

CLUB AND SOCIETY RISK ASSESSMENT		Degree of Risk		Risk Rating Matrix						
Society Name:	LUU Vertical Fitness	Likelihood		Severity						
Category:	Dance	5	Inevitable	Likelihood		1	2	3	4	5
Author(s): Shantwain Barton [Co-President] Kira Holmes [Co-President] Jasmine Clafton [Treasurer]	Shantwain Barton 05/07/26 Kira Holmes 05/07/26 Jasmine Clafton 05/07/26	4	Highly Likely		1	1	2	3	4	5
		3	Probable		2	2	4	6	8	10
		2	Unlikely		3	3	6	9	12	15
		1	Remote possibility		4	4	8	12	16	20
					5	5	10	15	20	25
Author(s) signature and date:		Severity		Risk rating score		Action				
Persons Responsible:	Club and society committees and leaders	5	Very high - multiple deaths	1 - 4		Broadly acceptable – no action required				
Staff Sign Off:	[Signature] [Date]	4	Highly - death, serious injury, permanent disability	5 - 9		Moderate - Reduce risks if reasonably practicable				
Staff Additional Check:	[Signature] [Date]	3	Moderate - Off Uni/work for at least 5 days	10 - 15		High risk - Priority action to be undertaken				
Locations:	LUU Scarlet and Sky Studios, Riley Smith Theatre, LUU Foyer (for yearly Pole-a-Thon)	2	Slight - First aid treatment	16 - 25		Unacceptable - Action must be taken immediately				

Details of Activities:

Vertical Fitness is a popular dance society focused on pole and aerial fitness. As a society, we host regular classes to improve strength, flexibility, balance and dance - these classes vary from pole, to hoop, to sling.

Other things we host include specialist workshops, and we give the chance for our members to perform at our Annual Showcase. In addition to our annual showcase we compete in local pole and aerial competitions and participate in performance opportunities within LUU when the opportunity feels appropriate.

We pride ourselves on how beginner-friendly we are as most of our members are newcomers to pole and aerial.

Our core message as a society is that dance and exercise is something that can and should be enjoyed by everyone, no matter their

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Nil - Very minor

	background. We aim to achieve this by helping to improve confidence and self esteem by providing a community that supports each other and celebrating everybody's achievements.		
People who may be affected:	• Society members and participants • Members of the public • Instructors • Union Staff		

Identify Hazards		Estimate the risk			Evaluate the risk				Evaluate residual risk
Hazard	How may harm result?	Li ke lih ood	S e v er ity	Rat ing	Risk control measures	Li ke lih ood	Se ve rit y	Ra tin g	Further action required? <i>Only fill out if additional control measures are needed to be implemented or reviewed</i> Include timescales and who is responsible for implementation
Electricity	• Electric Shock • Secondary injury from Shock (i.e. burns and falling from height)	2	3	6	Measure 1: Don't leave any equipment leaning on any electric outlets. Measure 2: Committee to inform the union maintenance team of any perceivable faults to electric systems.	1	3	3	

Fire	• Injury caused by flames (i.e. burns) • Suffocation/ poisoning through smoke inhalation • Injury from building collapse	2	4	8	Measure 1: Make fire exits known to all members, committee and instructors. Measure 2: If the fire alarm sounds, leave the union calmly and swiftly leaving behind all belongings and equipment up. Ensuring to follow all instructions given by LUU fire marshalls. Measure 3: Isopropyl Alcohol, which is flammable, to be stored in our locked fireproof safe AT ALL TIMES.	1	4	4	
Setting up equipment at height	• Injury from falling off equipment designed for working at height (i.e Rolling step-ladder). • Injury from falling off unspecialise d equipment (i.e. chair)	2	2	4	Measure 1: All committee members must be 'work from height' trained, acquired through committee training meeting. Measure 2: Only committee members can use specialised equipment such as a step-ladder when required. Measure 3: Only use the correct equipment (step ladder) to carry out work from height.	1	2	2	
Housekeeping	• Fire caused by a buildup of materials in storage areas. • Blocking of fire escape prevents	3	2	6	Measure 1: During the yearly equipment audit, equipment that is no longer needed or out of date is to be thrown away safely to clear up space in the storage areas. Measure 2: All committee members trained on how	1	2	2	

