



## Phoenix Gymnastics Academy

### **Health and Safety Policy**

Phoenix Gymnastics Academy is committed to ensuring the health, safety and welfare of its employees, volunteer's, member's and any other persons e.g., visitors, contractors, who enter the club's premises.

The overall responsibility for health and safety rests with Kirstie Whittles. Kirstie Whittles is responsible for managing the health and safety policy.

This statement of our health and safety policy sets out our main aims and objectives in the area and outlines the ways in which we go about fulfilling these aims and objectives. Our policy has been drawn up in the light of British Gymnastics guidance, statutory health and safety requirements and the common law duty of care.

#### **Our agreed aims and objectives are as follows:**

- To manage the risks associated with our activities so that accidents and work related ill health can be avoided.
- To ensure that all equipment and apparatus that we use is fit for purpose, regularly inspected and properly maintained.
- To ensure that the storage that we use for equipment and apparatus, and that used for hazardous substances, is well maintained and that items are stored safely.
- To provide all staff and volunteers with the induction, supervision, instruction and training, necessary for the proper performance of their duties.
- To conduct consultations with our staff and volunteers on all matters with affect on their health and safety.
- To provide a safe working environment for our employees, volunteers and members.
- To fulfil the health and safety responsibilities that we may have for other persons visiting or working on our premises.

#### **To fulfil these aims we have taken the following actions:**

- We have introduced a health and safety management structure which identifies an individual member of staff responsible for managing each main area of our health and safety policy.
- We have conducted risk assessments on all our facilities, equipment and apparatus and procedures and these assessments are regularly reviewed.
- Additional risk assessments are conducted to cover groups such as young people, new and expectant mothers and disabled people.
- We have implemented the actions arising from the risk assessments and communicated the results to our staff and volunteers.
- We have included in the induction programme for new members of staff and volunteers, an induction to health and safety matters and responsibilities, and we arrange for additional training and up to date training to be provided where necessary.
- We conduct regular inspections of all equipment and apparatus, and our storage facilities, and take prompt action to remedy any deficiencies.
- We have introduced robust reporting procedures.
- We have produced plans for dealing with emergencies such as an emergency evacuation of our premises and have introduced appropriate procedures which are subject to regular testing.



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- We conduct regular inspections to ensure that all the main routes into and out of the property are kept clear and properly maintained and that all health and safety equipment is in proper working order.
- We communicate regularly with the owners of the premises to ensure that each side's responsibility for health and safety matters is properly understood and managed.
- We review our health and safety policy at least once a year with any additional changes in our operating methods, changes in our organisational structure, and upon new issue of British Gymnastics guidance.

### **Safety Arrangement Statements**

We have introduced special measures in particular areas of health and safety and these measures are set in their own right. These statements cover areas that relate to the topic under discussion and should be read in conjunction with the main policy document.