



London Academy Health & Safety Policy

#We are the Future

Approved By:	Emily Olot
Position:	Director
signed:	
Date:	March 2025
Proposed Review Date:	August 2026
Review Team:	Head of schools



London Private Academy Health & Safety Policy

Vision:



Mission Statement:

Empowering children with 21st-century skills.

Providing a happy, safe, and caring environment for all individuals.

Promoting learning through project-based and technology-based tools.

Delivering an exciting curriculum while fostering high self-esteem and respect.

Partnering with parents to develop children educationally, morally, spiritually, physically and socially.



1. Rationale and Legal Context

This Health and Safety Policy establishes London Academy's firm commitment to providing a safe, secure, and healthy environment for all members of its community—students, staff, parents, and visitors. The rationale is founded on our duty of care to protect physical and mental wellbeing and to ensure full compliance with Moroccan health and safety legislation and best international practice. By proactively identifying and mitigating risks, we aim to prevent accidents, promote healthy lifestyles, and maintain facilities that support optimal learning.

Legal and Compliance Environment

All operational aspects of this policy, particularly those concerning building safety, fire protocols, and food standards, are subject to and compliant with the prevailing laws and regulations of the Kingdom of Morocco.



2. Aims of the Health and Safety Policy

- **Risk Mitigation:** To actively identify, assess, and control hazards associated with the school premises and activities, reducing the likelihood of injury or ill-health.
 - **Compliance:** To ensure continuous adherence to all relevant Moroccan national and local health and safety laws, particularly concerning building standards and fire safety.
 - **Wellbeing Promotion:** To foster a culture that promotes physical and nutritional health among students, encouraging lifelong healthy habits.
 - **Emergency Preparedness:** To establish clear, rehearsed, and effective procedures for responding to emergencies, ensuring the safety of all occupants.
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3. Key Terminology

Term	Definition at London Academy
Health & Safety (H&S)	The state of being protected from physical and health hazards in the school environment.
Duty of Care	The legal and moral obligation of the school to take reasonable steps to ensure the safety and wellbeing of those under its supervision.
Hazard	A potential source of harm or damage to health.
Risk Assessment	The process of identifying hazards, evaluating the risk posed, and implementing control measures.
Local Compliance	Adherence to specific Moroccan national and regional building codes, fire safety mandates, and public health laws.



4. Implementation and Operational Integration

Building Safety and Maintenance

- **Regular Inspections:** A comprehensive schedule for regular checks of the building fabric, structural integrity, and facilities is maintained by the designated Facilities Manager.
- **Compliance with Local Law:** All inspections and maintenance activities are conducted in strict compliance with local Moroccan building codes and safety regulations. Records of these checks, including structural and electrical systems, are securely maintained.
- **Risk Assessments:** Formal risk assessments are conducted annually, or whenever significant changes are made to the premises or school activities (e.g., new construction, curriculum change).

Emergency Procedures and Fire Safety

- **Fire Drills:** The school conducts scheduled fire drills at least once per term to ensure that all students and staff are familiar with evacuation routes and assembly points. Records of these drills, including evacuation times, are kept.
- **Fire Alarm System Testing:** The school's fire detection and alarm system undergoes a weekly functional test. Any faults are immediately reported and rectified. A log of these weekly tests is maintained.
- **Emergency Contact:** Clear, up-to-date emergency contact information and protocols for liaising with local Moroccan emergency services (Police, Fire, Ambulance) are prominently displayed and communicated to all staff.

Healthy Eating Guidelines

London Academy promotes positive nutritional health to support student development and concentration.

- **Catering Standards:** All food and beverages served on the premises, including in the canteen and during school events, adhere to high standards of hygiene and are nutritionally balanced.
- **Menu Content:** Menus promote fresh fruits, vegetables, whole grains, and lean proteins, while actively limiting excessive consumption of sugar, salt, and unhealthy saturated fats.
- **Allergies and Dietary Needs:** The school maintains a clear system for recording, communicating, and managing student allergies and specific dietary requirements, ensuring necessary precautions are in place to prevent accidental exposure.
- **Education:** Healthy eating and hydration are integrated into the PSHE curriculum to empower students to make informed food choices.



Staff Roles and Training

All staff members have a responsibility to adhere to this policy. Relevant staff, particularly those on the Safeguarding Committee, Facilities Management, and First Aid personnel, receive regular, specific training in risk assessment, emergency response, and first aid provision.



5. Policy Review

This Health and Safety Policy will be reviewed annually by the Senior Leadership Team and the Director. The review will specifically ensure that the policy and all operational procedures remain fully aligned with the evolving legislative requirements of Moroccan law and established international health and safety best practices.