

PREMISES MANAGEMENT POLICY



**Resilience
Multi Academy
Trust**

Summary	Premises Management Policy. The Trust has a duty to comply with the appropriate regulatory and corporate standards, manage its buildings and equipment in an efficient and legally compliant way through regular testing and inspection, and to promote the safety and wellbeing of our colleagues, students, and the community through effective premises management. This policy details the ways in which this is implemented.
Responsible Person/Author:	COO/Estates Director
Applies to: (please check as appropriate)	Colleagues ☒ Student ☒ Community ☒
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DOCUMENT CONTROL

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14 May	1	Reformatted	Policy update to new format
Sept 2024	2	Amended	Nomenclature
May 2025	3	Amended	Rebranding
Sept 2026	4	Amended	Ref to staff changed to colleagues. Ref to Facilities and health and safety changed to Estates. 8-Policy statement added to. 12 – Roles and responsibilities added to. 18 – General maintenance section added to. 31- Capital maintenance and asset planning section added. 34 – Asbestos management section amended. 39 – Environmental sustainability section added. 40,48,58,60 – Amended wording. 51 – Business continuity section added.

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Introduction

1. RMAT has a duty to ensure that buildings under its control comply with appropriate statutory, regulatory, and corporate standards. RMAT needs to consider its academy buildings:
 - **Condition** – focus on the physical state of the premises to ensure safe and continuous operation as well as other issues involving building regulations and other non-education statutory requirements.
 - **Suitability** – focus on the quality of the premises to meet curriculum or management needs and other issues impacting on the role of the academy in raising educational standards.
2. The [Education \(School Premises\) Regulations 1999](#) stipulate minimum standards for the premises. Academies are also covered by the [Workplace \(Health, Safety and Welfare\) Regulations 1992](#), which outline provisions that must be made in relation to the work environment. Provisions that are covered by these regulations include: toilet facilities, fire, colleague's rooms, weather protection, noise, lighting, heating, temperature, ventilation, and water supply.
3. The [Education \(School Premises\) Regulations 1999](#) apply to all Educational establishments in England and Wales and it is important that all Academies covered by the regulations adhere to these provisions where reasonably practicable.
4. The [Workplace \(Health, Safety and Welfare\) Regulations 1992](#) apply to all types of educational establishments in the UK. These regulations overlap with some of the provisions of the [Education \(School Premises\) Regulations](#), which have specific requirements for facilities relating to colleagues, medical rooms, and toilet/washrooms.

Policy statement

5. This policy sets out the Premises Management guidelines for RMAT, to ensure it operates compliantly and that best practice is implemented in the management of each site.
6. RMAT endeavours to ensure the health, safety, and welfare of all stakeholders through the regular maintenance of equipment, and the implementation of safe systems.
7. RMAT will ensure colleagues are appropriately trained; risk assessments are conducted where necessary and roles and responsibilities are defined.
8. RMAT adopts a risk-based approach to premises management to ensure that its buildings remain safe, compliant, suitable for educational use and capable of supporting business continuity and operational resilience.

Scope of this policy and Who this policy applies to

9. This policy includes, general maintenance, water supply, asbestos management, drainage, waste management, management of contractors, glazing, traffic management, lettings, grounds maintenance, risk assessment, evacuation, accessibility, welfare, catering, cleaning, and audit. This is not a definitive list.

10. This policy applies to all colleagues, students, parents, visitors, contractors, and the wider community when on site.