	escape during a fire due to a build up of materials. Slips, trips and falls due to a poorly maintained storage space and unattended spillages.				to correctly and safely store equipment in the cupboard. Measure 3: Make sure all equipment is put back tidily into the Scarlet cupboard not blocking any fire exits. Measure 4: Committee members and instructors to make sure all spillages are cleaned up straight away and never left unattended. Measure 5: Only committee members are allowed to access the scarlet studio cupboard, controlled via a coded lock on the door, to prevent the moving of equipment to unsafe areas.				
Manual Handling	- Lower back pain or injury due to improper lifting and handling of heavy equipment - Joint injuries due to improper handling - Repetitive strain injury due to repetitive lifting improperly	3	3	9	Measure 1: Only committee members are able to handle equipment, both rigged and stage equipment. Measure 2: Committee members to be trained for handling equipment through a training meeting with previous committee. Measure 3: No committee member is allowed to lift heavy pieces of equipment by themselves. A minimum of 2 committee members is required. Measure 4: Stage poles must be set up by a minimum of 2 trained committee	1	3	3	

					members, and lifted by a minimum of 3. A Frame must be set up by a minimum of 4 trained committee members, and lifted by a minimum of 4. Measure 5: When lifting the stage poles, ensure sandbags are removed to lighten the load. Measure 6: When transporting equipment, a roll cage must be used by a minimum of 2 committee members to carry all heavy equipment.				
Slips, Trips and Falls	Highly likely to cause serious injury (i.e. broken bones)	2	4	8	Measure 1: All equipment to be put back in the correct place leaving walkways and fire exits clear. Measure 2: Make sure flooring is intact and well maintained and report any issues to the LUU maintenance team. Measure 3: Tell people and ensure they don't run about in the studios or at any event venue.. Measure 4: Ensure the floors are fully dry after cleaning before using the studios. Measure 5: If a leak in the ceiling occurs, inform LUU maintenance immediately and ensure the area is closed off.	1	4	4	

Pole mounted on ceiling	Can fall and injure someone	2	4	8	Measure 1: Ensure all pole-away system parts are replaced in line with the suppliers, X-Pole, guidelines. Measure 2: Check for any signs of damage before attempting to set up the poles. Measure 3: Report any issues seen in the foundational beams of the pole-away system to the LUU maintenance team.	1	4	4	
Rigging Equipment	Equipment can fail and injure someone using it	3	4	12	Measure 1: Only committee members and instructors are permitted to rig the equipment. Measure 2: New committee members to be trained on how to properly rig equipment by the old committee members based on the correct method laid out in the equipment information manuals. They will receive regular chances throughout the year to practise rigging and receive feedback in order to ensure equipment is rigged correctly.	1	4	4	
Equipment used at Height	Falling from the equipment at a height can cause injury including concussions.	5	4	20	Measure 1: All members to start at ground level when learning a move and only move up to a physically higher level when comfortable. Measure 2: All members are taught skills pertaining to their level of ability and not any	3	3	9	

				higher. Measure 3: Members are taught how to fall safely from a pole or down from hoops and slings safely. Measure 4: Crash mats to be available when needed and strongly encouraged when learning a new skill in pole. Crash mats are mandatory when learning a new skill in hoop/sling, and strongly recommended at all times. Measure 5: Members are encouraged to call over an instructor for help when stuck in a move or unsure how to safely get down. Measure 6: Instructors are trained and available to spot members during attempts of taught moves and are able to support the member to reduce the chance of falling. Measure 7: Sandbags used at all times when stage equipment is in use, to prevent equipment lifting/shifting and causing fright or direct injury. Measure 8: Members are told only to perform moves they are secure with completing without assistance during showcase/on stage equipment. Measure 9: If an individual is suspected of having a				
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					concussion they should be assessed by a trained first aider or by calling 111 within 24 hours of the injury. The individual should not return to the class within 24 hours of a suspected concussion.				
Collision with equipment	Collision with equipment can cause fractures and concussions	2	3	6	Measure 1: Make all individuals aware of the placement of equipment and inform them if they are too close. Measure 2: When committee members or instructors are setting up or taking down equipment, they are to ensure that members are sufficiently out of the way to avoid any collisions. They must remain aware of their surroundings at all times. Measure 3: If an individual is suspected of having a concussion they should be assessed by a trained first aider or by calling 111 within 24 hours of the injury. The individual should not return to the class within 24 hours of a suspected concussion.	1	3	3	
Use of chairs	- Chairs may be used during performances or classes, these could break and cause injury - Chairs could also slip away from the performer	4	3	12	Measure 1: Workshop classes are conducted by experienced Chair Dancers Measure 2: Moves consider the integrity and structure of the chair, where beginner moves are encouraged Measure 3: Where possible chairs with rubber stoppers to prevent slipping are used Measure 4: Prior to performances chairs are safety checked by committee and Backstage Society when working in	2	3	6	

