



The ReConnect Programme

Strength & Conditioning Risk Assessment

Activity: Strength and Conditioning

Location(s): ReConnect Gym & Fitness Room / Approved External Facilities

Assessor: Chris Sodey

Date of Assessment: 5.9.25

Review Date: 5.9.26]

Reviewed By: Chris Sodey

1. Description of Activity

Structured strength and conditioning sessions for students as part of The ReConnect Programme's Physical Strand. Activities may include bodyweight exercises, resistance training, cardiovascular training, flexibility work, and use of light to moderate gym equipment. Sessions are designed to build physical fitness, confidence, and self-regulation, and may be delivered on a 1-1 or small-group basis.

2. Persons at Risk

- Students (including those with SEMH or SEND needs)
 - Staff / Coaches / Tutors
 - Visitors / Spectators
-



3. Relevant Legislation and Guidance

- Health and Safety at Work Act 1974
 - Management of Health and Safety at Work Regulations 1999
 - Provision and Use of Work Equipment Regulations (PUWER) 1998
 - Manual Handling Operations Regulations 1992
 - Equality Act 2010 (reasonable adjustments for SEND)
 - DfE: Health and Safety Guidance on Physical Education and Sport (2022)
 - Keeping Children Safe in Education (2025)
-

4. Risk Assessment Table

Hazard / Risk	Persons at Risk	Potential Harm	Existing Control Measures	Risk Rating (L/M/H)	Further Action Required
Unsafe lifting technique or poor form	Students	Muscle strain, back injury, joint damage	Supervision by qualified coach; individual technique instruction; warm-up and cool-down included; progressive loading used; clear demonstrations	M	Ongoing monitoring and refresher technique checks
Inappropriate use of equipment (weights, benches, resistance bands)	Students	Crush injuries, pinching, slips, falls	All equipment checked regularly; damaged items removed; clear instruction and supervision; individual capability assessed	M	Maintain regular equipment inspection log



Overexertion or fatigue	Students	Dizziness, fainting, muscle tears	Individual ability levels considered; adequate rest breaks; hydration encouraged; immediate stop if unwell	L	Monitor students closely for early signs of fatigue
Poor footwear or clothing	Students	Slips, trips, reduced mobility, injury	Students briefed to wear suitable gym clothing and footwear; spare kit available if needed	L	Reinforce clothing guidance at induction
Inadequate supervision	Students	Unsafe practice, increased injury risk	Minimum staff ratio 1:4; qualified staff with First Aid and coaching credentials present	L	Review staffing ratios if group sizes increase
Unsafe environment (wet floor, clutter, poor ventilation)	All	Slips, trips, breathing difficulty	Daily pre-session area check; clear floor spaces; mats for ground work; adequate airflow	L	Maintain cleaning and inspection checklist
Use of heavy or complex equipment	Students	Injury from misuse or overloading	Only appropriate weight or resistance permitted; 1-1 supervision for high-risk equipment	M	Introduce equipment-specific training log
Behavioural dysregulation or frustration	Students	Risk to self or others	Clear boundaries; emotional regulation strategies applied; staff trained in de-escalation and SEMH awareness; access to calm space	M	Continue staff training in trauma-informed practice



Medical condition triggered by activity (e.g. asthma, hypermobility, anxiety)	Students	Physical or emotional distress	Medical needs reviewed before sessions; first aid kit and emergency plan on site; inhalers/Epipens kept accessible	M	Update medical plans termly
Safeguarding concern (inappropriate contact or privacy)	Students	Emotional distress, safeguarding breach	Staff follow Safeguarding Policy and Code of Conduct; sessions take place in visible spaces; DBS-checked staff only	L	Ongoing safeguarding supervision
Noise or sensory overload	Students with sensory sensitivity	Distress, withdrawal, or shutdown	Calm, low-noise environment; allow ear defenders or breaks; smaller groups	L	Review sensory profiles in ILPs
Use of outdoor space (if applicable)	Students	Weather exposure, uneven ground	Risk assessed before each session; suitable clothing; hydration and shade provided	L	Review conditions prior to use
Electrical equipment (e.g. treadmills, fans)	All	Electrical shock or mechanical fault	PAT testing carried out; equipment switched off when not in use	L	Keep up-to-date PAT records

5. Emergency Procedures

- First Aid: Trained First Aider present during all sessions.
- Emergency Contact: Details accessible in staff folder and MIS system.



- Accident Reporting: All incidents recorded in the Accident Book and, if required, reported to the DSL and/or HSE.
 - Fire / Evacuation: Students briefed on nearest exits and assembly points before sessions.
-

6. Safeguarding and Inclusion

- All sessions are inclusive and adapted to individual needs, following EHCP or ILP guidance.
 - Staff monitor emotional wellbeing and use regulation breaks when necessary.
 - Students are never left unsupervised in fitness areas.
 - Any concerns are reported in line with the Safeguarding Policy and Recording Procedures (MyConcern).
-

7. Staff Competence and Training

- All instructors hold recognised fitness or coaching qualifications.
- Staff complete annual refreshers in First Aid, Safeguarding, and Behaviour Management.
- Risk assessment reviewed with staff before each new cohort or activity phase.



8. Review and Monitoring

This Risk Assessment will be reviewed annually or following any significant incident or change in legislation or guidance. Feedback from staff, students, and visitors will be considered to continuously improve safety measures.

Reviewed by: Chris Sodey CEO of The ReConnect Programme Date: 5/5/25