
The policy will be reviewed on an annual basis unless circumstances arise requiring the policy to be reviewed earlier.

Planned review: January 2026

Health and Safety Policy for Limitless Training Club Alternative Provision

Introduction

At LTC, we are committed to ensuring the health, safety, and well-being of all members of our school community, including students, staff, visitors, and contractors. We recognise that a safe and healthy environment is fundamental to promoting effective learning and personal development. This policy outlines the responsibilities and procedures in place to ensure that health and safety are maintained to the highest standards in line with UK legislation, including the Health and Safety at Work Act 1974 and other relevant regulations.

Aims of the Policy

- To provide a safe and healthy environment for all members of the school community.
- To ensure compliance with all relevant health and safety legislation.
- To establish a culture of safety where risks are identified and mitigated, and all members of the school are aware of their responsibilities regarding health and safety.
- To provide clear procedures for responding to emergencies, accidents, and incidents.
- To encourage the active participation of staff, students, and parents in health and safety matters.

Roles and Responsibilities

1. Company director:

- The company director is ultimately responsible for ensuring that LTC complies with health and safety legislation and that appropriate resources are available to implement and maintain health and safety practices.
- He will regularly review and monitor the effectiveness of health and safety policies and procedures.
- The company director is responsible for the day-to-day management of health and safety at LTC and will ensure that health and safety procedures are implemented and followed.
- The company director will ensure that staff receive appropriate training to understand and manage health and safety risks effectively.

2. All Staff:

- All staff members are responsible for taking reasonable care of their own health and safety, as well as the health and safety of others, including students, visitors, and colleagues.
- They will carry out regular risk assessments and review health and safety practices to ensure continuous improvement.
- Staff must follow LTC procedures, report any hazards or safety concerns, and cooperate with health and safety training initiatives.
- Staff are responsible for ensuring that students are aware of health and safety guidelines and that they are supervised appropriately at all times.

1. Students:

- Students are expected to take reasonable care of their own health and safety and follow the health and safety instructions given by staff.

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- Students must report any hazards, accidents, or unsafe conditions to a teacher or staff member immediately.

Health and Safety Arrangements

1. Risk Assessment:

- Regular risk assessments will be carried out to identify hazards and risks to the health, safety, and well-being of students, staff, and visitors. These risk assessments will be reviewed annually or when there are significant changes to school activities or procedures.
- Risk assessments will cover a wide range of activities, including classroom teaching, field trips, physical activities, use of equipment, and the wider premises.

1. Emergency Procedures:

- LTC has clear procedures in place for dealing with emergencies, including fire drills, evacuations, medical emergencies, and accidents.
- All staff and students will be familiar with emergency evacuation procedures, and fire drills will be conducted regularly.
- First-aid kits will be available throughout LTC, and designated first-aiders will be trained to respond to medical emergencies.

1. Accident Reporting:

- All accidents, incidents, and near misses, regardless of severity, must be reported immediately to a member of staff.
- An accident book will be maintained to record any incidents that occur, and appropriate actions will be taken to investigate and mitigate any identified risks.
- For more serious accidents, a formal report will be made, and parents/carers will be informed as appropriate.

1. First Aid:

- All gym staff will be trained in first aid to provide immediate assistance in case of injury or illness.
- In the event of an injury requiring professional medical treatment, parents/carers will be contacted immediately.

1. Safe Use of Equipment and Materials:

- The school will ensure that all equipment, materials, and resources used within LTC are safe and well-maintained.
- Any potentially hazardous materials, such as chemicals or cleaning products, will be stored securely.
- Any equipment that is found to be unsafe will be removed from use immediately and replaced or repaired.

1. Health and Well-Being:

- LTC will promote the health and well-being of students and staff by encouraging healthy habits, good hygiene, and physical activity.
- Staff will be encouraged to maintain a healthy work-life balance, and support will be provided for staff experiencing health challenges.

1. Safeguarding and Wellbeing:

- In addition to physical health and safety, the school will ensure that safeguarding practices are followed to protect the welfare of students.
- Staff will be trained to recognise signs of abuse or neglect, and any concerns will be reported to the

designated safeguarding lead.

Training and Awareness

- Staff will receive regular health and safety training, including fire safety, first aid, and risk assessment awareness, to ensure they are equipped to maintain a safe environment.
- All new staff will receive an induction on health and safety procedures, and this will be reviewed annually.
- Health and safety awareness will be incorporated into the curriculum, so students are aware of how to stay safe in LTC and beyond.

Monitoring and Review

- The school will regularly review its health and safety policies and procedures to ensure they remain compliant with legal requirements and best practices.
- Health and safety audits will be conducted periodically, and any issues identified will be addressed promptly.
- Feedback from staff, students, and parents/carers will be considered when reviewing and improving health and safety arrangements.

Conclusion

LTC is committed to maintaining the highest standards of health and safety to provide a safe and supportive learning environment for all students and staff. By adhering to this policy and working together, we can ensure that health, safety and well-being are central to everything we do.



Signed:

Company Director: Dwayne Paul