	causing injury Chairs may be stood on in performances where they could fall and cause injury to themselves				collaboration. Measure 5: We advise against standing on chairs during performances				
Collision with members	Members can collide while using the equipment causing injury.	2	3	6	Measure 1: Class numbers will be limited via advance ticketing to ensure no overcrowding ('overcrowding' is defined as a number of members over the room allowance or over the number of people the instructor is comfortable supervising). Measure 2: Limits for each piece of equipment will be assigned - for example a max of 3 members per pole or hoop or sling and will be supervised by instructors and committee members present. Measure 3: Members not using the equipment are to be at least 1m away from the equipment when in use. Measure 4: If an individual is suspected of having a concussion they should be assessed by a trained first aider or by calling 111 within 24 hours of the injury. The individual should not return to the class within 24 hours of a suspected concussion.	1	3	3	

Physical activity	• This can cause members injury including overexertion ,strain and pulled muscles. • Overexertion can lead to fatigue, fractures, sprains as well as other injuries	2	3	6	Measure 1: All instructors are to offer less strenuous versions of choreography/ moves so members can decide what level of exercise they want to complete. Measure 2: All committee members and instructors are to advise participants to bring water and take regular breaks to recover and rehydrate. Measure 3: All incidents requiring first aid are to be recorded in the first aid log book kept in the Scarlet studio cupboard. All near incidents and major incidents are to be reported to activities. Measure 4: Committee members and Instructors to be made aware of the location of the first aid kit and its content and provide the required kit to participants if required. Measure 5: All instructors are required to be first aid trained and are able to administer first aid if required. Measure 6: Committee members and Instructors to be aware of the LUU First Aid contact numbers/locations and areas within the union with access to contact the Union further help. In the event of a major accident or injury, the class will be stopped, and a member will call/ask for help, whereupon the relevant first-aiders	1	3	3	
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					will take control of the situation. This information will be written and displayed on the inside of the scarlet studio cupboard door.				
Overcrowding and/or lack of crowd management	• Could lead to collision and injury where there isn't room for people to perform activities. • Can cause complications with emergency procedures.	2	2	4	Measure 1: Our classes have strict capacity limits maintained via the use of ticketing so overcrowding is avoided. Measure 2: All events will be ticketed, where the maximum number of tickets is set to the room capacity.	1	2	2	
Theft	Theft of belongings	2	2	4	Measure 1: At the start of every event, remind all participants to be aware of their surroundings and to keep an eye on their personal belongings. Measure 2: All members are reminded that they are responsible for their own belongings. Measure 3: All ticket purchases to be done on Engage. In the event Engage is down, Fixr will be used instead. Measure 4: We no longer accept cash to avoid any theft of physical money.	1	2	2	

