

Zen Pilates Training

Health & Safety Policy

Version 1: 04.07.2026

Review Date: July - 2027

Purpose & Scope

Zen Pilates Training is committed to providing a safe, healthy and supportive environment for everyone involved in our training, education and business activities.

This policy outlines our commitment to protecting the health, safety and wellbeing of learners, visitors, contractors and anyone who may be affected by our activities. It applies to all training delivered by Zen Pilates Training, including:

- Face-to-face training within our studio.
- Online learning and live virtual sessions.
- Workshops, assessments and training delivered at external venues.

The purpose of this policy is to minimise risk, prevent accidents and ensure that training is delivered in accordance with relevant health and safety legislation and good practice.

Responsibilities

Health & Safety Lead

As the owner of Zen Pilates Training, **Zenny Middleton** is responsible for implementing and maintaining this Health & Safety Policy.

Responsibilities include:

- Maintaining a safe learning environment.
- Completing and reviewing risk assessments.
- Ensuring equipment is safe and suitable for use.
- Investigating accidents or incidents where appropriate.
- Reviewing this policy annually or following any significant change.

Health & Safety Contact:

Name: Zenny Middleton

Email: hello@zenpilatestraining.com

Tutors, Contractors and Guest Educators

Anyone delivering training on behalf of Zen Pilates Training is expected to:

- Follow this Health & Safety Policy.
 - Deliver sessions safely and professionally.
 - Report hazards, accidents or near misses promptly.
 - Carry out dynamic risk assessments during practical sessions.
 - Promote safe working practices at all times.
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Learners

All learners are expected to:

- Take reasonable care of their own health and safety and that of others.
- Follow instructions given by tutors.
- Inform their tutor of any injury, illness or medical condition that may affect participation.
- Report hazards, accidents or concerns immediately.
- Use equipment safely and responsibly.

Policy Statement

Zen Pilates Training recognises its responsibilities under the **Health and Safety at Work etc. Act 1974** and associated health and safety legislation.

We are committed to:

- Providing a safe learning environment.
- Identifying and managing risks appropriately.
- Maintaining equipment in a safe condition.
- Promoting a positive culture of health, safety and wellbeing.
- Providing appropriate information, instruction and guidance.
- Reviewing our procedures regularly to support continuous improvement.

Health and safety is considered throughout all aspects of planning, teaching and assessment.

Health & Safety Procedures

Risk Assessments

Risk assessments are completed for all practical training activities where appropriate.

These include consideration of:

- the learning environment
- equipment and facilities
- learner needs
- manual handling
- emergency procedures
- any additional hazards associated with the activity.

Dynamic risk assessments are also carried out throughout practical sessions to ensure activities remain safe.

When training is delivered at an external venue, Zen Pilates Training will work with the venue to ensure suitable health and safety arrangements are in place.

Learning Environment

Training environments are maintained to provide a safe and comfortable learning experience.

This includes ensuring:

- sufficient space for movement
 - suitable ventilation and lighting
 - clear access and exit routes
 - equipment is positioned safely
 - hazards are removed or controlled wherever possible.
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Online Learning

Where training is delivered online, learners are encouraged to:

- participate in a safe, uncluttered space
- ensure sufficient room to move freely
- use suitable equipment where required
- work within their own ability
- stop immediately if they experience pain, dizziness or feel unwell.

Tutors will provide appropriate guidance but cannot control learners' home environments.

Equipment

All Pilates equipment and teaching resources are inspected regularly to ensure they remain safe and fit for purpose.

Damaged or defective equipment will be removed from use until repaired or replaced.

Learners are expected to use all equipment as instructed.

Accidents and Incidents

Any accident, injury, near miss or health and safety concern should be reported as soon as possible.

Where appropriate, accidents will be recorded, investigated and reviewed to identify opportunities for improving safety procedures.

First Aid and Emergency Procedures

A suitable first aid kit is available during face-to-face practical sessions.

Emergency procedures will be explained where appropriate, including:

- fire evacuation arrangements
- emergency exits
- assembly points
- contacting emergency services if required.

When delivering training at external venues, local emergency procedures will be followed.

Health & Safety Communication

This policy is available to tutors, contractors and learners.

Health and safety information is communicated throughout programmes and learners are encouraged to raise any concerns or questions at any time.

Health and safety considerations form part of course planning, learner inductions and practical teaching sessions.

Monitoring and Review

Zen Pilates Training is committed to continually improving health and safety standards.

This policy will normally be reviewed annually or sooner if required due to:

- changes in legislation
- changes to working practices
- incidents or accidents
- organisational changes
- identified improvements.