



GO Vertical – Health & Safety Policy

1. Statement of Intent

GO Vertical is fully committed to ensuring the health, safety, and welfare of all employees, freelance instructors, clients, visitors, and any other persons affected by our operations. We aim to maintain the highest possible safety standards across all adventure activities, training programmes, and organisational operations.

We recognise our responsibility to comply with all relevant health and safety legislation and industry good practice, and we are committed to continuous improvement in the management of health and safety.

To achieve this, GO Vertical will:

- Provide safe equipment, activities, and working conditions.
- Conduct regular and thorough risk assessments for all activities and operational environments.
- Ensure all staff receive suitable and sufficient training, supervision, and information.
- Promote a positive health and safety culture at all levels of the organisation.
- Encourage the reporting of hazards, near misses, and incidents to prevent recurrence.
- Review this policy annually or following significant change.

Signed: Matt Jones, Director

Date: _____

2. Responsibilities

2.1 Directors (Matt Jones)

- Overall accountability for health and safety across GO Vertical.
- Ensure adequate resources are provided for safe operations.
- Approve the Health & Safety Policy and lead its implementation.
- Ensure staff are competent and appropriately trained.
- Review incident reports and approve corrective actions.



2.2 Lead Instructors / Senior Staff

- Implement safe systems of work during all activities.
- Conduct dynamic and session-specific risk assessments.
- Ensure clients receive safety briefings and appropriate PPE.
- Report hazards, defects, or incidents to the Director.
- Maintain up-to-date professional qualifications.

2.3 Freelance Instructors / Activity Staff

- Follow GO Vertical safety procedures, risk assessments, and operational guidelines.
- Conduct pre-activity equipment and site checks.
- Report any unsafe conditions, incidents, or near misses.
- Cooperate with management on all health and safety matters.

2.4 Clients & Participants

- Follow safety instructions provided by GO Vertical staff.
- Use equipment correctly and report any issues immediately.
- Behave responsibly and in a manner that does not endanger themselves or others.

2.5 External Contractors

- Must comply with GO Vertical safety rules and provide risk assessments for their work.
- Must report hazards or unsafe conditions encountered on site.

3. Arrangements (How We Manage Health & Safety)

3.1 Risk Assessments

- Formal risk assessments exist for all core activities.
- Site-specific assessments are maintained for each venue used.
- Instructors must conduct dynamic (on-the-day) risk assessments before sessions.
- Risk assessments are reviewed annually or after incidents.

3.2 Safe Operating Procedures (SOPs)

- SOPs are documented for each activity.
- Procedures cover equipment setup, participant supervision, ratios, emergency actions, and environmental considerations.



3.3 Safety Briefing & Participant Management

- All sessions begin with a safety briefing.
- Briefings include hazard awareness, PPE use, communication systems, and expected conduct.

3.4 Training & Competence

- All instructors must hold relevant qualifications.
- In-house training maintains consistency and competence.
- Staff training records are maintained and updated.

3.5 Equipment Management

- All technical equipment is inspected regularly and logged.
- Defective equipment is removed from service immediately.
- PPE is only issued if in safe condition.

3.6 Accident, Incident & Near-Miss Reporting

- All incidents are recorded on an Incident Report Form.
- Serious incidents are reported to the Director immediately.
- RIDDOR reporting completed where required.
- Trends analysed for future safety improvements.

3.7 Emergency Procedures

- Rescue plans are in place for all relevant activities and venues.
- Staff are familiar with emergency contacts and extraction routes.
- First aid kits are carried as required.

3.8 Welfare & Safeguarding

- Adequate welfare provision for participants and staff.
- Safeguarding procedures followed for young/vulnerable individuals.

3.9 Safety Signs & Information

- Safety signs displayed where needed.
- Temporary signs used outdoors when appropriate.

3.10 Policy Review

- Reviewed annually or following major change or incident.

Next Scheduled Review: _____