



Purpose

This policy document sets out Flair Gymnastics Club's responsibilities and the minimum standards required of clubs registered with Scottish Gymnastics, in line with health and safety law.

Flair Gymnastics aims to promote a positive health and safety culture in our operations, and to ensure the health, safety and wellbeing of everyone involved in the sport is maintained to the highest standards as our priority.

Scope

Everyone responsible for delivering gymnastics has a responsibility to help maintain a positive health and safety culture across the sport. All clubs 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 policy and arrangements. Gymnastics is a complex sport with inherent risks. Anyone providing gymnastics activities should take all reasonable steps to minimise these risks.

Roles & Responsibilities

The Health and Safety at Work Act 1974 (and its subordinate legislation) is the principle legislation that informs the policy. The Management of Health and Safety at Work Regulations 1999 is one other key pieces of legislation that underpins the Scottish Gymnastics policy and procedure:

The Health and Safety Executive website (www.hse.gov.uk) offers further information relating to Health and Safety Law.

Flair Gymnastics Club will:

- Develop, monitor and evaluate the effectiveness of health, safety and wellbeing policy.
- Provide staff with comprehensive health and safety training and resources to support them in their roles.
- Stay up to date with expert health and safety advice and support to implement effective health and safety operations.
- 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 our [complaints procedure](#).

Monitoring & Review

This policy will be annually monitored, and a full policy review will take place at least every two years. A policy review may also be conducted in response to; changes in legislation or public guidance; changes in the governance of the sport; significant changes in the nature or size of Flair Gymnastics Club; or a procedural review taking place as a result of a significant case.

Consultation

Employers have a legal responsibility to consult all of their employees on health and safety matters. Consultation involves employers giving information to employees and listening to and taking account of their views before making any health and safety decisions. Consultation with employees must be carried out on matters to do with their health and safety at work, including but not limited to:

- Any change which may substantially affect their health and safety at work, for example in procedures, equipment or ways of working.
- The employer's arrangements for getting competent people to help them satisfy health and safety laws.
- The information that employees must be given on the likely risks and dangers arising from their work, measures to reduce or get rid of these risks and what they should do if they have to deal with a risk or danger.
- The planning of health and safety training, or the introduction of new technology into their roles.

Related Policies

The following related documents & guidance should be used in conjunction with this policy:

- Our [Safeguarding Policy](#)
- Scottish Gymnastics' [Code of Practice for Coaches and Officials](#)
- Scottish Gymnastics' [Minimum Operating Requirements](#)
- Scottish Gymnastics' [Gymnastics Specific Policy List](#)
- Scottish Gymnastics' [Clean Sport & Anti-Doping Policy](#)

Further guidance can be found via the Scottish Gymnastics website, and in the membership area of their health and safety partners.

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 this policy.

Flair Gymnastics Club must:

- Comply with all Scottish Gymnastics policies, membership rules, minimum operating requirements, and the relevant statutory requirements (as declared as part of the annual registration process).
- Identify the organisation's health and safety responsibilities and put in place the relevant aspects of the Scottish Gymnastics requirements.
- Identify significant risks and plan the work of the club to minimise all risks in respect of health, safety and wellbeing, including preparing risk assessments for undertaken activity in and, if appropriate, outside the club.
- Ensure the responsibilities for health, safety and wellbeing are designated to individuals with the appropriate skills and experience.

- Ensure that there are adequate training opportunities for staff, coaches, officials and volunteers.
- Ensure reporting procedures are followed for any accidents or incidents and inform Scottish Gymnastics of any serious allegations or concerns of poor practice.
- Co-operate with Scottish Gymnastics, and if relevant, British Gymnastics on issues relating to health, safety and wellbeing.