LIMITLESS ALTERNATIVE PROVISION

HEALTH & SAFETY POLICY

Approved: Feb 2026
Review: Feb 2027
Status: Statutory

1. POLICY STATEMENT

Limitless Alternative Provision (“the Provision”) is committed to maintaining a safe, secure, and healthy environment for all pupils, staff, visitors, and contractors. Our goal is to ensure that every aspect of gym-based learning and physical activity is conducted with due consideration to health, safety, and wellbeing. This policy aligns with Ofsted requirements, safeguarding expectations, and statutory Health & Safety regulations.

2. SCOPE

This policy applies to:

- All staff, including volunteers and contractors
- All pupils attending the Provision
- Visitors and external providers using gym facilities
- All gym-based activities, PE sessions, fitness programs, and practical learning opportunities

3. ROLES & RESPONSIBILITIES

3.1 Leadership Team

- Ensure the Provision complies with Health & Safety law
- Conduct regular risk assessments of facilities and activities
- Maintain incident logs and monitoring systems
- Review and update the policy annually

3.2 Staff

- Follow safe working practices and emergency procedures
- Always supervise pupils appropriately
- Report hazards, accidents, near misses, or unsafe practices immediately
- Undertake relevant H&S and safeguarding training

3.3 Pupils

- Follow all rules and instructions for safe participation
- Report hazards or injuries to staff immediately

3.4 Visitors / Contractors

- Follow all site safety guidance
- Sign in/out at reception
- Adhere to instructions from staff regarding gym use

4. RISK ASSESSMENT

- **Pre-activity checks:** Staff will check gym equipment daily for wear and damage.
- **Activity-specific risk assessments:** Each gym activity will have a formal risk assessment covering supervision levels, PPE requirements, emergency procedures, and environmental conditions (e.g., wet floors, temperature).
- Risk assessments will be reviewed termly or after any incident.

5. SUPERVISION & STAFFING RATIOS

- Gym sessions will have adequate adult supervision: Maximum 8 pupils per qualified staff member.
- Higher-risk activities (e.g., weights, MMA-based sessions) require a 1:4 staff-to-pupil ratio.
- Staff must hold relevant first aid and safeguarding training.

6. SAFE USE OF EQUIPMENT

- Equipment inspected daily, logged, and maintained. Faulty equipment is immediately removed from use.
- Pupils receive induction and safety instruction before using any equipment.
- Activities are adapted to pupil age, ability, and EHCP requirements.

7. EMERGENCY PROCEDURES

7.1 Fire Safety: Fire exits are clearly marked and unobstructed. Fire drills conducted termly. Assembly points are pre-determined and communicated.

7.2 First Aid: At least one qualified first aider on site at all times. Fully stocked first aid kits available in gym and main office. Accident/incident reports logged using standardised forms.

7.3 Serious Incidents: For serious injury, call 999 immediately. Inform head of provision and parent/guardian. Follow up with incident review.

8. HEALTH & WELLBEING

- Pupils' physical and mental health monitored continuously.
- Physical activity is graded to ability and interests with breaks and hydration incorporated.
- Emotional regulation strategies available for pupils with SEMH needs.

9. SAFEGUARDING INTEGRATION

- All staff hold up-to-date DBS clearance; safeguarding procedures followed if a pupil is at risk.
- H&S incidents with safeguarding implications logged and reported immediately.

10. TRAINING & COMPETENCY

- Annual Health & Safety induction for all staff with regular updates for gym/fitness safety, manual handling, safeguarding & SEMH. Emergency procedure refreshers every term.

11. MONITORING, REVIEW & OFSTED READINESS

- Health & Safety Officer conducts monthly site checks; incident and near-miss reports reviewed monthly.
- Records kept centrally for Ofsted inspection evidence. Continuous improvement cycle in place.

Signed:



Name: Dwayne Paul | **Role:** Proprietor / Head of Provision **Date:** 23/03/2026