Warm up and cool down carried out incorrectly or not completed.	Lack of effective warm up can lead to sprains and strains which can lead to further injury.	2	3	6	Measure 1: There is a strict absence policy in place that all members are made aware of - if a member is late to a class, they will be turned away as they cannot participate in the warm up in full and will not receive a refund. Measure 2: Participants will not be allowed to leave the class during the warm up/cool down - if they leave, they will be informed that they will not be allowed to return and participate in the class, except in the case of emergency situations. Measure 3: Only instructors, who have training, will lead warm ups and cool downs in classes, and will choose exercises appropriate for what is/has been covered in the class. Measure 4: The only exceptions to this rule are our jam sessions, and showcase or competition rehearsals where members who fall into our 'Developing' category are trusted to warm up and cool down by themselves following their attendance at our instructor-led classes. Committee members are available in jam sessions and our policies hold committee's right to refuse jam access to non warmed up members.	1	2	2	
Differing skill levels are not accounted for during classes	Unsuitable pairings can lead to one member	2	2	4	Measure 1: Different membership options are available to purchase, ranging from Beginner to Advanced. This covers	1	2	2	

	becoming injured as it can easily be assumed that members have the necessary skills to perform a move.				members with no prior experience to members who are professionally trained. Measure 2: Classes are differentiated by membership levels, and only members with the appropriate membership can participate in that class and will need an instructor's approval to move up a level. Measure 3: Instructors will be made aware of the class level for every class. In the case of a mixed ability class, it will be taught according to the lower level of attendees. Measure 4: Instructors will be qualified for the maximum level of activity in that class. For example, Beginners classes will have instructors qualified to teach beginner level at a minimum and Advanced classes will only be taught by instructors holding Advanced qualifications.				
Jewellery/ piercing or newly done tattoos	• New piercings and tattoos could get infected through the use of shared equipment. • Jewellery and piercings can	3	4	12	Measure 1: All class participants with new piercings or tattoos which are still healing must cover new piercings with a plaster and tattoos with an appropriate covering. Measure 2: All members will be informed about our jewellery policy through the welcome email and a reminder of this policy will be accessible through a link to our engage page in our weekly email that is	1	4	4	

	get caught and cause injury such as broken digits and degloving. Jewellery can also damage the equipment.				sent to members. Additionally this is advertised on our instagram where members can easily access it through our highlights. Measure 3: Members must remove any and all jewellery to be able to participate in the class as stated in our policy. Measure 4: Any member refusing to remove jewellery will be asked to leave the class and no refund will be given.				
Inappropriate Clothing	Inappropriate clothing can catch on equipment whilst in use, or cause a member to fall off equipment - this can lead to fractures, sprains, cuts or concussions	3	2	6	Measure 1: All members will be made aware of the clothing suggestions for classes beforehand. Example pictures of appropriate clothing will be shared to members through our welcome email and available on social media. Measure 2: In the event a member has unsuitable clothing, we may be able to provide a clean spare kit. If this is not possible, the participant will be turned away from the class.	1	2	2	
Failure to report an incident	Failure to report can result in an injured party not receiving necessary medical	2	2	4	Measure 1: Committee members and instructors are required to log all incidents requiring first aid in the first aid log book located in the Scarlet studio cupboard.	1	2	2	

	attention. Failure to report an accident will result in similar incidents happening meaning no preventative measures can be made.				Measure 2: All major incidents and near misses are to be reported to activities. Measure 3: In the event of a reported incident becoming reoccurring or a major risk, it will be reviewed by ourselves and activities and extra measures will be put in place to reduce the risk.				
Instructors are not trained appropriately or are unqualified	An Instructor or members promoting unsafe techniques, which leads to accident and injury	2	4	8	Measure 1: All instructors must hold a valid certification for teaching from the appropriate bodies (e.g. Spin City, X-Pole, Alixa Flexibility) and must require certificates/evidence before the start of the academic year [Coach registration form]. Measure 2: No member is allowed to coach/train another member through a move/routine during classes - this is the responsibility of the instructors we have hired alone.	1	4	4	
Instructors not available to teach a class	Classes may be lead by an unqualified instructor/member, see "Instructors are not trained appropriatel	2	2	4	Measure 1: In the event the instructor is unavailable, the class will be outright cancelled and a class credit given to members signed up for the class unless another suitable regular instructor can cover.	1	1	1	

