



G&T Events Ltd (trading as Future Survival)

Health & Safety Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: 2nd June 2025

Date of last update: 2nd June 2025

Date agreed and ratified by: 3rd June 2025, Mr G Broadbent, Director

Date of next full review: 1st June 2026

Signed:

Graham Broadbent

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures, legislative change or serious incident .

HEALTH AND SAFETY POLICY

This is the health and safety policy of: G&T Events Ltd (trading as Future survival)

Part 1: Statement of Intent

Our health and safety policy is to, so far as is reasonably practicable:

- Prevent accidents and cases of work related ill-health.
- Manage health and safety risks in our workplace.
- Provide such information, instruction, training and supervision necessary to ensure that our employees are competent to undertake their work.
- Consult with our employees on matters of health and safety.
- Encourage all employees to engage in maintaining safe working practices.
- Provide and maintain safe plant and work equipment.
- Provide all necessary Personal Protective Equipment.
- Ensure that all substances are used, stored and handled safely.
- Maintain safe and healthy working conditions.
- Implement all necessary emergency procedures, including evacuation procedures in the event of fire or other significant incident.
- Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made.
- Review this policy annually and revise whenever there is a change in circumstances, in work practices or the introduction of new legislation affecting the policy, so as to ensure that these standards of health and safety are maintained.

Part 2: Responsibilities for health and safety

Overall responsibility for health and safety: Graham Broadbent, Director

Deputy Health & Safety Officers: Ryan Ingram & John Napoliello, Senior Team.

Day-to-day responsibility for ensuring that this policy is put into practice: All staff members

Qualifications:

Health & Safety Officer – Health & Safety for Managers / First Aid in the workplace / Fire Warden

Deputy Health & Safety Officers - Health & Safety for Managers / First Aid in the workplace / Fire Warden

All staff Members – Health & Safety Employees eLearning / First Aid in the workplace



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Additionally, all employees must:

- co-operate with supervisors and managers on health and safety matters;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

The following is not an exhaustive list. You may have additional arrangements or some of these may not apply. You will need to amend the list and add the detail of your specific arrangements under the relevant headings.

Risk Assessment

Appropriate risk assessments will be completed, kept under review and their findings implemented. We have completed the following risk assessments:

- General site/Activities
- Gaming
- Airsoft
- Laser tag
- Holiday club
- Stem and coding classes
- Parties
- Offsite trips
- Online safety
- Others carried out as needed.

Communication of policy

A copy of this policy is available on workforce, online and within the main lobby at reception.

Training shall be provided on induction and on exposure to new or increased risks, for example following the introduction of new equipment, technology or systems of work. Refresher training shall be repeated periodically. Records of all training shall be kept.

Consultation with employees

Consultation with staff on health and safety matters will take place routinely as they arise and following any review of health and safety matters where changes are required.



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Fire Safety

A fire risk assessment has been carried out for the site and will be kept under review annually or if a need arise from incident or new equipment or legislative changes

Manual handling assessment and policy

Manual handling instructions must be followed in accordance with our manual handling procedure and training when carrying any load.

- ***Selection of, provision of information to and monitoring of sub-contractors to ensure competence with reference to CDM Regulations.***

Appropriate checks will be carried out to ensure sub-contractors working on site have the appropriate technical knowledge and knowledge of health and safety related to their work and to ensure their work is kept under review. Sub-contractors to provide risk assessments and method statements and evidence of their competency e.g. qualifications, training completed, references, or membership of a trade body, where applicable.

Public safety assessment and procedures.

A risk assessment has been carried out for members of the public on site and will be kept under review. All visitors shall be given safety information, instruction and training, protective clothing or safety equipment as may be necessary.

Evacuation & Emergency Procedures.

In the event of an emergency, the fire alarm will sound and a designated person will ensure the evacuation of all persons present on site to their assembly point, contact the emergency services when required and ensure compliance with any relevant emergency procedure.

Staff shall be informed of the emergency procedures on induction and reminded each year. The emergency evacuation procedure will be rehearsed at least once each year.

Accident and investigation Procedures

Where there is an accident or incident at work, an accident or incident report must be completed. Any accident at work or in connection with work (whether involving an employee, visitor or other person), must be reported immediately to the appropriate person who shall arrange for the accident to be investigated and an accident report prepared, recommending means of preventing re-occurrence where appropriate.

Where the accident or incident is of a type that needs to be reported under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).



