



# Health and Safety Policy

## 2025-2026

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## 1. PURPOSE

- 1.1 MAS acknowledges and accepts that the health, safety and welfare of all students, staff, parents, and service providers are of paramount importance to our educational sector. Delivering best class health and safety standards at **MAS**, the organization has developed an effective and compliant health and safety management system.
- 1.2 The health and safety policy will be communicated to all **MAS'S** staff and will be available for any other relevant stakeholders.
- 1.3 The following health and safety policy defines MAS' commitment to achieving health and safety excellence.

## 2-SCOPE

- 2.1 The scope of the policy covers MAS and their subsequent employees, students, parents, and service providers.

### 3. POLICY OBJECTIVES

- 3.1 To ensure the company's commitment to health and safety.
- 3.2 To ensure it is practicable, for the health, safety and welfare of all employees, students, parents, contractors, and people visiting our premises.
- 3.3 To reduce the total number of accidents and ensure the prevention of injury and ill health to all employees, students, parents' contractors, and people visiting our premises.
- 3.4 To protect the company from any potential legal Claims.
- 3.5 Ensure compliance with both local laws and relevant legislation and industry best practice.

#### 4. TO MEET THE OBJECTIVE MANAGEMENT WILL

- 4.1 Establish a health and safety culture that is prominent throughout MAS.
- 4.2 Ensure the company's commitment to health and safety is driven by top level management.
- 4.3 Empower employees by providing suitable information, instructions, and training to allow them to perform their roles safely.
- 4.4 Ensures the health and safety management system is continually improved.
- 4.5 Ensure health and safety performance is continually monitored and improved upon.
- 4.6 Implement and maintain a procedure for on-going hazard identification, risk assessment and the determination of necessary hierarchical controls.
- 4.7 Communicate and consult with employees and stakeholders on health and safety matters.
- 4.8 Ensures measurable health & safety related KPI's are established and continuously monitored.

## 5. RESPONSIBILITY

- 5.1 Ultimate responsibility for health and safety rest on the MAS Board.
- 5.2 The MAS Board has a responsibility for allocating adequate operational resources and finances to support the organization's commitment to continuous safety improvement.
- 5.3 Director & Director of Operations have a specific responsibility for ensuring the implementation of the health and safety policy into the school.
- 5.4 Director & Director of Operations have a responsibility to ensure suitable emergency exercises are carried out at regular intervals throughout the year. The frequency of the exercises must comply with MAS emergency procedures and local legislation.
- 5.5 The Health and Safety Officer (HSO) is responsible for establishing and monitoring the health and safety strategy for MAS.
- 5.6 The Health and Safety Officer (HSO) is responsible for providing timely health and safety support and guidance to all relevant persons.
- 5.7 The Director of Operations has a responsibility for ensuring suitable workplace health, safety and fire inspections are conducted at regular intervals. Issues identified during such inspections are given corrective action in a timely manner.
- 5.8 The Director of Operations is responsible for ensuring the on-going maintenance and monitoring of fire and life safety systems is carried out in line with MAS procedures.

- 5.9 All employees have the responsibility to protect their own health, safety, and well-being and that of those who may be affected by their acts or omissions.
- 5.10 All contractors and service providers are responsible for ensuring that they comply with MAS health and safety policies and procedures. Moreover, they are responsible for monitoring their own health and safety performance and that of their employees and subcontractors.
- 5.11 Further specific responsibilities are defined within the health and safety responsibilities section of the health and safety manual.

#### **MAS Administration**