



**Padgate Academy**  
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**Principal:** Mr. A McMillan BA (Hons)

## Health & Safety Policy Statement

The Challenge Academy Trust (the 'Trust') recognises that it has a legal duty of care towards protecting the health, safety and welfare of its employees, Pupils and whomever may be affected by its activities.

While the Board of Directors of the Trust has overall legal accountability for health and safety, academy level responsibility is delegated to the Chief Executive Officer (CEO) who in turn delegates management and operational duties to the Principal and his/her leadership team (collectively the 'management') at each individual academy.

In order to discharge its responsibilities and duties the management of each academy will:

- Bring this policy to the attention of all employees
- Carry out regular review risk assessments to identify proportionate and pragmatic solutions to reducing risk
- Communicate and consult with employees and pupils on matters affecting health and safety
- Comply fully with all relevant legal requirements, codes of practice and regulations at international, national and local levels
- Eliminate risks to health and safety, where possible, through selection and design of materials, buildings, facilities, equipment and processes
- Encourage employees and pupils to identify and report hazards so that we can all contribute towards improving safety
- Ensure that emergency procedures are in place at all locations for dealing with health and safety issues
- Maintain our premises, provide and maintain safe plant and equipment
- Only engage contractors who can demonstrate due regard to health and safety matters
- Provide adequate resources to control the health and safety risks arising from our activities
- Provide adequate training and ensure that all employees are competent to do their tasks
- Provide an organisational structure that defines the responsibilities for health and safety
- Provide information, instruction and supervision for employees and Pupils
- Regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement

This Health and Safety Policy will be reviewed at least annually and revised as necessary to reflect changes to the Trust and its Academies activities and any changes to legislation.

Any changes to the policy will be brought to the attention of all employees.

**Signed:**

**Date:** Friday, 06 January 2023

Mr. A McMillan  
Principal