	y or are unqualified"								
Damaged equipment	Equipment may cause harm to participants using it - for example: by failing, it can cause the participant to fall, or cause injury/cuts due to sharp edges.	3	3	9	Measure 1: All equipment is checked by committee members during the annual equipment audit for obvious signs of wear and tear and/or damage. If equipment is damaged, it will be replaced and appropriately disposed of. Measure 2: A document of purchase dates and installation dates will be maintained, as well as the recommended duration of use. This document will be used to suggest specific dates for equipment review and/or replacement. Measure 3: Committee members and instructors must constantly check equipment for signs of damage and stop using it immediately if damaged. Measure 4: No re-selling of damaged equipment to society members or members of the public will be permitted. Measure 5: Equipment will be checked over by our instructors, who are well versed in what level of wear and tear is acceptable or not, and their advice will be taken in regards as to what to keep and what to	1	3	3	

					dispose of. This will be completed each year before the academic year begins as per the industry standard.				
Transporting equipment	- Equipment can fall and injure those closest in proximity. - Transported equipment can become damaged if it falls or is overloaded. - Incorrect transport of equipment can cause manual handling related injuries. See "Manual Handling".	3	3	9	Measure 1: A minimum of 2 people to transport equipment using the roll cage. Measure 2: Equipment will be secured within the roll cage to reduce the chance of items falling during transportation. Measure 3: Equipment will be moved using only accessible routes to vertical fitness equipment. Measure 4: New committee to be trained on the routes they can access (lifts, destinations), if unavailable seek directions from LUU staff. Measure 5: Only trained committee members will be involved with the transportation of equipment.	2	3	6	
Unsuitable venue	Venue that is decrepit or disrepair can create trip hazards	2	2	4	Measure 1: All classes will be hosted in LUU Dance Studios. No other venues will be used at this time for classes. Measure 2: LUU Dance Studios will be checked by	1	2	2	

	leading to injury • Venue being dirty can cause illness and contamination				committee members before setting up equipment to ensure the room is in a clean fit state for use. If it is not suitable for use, the class will be suspended and LUU will be made aware immediately. The class can be resumed once the issue has been resolved. Measure 3: In the case of showcase or competition rehearsals other University of Leeds or LUU spaces may be booked with the intention of using our stage equipment to optimise our rehearsal spaces. These rooms will be checked for their compatibility with our equipment following our standard procedures. Additionally transporting this equipment will follow our guidelines around safe transportation and accessible routes only. Measure 4: In all other activities, rooms will be hired at establishments who follow appropriate health and safety standards, such as LUU. Measure 5: Any areas used by Vertical Fitness will be cleaned and cleared after use to ensure no damage is caused to the environment which can lead to dirtiness or disrepair.				
Members are transported by inappropriate drivers - e.g. unlicensed/unregi	• Drivers may participate in unsafe practises, leading to	2	5	10	Measure 1: In the event society members are in need of transport via car, all drivers used must be registered with LUU, and so comply	1	5	5	

stered driver	crashes and injuries				with LUU standards for Authorised Drivers. Measure 2: In the event an LUU registered driver is not available, external hire such as taxis may be used, or alternative means, such as Public Transport.				
Members are transported by inappropriate vehicles	- Inappropriate vehicles may not have enough space, and so can leave severe injuries in case of a crash - Vehicle may fail whilst in use due to damage	2	5	10	Measure 1: All vehicles used must be up-to-date with MOT and must comply with LUU Authorised driver standards. Measure 2: In the event of suitable vehicles not being available, other means of transport will be utilised such as Public Transport.	1	5	5	
Lack of communication of Risk assessment to all members	- Members not aware of specific risks may get themselves into risky and dangerous situations leading to injury. - Members may not be aware of risks prior to starting activities and	2	2	4	Measure 1: Annual Risk Assessment will be circulated to all members within the first week of membership by way of welcome email. Members will be asked to confirm they have read this document before joining a class. This will also be made available on the Vertical Fitness Engage page and where the engage page link will be additionally available in our weekly email Measure 2: Any members showing a lack of awareness surrounding the risks associated with activities will be reminded by a committee member or	1	2	2	

