

Date of issue	2012	Reviewed	March 2026	Next review	March 2027	Approved by	Board of Trustees
For	Employees, volunteers, students, visitors, members, referrers						



Health and Safety Policy

Introduction

Ride High is committed providing a safe working environment for employees, volunteers, members and visitors. This includes:

- providing adequate control of the health and safety risks arising from our activities;
- providing and maintaining safe equipment;
- ensuring safe handling and use of hazardous substances;
- consulting our employees/volunteers on matters affecting their health and safety and that of children and young people (hereinafter together referred to as “young people”) in our care;
- ensuring all employees/volunteers are competent in health and safety matters and giving them adequate information, supervision and training;
- doing all we can to prevent accidents and work-related ill health.

With reference to the following legislation:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- Control of Substances Hazardous to Health Regulations 2002
- Working Together to Safeguard Children 2023

Responsibilities

Overall responsibility for health and safety lies with the Trustees. However day-to-day responsibility for ensuring this Policy is put into practice is delegated to the CEO.

To ensure health and safety standards are maintained (and improved when and where necessary), the CEO has specific responsibility to assess any risks attached to the following areas, and to eliminate or reduce any risks identified:

- The Ride High areas in the Manor House at The Ride High Equestrian Centre (including the clubroom, offices, meeting room, changing rooms, landing and toilets) and all equipment therein
- Transporting young people
- Outings
- Dangerous substances

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- The Ride High Equestrian Centre (“RHEC”) as a riding school

All employees/volunteers must:

- co-operate with the CEO and Trustees on health and safety matters;
- not interfere with anything provided to safeguard their and/or the young people’s health and safety;
- take reasonable care of their own health and safety;
- report all health and safety concerns to their Line Manager in a timely manner.

Health and safety risks arising from our activities

- Risk assessments for each of the areas will be undertaken by the appropriate individual as outlined below. The Children’s Manager will obtain copies of all risk assessments carried out by RHEC to the extent they relate to services and premises used by Ride High.
 - The Ride High areas in the Manor House at The Ride High Equestrian Centre (including the clubroom, offices, meeting room, changing rooms, landing and toilets) and all equipment therein – Children’s Manager
 - Transporting young people – Children’s Manager
 - Outings – Children’s Manager
 - Dangerous substances – Children’s Manager
 - The Ride High Equestrian Centre (“RHEC”) as a riding school – Yard Manager
- Risks will be graded by multiplying the probability of occurrence (from 1 to 4, where 1 is the lowest) by the possible harm caused (from 1 to 4, where 1 is the lowest).
- Any findings of risk assessments with a grade of 6 or more will be reported to the Children’s Committee, a sub-committee of the Board of Trustees, and the actions required to remove/control the risks will be approved by the Committee. If no Children’s Committee meeting can be held before the event giving rise to the risk assessment occurs, actions to remove/control risks where the risk assessment has a grade of 6 or more will be approved by the designated health and safety Trustee.
- The Chief Executive will be responsible for ensuring the actions required are implemented.
- The relevant individual will check that the implemented actions have removed/reduced the risks.
- Consultation with employees/volunteers will invite their input on risks to health and safety and the actions necessary to reduce risks.
- Risk assessments will be reviewed every twelve months or when our activities, premises or other relevant circumstances change, whichever is the sooner.
- Ride High will also undertake a risk assessment for each group and each young person, where deemed appropriate and make appropriate provision if any issues for concern arise.

Risk assessing young people

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A risk assessment on a young person will be carried out by Ride High before that young person is accepted on to the Ride High programme, if deemed appropriate, following a home or school visit (or an initial meeting at Ride High).

- The risk assessment should be kept in the young person's file.
- The young person should be advised when, how and why information is to be shared with others.
- The risk assessment should be reviewed and updated as a matter of course if/when an incident occurs or information is received, which impacts upon the risk assessment.
- The risk assessment should otherwise be reviewed termly.
- Any special measures required when working with a young person must be agreed with Ride High and explained to the young person.
- Ride High will make all employees and volunteers, and RHEC, aware of any special measures required when working with a particular young person.
- The addition or deletion of special measures to or from an existing risk assessment in respect of a young person must be agreed with the Children's Manager or Head of Learning.
- If any employee/volunteer carrying a young person in the people carrier minibus or (in exceptional circumstances only) their car has concerns about his/her behaviour during the journey, they should discuss with the Children's Manager or Head of Learning whether it is appropriate to continue to transport that young person to and from Ride High. The Children's Manager or Head of Learning will decide whether to advise the young person's parents/carers to arrange their own transport.

