



Camelot Events Ltd Nuts Challenge Ltd London Youth Action Ltd

Henfold Lakes Site

Health & Safety Policy

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UK HEALTH AND SAFETY LAW

The Health and Safety at Work Act 1974 places a general duty on employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees. This duty has been reinforced by more recent legislation which places a much more explicit duty on employers to assess and remove risks in their workplace.

The European Framework Directive and the five sibling directives which were adopted at the same time were implemented in the UK at the beginning of 1993 as the set of regulations commonly known as the 'six-pack'. These were:

- The Management of Health and Safety at Work Regulations 1992.
- The Manual Handling Operations Regulations 1992.
- The Health and Safety (Display Screen Equipment) Regulations 1992.
- The Provision and Use of Work Equipment Regulations 1992.
- The Workplace (Health, Safety and Welfare) Regulations 1992.
- The Personal Protective Equipment at Work Regulations 1992.

All these regulations are relevant and employers must comply with their requirements. Health and safety must be managed and health and safety risks must be managed out of the workplace.

Briefly, the 'six pack' regulations require employers to:

- Make a suitable and sufficient assessment of the risks to the health and safety of their employees and others affected by their business operation, identifying the measures needed to minimise them (Regulation 3). If the employer has five or more staff, the risk assessment must be recorded.
- Make health and safety arrangements for the effective planning, organisation, control, monitoring and review of preventive and protective measures (Regulation 4).
- Provide health surveillance where appropriate (Regulation 5).
- Appoint competent person(s) to assist them in complying with their duties (Regulation 6).
- Establish procedures for dealing with serious and imminent danger (Regulation 7).
- Provide comprehensible and relevant information to employees (Regulation 8).
- Provide adequate health and safety training to employees on recruitment and on exposure to new or increased risks because of a change in work responsibilities or the introduction of new equipment, new technology or new systems of work (Regulation 11).

Camelot Events Ltd, Nuts Challenge Ltd and London Youth Action Ltd discharge these responsibilities in four main ways:

- Through the generic risk assessment for activities at the site;
- Through event-specific addenda to show any additions or variations for each event;
- Through an inspection checklist which is completed before every event day, with defects recorded in the site diary; and
- Through dynamic risk assessment throughout each event with risk management decisions recorded in the site diary.

RISK PHILOSOPHY

It is impossible to eliminate risk. The objective is to reduce risks to a level which is as low as is reasonably practicable so that the activities on offer are as safe as they can reasonably be.

Short of wrapping people in cotton wool, their lives cannot be free of risk. Where they choose to participate in activities, they must inevitably accept a degree of risk.

Referring to the government response to the Lyme Bay tragedy, the politician and former athlete Sebastian Coe once commented that,

New regulations and insurance requirements were put in place to protect young people from bad practice in a few outward-bound courses. Since then good courses have closed because the regulations have become suffocating and the insurance costs too heavy to bear and a generation of youngsters will never experience the controlled challenge of the mountainside or wave.¹

The site and the activities offer people the opportunities to experience controlled challenges and thus enhance their lives.

RISK ESTIMATION

LIKELIHOOD

Likelihood has been assessed using a five point scale as follows.

1	Very Unlikely	Has never happened before and there are no reasons to suggest it will happen on this site
2	Possible	Has been known to occur before and it may happen on this site
3	Probable	Has been known to occur before and is likely to happen on this site
4	Very Likely	Has happened before and is very likely to happen on this site
5	Certain	Has happened before and is expected to happen on this site

IMPACTS

Severities of impact have been assessed using a five point scale as follows.

1	No Injury likely	No injuries are likely to occur
2	Minor Injury	First aid applied and person continues with activity
3	Injury	First aid applied and person stops activity
4	Serious Injury	Person requires external medical help, medic or ambulance
5	Life Changing	Life changing injury or death

