



Health & Safety Policy

Policy year	2026/27
Reviewed	September 2026
Approved by	Black Ice Academy Directors
Next review	September 2027

1. Policy statement

Black Ice Academy (BIA) is committed to providing, so far as is reasonably practicable, a safe and healthy environment for employees, coaches, volunteers, athletes, parents/carers, visitors and others who may be affected by Academy activities.

BIA will manage health and safety proportionately to the risks arising from cheerleading, tumbling, conditioning, events, travel and the premises and equipment under its control. Safety is a shared responsibility, but overall organisational responsibility rests with the Directors.

2. Scope

This policy applies to all BIA activities, venues, employees, self-employed coaches, volunteers, athletes and events. Where BIA hires a venue, responsibilities will be coordinated with the venue operator; BIA remains responsible for risks created by its own activities and equipment.

3. Responsibilities

- Directors: provide leadership, resources and review; ensure significant risks are assessed and appropriate controls are implemented.
- Head Coaches/session leads: complete pre-session checks, apply risk controls, ensure appropriate supervision, stop unsafe activity and record incidents.
- Coaches and volunteers: follow training, safety instructions and governing-body rules; use equipment correctly; report defects, hazards, near misses and injuries promptly.
- Athletes: follow coaching instructions, disclose injuries or relevant limitations, use equipment as instructed and avoid conduct that creates avoidable risk.
- Parents/carers and visitors: follow venue and BIA safety instructions and promptly raise relevant safety concerns.

4. Risk assessment and safe delivery

- BIA will maintain suitable and sufficient risk assessments for its work activities and review them after significant change, a serious incident/near miss, or where controls may no longer be effective.
- Session leads will carry out proportionate dynamic checks before and during activity, including floor/mat condition, obstructions, equipment, athlete numbers, coaching ratios, environmental conditions and emergency access.
- Skills will be taught progressively and within the coach's competence, the athlete's readiness and applicable cheerleading rules. Appropriate spotting and supervision will be used.
- Equipment under BIA control will be suitable, inspected as appropriate, maintained in safe condition and removed from use if defective.
- Manual handling, slips/trips, electrical equipment, cleaning substances and other workplace hazards will be managed using proportionate controls.

5. First aid, accidents and emergencies

- First-aid provision will be based on BIA's first-aid needs assessment and will include suitable equipment and appropriately trained personnel or appointed persons.
- Accidents, injuries and significant near misses must be recorded. Reportable work-related incidents will be considered under RIDDOR 2013.
- Venue-specific fire and evacuation procedures must be followed. Emergency routes and exits must be kept clear.
- Emergency services must be called where required; safeguarding and parental notification procedures will also be followed where relevant.

6. Training, consultation and monitoring

- Relevant staff and volunteers will receive induction, information, instruction and training appropriate to their role.
- BIA will consult staff and volunteers on significant health and safety matters and encourage prompt reporting of concerns without fear of disadvantage.
- The Directors will review incidents, risk assessments and recurring hazards and take corrective action.

Key references

This policy should be read alongside Black Ice Academy's other safeguarding, conduct, first aid, inclusion and complaints policies. It has been prepared with reference to:

- Health and Safety at Work etc. Act 1974 and associated regulations.
- Management of Health and Safety at Work Regulations 1999.
- Health and Safety (First-Aid) Regulations 1981.
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).
- HSE guidance: Running a safe amateur sports club; Volunteering - guidance for employers; First aid at work.
- Applicable SportCheer England / competition safety rules and venue procedures.

Legislation and guidance can change. Black Ice Academy will review this policy at least annually and sooner where law, statutory guidance, governing-body requirements or Academy practice changes.