Publication of this Policy

11. This policy is accessible via the RMAT website.

Roles and responsibilities

12. The academy premises are monitored daily by the Premises Manager, and by a range of colleagues who report their observations and concerns to the Site Management Colleagues and Academy Senior Leadership Team (“SLT”). The Premises Manager with guidance from SLT, Line Management and the Estates Manager will ensure that the site is compliant with the regulations listed above.
13. The Board of Trustees has overall responsibility for ensuring that effective arrangements are in place for the management, maintenance, and compliance of RMAT premises.
14. The Finance and Resources Committee will receive assurance regarding premises compliance, condition, suitability, and capital maintenance.
15. The Chief Operating Officer has strategic responsibility for estate management, compliance, and the implementation of this policy across the Trust.
16. The Estates Manager/Director will have an oversight of the premises across each academy and will support the Principal and Premises Manager accordingly.
17. Principals are responsible for ensuring local compliance with this policy and for escalating significant premises risks to the Trust. The Principal has overall responsibility for the day-to-day management of the premises and activities. The Principal must consult with their Premises Manager and the Estates Manager/Director on a regular basis to ensure the implementation of this policy.

Premises Management

General Maintenance

18. The Estates Manager ensures that the regular planned preventative maintenance is conducted, in accordance with best practice and as required by legislation including (but not limited to) the following:
 - Air Conditioning Unit servicing
 - Boiler maintenance and servicing
 - Pressure vessel servicing.
 - (PAT) Electrical appliances testing
 - Fixed electrical installation testing.
 - Emergency lighting testing
 - Local Extraction Ventilation
 - Fire risk assessments.

- Fire alarm testing.
 - Fire door servicing.
 - Fire extinguisher servicing.
 - PE/Gym equipment safety servicing
 - Gas appliances safety servicing
 - Gas pipe soundness servicing
 - Kiln and ceramic electrical equipment servicing.
 - Kitchen Equipment checks and deep cleaning.
 - Lift and Lift equipment safety servicing
 - Design and Technology Machinery servicing.
19. RMAT maintains a statutory compliance programme covering all required inspections, servicing, testing, and certification activities. Records of compliance shall be retained in a central system approved by the Trust.
 20. Any overdue statutory inspection, test, servicing activity, or compliance action shall be escalated immediately to the Principal, Estates Manager and Estates Director.
 21. Significant compliance failures shall be reported through the Trust's risk management arrangements and, where appropriate, to the Finance and Resources Committee.
 22. The Premises Manager ensures that there is a satisfactory standard and adequate maintenance of decoration by implementing a planned programme of redecoration through the adaptation and programme of Annual capital works. Smaller decorative tasks may be completed during the academic year.
 23. The Premises Manager ensures that the flooring in good condition by conducting regular visual checks and implementing any necessary repairs/replacements.
 24. The Premises Manager ensures that the furniture and fittings are appropriately designed for the age and needs of all students registered at the academy by responding to specific requests for appropriate furniture and fittings which are generated as a result of the annual adaptation and summer programme of works.
 25. The Premises Manager ensures that classrooms and other parts of the academy are maintained in a tidy, clean, and hygienic state by overseeing the work of the Site Team and Cleaners and monitoring standards of cleaning.
 26. The Premises Manager with guidance from the Principal ensures that there are appropriate facilities for students who are ill. A room is provided for medical examination and contains a washbasin and is near a WC. The academy ensures that there are sufficient toilets for colleagues and students, including facilities for students with special needs.
 27. Teaching colleagues with assistance from the Premises Manager, Principal and Estates Manager will ensure that classrooms are appropriate in size to allow effective teaching by carefully monitoring the number, age and needs of students who will be using the classrooms and making any necessary adjustments in provision and arrangements.

28. The Premises Manager ensures that the buildings provide reasonable resistance to penetration by rain, snow, wind, and moisture from the ground by conducting regular visual checks.
29. The Premises Manager, Principal and Estates Manager will ensure there is sufficient access and egress provision so that emergency evacuations can be accomplished safely for all students, including those with special needs, by ensuring that all exits are kept clear and unencumbered, and by conducting regular checks of the same.
30. The Premises Manager, Principal and Estates Manager will ensure that access to the academy allows all students, including those with special needs, to enter and leave the academy in safety and comfort by ensuring that entrances are well maintained and unencumbered with appropriate access for wheelchair users. Please see Trust Accessibility Policy for more information.
31. The Premises Manager with guidance from the Estates Manager ensures that the lighting, heating and ventilation in classrooms and other areas of the academy are suitable for the room usage. This is done through a programme of monitoring and through feedback from all colleagues.

