

South Molton u3a Health and Safety Policy

Scope

The [Health and Safety at Work Act 1974](#) applies only to paid workers, although volunteers must still be protected from risks. The u3a should ensure that reasonable care has been taken to avoid harming others and that participants are aware of risks.

Policy

South Molton u3a aims to provide and maintain safe and healthy conditions and environments for all members, including at meetings of u3a groups, at monthly meetings and at events.

Insurance

South Molton u3a is covered by the insurance provided by The Third Age Trust. Further details about the insurance cover can be accessed on the u3a website www.u3a.org.uk/advice. If South Molton u3a is considering any activities that it is unsure will be covered, it will contact the u3a Office for further advice. The Third Age Trust provides third party liability insurance; however, extreme sports and high hazard activities may not be covered. Please check before running an activity.

Risk assessments

South Molton u3a will ensure that the Committee, Group Leaders or those responsible for a meeting or event complete risk assessments. These will be used to identify any risks and explore how they could be mitigated. South Molton u3a is aware that some venues used for meetings/events may already have their own risk assessments; these should be reviewed, and, where mitigations are identified, appropriate action should be taken. For example, a venue may state that no more than five chairs should be stacked together and nothing placed in the way of fire escapes. Where relevant, clear instructions and guidance should be provided to anyone who requires it. Further information, guidance and templates about risk assessments can be downloaded from the South Molton u3a website: www.southmoltonu3a.co.uk

Responding to accidents/incidents and dealing with emergencies

In the event of an incident/accident the Secretary of South Molton u3a should be informed. Where a u3a member is involved in an accident or incident whilst taking part in a u3a event, South Molton u3a will ensure those who witnessed the event and were involved complete an incident report (template available to download from South Molton u3a website). This must be completed and shared with those who need to have access to it, including the Committee Secretary, and kept on file. It will also need to be shared with the insurers in the event of an insurance claim.

Lone volunteering

There may be occasions where u3a members may be carrying out activities for South Molton u3a on their own. For example, opening a venue for a meeting, setting up for a meeting, etc. Where this occurs, the u3a member should ensure that someone else knows where they are and when they are expected back. The u3a member should also know who



to contact in the event of an incident or accident and ensure they have, for example, their mobile phone with them and avoid activities at height, e.g. using a ladder.

Manual handling

All u3a members should think about manual handling in advance to avoid injury to themselves and others. Members should not carry out any manual handling tasks if they are not able to manage them and should ask for help from other u3a members.

Venues

Where South Molton u3a uses external venues which have their own policies, procedures and risk assessments, South Molton u3a will ensure these are followed. This will include making sure all u3a members in attendance are aware of what to do in the event of a fire alarm/evacuation. If South Molton u3a is hosting an open day this will also include ensuring those who are not u3a members are also informed.

South Molton u3a will ensure this policy is kept up to date and reviewed annually.

Related documentation

The following documents are available on the u3a website www.u3a.org.uk/advice to help u3as develop, approve and adopt this policy:

- Risk assessment templates – including templates for a range of different venues and activities including group meetings at members’ houses.
- Risk management guidance
- Safeguarding policy and procedure sample
- Insurance cover note 2023
- Insurance FAQs
- Insurance overview

u3a	Template Health and Safety Policy for u3as	The Third Age Trust
Version	Description of changes	Date
0.1	Insertion of South Molton name into the u3a template. Document to be reviewed by the committee for agreement before adoption	19/05/24
0.2	Revision of some grammar-based wording.	18/10/24
1.0	First Issue – after review and approval at Oct24 Committee meeting	23/10/24