



Health, Safety and Welfare Policy

at The Vault

Bourton Gymnastic Club CIC

(v4 November 2024)

British
Gymnastics

Affiliated with
South West Region & Gloucestershire
Gymnastics



Fun Active
Modern Inclusive
Life-developing You



Bourton Gymnastic Club

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Background

Bourton Gymnastic Club regards the health, safety and welfare of all members to be of paramount importance, which should not be compromised. BGC policy is to ensure so far as is reasonably practicable, that procedures are in place to maintain a safe and healthy environment not only for its members and participants but also for other people who may be affected by the activities.

Purpose

This policy document sets out BGC responsibilities and the minimum standards required in line with health and safety law. CGC CIC aims to promote a positive health and safety culture, and to ensure the health and safety of everyone involved. BGC endeavors to achieve the highest standards of welfare and requires everyone to work with us to achieve these aims.

Scope

Everyone involved in The Vault has a responsibility to help maintain a positive health and safety culture. We all have a common law duty of care to those who may be affected by their activities and have a responsibility to implement appropriate health and safety arrangements. There are complex sports with inherent risks. Anyone providing activities should take all reasonable steps to minimise these risks.

Policy Statements

All those involved in operating the club – employees, members and volunteers – are aware of these documents and are encouraged to familiarise themselves with the guidance;

- [BG Safeguarding Policy and Procedures](#)
- [Vault Privacy Policy](#)
- [Vault Code of Conduct](#)
- [Vault Respect Policy](#)
- [Vault Equality Policy](#)
- [Vault Rules and Regulations](#)
- Vault Health Safety and Welfare Policy
- [BG Academic Education Policy](#)

- [BG Weighing Gymnasts Policy](#)
- [BG Hydration Policy](#)

Roles and Responsibilities

- all members have a responsibility for health, safety and welfare for themselves and others.
- all health and safety matters will be reported to the Vault Health and Safety Officer.
- all welfare matters will be reported to the Vault Welfare Officer.

Compliance

Bourton Gymnastic Club will:

- keep up to date with current health and safety guidance from GOV UK and British Gymnastics
- develop, monitor and evaluate the effectiveness of the health, safety and welfare policy.
- provide access to expert health and safety advice and support to implement effective health and safety arrangements.

Review

Bourton Gymnastic Club will undertake regular audits and review of the effectiveness of health and safety arrangements across activities.

Monitoring

Document and review near misses, accidents and other adverse events to identify trends and take action to prevent incidents occurring.

Respond to health and safety concerns in line with the Vault Complaints Procedure

Frequently review the following:

- safe coaching practice
- safe participation
- trips, and travel ie to competitions
- risk assessments for the apparatus, cafe, gyms and general area of the Vault

Procedures

The right to take part in gymnastics activities in a safe environment, and stay free from harm, applies to everyone and all members must take reasonable steps to ensure they are fully aware and compliant with the relevant aspects of the policy.

Identify significant risks and plan the work of the organisation to minimise all risks in respect of health, safety and welfare.

Ensure the responsibilities for health, safety and welfare are designated to individuals with the appropriate skills and experience.

Ensure that there are adequate health, safety and welfare training opportunities for staff, coaches, instructors, officials and other volunteers.

Ensure reporting procedures are followed particularly for Child Protection.

Inform the Vault Welfare Officer or Managing Director of any allegations or concerns when necessary.

In addition, all members must:

- take responsibility for their own health, safety and welfare and that of other people whom their acts or omissions may affect.
- conduct activities in line with training and best practice.