



# Splash Into Swimming

Turn Your Splashing Into Swimming

## ‘Splash into Swimming’ Swim School Health and Safety Policy

### 1. Introduction

Splash into Swimming is committed to providing a safe and healthy environment for all participants, staff, and visitors. This Health and Safety Policy outlines our commitment to ensuring the well-being of everyone involved in our activities and the measures we have in place to manage health and safety effectively.

### 2. Legal Framework

Our health and safety practices are informed by and comply with relevant UK legislation and guidance, including but not limited to:

- The Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Control of Substances Hazardous to Health (COSHH) Regulations 2002
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- The Provision and Use of Work Equipment Regulations 1998

### 3. Policy Statement

Splash into Swimming recognises its responsibility to provide a safe and healthy environment for all individuals involved in our activities. We are committed to identifying and managing risks effectively, promoting a culture of health and safety, and ensuring compliance with relevant legislation and best practice guidelines.

## 4. Key Principles

4.1. **Risk Management:** We conduct regular risk assessments to identify hazards, assess risks, and implement control measures to minimize the likelihood of accidents and injuries.

4.2. **Training and Competence:** We provide appropriate training, information, and supervision to staff and volunteers to ensure they are competent to carry out their roles safely.

4.3. **Equipment and Facilities:** We maintain our facilities and equipment to high standards, ensuring they are safe, fit for purpose, and regularly inspected and serviced.

4.4. **Emergency Procedures:** We have procedures in place to respond effectively to emergencies, including fire evacuation, first aid provision, and procedures for dealing with incidents and accidents.

4.5. **Consultation and Communication:** We consult with staff, participants, and other relevant stakeholders on matters affecting health and safety and communicate relevant information effectively to ensure everyone is aware of their responsibilities.

## 5. Roles and Responsibilities

5.1. **Management:** Management is responsible for providing leadership and resources to support effective health and safety management and for ensuring compliance with legal requirements.

5.2. **Staff:** All staff have a duty to take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions.

5.3. **Learners and Families:** Learners and families are expected to follow safety instructions, use facilities and equipment safely, and report any hazards or concerns to staff promptly.

## 6. Incident Reporting and Investigation

6.1. All incidents, accidents, and near misses should be reported to management immediately and recorded in the appropriate accident book or incident log.

6.2. Management will investigate incidents promptly, identify root causes, and take corrective action to prevent recurrence.

## 7. Health and Safety Training

7.1. Staff receive appropriate health and safety training as part of their induction and ongoing development, including training on emergency procedures, manual handling, and control of substances hazardous to health.

7.2. Participants receive safety information and instruction relevant to their activities, including pool rules, emergency procedures, and safe use of equipment.

## 8. Review and Monitoring

This Health and Safety Policy will be reviewed annually and updated as necessary to reflect changes in legislation, guidance, and best practices.

Health and safety performance will be monitored regularly, and corrective action will be taken as required to address any deficiencies or areas for improvement.

## 9. Contact Information

Health and Safety Officer: Marion Bryant

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## 10. Review Date

This Health and Safety Policy was last reviewed on 15<sup>th</sup> April 2024. It will be reviewed again on or before 15<sup>th</sup> April 2025.

Signed:



Marion Bryant  
Owner of Splash into Swimming  
15<sup>th</sup> April 2024