

HEALTH & SAFETY POLICY

Introduction

AfreakA Aerials LLP ('the Partnership') is a limited liability partnership run for the following purpose:

Providing Aerial and Circus based sport/fitness classes to allow students to develop themselves and have the opportunity to perform in a safe and inclusive environment.

The Partnership conducts its business at OXSRAD, Court Place Farm, Marsh Lane, Marston, Oxford, OX3 0NQ.

The registered office of the Partnership is 22 Broadhurst Garden, Littlemore, Oxford, OX4 4YQ.

The Partnership is registered in England at Companies House number: OC385136.

The Partnership has adopted this health and safety policy from the commitments it has made in its latest Health & Safety Statement. It expects every adult working or helping at the Partnership to support it and comply with it. Consequently, this policy shall apply to all partners, instructors (directly employed or contracted), volunteers, students or anyone else working on behalf of the Partnership.

The nature of aerial arts is that it is a potentially dangerous activity involving acrobatic work at various heights up to 8m. This means it can never be free of all risk and the aim of this policy is to minimise any risks as far as is reasonably practical, while allowing the students to participate freely within the level of their ability.

Purpose of the Policy

The Partnership is committed to providing a safe training environment for its staff and students. For this reason, the Partnership has formulated this policy to facilitate compliance with its legal obligations under The Health and Safety at Work etc Act 1974 (HSWA). Also, because of the nature of its business and the services it offers, the Partnership is also a regulated business under the terms of the Provision and Use of Work Equipment Regulations 1998 (PUWER), the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER), the Work at Height Regulations 2005 (WAHR) and the Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER).

This policy also covers the Partnership's obligations to comply fully with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). These obligations are also covered under our separate Fire Safety and First Aid policies.

General Principles

The Partnership is committed to achieving the highest standards of health and safety throughout its business.

The Partnership will ensure that assessments of all areas of work activities are carried out regularly, in order to identify hazards and work to prevent instances of injury and dangerous occurrences arising.

The Partnership are also committed to ensuring that the work done by the Partnership does not adversely affect the health and safety of any partners, instructors (directly employed or contracted), volunteers, students or anyone else working on behalf of the Partnership. It is fully committed to providing a safe working/training environment for its instructors and students.

All partners, employees, contractors, and others are encouraged to co-operate with the Partnership in all safety matters, to identify hazards and reduce the risk which may exist during work/training activities and to report any condition which may appear dangerous or unsatisfactory. The Partnership will at all times consult with the partners, employees and contractors on these matters.

Risk Assessment

A risk assessment is to be conducted/reviewed each year. This risk assessment will identify all potential hazards and assess them based on those at risk, the likelihood, the severity and the resulting residual risk (likelihood versus severity).

For the latest risk assessment refer to the **Other Policies** section of this document.

Rigging

In order to practice its business, the Partnership has constructed and maintains rigging that is used to suspend aerial apparatus for students to practice/perform on. As this rigging involves students and instructors working at height it is regulated by the PUWER, LOLER, WAHR and PPER regulations referred to earlier in this policy. In this context the rigging includes straps, ropes, karabiners, pulleys, wire rope, anchor points and any other equipment required to safely suspend the aerial apparatus.

The Partnerships will maintain and regularly inspect the rigging and all associated equipment in compliance with these regulations, see **Inspections** below.

No person will be allowed to operate any aspect of the rigging without first undergoing a comprehensive induction program that covers the safe operation of the rigging and before use checks. Operation of the rigging will always be undertaken, supervised or overseen by an instructor or a designated partner of the partnership, whether as part of a class or self-led practice. No person under the age of 18 will be allowed to operate or practice on the rigging unless under the direct

supervision of an instructor. No person irrespective of their status within the Partnership or level of experience, will be allowed to practice on the rigging without another adult person being present.

Aerial Apparatus

Aerial apparatus refers to the equipment that is used as part of the Aerial Arts discipline and includes apparatus such as silks (Tissue), hoop (Lyra), rope (Corde Lisse) or static trapeze. This is not an exhaustive list, and the term covers any piece of equipment that can be suspended from the rigging to perform Aerial Arts.