	feel blindsided.				instructors of the risk assessment's importance.				
Lack of communication of emergency procedures (e.g. fire exits, points of contact)	May lead to injury in emergency cases. For example if people don't evacuate due to not knowing where the exits are.	2	4	8	Measure 1: The emergency procedure will be circulated to all members through the welcome to society email and linked in our weekly email via a weblink to our engage page detailing the emergency procedure .	1	3	3	
Lack of safety and awareness of disabled members	Can lead to injury when an activity is unsuitable or inaccessible.	2	2	4	Measure 1: Members will be made aware of the nature of activities via weekly email so they may make decisions on accessibility. Committee members will be open to questions regarding accessibility. Measure 2: Instructors will be made aware of disabled members and provide adaptations where possible.	1	2	2	
Lack of awareness of general health and wellbeing (e.g. pre-existing injury, medical conditions, illness incl. Contagious illness, etc)	Those with existing injuries or conditions may have their conditions aggravated and lead to more serious harm if performing	2	3	6	Measure 1: All members will be required to undertake a medical questionnaire before they can participate in classes. Any Instructors will be informed of any injuries to provide adaptations and advise injured members as necessary. Measure 2: We will advise members with illness/contagious illness to consider whether they are feeling well enough to	1	2	2	

	activities out of their ability. Contagious illness may spread and cause wider harm to all participating in activities and affect overall attendance.				attend class. Our ticket exchange group gives ill members a way to give up class attendance with no societal consequences. Measure 3: Members will be reminded that they are responsible for bringing any required medications, inhalers, etc.				
Lack of awareness of appropriate first aid on and off campus	First aid may not be administered in a timely fashion, leading to injury or aggravation of injury.	2	3	6	Measure 1: All instructors are required to be first aid trained and are able to administer first aid if required. Measure 2: For events held off campus, committee members will be made aware of first aid locations and encouraged to use NHS resources such as 111 and 999 where appropriate.	1	3	3	
Unsafe behaviour or attitude i.e. refusing to listening to instructions	- May lead to injury or distress due to unsafe behaviour. - May also cause fear among members as to how safe of an	2	2	4	Measure 1: In the event of unsafe behaviour/attitudes, offending members will be asked to leave the premises of the activity by committee members. If they refuse the corresponding security of the premises will be contacted and be asked to assist. Measure 2: Further non-compliance will lead to removal from the society.	1	2	2	

	environment the society/activi ty is.								
Verbal/ physical abuse	- Verbal abuse may escalate into physical abuse. - Physical abuse can lead to severe injuries - for example fights can lead to concussions.	2	3	6	Measure 1: All committee members will complete the 'Making your society safe and inclusive' training module on engage. Measure 2: In the event a member engages in verbal/physical abuse, they will be removed from the activity and possibly barred from future events the society holds. This will be a zero tolerance policy. Measure 3: In the event no committee witnessed the event first hand there is the option for members to report their abuse through a harassment form which has been crafted in collaboration with SASHA. This will be available in our weekly emails, through our social media, and in our members' Whatsapp community	1	3	3	
Intolerant attitudes	Intolerant attitudes can lead to the isolation of a person which can cause harmful thoughts and have an effect on self-esteem.	2	2	4	Measure 1: Ensure all members of the society are aware of the code of conduct they are expected to follow. This will be circulated during welcome emails and linked via our engage page in our weekly emails. Measure 2: A zero tolerance policy will be employed for all cases of sexual harassment/predatory behaviour,	1	2	2	

	In severe cases this can escalate to verbal/physical abuse, see "Verbal/Physical abuse"..				homophobia, classism, agism and racism. Measure 3: In the event that someone expresses an intolerant attitude they will be asked to leave the class immediately and not issued a refund. Measure 4: If issues persist or escalate, committee members should reach out to activities for support navigating and resolving the issue. Measure 5: In the event no committee witnessed the event first hand there is the option for members to report their abuse through a harassment form which has been crafted in collaboration with SASHA. This will be available in our weekly emails via a link to our engage page,, through our social media, and in our members' Whatsapp community				
Excessive noise either due to music or society members	- Loud noises causing headaches/migraines. - Loud noises causing other pains.	2	1	2	Measure 1: Committee members to be made aware of any participants with disability/medical illnesses which are sensitive to loud music so accommodations can be made. Measure 2: Inform all participating members the expected level of noise before each	1	1	1	

