Jersey
Gymnastics
Club

British Gymnastics Health & Safety Policy for Registered Clubs & Affiliated Associations

Document Control

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V.5	Live	01/06/2026	CPG	01/5/2029
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Change History

Version	Author	Summary of Changes	Date
V1.0	Compliance Officer H&S	Updated to GymNET resource centre	24.05.2016
V2.0	Compliance Officer H&S	Reviewed, updated. Section 2.3 re-written	16.03.2018
V3.0	Compliance Officer H&S	Updated to reflect 'instructors'	10.03.2020
V4.0	Governance Officer	Full review completed. 'Welfare' removed from title of policy. Rewording to Section 6.1.2. Home Nation section. Section 6.3 added to include the requirement to consult with employees	17.03.2021
V5.0	Governance Lead	Review: To include updating BG terminology, Section 5 – update to Definitions, Section 9 reporting procedures and new Section 10 on Compliance	22.04.2026

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1. Background

1.1 British Gymnastics (BG) regards the health and safety of all members to be of paramount importance, which should not be compromised. To this end, it is BG's policy to ensure so far as is reasonably practicable, that procedures are in place to maintain a safe and healthy environment not only for its members but also for others who may be affected by the activities of BG and/or registered clubs and affiliated associations.

2. Purpose

2.1 This policy document sets out BGs' responsibilities and the minimum standards required of registered clubs, affiliated associations and members, in line with health and safety law.

2.2 BG aims to promote a positive health and safety culture, and to ensure the health and safety of everyone involved in the sport. BG endeavours to provide safe, positive and effective environments for activity to take place and requires all registered clubs and affiliated associations to work with it to achieve these aims.

3. Scope

3.1 Everyone involved in gymnastics has a responsibility to help maintain a positive health and safety culture across the sport. All registered clubs have a common law duty of care to those who may be affected by their activities and have a responsibility to implement relevant statutory health and safety legislation.

3.2 Gymnastics is a complex sport with inherent risks. Anyone providing gymnastics activities should take all reasonable steps to minimise these risks. Further guidance can be found within our Health and Safety Management System

4. Policy Statements

4.1 BG has developed a Health and Safety Management System and associated guidance, including resources and checklists, to assist registered clubs and affiliated associations to meet their legal responsibilities. Implementing the Management System and following BGs' guidance will help reduce the likelihood of a member being harmed and also reduce the likelihood of a successful negligence claim being made against a BG registered club or affiliated associations.

4.2 The policy and the associated guidance should be read and understood by club organisers and any member of staff given responsibility for the implementation of health and safety measures. It is important, however, that all those involved in

operating the club – employees, contractors and volunteers – are aware of these documents and are encouraged to familiarise themselves with the guidance. Relevant parties should be given appropriate information, instructions, training and supervision in relation to health and safety. Registered clubs and affiliated associations are responsible for introducing appropriate health and safety measures. However, the application and day-to-day operation of these measures largely depend on the individual workers involved.

5. Definitions

5.1 "Gymnastics"
Any form of gymnastics that is governed in any way by BG as the authorised National Governing Body for the sport.

5.2 The term "safe", as used in this document, means a situation where, so far as is reasonably practicable, all reasonable steps have been taken to understand the nature of the risks involved and to ensure suitable steps have been taken to control the risks and keep them to a minimum.

5.3 Affiliated Associations means any Home Country Gymnastics Associations and other gymnastics organisations who administer, deliver, promote and encourage the development of and participation in gymnastics within defined and distinct geographical locations, and are recognised by the Board of BG in accordance with Articles 29 and 33 and the BG Affiliated Associations policy, as Affiliated Associations, including:

- English Gymnastics Association (EGA) including the English Regions
- Welsh Gymnastics (WG)
- The Scottish Gymnastics Association (SG)
- Gymnastics Northern Ireland (GNI)
- Isle of Man Gymnastics Association (IOMGA)
- British Schools Gymnastics Association (BSGA)

And other organisations connected to BG including Gymnastics clubs located in Gibraltar and in United Kingdom Overseas Territories and United Kingdom Crown Dependencies.

5.4 Registered club - any organisation/corporate entity or body which holds registration with BG relating to their role as a gymnastics club.

6. Roles & Responsibilities

6.1 Compliance, Monitoring & Review

6.1.1 The Health and Safety at Work etc. Act 1974 (and its subordinate legislation) is the primary legislation that informs the policy. The Management of Health and Safety at Work Regulations 1999 is one other key piece of legislation that underpins the Health and Safety Management System and Guidance by providing more detailed duties for employers and employees to manage risks in the workplace. Such as implementing health and safety arrangements.