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Work equipment selection and maintenance

All work equipment provided by the employer for use at work shall be:

- suitable for the intended use;
- safe for use, maintained in a safe condition and, in certain circumstances,
- regularly inspected;
- used only by people who have received adequate information, instruction and
- training; and
- accompanied by suitable safety measures, e.g. protective devices, markings, warnings.

All equipment used must be maintained in a safe condition and in good repair. Where necessary, equipment shall be inspected to ensure that it is safe for use without risk of injury or damage and appropriate records shall be kept up to date.

The use of any equipment that is not owned by the employer must be authorised in advance.

Personal Protective Equipment

Personal Protective Equipment (PPE) appropriate for the risks involved and suitable for the task and the person undertaking it will be supplied and must be used whenever there is a risk to staff's health and safety which cannot be adequately controlled by alternative means. Where PPE is required it shall be provided at the employer's cost and must be used by staff in accordance with any manufacturer instructions and any directions and training given. Any defects in PPE must be reported immediately on discovery.

Hazardous substances (COSHH), assessment and control measures

In accordance with the Control of Substances Hazardous to Health Regulations 2002 (COSHH) we will:

- Undertake assessments of all work processes where substances are involved and decide which of the processes involve the use of substances hazardous to health so that decisions can be made about necessary control measures;
- Maintain records of all COSHH assessments;
- Inform the workforce of any findings of any assessments and provide any person exposed to substances hazardous to health with the necessary information, instruction and training for them to know the risks to health created by such exposure and the precautions that should be taken;
- Review all assessments (if the work process changes significantly) and annually



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- from the date of the original assessment; and
- Provide suitable Personal Protective Equipment.

Display Screen Equipment (DSE) assessment / provision

- The workstation of anyone who uses display screen equipment for a significant amount of time (two or more hours per day) will be assessed (and where necessary adapted) to ensure that its design and layout will avoid visual fatigue and back, shoulder, neck, arms, legs and wrist aches. Adequate chairs, work surfaces and equipment shall be provided.
- Periodic breaks from using the equipment are encouraged.
- On request, once a year, a voucher (or reimbursement of cost on production of a receipt) for an eye and eyesight test by an optician will be provided. If special corrective appliances for display screen work only are required and a normal appliance cannot be used, the employer will bear the cost of a basic appliance (e.g. the least expensive frame and basic lenses).
- Where necessary, training on the safe use of display screen equipment shall be made available.

Welfare provisions

Adequate provision will be made for welfare facilities at all sites.

First aid provisions

Adequately stocked first aid boxes will be kept on site. All First Aiders shall receive first aid training, attend refresher courses, pass all the necessary qualifications and hold a current First Aid at Work certificate.

Monitoring Health and Safety Procedures

Effective monitoring ensures that health and safety controls are working as intended and enables continuous improvement. The following methods are used to regularly assess and improve our health and safety performance:

Inspections and Audits

- Internal checks are scheduled on a monthly basis, depending on the area and risk level. We are actively looking at our maintenance and accidents logs for recurring or high risks issues.
- Inspections focus on identifying hazards, unsafe behaviours, and maintenance issues.
- Standardised checklists are used to ensure consistency and thoroughness.
- Findings are recorded in workforce, and actions are tracked to resolution.



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Accident and Near Miss Monitoring

- All accidents, incidents, and near misses are logged and investigated.
- An Accident Book is maintained in accordance with legal requirements (mandatory if 10 or more employees).
- Serious incidents are reported in compliance with RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).
- Investigations aim to identify root causes and implement corrective actions to prevent recurrence.

Periodic Reviews of Procedures

- Health and safety procedures, including risk assessments and policies, are formally reviewed at least annually.
- Reviews are also triggered by significant changes, such as the introduction of new equipment, processes, or following an incident.
- Updates are documented and communicated to all relevant staff via Workforce (HR Platform).

Health and safety issues are reviewed as a standing agenda item during our monthly staff meetings. This provides an opportunity to:

- Discuss any incidents, near misses, or concerns
- Review inspection findings and risk assessments
- Monitor ongoing actions and improvements
- Encourage staff feedback and engagement

All staff are encouraged to contribute to these discussions to help maintain a safe working environment. Meeting minutes are recorded and saved in workforce.

Health and Safety Complaints

- Any staff member, service user, or contractor who wishes to raise a concern or make a complaint regarding health and safety is encouraged to do so.
- Please email our Health & Safety Officer at: commander@futuresurvival.co.uk
Alternatively, you may follow our formal complaints procedure, which is available in the on-site policy handbook (located in reception) and on our website.



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