



Health & Safety Policy

Effective Date: 20th March 2025

1. Introduction

Impact Fitness Academy CIC is committed to ensuring the health, safety, and welfare of all participants, staff, volunteers, and visitors. We are dedicated to creating a safe and inclusive environment where individuals can engage in our programs and activities without risk of harm or injury. Our approach to managing health and safety risks, complying with legal requirements, and fostering a culture of safety and responsibility across all operations.

2. Purpose

The purpose of this policy is to:

- Promote a proactive approach to managing health and safety risks.
- Ensure compliance with the Health and Safety at Work Act 1974 and other applicable regulations.
- Protect everyone involved in our activities from harm.

3. Scope

This policy applies to:

- All board members, staff, volunteers, contractors, participants, and visitors.
- All facilities, programs, activities, and events organised by Impact Fitness Academy.

4. Key Principles

- Ensure that health and safety are a top priority in all activities and operations.
- Provide adequate resources, training, and supervision to manage health and safety effectively.
- Identify and mitigate potential hazards through risk assessments.
- Encourage a culture of shared responsibility where everyone is accountable for maintaining a safe environment.

Health and Safety Procedures

5. Risk Assessments

- Risk assessments will be conducted for all programs, events, activities and facilities to identify hazards and implement controls.
- These assessments will be reviewed regularly and updated as needed.

6. Facilities and Equipment

- Ensure that all facilities, equipment, and materials meet safety standards.
- Conduct regular maintenance checks to ensure equipment is in good working order.
- Report and address any damage or hazards immediately.

7. First Aid

- First aid kits will be available at all activity sites and regularly inspected.
- Ensure that trained first aid personnel are present during programs and events.
- Record all accidents and injuries in an Accident Log and review them to prevent recurrence.

8. Emergency Procedures

- Display emergency procedures clearly at all activity locations.
- Conduct regular fire drills and ensure that fire safety equipment is operational.
- Train staff and volunteers on emergency protocols, including evacuation procedures.

9. Safeguarding Health and Wellbeing

- Promote mental health awareness and provide support for staff, volunteers, and participants.
- Implement policies to prevent bullying, harassment, or abuse in any form.

10. Reporting Health and Safety Concerns

- Encourage staff, volunteers, and participants to report hazards or concerns without fear of repercussions.
- Concerns should be reported to the designated Health and Safety Officer: (Sahara Mohammed).

11. Training and Supervision

- All staff and volunteers will receive health and safety training as part of their induction.
- Refresher training will be provided annually or as needed.
- Supervisors must ensure that health and safety protocols are followed during all activities.

12. Responsibilities

| Role | Responsibilities |
|---|---|
| Board of Directors | Provide oversight and ensure compliance with health and safety legislation. |
| Health and Safety Officer (Sahara Mohammed) | Conduct risk assessments, address concerns, and lead emergency response efforts. |
| Staff and Volunteers | Follow health and safety policies, report hazards, and ensure participant safety. |
| Participants and Visitors | Comply with safety guidelines and report any observed hazards or incidents. |

Monitoring and Review

- The Health and Safety Officer will conduct regular audits of facilities and activities.
- This policy will be reviewed annually and updated to reflect changes in regulations, operations, or feedback.

13. Contact Information

- **Health and Safety Officer:** Sahara Mohammed:
- **Email:** sahara@impactfitnessacademy.com
- **Phone:** 07718948378
- **Emergency Services:** Dial 999

(Next review date: 20th March 2026)