6.1.2 There are some Home Country variations in certain aspects of health and safety legislation e.g. the legislation governing smoking in public places falls under a different Act of Parliament in each country. In addition, there are different underpinning legal systems in each of the Home Countries. Differences of this kind may need to be taken into account in the interpretation of the policy and the Health and Safety Management System and Guidance.

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

6.1.3.1 BG Responsibilities - BG will support registered clubs and affiliated associations to meet their responsibilities under health and safety law and will:

6.1.3.2 Develop, monitor and evaluate the effectiveness of the health and safety policy.

6.1.4.3 Provide a comprehensive Health and Safety Management System and learning resources to support registered clubs and affiliated associations to meet legal obligations.

6.1.4.4 Provide access to expert health and safety advice and support to implement effective health and safety arrangements.

6.1.4.5 Undertake regular audits and a review of the effectiveness of health and safety arrangements across gymnast activity.

6.1.4.6 Review near misses, accidents and other adverse events to identify trends and take action to prevent incidents occurring.

6.1.4.7 Respond to health and safety concerns in line with the BG Safeguarding Regulations and Disciplinary Regulations.

6.2 Monitoring & Review Arrangements

The BG Health and Safety policy will be monitored annually and a full policy review will take place every three years. A policy review may also be conducted in response to any of the following occurrences:

6.2.1 Changes in legislation or guidance.

6.2.2 Changes in governance of the sport.

6.2.3 Changes in the nature or size of BG.

6.2.4 A procedural review taking place as a result of a significant case.

6.3 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:

6.3.1 any change which may substantially affect their health and safety at work, for example in procedures, equipment or ways of working;
6.3.2 the employer's arrangements for getting competent people to help them satisfy health and safety laws;
6.3.3 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;
6.3.4 the planning of health and safety training; and
6.3.5 the health and safety consequences of introducing new technology.

7. Interdependencies & Related Policies

The following related policies/guidance should be used in conjunction with this policy;

7.1 Safe Coaching Practice
7.2 Safe Participation
7.3 Safe Trips
7.4 Health and Safety Management System and Guidance

Further guidance can be found within our BG publications, such as Coaching Resources and Club Management Resources. Members who are also members of other affiliated Home Countries and Regions should also refer to the Articles of Association and Rules of these Organisations.

8. Impact Assessments

An Equality Impact Assessment (EIA) screening has been completed to evaluate any potential effects of the proposed action on different groups. In addition, a Data Protection Impact Assessment (DPIA) to ensure that all personal data processing complies with data protection laws and safeguards the privacy of individuals.

9. Procedures

9.1 Actions to be taken by registered clubs, affiliated associations and members.

9.1.1 Although registered clubs and affiliated associations may have policies and procedures in place, these policies must, as a minimum requirement, comply with the standards adopted by BG and all relevant legislation.

9.1.2 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 the policy.

9.2 All registered clubs and affiliated associations must therefore:

9.2.1 Comply with BGs' policy and the relevant statutory requirements (as declared as part of the annual registration process).

9.2.2 Identify the organisation's health and safety responsibilities (see the Health and Safety Management System and Guidance document) and put in place the relevant aspects of the BG or equivalent Health and Safety Management System.

9.2.3 Identify significant risks and plan the work of the organisation to minimise all risks in respect of Health and Safety.

9.2.4 Ensure the responsibilities for Health and Safety are designated to individuals with the appropriate skills and experience.

9.2.5 Ensure that there are adequate training opportunities for staff, coaches, instructors, officials and other volunteers.

9.2.6 Ensure reporting procedures are followed for any accidents or incidents which includes to comply at all times with BG insurers requirements for injury incident reporting, that being that an Incident Report Form (IRF) is completed, via the club section of the BG membership system, within 7 calendar days of any incident or injury occurring that requires the administering of first aid (with the exception of the application of a plaster or a temporary icepack for the treatment of very minor injuries) or any medical intervention or treatment either at the time or at a later time. The completion of an IRF is in addition to any internal incident or injury reporting forms a club may complete in-house. (BG Membership Rules).

9.2.7 Inform BG of any serious allegations or concerns of poor practice.

9.3 In addition, all members must:

9.3.1 Take reasonable care of their own health and safety and that of other people whom their acts or omissions may affect.

9.3.2 Conduct activities in line with training and BG policy and guidance.

9.3.3 Co-operate with BG, and the appropriate Home Country or Regional affiliated associations and their club, on issues relating to health and safety

9.3.4 Ensure reporting procedures are followed for any accidents or incidents and inform BG of any serious allegations or concerns of poor practice.

10. Compliance

The club must, when so requested, cooperate fully and promptly with any investigation and provide comprehensive, honest and accurate information and responses. A failure or refusal by a club to cooperate with such investigations may itself constitute Misconduct under the Disciplinary Regulations and may result in referral to the Registered Club Assessment Team (RCAT)