



Health and Safety Policy

Crackingday Ltd

Date: 21st February 2025

Review Date: 20th February 2026

1. Policy Statement

Crackingday Ltd is committed to ensuring the health, safety, and welfare of all its employees, clients, volunteers, contractors, and visitors during outdoor activities and on-site operations. We aim to provide safe environments for all activities through risk assessment, staff training, equipment maintenance, and adherence to all relevant legislation.

Health and safety are the responsibility of everyone, and we encourage a proactive approach to identifying hazards and implementing safety measures.

2. Responsibilities

2.1 Directors

- Ensure appropriate resources are allocated to health and safety.
- Monitor the effectiveness of the health and safety policy.
- Review the policy annually or in response to significant changes.

2.2 Centre Manager / Health & Safety Officer

- Implement health and safety procedures.
- Conduct and update risk assessments for all activities and areas.
- Ensure all incidents are reported, recorded, and investigated.
- Provide training and information to staff and clients.
- Maintain emergency procedures and first aid provision.

2.3 Activity Instructors and Staff

- Carry out dynamic risk assessments before and during activities.
- Use and maintain equipment correctly and report any defects.
- Supervise participants closely, ensuring proper use of PPE and safe behaviour.
- Report hazards, near misses, and accidents immediately.

2.4 Participants and Visitors

- Follow all safety instructions and guidance provided.
- Wear appropriate safety gear as directed.
- Inform staff of any medical conditions or special requirements.
- Behave responsibly to avoid putting themselves or others at risk.

3. Risk Assessment and Control Measures

- Full risk assessments are completed for all activities.
- Control measures are implemented and reviewed regularly.
- Dynamic assessments are conducted on-site considering environmental and participant factors.
- Activities are suspended or modified in unsafe conditions (e.g. adverse weather).

4. Training and Competency

- All staff receive health and safety induction.
- Instructors are trained to national standards where appropriate.
- First Aid training is required and refreshed every 3 years.
- Records of qualifications and training are kept up to date.

5. Accident Reporting and Investigation

- All accidents, incidents, and near misses are recorded in the Accident Book.
- RIDDOR-reportable incidents are notified to the HSE.
- Investigations identify root causes and necessary corrective actions.

6. Equipment and Maintenance

- All activity equipment is checked regularly and maintained to manufacturer standards.
- Faulty or worn equipment is removed from use immediately.
- PPE is issued, fitted, and used in accordance with risk assessments.

7. Emergency Procedures

- Emergency action plans (EAPs) are in place for each activity and site.
- Staff are trained in evacuation, communication, and first aid response.
- Emergency contact numbers and first aid kits are readily available.

8. Communication and Consultation

- Staff meetings include health and safety updates.
- Feedback from staff and participants is encouraged and reviewed.
- Policy and procedure changes are communicated effectively.

9. Review

This policy is reviewed annually or after any major incident, change in operations, or updates to legislation.

Signed:

Andrew Stevens

Director, Crackingday Ltd

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