					event, so members can adequately prepare themselves for experiencing excessive noise or refrain from attending. Measure 3: Make the venue/surrounding area aware of plans that will involve noise.				
Unknown participants/ guests	- Can lead to overcrowding which can lead to the issues discussed above. - Can lead to issues with the emergency producer.	2	2	4	Measure 1: All events are ticked using Engage. In the event Engage is down, Fixr will be used instead. Measure 2: Only society members are able to purchase tickets. Any sold tickets between members will only be accepted if they also hold a valid membership within the society.	1	2	2	
Drug and alcohol consumption	Excessive drug and alcohol use can lead to many dangerous side effects such as alcohol poisoning and overdosing.	3	3	9	Measure 1: Minimum of 1 sober committee member to be present at every vertical fitness promoted event that involves alcohol. Measure 2: Alcohol must be served from a licensed vendor. Measure 3:	2	3	6	

	- Alcohol/ drug usage can lead to people putting themselves into dangerous situations. - Members under the legal drinking age buying/consuming alcohol can lead to legal consequences.			There will be a zero-tolerance policy for peer pressure regarding alcohol and drugs. Measure 4: Responsible drinking practices will be advised. Measure 5: People will be refused service if there is a worry of harm to themselves and/or others. Measure 6: If members are engaging in unsuitable behaviour due to Alcohol and Drug consumption, they will be asked to leave. Measure 7: Members to be given contact numbers for committee members and committee members to be aware of the relevant emergency contacts. Measure 8: For events with alcohol involved, all participants must be ID'd when purchasing alcohol for consumption. Measure 9: Non-alcoholic beverage options will be made readily available. Measure 10: There is a zero tolerance policy on drugs in any vertical fitness related context				
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					Measure 11: There is a zero tolerance policy on alcohol consumption prior to using the equipment; any member under the influence will be turned away from classes or performances with no refund. Measure 12: The zero tolerance policy extends to events such as poleathon and showcase, anyone under the influence is prohibited from using the equipment.				
Dietary requirements not followed	• If dietary requirements are not respected, this can lead to illness such as vomiting and/or diarrhoea. • In cases of allergies and intolerances, this can lead to cases of anaphylactic shock and/or seizures • In the case of religious restrictions, members can feel ill, or be made to feel purposely attacked/har	2	4	8	Measure 1: All events with food being served will have a disclaimer form distributed beforehand to allow members to provide information about dietary requirements. Measure 2: All food served will have appropriate labelling, in order to reduce likelihood of cross contamination. Measure 3: In the event of dietary requirements not being met, replacement food is to be provided. In severe cases, committee members will contact the relevant first aid contact, and take appropriate action.	1	4	4	

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Food hygiene Standards not met	- If food hygiene standards are not met, this can lead to illness such as vomiting and/or diarrhoea. - Extreme cases can lead to allergic reactions due to cross contamination.	2	4	8	Measure 1: Food provided will be sourced from venues with an acceptable hygiene rating. Measure 2: In the event of committee members providing food, food must be pre-packaged food bought from a vendor with an acceptable hygiene rating with appropriate labelling of ingredients. Measure 3: In the event of committee members providing food, only committee members who have achieved a Level 2 Food Hygiene Certificate will be allowed to provide food. Measure 4: Food served will only be from pre-packaged food bought from a vendor or through LUU approved catering.	1	3	3	
Spectator collision with equipment	Collision with equipment by spectators during performances can cause injury such as fractures and concussions	2	4	8	Measure 1: Committee will make sure all spectators are at least 1m away from all equipment and in a viewing space separate from the performance space. Measure 2: Damaged equipment should never be used during a performance. Measure 3: If an individual is suspected of having a concussion they should be assessed by a	1	4	4	

					trained first aider or by calling 111 within 24 hours of the injury. The individual should not return to the class within 24 hours of a suspected concussion.				
Poorly ventilated room	A poorly ventilated room can lead to high room temperatures which can cause participants to overheat during exercise leading to fainting, dizzy spells, excess sweating, muscle aches or cramps. This can lead to members falling off equipment resulting in injury.	3	3	9	Measure 1: Ensure the room is well-ventilated when the weather is hot by turning on the air conditioning. Measure 2: Ensure the studio space is always kept at a reasonable temperature for physical activity (20°C). Measure 3: If the room is at unsafe temperature cease all activities and inform the LUU help desk.	2	3	6	
Not tying long hair back	Loose hair can get stuck/	4	3	12	Measure 1: All members are to be reminded that tying back their hair is a requirement to	2	3	6	

