



Health and Safety Policy

Policy Brief & Purpose

Our Occupational / Workplace Health and Safety Policy outlines how we maintain safe conditions at the venues where our coaches, contractors, and staff operate. Everyone has a right to feel safe while working. While contractors are self-employed and responsible for their own working methods, the company is committed to providing guidance, information, and access to safe environments in line with legal standards.

Scope

This policy applies to all coaches, contractors, staff members, volunteers, and visitors operating under or visiting the company's activities or hired venues.

Policy Elements

The Workplace Health and Safety Program is structured around two key areas: Preventative Action and Emergency Management.

1. Preventative Action

Preventative action includes measures to reduce the risk of injury or illness arising from workplace conditions.

The company will:

- Conduct periodic risk assessments to identify hazards at venues and provide guidance to contractors on mitigating risks.
- Highlight potential threats including, but not limited to:
 - Working at height, ladders, or unstable structures
 - Damaged or faulty equipment
 - Slippery or uneven surfaces
 - Electrical infrastructure
 - Noise, temperature, and air quality

Recommended preventative measures for contractors include:

- Participation in company-provided health and safety guidance sessions.
- Inspecting equipment prior to use and reporting any defects immediately.
- Cooperating with other personnel to safely manage and store equipment.
- Following the company's substance abuse policy and ensuring personal conduct does not endanger themselves or others.



Note: Contractors remain independent and are responsible for implementing safety measures in accordance with their professional judgment and the guidance provided.

2. Emergency Management

Emergency management refers to procedures for handling sudden incidents such as fire, flood, or other hazards.

The company will ensure that venues used:

- Have functional smoke alarms and sprinklers, regularly inspected by the venue management.
- Provide clear reporting procedures for damage, leaks, or power outages.
- Display evacuation plans and indicate fire escapes and emergency exits.
- Maintain fully stocked first-aid kits in accessible locations.

Contractors are expected to:

- Familiarize themselves with the venue's emergency procedures.
- Follow posted safety instructions and emergency protocols.
- Report any incidents or hazards promptly.

3. Additional Measures

The company will actively:

- Update this policy in line with changes to occupational health and safety legislation.
- Review past incidents to identify improvements.
- Maintain clear procedures for reporting accidents.
- Provide guidance to improve safe working practices.

Contractors are responsible for:

- Adhering to safe working practices and guidance provided.
- Managing their own risk in line with their self-employed status.

4. Responsibility & Accountability

- The company's management will provide guidance, maintain safe working environments, and monitor compliance with health and safety standards.
- Contractors are responsible for their own methods of work, ensuring they operate safely, and complying with legal obligations relevant to their independent status.



All parties are encouraged to contribute to a safe working environment. This policy will be reviewed and updated annually to ensure best practice.

This version makes it clear that:

1. Contractors are independent, responsible for their own methods (important for IR35).
2. The company provides guidance and oversight, but does not control *how* contractors perform their work.
3. Safety obligations are shared, but not framed as employer-imposed rules on employees.

This policy was last reviewed on: 19/12/25.

Signed: H. Ferguson

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