils, contractors, and visitors to the school premises. The Board will provide and maintain safe systems of work, safe equipment, and necessary instruction, training, and supervision to secure this objective. This policy will be reviewed annually or in response to significant operational changes.

2. Statutory Duties of Management & Staff

Duties of the Employer (Board of Management & Principal):

- To provide and maintain a workplace that is safe and without risks to health.
- To ensure safe systems of work are implemented and adhered to.
- To provide adequate welfare facilities for all members of staff.

Duties of the Employee (All Staff Members):

- To take reasonable care of their own safety, health, and welfare, and that of others who may be affected by their acts or omissions.
- To cooperate fully with school management to ensure compliance with statutory health and safety rules.
- To report any workplace hazards, defects, or unsafe conditions to the Principal immediately.

3. Interpersonal Friction, Workplace Stress & Bullying

Under Section 8 of the Safety, Health and Welfare at Work Act 2005, the school's duty to provide a safe working environment explicitly includes protecting the psychological health

and welfare of staff. The school recognises that workplace conflict, bullying, and chronic stress represent real hazards to health.

To manage these specific psychological hazards dynamically and compliantly, the Board of Management has formally adopted two core industrial frameworks:

- **The School Dignity at Work Policy:** This contains the formal, legal definitions of workplace bullying and harassment, establishing a clear environment where mutual respect is a statutory requirement.
- **The Working Together (Ag Obair le Chéile) Procedure:** This national framework forms the exclusive, mandatory operating procedure for resolving peer-to-peer staff relations difficulties and adult conflicts within the school.

All employees are contractually obligated to engage in good faith with these designated conflict-resolution procedures when invoked by school management. Unresolved peer-to-peer disputes will not be permitted to compromise the safe, collaborative environment required to operate the school effectively.

4. Ratification & Review

Policy Status: Interim Policy (Active)
Date of Interim Operational Adoption: 5th November 2026
Awaiting Formal Board Ratification: Scheduled for the next sitting of the Board of Management on January 11th 2027
Declaration of Interim Authority:
This document constitutes the official interim Health and Safety Policy and Statement of Intent for St Catherines NS. In accordance with executive management provisions under the *Safety, Health and Welfare at Work Act 2005*, and following direct consultation and authorization between the Principal Teacher and the Chairperson of the Board of Management, this policy is formally activated for operational use across the school with effect from the adoption date listed above.
All staff members, contractors, and visitors are legally and professionally bound by the provisions, protocols, and behavioural standards outlined herein. This interim status will remain actively in force until the document is presented for final, formal ratification and signature by the full Board of Management.

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Signed: **Date:**

Claire Flynn
Principal Teacher
Date: 5th November 2026

Countersigned (Via Emergency Executive Authorization):

Signed: **Date:**

Maureen Walsh
Chairperson of the Board of Management
Date: 5th November 2026