



Irish Amateur Wrestling Association

HEALTH, SAFETY AND SECURITY POLICY

1. Purpose of Policy

The Irish Amateur Wrestling Association (IAWA) is committed to providing a safe and healthy work environment for all members and to meeting its duties to all of its Members, Athletes, Contractors and other persons who may have reason to visit us. This policy is designed to set out our commitment to Health and Safety and to comply with our legal obligations.

2. Scope of Policy

The main legislation providing for the health and safety of people in the workplace are the Safety, Health and Welfare at Work Acts 2005 and 2010 and the Safety, Health and Welfare at Work (General Application) Regulations 2007 - 2016.

3. Policy

3.1 Our Responsibilities

We shall ensure, so far as is reasonably practicable, the safety, health and welfare for those engaged by IAWA at our events. Furthermore, we recognise that it is our duty, as far as reasonably practicable to:

- Provide a safe and healthy environment within our premises
- Prepare risk assessments and review them as necessary.
- Ensure that our safety statement is reviewed and updated on a regular basis.
- Ensure that those involved are made aware of their responsibilities in respect of health, safety and welfare.
- Ensure that all statutory duties are met.
- Provide and maintain safe systems of work.
- Provide information, instruction, training and supervision as is necessary to secure safety and health at work, and that of others who may be affected.
- Ensure that all equipment is maintained in a safe condition
- Record and investigate all accidents and ensure work systems are safe
- Prepare and revise, as appropriate, adequate plans and procedures to be followed and measures to be taken in the case of an emergency or serious and imminent danger.
- Ensure any measures taken relating to safety, health and welfare do not involve financial cost to volunteers.
- Ensure appropriate information and adequate training for the control of risk.

In accordance with the Safety, Health and Welfare at Work Act, 2005 we are required to have a safety statement which outlines our policy in this area. You are encouraged to acquaint yourself with the terms of the safety statement, to put forward suggestions for improvements relating to health and safety and to generally adopt a positive attitude to your own health.



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3.2 Your Responsibilities

- (i) to take reasonable care for the health and safety of yourself and of other persons who may be affected by their acts or omissions.
- (ii) to co-operate on safety issues to ensure that all relevant provisions of safety legislation are observed.
- (iii) to work safely and not intentionally or recklessly interfere with items which have been provided in the interest of health, safety and welfare. All equipment should be used correctly according to operating instructions.
- (iv) to ensure that all emergency procedures, fire precautions and evacuation procedures laid down by the organisation are understood and observed.
- (v) to report immediately to the safety co-ordinator any potential hazard to others.
- (vi) not to be under the influence of intoxicant at the place of work or to the extent that the state he or she is in is likely to endanger his or her own safety, health or welfare at work or that of any other person.

Should any person fail to adhere to the Health and Safety policy, they may be subject to disciplinary action.

3.3 Accidents

If an accident occurs, no matter how minor, you should report it as soon as possible.

To prevent accidents from occurring, you should be aware of the potential dangers in your surroundings. Ensure to keep floor space clear and accessible with no papers or packages lying around. When carrying hot drinks please ensure there is a lid on the container.

If you see a spillage or breakage, guard or surround the spillage/breakage area with your body or sign. This will prevent others from walking into it and slipping. Ensure that the area of the spillage is clean and dry after you finish.

3.4 First Aid

A number of first-aid boxes are available at our events. Staff working at events will be covered by Event Management Plans which cover first aid responders for such events.



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3.5 Prohibited Substances

Under the Public Health (Tobacco) (Amendment) Act 2004, smoking in the workplace is prohibited. Prohibited areas include but are not limited to doorways and fire exits.

The consumption of Alcohol or Drugs (except medically prescribed drugs) during working hours or attending work having consumed such is strictly prohibited. Such actions will be dealt with under the Disciplinary and Grievance Policy.

If your performance is affected by drugs or alcohol we will investigate and take action.

3.6 Guide Dogs

Animals are not allowed in the workplace save for guide dogs who are required to assist with disability.

3.7 Environment

We strive to use methods that are environmentally friendly, and which ensure compliance with environmental legislation.

We will:

- Expect all to act consciously with regards to the environment
- Carry out impact assessments for all activities that may pose environmental risk
- Develop internal procedures and programmes if necessary, to address any identified concerns and assign responsibility within the organisation.
- Provide and maintain facilities and equipment in a condition which prevents environmental effects.
- Develop procedures to make our energy use and waste generation more efficient.
- Develop emergency procedures to minimise the impact of any foreseeable incidents.
- Provide means for reducing waste
- Provide for the ability to reuse and recycle in the workplace
- Provide training when necessary
- Review the policy on an annual basis to ensure continuous improvement.

3.8 Manual Handling

Lifting and handling is a common activity. If it is done incorrectly it can lead to problems which may affect you through your life.

- If you need to lift when seated, keep your back straight and avoid twisting your body.
- If you need to move a heavy load always get help if you feel it will be difficult.



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- To lift correctly, position your feet slightly apart to achieve a stable stance, with the lead foot pointing in the direction you want to go. Keep your chin in, your back straight and your head raised.
- Assess the weight of the load, by rocking it gently. If it is too heavy for you, get help moving it.
- Hold the load as close to your body as possible, gripping with your palms – no fingertips – keeping elbows in.
- Use your leg muscles to do the main effort of the lift.
- As the load rises, use the momentum of the load to step forward.
- Remember you must tell person in charge if you have any medical condition, which may affect your ability to lift safely.
- Always bend your knees and not your back.

3.9 Stress

We all experience stress from time to time but when it begins to have a negative impact on your health, it can become a problem. It is important to manage stress as it can have severe implications on our health. If you suffer from Stress you must ensure you are not taking on too much of a workload.

Reducing Stress Control

- Prioritise your workload; make a list of things you must do and place in order of priority.
- Deal with one problem at a time; use time effectively by trying not to do everything at once.
- Do not worry about things outside your control.
- Learn to talk to others and ease the burden on yourself – colleagues, management, family, professional assistance.
- Learn to relax, balance work and leisure time.
- Take regular exercise, eat healthily, and get enough sleep

It is important that you do not wait until the problem comes worse or more serious. If stress is affecting you please visit your own GP to discuss the matter.

3.10 Fire Safety

Our events will comply with all fire safety requirements. Please be aware of your nearest escape route. If a fire alarm goes off, leave through the designated exit. Read the fire notices and familiarise yourself with the location of fire extinguishers, fire exits, emergency contact details and where to assemble in the event of a fire.

3.11 Security of Data

Please refer to our Data Protection Policy for details of how we hold our data .



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3.12 Personal Property

You are responsible for keeping your personal belongings secure. You should not bring valuables with you. If you have responsibility for handling cash, you must keep your own cash separate. If you have any difficulties in keeping your personal property secure or see anything suspicious you must tell us. If you find money, clothing or property, or if you lose or damage any personal belongings, you should report it to us. We do not accept liability for the loss or damage of personal belongings whilst at our events and activities

3.13 Searches

Searches may be conducted on personal bags etc for the protection and security of individuals if deemed necessary at our events and activities.