Health and safety risks arising from horse-riding

In our Parent/Carer consent form, Ride High alerts parents/carers of young people to the unpredictability of horses' behaviour and to the fact that horse-riding is classified as a risk sport. We work closely with RHEC, as the provider of the riding lessons to our members, to reduce the health and safety risks for our members as much as possible, but there are some rules that we require our members to adhere to:

- They must be suitably dressed for riding and have suitable footwear. Long hair must be tied back. Face piercings must be removed. Any other piercings must be removed or covered over as determined by the Children's Manager or Head of Learning. Other jewellery must be removed if requested by the Children's Manager or Head of Learning.
- Suitable footwear is provided for use during the lessons.
- Ride High has safety helmets which must be worn during the lessons. The helmets all meet the required British Standard. They are used by Ride High members and are kept in the Ride High area in the Manor House. We take particular care that our hats are checked regularly to ensure they continue to meet a high standard. RHEC may borrow hats (with the permission of a member of charity staff) and know to report any incidents that may render the hat unsafe. As part of the induction process for new members, we will identify a helmet that fits each member. All members are asked to take care of their helmets and to bring any damage or ill-fitting concerns to the attention of the Children's Manager or Head of Learning.

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- All members must adhere to our Behaviour Policy.

Ride High will not be responsible for members who engage in activities unauthorised by Ride High or RHEC employees or volunteers.

Maintenance of equipment

The CEO will be responsible for:

- identifying all equipment that needs maintenance;
- ensuring effective maintenance procedures are drawn up;
- annual PAT testing of electrical equipment, personal electrical items are not to be used;
- ensuring all identified maintenance is implemented;
- checking that any new or second-hand equipment purchased by or donated to Ride High meets health and safety standards.

Vehicles

The CEO will be responsible for ensuring that the minibus and people carrier are fully insured, taxed and regularly serviced and maintained, and that any driver of the minibus or people carrier has a valid Category B driving licence.

Any employee/volunteer/Trustee who uses his/her own car to transport young people (which happens in exceptional circumstances only) will be asked to verify to the Administrator that they have a valid driving licence, that their car is insured, taxed and roadworthy and that their insurers have authorised the occasional use of their car to transport young people for Ride High purposes.

If any driver (of the minibus or people carrier or of a car used to transport young people for Ride High) earns any points on his/her licence, or involved in an accident in their own vehicle, this must be brought to the attention of the Administrator without delay.

Parents/carers of young people being transported to and from Ride High or on outings by Ride High employees/volunteers/Trustees will be asked to sign a consent form (this is included in our Parent/Carer Consent Form).

Young people being driven by a Ride High employee/volunteer/Trustee may only sit in the front seat of the minibus, people carrier or car if all other seats are taken or if permitted to do so at the driver's discretion.

Booster seats will be used in the people carrier, and other car being used to transport young people, for those young people aged under 12 years and under 135cm in height.

CCTV cameras are installed in the minibus and people carrier for health and safety purposes.

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Outings

When young people are taken on trips out, those Ride High employees/volunteers accompanying them must ensure that someone (“the Designated Person”) knows what time they are expected to return, and must report to the Designated Person on their return (or alert the Designated Person to any delays) to confirm that all the young people have been dropped off at their agreed destinations.

Full details of the outing must be given in advance to the Designated Person and also be recorded in the online shared area so that the alarm can be raised if necessary.

Those accompanying the young people must have a fully charged mobile phone in their possession, ensure that it is switched on and ensure that the Designated Person knows the telephone number.

Control of substances hazardous to health (COSHH)

The CEO will be responsible for:

- identifying all substances which need a COSHH assessment;
- undertaking COSHH assessments;
- ensuring that all actions identified in the assessments are implemented;
- ensuring that all relevant employees/volunteers/Trustees are informed of the COSHH assessments;
- checking that new substances can be used safely.

Assessments will be reviewed every twelve months or when our activities or other relevant circumstances change, whichever is the sooner.

Information

The Health and Safety Law poster is displayed in the Ride High Operations office at RHEC.

Advice on health and safety is available from the designated health and safety Trustee. All health and safety related policies, risk assessments and other relevant certificates and documents as well as a schedule of review dates are stored in the online shared area. Responsibility for ensuring that these files are complete and current lies with the Health & Safety Trustee.

The CEO is responsible for ensuring that our employees/volunteers are given relevant health and safety information.

RHEC

The Head of Learning will be responsible for checking that RHEC:

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- displays an up-to-date Health and Safety Law poster;
- has the requisite first aid notices and trained first-aiders available during all lessons;
- has carried out COSHH assessments where applicable;
- checks all its equipment for safety on a regular basis;
- has carried out the appropriate risk assessments and reviews them on a regular basis.
(Copies of which are stored in the online shared area).

RHEC, its instructors, employees or agents are responsible for the physical and moral wellbeing of the young people whilst in its care. All RHEC instructors have suitable experience or qualifications to provide tuition. The instructors assign horses and ponies based on their suitability for the level of riding and height/weight of the rider.