	tangled in the equipment causing injury such as damage to neck tendons, ligaments, and/or neck muscles.				take part in the class. Any member that refuses to tie back their hair will be turned away from the class and no refund issued.				
Bullying	- Bullying can lead to physical and mental symptoms such as Anxiety and headaches - This can also cause someone to leave the society causing them further distress.	2	2	4	Measure 1: A zero tolerance policy to be in place and any person seen to be bullying another will be asked to leave. Measure 2: Any issues with bullying can be reported to the wellbeing officer where the member will be directed to LUU/ University resources such as advice and counselling. Measure 3: Committee members should reach out to activities to support them in managing any ongoing disputes between members. Measure 4 There is the option for members to report bullying through a harassment form which has been crafted in collaboration with SASHA. This will be available in our weekly emails, through	1	1	1	

					our social media, and in our members' Whatsapp community				
Hot Handling	- Handling hot equipment or other heat sources can cause burns. - Scalds can be caused by boiling water and/or steam.	2	2	4	Measure 1: If hot food is required an outside caterer, approved by LUU, will be used (e.g. Terrace). Measure 2: When using a kettle make sure it is on a solid surface and away from the public ensuring all committee members are aware of its location and the danger of burns/ scalding.	1	2	2	
Food Transport	- Food kept at unsafe temperatures can cause bacterial contamination which can lead to illness. - An unsuitable time between preparing and food can cause bacterial contamination.	2	4	8	Measure 1: Only cold packaged food bought from a vendor will be used to cater small events to limit transportation issues. Measure 2: If hot food is required an outside caterer, approved by LUU, will be used (e.g. Terrace).	1	4	4	

Pregnancy	- Participation in classes may contribute to miscarriage, injury to foetus and injury to mother. - Legal repercussions if any harm is directly or indirectly caused by participation in classes. - During the first trimester mothers are likely to experience fatigue, nausea and possible dizzy spells and headaches. - During pregnancy the hormone relaxin is released which	2	4	8	Measure 1: Instructors that are not Pre and Postnatal certified by Xpert will not teach any pregnant participants. It is unethical to allow un-qualified instructors teach pregnant students as they may be unknowingly harming both Mother and Foetus. Measure 2: If a member makes any instructor or committee member aware that they are pregnant, they will be obliged to read and sign a new PARQ (Physical Activity Readiness Questionnaire) and Consent form. A member will not be able to participate in classes until this is complete. Measure 3: After 12 weeks the member will be asked to provide a PARMED-X signed by their health care provider. This will need to be required at the 24 week mark as well. Instructors reserve the right to remove the invitation to participate in class if they feel they cannot adequately provide for the safety and needs of the person. Measure 4: If the participant has not been attending classes for at least 3 months prior, they cannot continue classes. Measure 5:	1	4	4	
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	reduces stability in joints - this could cause injuries such as dislocations and sprains. - During the first trimester a foetus has no temperature regulation - exercise increases body temperature , this can contribute to development and miscarriage.				Pregnant people must take frequent breaks and stay hydrated.				
Using knives or sharp equipment	• Incorrect usage of knives or sharp equipment can lead to cuts and lacerations.	2	2	4	Measure 1: Ensure safe practice of transporting sharp objects e.g. holding scissors blade down. Measure 2: Remind members of safe handling of sharp objects.	1	2	2	
Under the influence of drink	• Being under the influence	2	3	6	Measure 1:	1	3	3	

or drugs while participating in a class	can lead to people putting themselves into dangerous situations leading to them to fall off equipment resulting in injury. • Verbal and physical abuse can occur towards members, committee and instructors. See "Verbal/physical abuse".				Any participant strongly suspected to be under the influence of drink or drugs will be turned away from the class and no refund issued. Measure 2: All members will be informed about our drinks and drugs policy through the welcome email and a reminder of this policy will be linked to every weekly email via a link to our engage page that is sent to members. Measure 3: Repeat offenders will be reported to LUU and removed from the society.				
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