



3

Health and Safety Policy

Statement: The Health and Safety at work (Northern Ireland) Order 1978 imposes certain obligations on the employer. Such actions as are reasonable to safeguard the health and safety of their employees, but also to be able to show they are doing so. Streetwise Community Circus - CIC fully accepts its responsibilities under the Act and regards it as an integral part of its duties and objectives to ensure so far as is reasonably practicable the health, safety and welfare of its employees at work and of all other persons who may be affected by the Company's activities.

The policy will be kept up-to-date, particularly as the business changes in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed annually.

The act refers to what is reasonable in giving working situations. Streetwise Community Circus (CIC) has adopted the following procedures:

It is management's responsibility to:

- Have written health and safety procedures (where there are five or more employees)
- Ensure all staff are made aware of any medical condition and or allergies that may be a factor in participation in the upcoming workshop or activities.

It is the circus tutor teams responsibility to:

- Assess the risks in the workplace.
- Ensure that the workplace satisfies health, safety and welfare requirements for ventilation, temperature lighting and staff facilities
- Ensure safe and clear access to and egress from the building including fire exits.
- Ensure that all equipment is suitable for its intended use and is properly maintained and used.
- Ensure that all members of staff are aware of the procedure in case of accidents.
- Ensure all relevant first aid training is up to date.

- Ensure that management are aware of any pre-existing or chronic health conditions or prescribed medications which could affect performance at work or could be exacerbated by it, so that mitigating action can be taken in order to prevent this. *If employees do not disclose, Streetwise are not responsible for any injury incurred as a result of the circumstances outlined above.*

It is the facility staff's responsibility to:

- Ensure that the workplace satisfies health, safety and welfare requirements for ventilation, temperature lighting and staff facilities.
- Ensure safe and clear access to and egress from the building including fire exit
- Regularly check the premises room by room for structural defects, worn fixture and fittings or electrical equipment, and take the necessary remedial action.
- Ensure that all equipment is suitable for its intended use and is properly maintained and used.
- Ensure that all staff are aware of the fire procedures and regular fire drills are carried out.
- Ensure that all members of staff are aware of the procedure in case of accidents.
- Ensure that all members of staff are aware of and carry out their health and safety responsibilities as set out in their job descriptions.
- The management consider this matter of such importance, that breach of health and safety procedures by staff constitutes misconduct and will be dealt with as a disciplinary matter.
- Workshop participants who are working with Streetwise Community Circus (CIC) will also be made aware of their responsibilities and will:
- Agree to use the equipment in a safe manner with regard to the health and safety of those around them (or the staff can ask them to desist or leave the workshop).

Specific Health and Safety issues relating to circus equipment teaching

Unicycling.

- Unicyclists must always wear wrist guards until the participant can prove to a tutor the required level of competence.

- Unicyclists must always have support, either personal or physical (a wall or similar) when first attempting unicycling.
- Unicyclist must have a clear area free of other equipment in which to practice.

Stiltwalking.

- Stiltwalkers must always wear appropriate kneepads.
- Stiltwalkers must always be accompanied by a tutor until they have been trained to fall safely.
- Stiltwalkers must always be attached to the stilts using two different forms of strapping.

General.

- Everyone must ensure that equipment is not abused or misused, and is not thrown in an inappropriate manner.
- Equipment is not left lying around in an unsafe manner, and that there is sufficient demarcation of space to avoid clashing between different disciplines.

It is not possible to detail here all the health and safety matters that may arise on a day to day basis, so staff and management must constantly be mindful of their responsibilities both individually and collectively for the safety of themselves and their colleagues.

This policy will be reviewed annually.

(This policy has been updated following a review carried out in August 2016)

This policy was approved by the Board of Streetwise CiC at

Date: **6/12/16**_____

Signed (Chair): **Dave Powell**_____

The Board are responsible for directing the development of this policy and ensuring that it is fully implemented and reviewed.

Date of next review (no later than) September 2018

