LEARN - TRAIN - REFLECT - ACHIEVE

‘Reality Strikes Academy provides alternative education that combines academic learning with football coaching to help young people reengage with education, through a trauma informed, nurturing environment. The vision is to foster holistic personal and emotional growth to create positive pathways into the future for young people.’

REALITY STRIKES ACADEMY

HEALTH & SAFETY POLICY

2026/27

Date Reviewed: August 2026
Next Review Date: September 2027

Contents

1. **Policy Statement and Purpose**
2. **Aims of the Policy**
3. **Roles & Responsibilities**
4. **Risk Assessment**
5. **Fire Safety & Emergency Procedures**
6. **First Aid**
7. **Accident & Incident reporting**
8. **Training & Supervision**
9. **Site & Equipment safety**
10. **Monitoring & Review**

Important Contacts

Role	Name	Contact details
Designated Safeguarding Lead (DSL)	Reuben Bowen	Reuben.bowen@realitystrikes.co.uk 07446802436
Deputy Designated Safeguarding Lead (DDSL)	Sam Woodhall	sam.woodhall@realitystrikes.co.uk 07359713896
Chair of Governors	Richard Woods	richardwoods8@icloud.com 07969394852
Governor for Safeguarding and Quality Assurance	TBC	TBC
Director/Proprietor	Sam Woodhall	sam.woodhall@realitystrikes.co.uk 07359713896

1. Policy Statement

Reality Strikes Academy is committed to ensuring the health, safety, and welfare of all pupils, staff, visitors, contractors, and stakeholders. As a trauma-informed, specialist SEN provision based at Stourbridge Rugby Club, our unique learning environment prioritises physical and emotional safety for all.

We recognise our legal responsibilities under the Health and Safety at Work Act 1974 and associated legislation, and we aim to exceed these standards through a proactive, nurturing, and consistent approach.

2. Aims of this Policy

- To provide a safe and healthy working and learning environment.
- To minimise risks through effective risk assessment and control.
- To promote physical and emotional well-being for all pupils, staff, and visitors.
- To embed health and safety within the culture of the academy, reflecting our trauma-informed ethos.
- To ensure all staff are competent, trained, and supported in carrying out their health and safety responsibilities.

3. Roles and Responsibilities

Proprietor: Sam Woodhall
- Overall responsibility for health and safety at Reality Strikes Academy.
- Ensures that sufficient resources, training, and monitoring systems are in place.
- Leads the development of the health and safety culture in line with the school's values.

Designated Health and Safety Lead (HSL):
- Coordinates all health and safety activity on-site.
- Ensures risk assessments are completed, reviewed, and implemented effectively.

- Oversees staff training, emergency planning, and safety monitoring.

All Staff:
- Must take reasonable care of their own health and safety and that of others.
- Must comply with all academy policies, procedures, and safe working practices.
- Must report any hazards, risks, or incidents to the HSL promptly.

Pupils:
- Encouraged to take responsibility for their own safety and that of others through education and modelling.
- Supported through trauma-informed practice to understand and respect safety expectations.

Visitors and Contractors:
- Must comply with all health and safety procedures while on site.
- Are briefed on relevant site-specific risks and procedures during induction or arrival.

4. Risk Assessment

- All activities, both on-site and off-site, are subject to regular risk assessments.
- Specific attention is given to:
  - Outdoor physical activity (including sport sessions)
  - Transportation and movement around the rugby club premises
  - Behavioural risk linked to individual SEN and trauma needs
  - Fire safety and emergency evacuation procedures
- Risk assessments are reviewed at least annually and following any incident or change in activity.

5. Fire Safety and Emergency Procedures

- Fire drills will be carried out termly.
- All staff and pupils are inducted in fire procedures on joining the academy.
- The Fire Safety Risk Assessment is maintained in accordance with the Regulatory Reform (Fire Safety) Order 2005.

6. First Aid

- Qualified First Aiders are present on site during all operating hours.
- First aid kits are available in key locations including classrooms, outdoor activity areas, and the main office.
- All incidents requiring first aid are recorded and monitored.

7. Accident and Incident Reporting

- All accidents, near-misses, or dangerous occurrences must be reported to the HSL and recorded in the Accident Book.
- Incidents are reviewed to identify trends and preventative actions.
- RIDDOR reportable incidents are reported to the HSE by the Health and Safety Lead.

8. Training and Supervision

- Staff receive training on:
  - General health and safety awareness
  - Fire safety
  - First aid (where applicable)
  - Risk assessment and specific hazards relevant to their role
  - Managing challenging behaviour safely
- Staff are supervised and supported appropriately in accordance with their experience and responsibilities.

9. Site and Equipment Safety

- Regular checks are carried out on:
  - Physical environment (including classroom spaces and outdoor facilities)
  - Equipment used in teaching, sports, and therapeutic activities

- Fire safety and security systems
- A log is maintained of site inspections and maintenance actions.

10. Monitoring and Review

- The Health and Safety Policy is reviewed annually or following any significant changes to legislation, provision, or premises.
- Regular audits and checks are undertaken to ensure compliance and continual improvement.

Approval
Approved by:
Sam Woodhall – Director & Proprietor
Date: 05/08/2026
Next Review: September 2027