Capital Maintenance and Asset Planning

32. RMAT will maintain an estate strategy and capital maintenance programme based upon condition surveys, compliance requirements, suitability assessments, and available funding. Prioritisation of works will take account of:
 - Health and safety risks
 - Statutory compliance requirements
 - Educational suitability
 - Business continuity risks
 - Building condition
 - Environmental sustainability considerations
33. Major capital projects shall be approved in accordance with the Trust Scheme of Delegation and Financial Regulations.

Water Supply (Legionella)

34. The Estates Manager arranges for regular Legionella risk assessments and testing of water systems (water storage tanks, shower systems and other systems which potentially hold water at a temperature between 20°C and 50°C) to ensure that:
 - The academy has a wholesome supply of water for domestic purposes including a supply of drinking water.
 - WCs and urinals have an adequate supply of cold water and washbasins, sinks (including deep sinks) and showers have an adequate supply of hot and cold water.

Asbestos Management

35. RMA shall maintain an up-to-date asbestos management plan and asbestos register for applicable buildings. The register shall be reviewed periodically and made available to colleagues and contractors undertaking works which may disturb the fabric of the building.
36. If the asbestos is in good condition and is not in an area where it will be disturbed by everyday activities, then it is safe to leave it in place.

Drainage

37. The Premises Manager ensures that there is an adequate drainage system for hygienic purposes and the disposal of wastewater and surface water by conducting regular visual checks and calling in drainage specialists should any drainage issue arise.

Waste Management

38. RMA is committed to reducing its waste and recycling as much as it can. This includes the waste management of cardboard, paper, electrical equipment, ICT equipment.
39. The Premises Manager follows all legal waste obligations to ensure the correct licensing of their waste and maintain such records and safe storage whilst on site.

Environmental sustainability

40. RMA will seek to improve the environmental performance of its estate through efficient use of utilities, reduction in waste generation, increased recycling, carbon reduction initiatives, and sustainable procurement practices where reasonably practicable.

Management of Contractors

41. The Premises Manager and Estates Manager ensures:
 - That all contractors are subject to appropriate pre-engagement checks including competence assessment, safeguarding requirements, insurance verification, DBS requirements where applicable and health and safety evaluation prior to commencing works.
 - The competence of contractors (competence can be judged from past experience, recommendation, preselection evaluation, or a combination that takes into consideration the nature and scale of the works required)
 - The contractor holds the appropriate qualifications, for example GAS SAFE or NICIEC registered for work in connection with gas and electrical installations, respectively.
 - That the contractor has a current health and safety policy, has current suitable insurances in place and examine risk assessments and method statements to check that contractors and others have correctly interpreted any site-specific conditions.
 - Contractors must sign in on arrival, comply with site rules, review asbestos information where applicable and operate in accordance with agreed risk assessments and method statements.
 - Please see the Control of Contractors Policy for more information.

Glazing

42. The Premises Manager ensures that any damaged glass is made safe before being replaced.

43. The Premises Manager will ensure that glass installed in the building is a safety material (e.g. laminated or toughened glass)
44. The use of fire rated glass is an important component in building safety and Building Regulations specify where it must be used. The Premises Manager will be assisted by the trusts' external fire maintenance company where required.

Traffic management

45. The Premises Manager with guidance from the Estates Manager and Principal ensures that appropriate traffic management systems are in place on site to enable pedestrians and vehicles to circulate in a safe manner. This includes the management of signage and road markings.
46. A Traffic Management Risk Assessment should be implemented.

Lettings

47. The Premises Manager ensures that the facilities which are used for a purpose outside of the academy curriculum (the Hall, Gym, Sports Hall, or other area) are organised to ensure that the health, safety, and welfare of students are safeguarded, and their education is not interrupted by external users.

