Health and Safety Policy

Effective Date: October 27, 2026

Review Date: October 27, 2027

1. Statement of Intent

Performia Academy is committed to ensuring the health, safety, and welfare of our students, staff, and visitors in accordance with the **Health and Safety at Work Act 1974** and the **Management of Health and Safety at Work Regulations 1999**. Whether operating through our future permanent premises, our mobile classrooms, or temporary learning environments, we recognize our legal responsibility to provide a safe and inspiring space for Music, Art, Aviation, and Financial Literacy education.

We aim to identify hazards, assess risks, and implement robust control measures to prevent accidents and ill health. This policy serves as a framework for our commitment to continuous improvement in safety standards across all our physical and mobile learning sites, ensuring compliance with the Health and Safety Executive (HSE) and local authority enforcement guidelines.

"Safety is the foundation upon which creative and intellectual exploration at Performia is built."

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2. Responsibilities for Health and Safety

Role	Primary Responsibilities
Headteacher	Overall responsibility for health and safety, resource allocation, and ensuring compliance with Health and Safety at Work Act 1974.
Maintenance Team Leader	Maintaining safe premises, mobile classrooms, and equipment; arranging inspections and repairs; and reporting maintenance-related hazards.
Department Leaders	Coordinating departmental risk assessments, implementing safety measures, and ensuring subject teachers receive appropriate safety information and training.
Subject Teachers	Supervising students, applying activity-specific risk assessments and safety rules, checking teaching spaces and equipment before use, and reporting hazards and incidents.

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3. Arrangements for Health and Safety

3.1 Risk Management

In line with the 1999 Regulations, we conduct regular risk assessments for all learning activities. Special focus is given to:

- **Aviation Labs:** Handling of flight simulation equipment and technical hardware.
- **Art Studios:** Safe storage and use of paints, solvents, and craft tools.
- **Music Rooms:** Cable management to prevent trips and volume control to protect hearing.
- **Financial Literacy Hubs:** Standard office/classroom safety for digital workstations.

3.2 Mobile Classrooms & Future Premises

As Performia expands to include mobile units and permanent buildings, the following protocols apply:

- **Access Control:** Secure entry systems for premises and verified parking/setup zones for mobile units.
- **Structural Safety:** Regular inspections of mobile classroom stability and building integrity.
- **Environment:** Ensuring adequate ventilation, lighting, and temperature control in all learning spaces.

3.3 Emergency Procedures

Each site (permanent or mobile) will have a clearly defined Emergency Action Plan, including:

- **Fire Safety:** Designated assembly points and regular drills. Mobile units will carry certified fire extinguishers.
- **First Aid:** A fully stocked first aid kit and at least one trained first aider present during every live session.
- **Incident Reporting:** All accidents or "near misses" must be recorded in the Academy Incident Log within 24 hours.

3.4 Safeguarding and Supervision

Performia maintains a strict supervision ratio to ensure student safety. All staff undergo enhanced background checks. In mobile settings, specific procedures are in place to ensure students are safely handed over to parents/guardians at the end of sessions.