



TERERAI TRENT INTERNATIONAL SCHOOL

HEALTH AND SAFETY POLICY

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February, 2026

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Purpose

The purpose of this policy is to ensure a safe and healthy environment for all students, staff and visitors at Tererai Trent International School. This policy outlines our commitment to health and safety management roles, and responsibilities.

Scope

This policy applies to all students, staff, volunteers and visitors at Tererai Trent International School and in all school-operated facilities and activities.

Commitment to Safeguarding

At Tererai Trent International School, we are committed to safeguarding and promoting the wellbeing of all children. We expect our staff and volunteers to share this commitment.

1. Introduction

1.1 The health, safety, and welfare of all individuals who work or learn at Tererai Trent International School are our top priorities. We strive to provide a safe, secure, and empowering environment for everyone. The governing body is responsible for ensuring the safety and health of all students and staff, promoting an excellent education for all in an inclusive environment. This policy ensures the physical, psychological, environmental and social well-being of all learners, staff, visitors and volunteers at Tererai Trent International School. It applies to all school activities on campus, during school trips, and any school-related events. It promotes health, safety, prevention of harm, and compliance with national standards. ([WHO | Regional Office for Africa](#))

1.2 Vision Statement

We commit to a *safe, healthy, inclusive and supportive learning environment* that enables every student to thrive academically, socially and emotionally in line with Zimbabwe's School Health Policy objectives. ([WHO | Regional Office for Africa](#))

2. The School Curriculum

2.1 We educate students about health and safety to equip them with the knowledge and skills necessary for positive and healthy living. Teachers integrate health and safety education across the curriculum, including lessons on fire safety and first aid.

2.2 Respect for self and others is emphasized in Personal Social, Health and Economic Education lessons. We teach children about healthy living, hygiene, and safe practices in various subjects, including Physical Education.

2.3 Care for the environment is a key component, with students learning to identify hazards within their surroundings, fostering a culture of responsibility and awareness.

2.4 Our curriculum promotes spiritual growth through collective activities, reinforcing community values and moral development.

3. School Meals

3.1 The school provides balanced meals at lunchtime. Eligible parents can claim additional meals for their children as per government regulations.

3.2 Parents may provide packed lunches, and appropriate spaces for eating are designated, supervised by staff.

3.3 We strive to promote healthy eating choices and have initiatives to encourage a nutritious lifestyle.

3.4 Promote regular hand-washing, personal hygiene, sanitation and communicable disease prevention among learners and staff.

4. School Uniform

4.1 All students are expected to wear the school uniform during school hours and at school events.

4.2 We respectfully accommodate cultural or religious considerations in uniform policies.

4.3 The school's Principal ensures compliance with the uniform policy, which aims to support all learners.

4.4 Parents are encouraged to provide uniforms for their children.

5. Child Protection

5.1 The designated child protection officers are the principal and one senior teacher, ensuring the safety and welfare of all students. Staff are required to report any suspicions of abuse directly to the designated officers without investigation.

5.2 Child protection cases are approached with sensitivity, collaborating with relevant services to ensure the child's best interests.

5.3 All staff and volunteers undergo background checks to maintain a safe environment for our children.

5.4 We encourage vigilance in safeguarding, reporting any concerns immediately.

6. School Security

6.1 We continuously assess and enhance security measures to ensure a safe environment.

6.2 All visitors receive a welcome overview of safeguarding procedures and emergency protocols.

6.3 Staff are trained to challenge unidentified individuals and to raise concerns promptly.

7. Safety of Children

7.1 Teachers are responsible for the safety of all curricular activities, conducting regular risk assessments.

7.2 Parental permission is obtained before taking students off school premises.

7.3 Accidents are documented, and first aid supplies are strategically available across the campus.

7.4 Trained staff are assigned to handle emergencies, and necessary protocols are followed to contact parents.

8. Fire and Emergency Procedures

8.1 Fire and emergency evacuation procedures are communicated clearly to all. Regular fire drills are conducted at least twice per term to ensure that all staff and students are familiar with evacuation routes and procedures.