All aerial apparatus is, like the rigging, subject to the same requirements under the PUWER, LOLER, WAHR and PPER regulations. The Partnerships will maintain and regularly inspect all aerial apparatus in compliance with these regulations on the same schedule as the rigging it needs to be suspended from, by a suitably competent person.

All users of the aerial apparatus will be expected to undertake a before use check of the apparatus and report any defects to an instructor before using any piece of apparatus. In the case of a person under the age of 18, the before use check of the apparatus should be undertaken by their instructor.

Protective Personal Equipment (PPE)

In the context of Aerial Arts, Protective Personal Equipment (PPE) refers to equipment that is used to attach the aerial apparatus to the rigging or the person to the aerial apparatus and/or the rigging. These may consist of things like swivel attachments, karabiners and daisy chains or more substantively, a harness or safety line that is used to attach a person to the aerial apparatus and/or rigging. A harness may be used in the context of a person requiring support while practicing on the aerial apparatus or when using the counterbalance tower.

All users of the supplied PPE will be expected to undertake a before use check of the PPE and report any defects to an instructor before use. In the case of a person under the age of 18, the before use check of the PPE should be undertaken by their instructor.

Induction, Training & Supervision

An induction program has been devised to demonstrate and teach the safe operation of the rigging, aerial apparatus and PPE provided by the Partnership for use by instructors and students. All instructors and students over the age of 18, irrespective of previous experience at other venues, will be required to undergo this induction program before they are allowed to practice at the Partnership's venue.

In the case of any person under the age of 18, usage of the rigging, aerial apparatus and any PPE, will always be directly supervised by their instructor.

Maintenance

The Partnership will maintain the rigging, aerial apparatus and PPE on a regular basis prior to any inspection and whenever adjustments need to be made to accommodate the requirements of a particular event the Partnership may undertake from time to time.

Some equipment has a finite usage period, after which it must be replaced. The replacement of such equipment will be undertaken as part of the regular maintenance schedule.

Inspections

The Partnership will conduct a regular thorough inspection of each component of the rigging, aerial apparatus and each item of PPE, as required under LOLER/WAHR regulations. The LOLER regulations stipulate that a regular thorough examination is conducted every six months by a competent person. All persons deemed by the Partnership to be competent to conduct such examinations will be required to undergo sufficient training at regular intervals to ensure they maintain the necessary skills, knowledge and experience to conduct the required to perform thorough examinations in a competent manner.

A record of each inspection will be maintained that identifies each piece of equipment that forms part of the rigging, aerial apparatus and PPE, and the outcome of the inspection (Good, Monitor, Repair or Reject). Any observations relating to a specific piece of equipment will be recorded as a comment.

Aerial apparatus and PPE are also subject to before use checks to be undertaken by the user or their instructor.

Defects & Reporting

Where an inspection/maintenance identifies any defects, the piece of equipment will be taken out of service and repaired or replaced accordingly. Where the defect appears to be as a result of a possible manufacturing defect or fault that means the equipment has to be taken out of service earlier than would be reasonably expected for the type and amount of usage it has undergone, the Partnership may bring this to the attention of the original equipment manufacturer and where required make a report under RIDDOR regulations.

Fire Safety

The Partnership's fire safety policy is covered under a separate Fire Safety policy, see **Other Policies** below.

First Aid

The Partnership's first aid policy is covered under a separate First Aid policy, see **Other Policies** below.

Responsibilities

The oversight of the health and safety policy is allocated to a designated partner of the Partnership, currently:

Ganna Sloan

Email: anna@afreakaerials.com

Phone: 07734 466543

(the Health & Safety Officer)

The Health & Safety Officer is primarily responsible for ensuring compliance with all legislation that regulates the partnership's business as outlined in the *Purpose of the Policy* section of this document.

Other Policies

We have referred within this document to the following other important policies which should be read in conjunction with this policy:

- Our Health and Safety Statement (available at <https://www.afreakaerials.com/policies>)
- Our latest Risk Assessment (available at <https://www.afreakaerials.com/policies>)
- Our Fire Safety policy (available at <https://afreakaerials.com/policies>)
- Our First Aid policy (available at <https://afreakaerials.com/policies>)

This Policy is approved and robustly endorsed by Afreaka Aerials LLP and will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.

Signed:



Name:

____ GANNA SLOAN _____

Date:

____ 14/02/2023 _____