



# Health & Safety Policy

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Tree of Life Educational and Therapeutic Ltd  
(SEMH Alternative Provision with Therapy-Led Practice)

Review date: 17/9/2025

## 1. Policy Statement

Tree of Life Educational and Therapeutic Ltd is committed to providing a safe, healthy, and supportive environment for all pupils, staff, therapists, and visitors. As an SEMH-focused alternative provision, we recognise that safety extends beyond physical wellbeing to include emotional, social, and psychological health. Therapies are central to our provision, and safeguarding the therapeutic process is as important as safeguarding the physical environment.

We will:

- Ensure compliance with all relevant health and safety legislation.
- Promote a culture of wellbeing, therapeutic safety, and risk awareness.
- Actively involve staff, pupils, and parents/carers in creating a safe, therapeutic learning community.

## 2. Responsibilities

Directors/Leadership Team

- Provide clear leadership on health, safety, and wellbeing.
- Ensure resources, training, and risk assessments are in place.
- Review and update this policy annually or in response to significant change.

Therapists (Counsellors, Art Therapists, Play Therapists, etc.)

- Maintain a safe, confidential, and ethically bound practice environment.
- Conduct therapeutic risk assessments for sessions, equipment, and client needs.
- Work collaboratively with staff to identify triggers, risks, and safe intervention

strategies.

#### Staff

- Follow health, safety, and safeguarding procedures at all times.
- Report hazards, incidents, or concerns promptly.
- Support pupils in managing emotional and behavioural challenges safely.

#### Pupils

- Encouraged and supported to take responsibility for their own safety where appropriate.
- Participate in developing safety agreements, especially around therapy spaces and group activities.

### 3. Safe Environment

- All buildings and therapy rooms will be regularly risk assessed.
- Fire safety procedures, first aid provision, and evacuation drills will be in place.
- Security measures will protect pupils, staff, and confidential therapeutic work.
- Specialist equipment (e.g., sensory tools, art therapy materials) will be checked regularly for safety and suitability.

### 4. Therapies at the Forefront

Because therapeutic work is central to our provision:

- Therapy rooms will be calm, safe, and free from unnecessary hazards.
- Sessions will prioritise emotional regulation, trust, and safe expression.
- Clear protocols will be followed for managing disclosures, self-harm, or crisis behaviours.
- Staff will be trained in trauma-informed practice, de-escalation, and mental health first aid.

### 5. Risk Assessment and Individual Plans

- General risk assessments will cover all activities, environments, and therapies.
- Individual Risk Reduction Plans (IRRP) will be created for pupils with higher risk behaviours.
- All therapeutic activities (e.g., movement therapy, outdoor activities) will include dynamic risk assessment.

### 6. Training and Supervision

- All staff and therapists will receive induction on health, safety, safeguarding, and therapeutic safety.

- Ongoing CPD will include behaviour management, trauma-informed practice, and mental health awareness.
- Therapists will receive regular clinical supervision, ensuring safe and ethical practice.

## **7. Emergency Procedures**

- Clear procedures for accidents, incidents, fire, and medical emergencies will be displayed and practised.
- All staff will know how to respond to a pupil in crisis, including safe spaces, therapeutic grounding techniques, and external support services.

## **8. Monitoring and Review**

- Health & safety audits will be carried out termly.
- Incident reports will be analysed to identify patterns and improve provision.
- The Directors and Leadership Team will review this policy annually, with input from staff, therapists, and pupil voice.

## **9. Policy Communication**

- This policy will be available to all staff, parents/carers, and relevant professionals.
- Pupils will be supported to understand key safety principles through accessible formats.