8.2 A siren will sound in the event of a fire, alerting everyone in the school to follow evacuation procedures immediately.

8.3 Fire extinguishers are strategically placed throughout the school and are clearly marked. Staff are trained to use them safely and effectively in case of a fire.

8.4 Safety drills (fire, lockdown, evacuation) are conducted periodically

8.5 First aid kits are available and regularly replenished.

8.6 Maintain updated emergency contact lists and communication protocols for parents and local authorities.

8.7 Develop risk assessments and response plans for school trips, sporting events, and external engagements.

9 Prevention of Violence, Abuse & Harassment

9.1 All forms of *physical, emotional, sexual or gender-based violence, bullying, exploitation or harassment* are strictly prohibited.

9.2 The school shall implement clear reporting, investigation and response procedures that respect confidentiality and protect victims.

9.3 Staff, learners and parents will receive regular education on identifying, preventing and reporting abuse. ([World Health Organization](#))

10 Mental Health & Psychosocial Support

10.1 The school shall provide access to guidance counselling services and support learners facing emotional, behavioural or psychosocial challenges.

10.2 Early identification of stress, trauma and wellbeing concerns shall trigger timely support, referral to professionals, or partnership with community agencies. ([Planipolis](#)) the school will place a suggestion box, which learners may use to anonymously and comfortably report any emotional or psychosocial challenges.

10.3 Ensure learners with disabilities or special needs have equitable access to facilities, programmes and safety measures.

10.4 Address barriers to inclusion, including physical infrastructure, communication, and participation in all school activities

11 Educational Visits

11.1 The school ensures the safety of children during trips, using checklists to reinforce planning and assessment.

11.2 All transportation provided by the school will utilize vehicles equipped with seat belts, which must be worn at all times.

12 Compliance

12.1 All members of the school community are expected to comply with this policy. Non-compliance may result in disciplinary actions in accordance with the school regulations.

12.2 Pupils

All pupils will be responsible for:

- Complying with school rules and procedures.
- Taking reasonable care of themselves and others.
- Co-operating with their teachers and other school staff.
- Using equipment and substances in the manner in which they are instructed.
- Not misusing anything provided for the purposes of health and safety.
- Reporting anything they believe to be hazardous or dangerous to their Teacher/ Form Tutor or the Principal.

13 Internet Safety

13.1 Internet use is supervised, and parental consent is required for student access. We ensure that children's online safety is prioritized, guided by the school's Responsible Use Agreement.

14 Theft and Criminal Acts

14.1 Incidents will be investigated, and serious cases will be reported to authorities as necessary.

15 Health Promotion and Hygiene

15.1 The school is committed to supporting staff well-being and professional development in a safe and healthy work environment.

15.2 Provide age-appropriate health information, including *comprehensive school health education*, in classrooms and assemblies.

15.3 Partner with local health providers for immunisation drives, health screening and preventative services. ([UNFPA Zimbabwe](#))

16 Roles & Responsibilities

16.1 School Leadership

- Ensure policy implementation, regular reviews and compliance with national standards.
Teachers & Staff
- Report hazards or incidents, model safe practices, and supervise learners.
Learners
- Respect safety protocols and report concerns.
Parents & Guardians
- Support health and safety measures and contribute to risk awareness.
School Health & Safety Committee
- Monitor school environment, review incidents, propose improvements and advise leadership.

17 Monitoring and Review

17.1 The governing body will oversee the implementation of this policy, ensuring it is reviewed annually or as needed; with input from staff, learners, parents and relevant authorities. This policy will also be communicated to all staff, students and parents or guardians through the school website and meetings. Feedback from parents, staff and students will be solicited to improve health and safety measures continuously. School inspections, incident logs, health reports and feedback surveys shall be used to continually improve safety and health standards.

18 Implementation Statement

By adopting this policy, *[School Name]* commits to partnering with the Ministry of Primary and Secondary Education, Ministry of Health & Child Care, community stakeholders and international partners (including UNESCO guidance) to uphold the highest standards of health and safety in education. ([WHO | Regional Office for Africa](#))

Tererai Trent International School