



NEXT GEN Engagement Health and Safety Policy

Approved by: Lucas Lavelle

Last reviewed on: January 2026

Next review due: January 2027

1. Introduction

This Health and Safety Policy sets out the commitment, aims, and arrangements of **NEXT GEN Engagement** for managing health and safety across all areas of its operations. It applies to all employees, learners, contractors, visitors, and members of the public who may be affected by our activities.

The organisation operates from premises that include:

- An **alternative education provision located on the lower floor,**
- A **boxing and fitness gym located on the upper floor,** and
- A **neighbouring public gym (Dave's Gym)** which is not owned or operated by the organisation but is situated adjacent to our premises and may present interface risks.

All employees and others working on behalf of the organisation are required to cooperate in implementing this policy and to take reasonable care of their own health and safety and that of others who may be affected by their actions.

This policy will be made available to all employees and will be reviewed regularly to ensure ongoing compliance with relevant health and safety legislation, including the Health and Safety at Work etc. Act 1974 and associated regulations.

2. Aims of the Policy

The organisation aims to:

1. Conduct all undertakings so as to prevent injury, ill health, and damage to property by eliminating hazards where reasonably practicable or controlling risks to an acceptable level.
2. Protect the health, safety, and welfare of:
 - Employees,
 - Learners and service users within the alternative provision,
 - Members using the boxing and fitness gym,
 - Contractors and visitors, and
 - Members of the public who may be affected by our activities.

3. Promote and maintain a positive health and safety culture through effective leadership, consultation, training, and continuous improvement.
4. Ensure that health and safety considerations form an integral part of all management decisions, including the allocation of resources.

These aims apply regardless of whether activities are carried out by employees directly or by contractors acting on the organisation's behalf.

3. Objectives of the Policy

To achieve the above aims, the organisation will:

1. Comply with all relevant health and safety legislation, approved codes of practice, guidance, and fire safety requirements.
2. Identify all significant hazards arising from:
 - Educational activities within the alternative provision,
 - Physical training, boxing, and fitness activities in the gym,
 - Shared areas, entrances, exits, stairwells, and welfare facilities,
 - The proximity of and interaction with neighbouring premises, including Dave's Gym.
3. Carry out suitable and sufficient risk assessments and implement effective preventive and protective measures.
4. Plan, organise, implement, monitor, and review health and safety arrangements on an ongoing basis.
5. Establish and maintain emergency procedures for fire, medical emergencies, violent incidents, and other foreseeable events, including coordination with emergency services where required.
6. Provide and maintain safe premises, equipment, vehicles, and systems of work.
7. Provide employees with appropriate information, instruction, training, and supervision, taking account of individual capabilities and specific risks.
8. Ensure the safe use, handling, storage, and disposal of substances and equipment.
9. Provide suitable personal protective equipment (PPE) where required and ensure its proper use, storage, and maintenance.
10. Provide health surveillance where appropriate to prevent work-related ill health.

4. Specific Operational Arrangements

4.1 Alternative Provision (Lower Floor)

The organisation recognises the additional risks associated with alternative education provision, including behavioural, safeguarding, and environmental risks. Controls will include:

- Clear supervision arrangements and staffing ratios,
- Behaviour management procedures and de-escalation strategies,
- Safeguarding policies aligned with health and safety considerations,
- Risk assessments for activities, classrooms, and communal areas,
- Secure access and egress arrangements.

4.2 Boxing and Fitness Gym (Upper Floor)

The organisation acknowledges the inherent risks associated with boxing and fitness activities. The following measures will be implemented:

- Risk assessments covering equipment, training activities, and physical contact,
- Regular inspection and maintenance of gym equipment,

- Competent and suitably qualified instructors and supervisors,
- Clear rules for gym users regarding safe conduct and use of equipment,
- First aid provision appropriate to the level of risk,
- Procedures for managing injuries and medical emergencies.

4.3 Interface with Neighbouring Premises (Dave's Gym)

Although Dave's Gym is not owned or managed by the organisation, the organisation recognises that its proximity may create risks, including:

- Shared or adjacent access routes,
- Increased footfall and congestion,
- Noise, behavioural, or security-related issues,
- Emergency situations that may impact multiple premises.

The organisation will:

- Identify and assess interface risks arising from the neighbouring gym,
- Implement reasonable control measures within its own areas of responsibility,
- Liaise with neighbouring premises where necessary to manage shared risks,
- Ensure staff and learners are aware of boundaries and access restrictions.

5. Organisational Responsibilities

Senior management will:

1. Ensure an effective and up-to-date health and safety policy is in place.
2. Ensure suitable and sufficient risk assessments are carried out and adequate resources are provided.
3. Support the effective implementation of this policy at all levels.
4. Communicate the policy and associated arrangements to all employees.

6. Supervisory and Management Responsibilities

Supervisory staff will:

1. Carry out risk assessments and develop safe systems of work.
2. Ensure compliance with this policy within their areas of responsibility.
3. Record, investigate, and report accidents, incidents, and near misses.
4. Ensure staff and service users are aware of emergency procedures.
5. Ensure first aid facilities are known and accessible.
6. Provide appropriate supervision at all times.
7. Maintain high standards of housekeeping.
8. Escalate unresolved health and safety concerns promptly.

7. Employees and New Starters

All employees, including new starters, are required to:

1. Complete health and safety induction before working unsupervised.
2. Familiarise themselves with fire, emergency, and evacuation procedures.
3. Follow all health and safety instructions, policies, and safe systems of work.
4. Report hazards, accidents, and near misses promptly.

8. Monitoring and Review

The organisation will monitor the effectiveness of this policy through inspections, audits, incident reviews, and consultation with employees. The policy will be formally reviewed annually or sooner if significant changes occur.