RISK EVALUATION

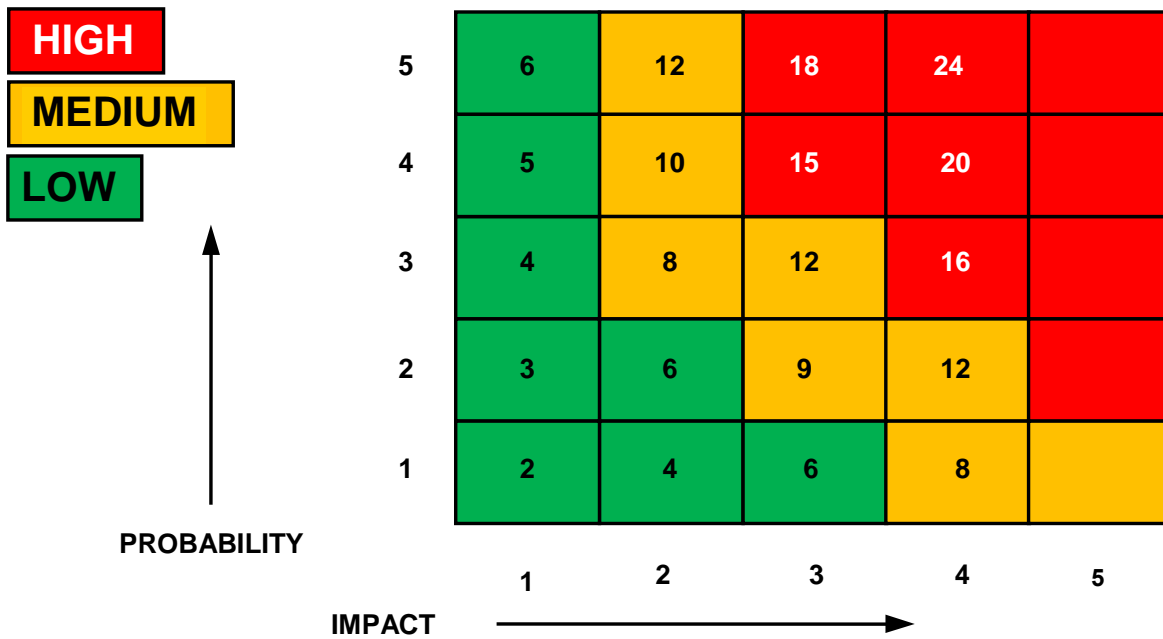
The likelihoods and severities are plotted on a cross impact matrix. Without refinement, this has the effect of giving equal weighting to risks with the same combination of numbers, e.g.

- To risks which have a very high likelihood but with minor impact (i.e. 5x1); and
- To risks which have a very low likelihood but with fatal impact (i.e. 1x5).

The same is true of 2x3 and 3x2 and so on across the matrix. Such equality of weightings puts the failure of a light bulb (5x1) on a par with a once-in-a-lifetime disaster (1x5). There has been growing recognition that this skews the evaluation process. The solution has been for risk evaluation decisions to emphasise impact by using the formula (likelihood x impact + impact). Thus 5x1+1=6 becomes clearly distinguished from 1x5+5=10.

¹ Coe, S. (2000) 'New Regulations Must Not Spoil the Event', *The Daily Telegraph*, 13 March 2000, p. S9.

The risk evaluation decision is then contingent on the organisation’s appetite for risk. The more risk-taking the organisation is, the further the boundaries will be pushed towards the top right. The more risk-averse, the further the boundaries are found towards the bottom left. For safety, the risk appetite is understandably low and the risk evaluation matrix on the next page is used showing the bands of high, medium and low risk.



OVERVIEW

LOCATION

A green field site which has been used by the business for outdoor activities since 1996.

PLANNED ACTIVITY

This site is leased by Camelot Events Ltd who run events at the site. They sub-let the site to a number of companies including NUTS Challenge Ltd, The NUTS OCR Club and London Youth Action Ltd.

This site has a number of features including an Obstacle Course, Lake and Activity Field. The Obstacle Course is used for various events and the NUTS Challenge, an obstacle course race with a 7km circuit which can be undertaken several times at some events. Other activities include archery, shooting, Air Soft, canoeing, raft building, bushcraft and survival, wild camping, caravanning and other challenging activities.

OBSERVATIONS BY AESS CONSULTANCY

The site has potable mains water. Generators, and all lighting, must comply with the Electricity at Work Regulations and be installed and tested by qualified electricians. Attention must be paid to trailing cables and these should be of a suitable material to allow them to be dug in and made safe. Some lighting cables run overhead above 7 feet in height. The whole site is 'countryside' with the course running through woods, open fields and with streams, rivers and freshwater lakes. The only buildings are constructed in the woods to offer showers and toilet facilities which drain into a cesspit.

MEDICAL

Staff at the site have lifesaving and up to date first aid training including field first aid skills and defibrillator training. For corporate events or larger events the services of Platinum Ambulance Services, a local medical event company, are hired in. For the NUTS events, in the spring and summer, this medical cover includes Paramedics, Ambulance Technicians and First Aid staff together with 4x4 ambulances and road ambulances to convey casualties to hospital if required. Casualty figures are low and none of the injuries sustained have ever been life threatening. Figures provided by the medical provider indicate a casualty rate of <1% that usually requires no more than minor intervention or treatment. For events in cold weather conditions there are also private warming areas with hot drinks and sleeping bags within the first aid area to combat any risk of hypothermia amongst contestants.

WATER RESCUE

Cover is provided for events by a trained canoe rescue team and a local Sub-Aqua diving club. The number of water rescue assets depends on the number of participants and if the lake is in use on that day.

FIRE

Suitable extinguishers are located on site within the buildings.

EMERGENCY ACCESS

There is a hard road available to much of the site. The owners have several 4x4 vehicles to assist during events if anyone needs to be transported back to the buildings for first aid treatment.