

# Health & Safety Policy

Globe Fit recognises that good health and safety management supports the delivery of services and projects. Globe Fit accepts responsibility as an employer and is committed to ensuring so far as reasonably practicable, the health, safety and welfare of all employees, temporary workers and members of the public who may be affected by our work activities. Globe Fit declares its intention to satisfy the requirements of the Health and Safety at Work etc. Act 1974 and any other relevant Acts or Regulations.

Employees are encouraged to constantly challenge health and safety policies and procedures in order to ensure continual improvement in the prevention of ill health and injury in the workplace.

Managers have personal responsibility for the health, safety and welfare of all those under their control. All employees and freelance staff have responsibility for the health and safety of themselves and all others who their acts and omissions could affect.

Globe Fit will:

- Comply with all relevant statutory requirements for health, safety and welfare.
- Consult with personnel at all levels in order to improve the health and safety culture throughout all areas of the organisation.
- Ensure that all employees and freelance staff have access to and are aware of the Health and Safety Policy, procedures and guidance.
- Undertake risk assessments that are suitable and sufficient for work activities and implement appropriate risk control measures.
- Implement safe systems of work for all work activities conducted.
- Provide information, instruction, training and supervision of employees in matters of health and safety.
- Implement a procedure for the recording and reporting of all accidents, near misses and instances of ill health occurring as a result of work activities.

For all activities and classes organised by Globe Fit, the person in charge of leading the session/activity on the day must carry out a risk assessment according to the one provided by Globe Fit. They are also responsible for ensuring the health and safety of participants including the delivery of first aid if necessary.

Globe Fit will ensure that staff and volunteers have access to a first aid kit wherever the activity or class is being carried out. It is Globe Fit's responsibility to ensure that all staff and volunteers are provided with appropriate training in order to carry out health and safety requirements necessary for their role. Responsibilities with regards to Health & Safety will be communicated with staff and volunteers during their induction.

Any issues that arise with regards to Health & Safety will be reported to the manager as soon as possible after the issue has arisen.

We are committed to reviewing our Health & Safety policy annually.

This policy was adopted by Globe Fit on

Date: 08/03/2023

To be reviewed: 08/03/2025

Signed: Hannah Murphy