The Children's Manager meets a representative of RHEC on a regular basis to discuss any health and safety issues. If the Children's Manager has any concerns in the above areas, (s)he will report them immediately to the Chief Executive. The Chief Executive will decide whether such concerns are sufficient to warrant the suspension of riding lessons with RHEC.

All employees/volunteers are required to be vigilant about safety whilst involved in or observing riding lessons and any employee/volunteer who has concerns about the safety of a riding lesson for any young person shall immediately report those concerns to the CEO/Head of Learning/Children's Manager.

The CEO/Head of Learning/Children's Manager shall at his/her absolute discretion immediately terminate the riding lesson for a young person or group of young people that (s)he deems to be unsafe for any reason.

The Children's Committee reviews this issue at each of its monthly meetings and takes appropriate action should any concerns arise.

Accidents, first-aid and work-related ill-health

The first aid kits are kept outside the clubroom and on the landing. Disposable ice packs are in the First Aid kits around the Manor House and the buses.

At all times there will be two qualified first aiders among our employees.

In our Parent/Carer Consent Form, parents/carers are asked whether they consent to first aid being given to their child and/or to their child being taken to the nearest A&E Department and being given such medical treatment, including anaesthetic, as is considered necessary by the medical authorities present.

All accidents and cases of work-related ill-health will be recorded in the accident book, which is kept in the Ride High Operations office.

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Ride High will comply with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). Any work-related death, specified injury, occupational disease, dangerous occurrence, or injury resulting in an employee or volunteer being unable to perform their normal duties for more than seven consecutive days will be reported to the Health and Safety Executive (HSE) where required by law. Records of all reportable incidents will be maintained in accordance with statutory requirements and reviewed to identify any necessary corrective or preventative actions.

The Head of Learning is responsible for ensuring that all incidents are assessed against the RIDDOR reporting criteria and for submitting any required reports to the Health and Safety Executive within the applicable timescales.

The Head of Learning is responsible for reporting accidents and dangerous occurrences to the Health and Safety Executive or the local authority as and when appropriate.

Monitoring

To check our working conditions and to ensure our safe working practices are being followed we will fully investigate any accidents or ill-health arising from our activities. A written report will be presented to the Board of Trustees in respect of any serious incident.

The designated health and safety Trustee and CEO have joint, - responsibility for:

- investigating accidents;
- investigating work-related causes of sickness;
- preparing written reports to the Trustees where necessary;
- recommending remedial action.

Emergency procedures

- The CEO is responsible for ensuring the fire risk assessment is undertaken and implemented.
- Club leaders must ensure escape routes are checked on behalf of the Children's Manager every session.
- Fire extinguisher checks form part of daily health and safety checks, these are conducted on behalf of the Administrator.
- Fire extinguisher maintenance is monitored by the Administrator.
- Alarms must be tested by or on behalf of the Administrator every week.
- Emergency evacuation must be practised within two weeks of joining for each group of young people and at least once every three months thereafter.
- In the event of a lockdown employees should immediately gather all young people, remain calm, and move them to the nearest safe location.
- In the event that a young person is identified as missing during an outdoor learning session, staff must act immediately. The supervising staff member will alert all other staff, and a headcount of all remaining young people will be conducted. One member of staff will remain with the group to ensure their safety, while others carry out a

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coordinated search of the immediate area, focusing on last known locations and potential hazards. If the young person is not located within a short and reasonable timeframe (normally no more than 10 minutes), the emergency services must be contacted, followed by notification to the CEO/Designated Safeguarding Lead and the young person's parent/carer. A clear record of the incident, actions taken, and outcome must be completed as soon as possible.

- In cases of severe weather (e.g. high winds, thunderstorms, extreme heat, ice, or heavy snow), activities may be modified, relocated, or cancelled. If severe weather develops during a session, staff will take immediate action to move young people to a place of safety.

No smoking (including vaping)

Ride High does not permit smoking or vaping anywhere on site at any time, nor during riding lessons or on outings, trips or visits.

Lone working

Our Lone Working Policy sets out the health and safety issues concerned with lone working and the steps Ride High takes to ensure the safety of Trustees and employees/volunteers who work alone.

Home visits

Our Home Visits Policy sets out the health and safety issues concerned with home visits and the steps Ride High takes to ensure the safety of employees undertaking home visits.

Training and awareness

A copy of this Policy will be shown to all employees and volunteers, and to indicate they have read and understood it. It will also be made available to all referrers and members and/or their parents/carers and shown to all students undergoing training with Ride High.

Induction training on health and safety will be provided for all employees/volunteers by the Line Manager. Any task/job-specific health and safety training will be provided via a training course. Health and safety training requirements will be identified, arranged and monitored by the Administrator. Health and safety training records will be kept by the Administrator.

Approval and review

This Health and Safety Policy was approved at a Board Meeting of the Trustees. It will be reviewed annually, or more frequently if appropriate.

Contacts

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