

Health and Safety Policy

Bicester U3A aims to provide and maintain safe and healthy conditions and environments for all members, including during the meetings of U3A groups, monthly meetings, and events.

Insurance

Bicester U3A is covered by the insurance provided by the Third Age Trust (henceforth TAT). Further details about the insurance cover can be accessed on the TAT website www.u3a.org.uk/advice. If any activities are being considered that Bicester U3A is unsure if they are covered, Bicester U3A will contact the TAT for further advice. The TAT also provides third-party liability insurance; however extreme sports and high-hazard activities may not be covered. Bicester U3A will check before running an activity.

Risk Assessments

Bicester U3A expects the Committee, Group Leaders or those responsible for a meeting or event to complete a risk assessment(s). These are used to identify any risks and explore how they could be mitigated. Bicester U3A is aware that some venues used for meetings/events may already have their risk assessment, these should be reviewed and where mitigations are identified, ensure they are actioned. E.g. a venue may state that no more than 5 chairs should be stacked together and nothing placed in the way of fire escapes. Where relevant, clear instructions and guidance should be provided to anyone who requires it. Further information, guidance and templates about risk assessments can be downloaded from the TAT website www.u3a.org.uk/advice.

Responding to accidents/incidents and dealing with emergencies

In the event of an incident/accident, the Chair or Vice-chair should be informed as soon as appropriate. Where a U3A member is involved in an incident/accident whilst taking part in a U3A event, Bicester U3A ensures those who witnessed the event and were involved complete an incident report (template available to download from www.u3a.org.uk/advice). This must be completed and shared with those who need to have access to it, including the Committee Chair and kept on file. It also needs to be shared with the insurers in the event of an insurance claim.

Lone volunteering

There may be occasions where U3A members may be carrying out activities for Bicester U3A on their own. For example, opening a venue for a meeting, setting up for a meeting etc. Where this occurs the member should ensure someone else knows where they are and when they should be expected back. The member should also know whom to contact in the event of an incident or accident and ensure they have, for example, their mobile phone with them and avoid activities at height e.g. using a ladder.



Manual handling

All U3A members should think about manual handling in advance to avoid injury to themselves and others. Members should not carry out any manual handling tasks if they are not able to manage them and should ask for help from other members.

Venues

Where Bicester U3A uses external venues that have their own policies, procedures and risk assessments, Bicester U3A expects these to be followed. This includes making sure all U3A members in attendance are aware of what to do in the event of a fire alarm/evacuation. If Bicester U3A is hosting an open day this includes ensuring those who are not U3A members are also informed.

Bicester U3A ensures that this policy is kept up-to-date and reviewed annually.

Related Documentation

The following documents are available via the Bicester Group Leaders' Handbook, and on the Third Age Trust website www.u3a.org.uk/advice to support Bicester u3a group leaders and committee in following this policy:

- Risk assessment templates – including templates for a range of different venues and activities including group meetings at members' houses;
- Risk Management Guidance;
- Safeguarding Policy and Procedure Sample;
- Current Insurance Cover Note;
- Insurance FAQs;
- Insurance Overview;
- Bicester u3a Monthly meeting safety and fire instructions.

Signed..... *Geoff Perkins*

Committee Role..... *CHAIR*

Date..... *19th MAY 2026*

Review Date..... *18th MAY 2028*

u3a	Bicester U3A Health and Safety Policy	Bicester U3A
Version	Description of changes	Date
1	A new document based on the U3A Trust template document of 16/06/2023	12/01/2024
2	Future tense amended to Present tense	10-Mar-25
3	Following Annual Review	13-May-26