Grounds Maintenance

48. The Premises Manager will consult with RMAT's external grounds maintenance company to ensure that the grounds are maintained including provision for grass cutting, tree pruning, weeding and sports pitch markings etc.
49. A tree condition survey is undertaken at intervals determined by professional advice and risk assessment, with identified remedial works completed within recommended timescales.

Risk Assessment

50. The Principal will ensure that the relevant Risk Assessments for all activities are in place and reviewed annually or upon a change in circumstances. The Risk Assessments should take into account factors such as:
 - Location
 - Environment
 - Individuals
 - Use of facility and equipment
 - Arrangements in place e.g. safe systems of work
 - Training needs
 - Please see the Trust Risk Assessment Policy for more information.

Evacuation

51. The Premises Manager will work with the Principal and Estates Manager to ensure there is sufficient access throughout the site so that emergency evacuations can be accomplished safely for all students and colleagues (including those with special needs) by ensuring that all exits are kept clear and unencumbered; and by carrying out regular checks of the same.

52. The Premises Manager will collaborate with the Principal and Estates Manager to ensure that the Fire Evacuation Plans and Business & Contingency plans are updated periodically and is circulated to all colleagues.

Business Continuity

53. Each academy shall maintain arrangements to respond to premises-related incidents including utility failure, flooding, fire, severe weather, structural failure, and other events which may disrupt education. Premises-related business continuity arrangements shall be reviewed periodically and tested where appropriate.

Accessibility

54. The Premises Manager will work with the Principal and Estates Manager to ensure that access to the grounds and building allow for all colleagues and students, including those with special needs, to access the academy and curriculum safely and comfortably by ensuring that entrances are well maintained and unencumbered and by arranging ramp access for wheelchair users.
55. Please see RMA's Accessibility Policy for more information.

Welfare

56. The Premises Manager will ensure that there are sufficient washrooms for colleagues and students, including facilities for students with special needs, taking account of the [Education \(School Premises\) Regulations 1999](#) in that:
- Colleagues toilets are 'adequate' for the number of colleagues at the academy.
 - Changing accommodation including showers are provided for students and are accessible from the playing field.
 - There are appropriate facilities for students who are ill, in that there is a room for medical examination which contains a washbasin, somewhere to sit or lay down and is located close to a WC.

Catering

57. The Catering teams with assistance from the Premises Manager ensure that where food is served, there are adequate facilities for its hygienic preparation, serving, and consumption. The Catering Manager will provide regular reports on the suitability of the kitchen facilities.

Cleaning

58. The Premises Manager will organise the cleaning teams to ensure that classrooms, corridors, and other areas of the academy are maintained in a clean, tidy, and hygienic state by liaison with the cleaner team who are employed or contracted to clean the building.

Audit

59. The Academy's premises are subject to an annual Health and Safety audit to be coordinated by the Estates Manager. Any significant findings shall be assigned to a responsible officer, monitored through completion, and reported through appropriate governance channels. High-risk findings shall be escalated without delay.

References

60. Please also refer to the following policies:

- Risk Assessment Policy
- Accessibility Policy
- Health and Safety Policy
- Control of Contractors Policy

Monitoring

61. The Estates Director and Estates Manager will monitor compliance with this policy through:

- Statutory compliance reporting
- Health and safety audits
- Premises inspections
- External compliance reviews
- Accident, incident and near miss reporting
- Risk register reviews.
- Capital programme monitoring.

62. Findings will be reported through the Trust's governance structure as appropriate.

Diversity

63. RMA is committed to a policy of celebrating diversity, promoting equality of opportunity, providing an inclusive workplace, and eliminating any unfair treatment or unlawful discrimination. This overriding objective applies to all policies and procedures relating to colleagues and students. The Trust will always comply with the requirements of the [Equality Act 2010](#) and associated guidance produced by the Department for Education.