



# **BREAKTHROUGH GRAPPLING CIC:**

## **Health & Safety Policy**

This policy was agreed on by the directors: 6/1/26

This policy will be reviewed: 1/1/27

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## 1. Purpose & Scope

This policy ensures Breakthrough Grappling CIC provides a safe environment for all participants, staff, volunteers, and visitors during all activities, including Brazilian Jiu Jitsu (BJJ) classes, workshops, and mentoring.

It applies to:

- Participants (children, adults, vulnerable adults)
- Staff, volunteers, contractors
- All venues, equipment, and activities organised by the CIC

## 2. Legal Framework

Breakthrough Grappling CIC complies with UK health and safety law, including:

- **Health & Safety at Work Act 1974**- general duties to ensure health, safety, and welfare
- **Management of Health and Safety at Work Regulations 1999**- risk assessment and management duties
- **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013**- reporting serious incidents
- **Children & Vulnerable Adults**- aligns with safeguarding and duty of care
- **Insurance**- all activities are covered by appropriate public liability and participant insurance

## 3. Responsibilities

- **Directors:** Ensure policies, risk assessments, and training are in place and followed
- **Staff & Volunteers:** Follow procedures, report hazards/incidents immediately
- **Participants:** Follow instructions and safety guidance, notify staff of injuries or unsafe conditions

## 4. Risk Assessment & Management

Risk assessments are to be conducted for all classes, workshops, and activities, including a session-specific assessment for each new project, venue, or activity that considers participant numbers, venue layout, coach-to-participant ratio, equipment, and any new hazards, and these assessments are to be reviewed regularly or whenever circumstances change.

Typical BJJ risks and their mitigations include:

Risk	Mitigation / Control Measures
Sprains, strains, and other injuries	Appropriate warm-ups, supervision by a sufficient number of experienced coaches, beginner-appropriate sessions, teaching participants how to “tap out” and explaining how to safely apply techniques
Collisions / impact injuries	Limited class size considering the available mat space, BJJ done on 40mm martial arts mats
Slips / falls	Clean mats, bare feet on mats, instructor oversight
Cuts / abrasions	Participants must cut their finger and toe nails before training, clean and check training surfaces before use
Contagious illness	Participants asked not to attend if unwell, hygiene reminders, cleaning of mats/equipment after each use
Skin infections	Mats are cleaned after each session, participants encouraged to maintain personal hygiene, no open wounds during training. Shoes must be worn at all times when off the matted area to keep mats clean

To ensure participants train safely and hygienically, participants must also:

- **Arrive clean, and with clean appropriate sportswear.**
- **Remove all jewellery or cover it appropriately before participation** (e.g. tape over earrings).

These measures are integrated into all session-specific risk assessments to ensure consistency and safety. Coaches are responsible for monitoring participant hygiene and safety throughout the session.

## **5. Accident & Incident Reporting**

- All accidents or injuries are to be recorded in the accident log.
- Serious injuries are to be reported to the Director and, where required, to external authorities under RIDDOR.
- Parents/guardians are to be informed of incidents involving children.
- Follow-up actions are to be taken to review procedures and prevent similar incidents.

## **6. First Aid & Emergency Procedures**

- Adequate first aid equipment and trained first aiders are to be available at all activities.
- Emergency procedures, including fire, injury, and evacuation, are to be clearly communicated to staff, volunteers, and participants.
- Staff and volunteers are to be briefed on what to do in an emergency before running sessions.

## **7. Equipment Safety**

- Mats and other training equipment are to be checked regularly for damage or wear.
- Damaged or unsafe equipment is to be repaired or removed immediately.

## **8. Training & Awareness**

- Staff and volunteers are to receive induction on health & safety and activity-specific risks.
- Refresher briefings are to be provided periodically to maintain awareness.
- Participants are to be given guidance on safe techniques and injury prevention.
- Training and briefings are to incorporate safeguarding and EDI principles to support a safe and inclusive environment.

## **9. Review & Governance**

- This policy is to be reviewed annually, or sooner if legislation, guidance, or organisational practices change.
- All incidents and risk assessments are to be monitored to inform improvements.
- This policy is to be communicated to all staff, volunteers, and participants.
- This policy is publicly available on the website and can be shared with funders, participants, and parents/carers as needed.