

## Health & Safety Policy:

- Risk-Benefit Evaluation - Scenario Based Training

### Who are we & what do we do?

At Different Perspective Training Ltd. we specialise in delivering engaging and memorable First Aid, Mental Health and Outdoor Safety Training. Our flexible training programmes are always tailored to meet your needs and those of your workplace. We can support your staff by delivering bespoke training at your site, focussing on your specific working environment, or your staff can join our Public Training Courses that are open to all.

Our company roots have been forged in developmental pedagogy, with over 20 years' educational experience in teaching, outdoor education, and expedition leadership. Encouraging people to challenge themselves and learn is our passion. This long history in education and training has given us a firm belief in what we do, how we do it, and is centred on the core principle that support and care of others should not just be a responsibility within workplace or whilst working, but beyond it, in every walk of life. This is what we mean when we say, "Our training is proudly delivered *For Your Workplace and Life Outside It*".

### Training & Consultation

- **First Aid Training:** the practical skills needed for schools, the workplace or those heading outdoors, embedding concepts into actions for better understanding and recall when it really matters.
- **First Aid for Mental Health:** empowering delegates to support those in crisis as well as those seeking guidance or advice.
- **Off Site Risk Management & Policy Consultation:** the legalities behind working off-site, turning the complicated hoops into simple steps.
- **Occupational Water Safety Training:** designed in line with the requirements of industry to ensure organisations meet their statutory obligations to keep staff operating in, on or around water safe.

## 1. Introduction

- 1.1. This document is an evaluation of the foreseeable risks that are outside the experiences and risks met through "normal daily life"
- 1.2. This document aims to outline the benefits that exposure to these risks will bring, through participation in Scenario Based Training activities and recommend control measures for these foreseeable risks.
- 1.3. **Different Perspective Training Ltd.** staff will follow and work within the context of this Risk-Benefit Evaluation. Our trainers will also constantly and dynamically monitor these risks, and where necessary, alter plans when and where necessary for the safety of the group.
- 1.4. Each venue and course have their own hazards and will be assessed on the day using the Site-Specific Risk Assessment Proforma document, #HSRBE9c.
- 1.5. **Different Perspective Training Ltd.** will provide supporting rationale if a decision is made by the trainer to not deliver training on health and safety grounds.
- 1.6. **Different Perspective Training Ltd.** will require supporting rationale if a decision is made by a client to not deliver training on health and safety grounds.
- 1.7. This document is designed to summarise issues for the **Different Perspective Training Ltd.** trainer delivering Scenario Based Training programmes, including, but not limited to the delivery of; First Aid, Mental Health First Aid, Off Site Safety Management, Aquatic Safety Qualification and other Scenario Based Training Programmes that include elements of these aforementioned training programmes and workshops.
- 1.8. It is assumed that all persons engaging with these activities will be susceptible to risks listed here within.
- 1.9. It is assumed that all persons; including passers-by or members of the public not associated with **Different Perspective Training Ltd.**, the client group or site; that come into contact with, or interact with, the training group, course, facilities or equipment will be susceptible to the risks listed here within.
- 1.10. It is assumed that all risks associated with these activities that are listed here within are of a suitable severity to have deemed their special mention.



- 1.11. All **Different Perspective Training Ltd.** staff delivering qualifications will have undergone appropriate training and hold relevant qualifications for delivering **Different Perspective Training Ltd.** programmes which will be maintained and kept relevant through undergoing personal CPD.

## 2. Risk-Benefit Evaluation

- 2.1. Risk-Benefit Evaluation for delivering **Different Perspective Training Ltd. (DPT)** Scenario Based Training Programmes.

Significant Hazards	Control measures	Benefit
Communication to and Access for Emergency Services	<b>DPT</b> staff will ensure that they check in at expected times and maintain communication with DPT Office and when working remotely or in areas of poor signal an increased communication plan is put in place. Verify access with client during initial programme planning and trainer to ensure free & easy access on day.	To ensure communication and access should the need arise to instil confidence whilst working remotely.
Site suitability for planned activities	Discuss venue criteria with client during initial programme planning including location and access for group. <b>DPT</b> staff to carry out a thorough site inspection before each session.	Enable successful delivery of programme and ensure all Learning Objectives are met
Toilets and hand washing facilities	Hygiene and comfort are essential for participant wellbeing and preventing site contamination.	Ensure site cleanliness is maintained and reduce case of illness or D&V
Trees, branches, roots and rocky, uneven or broken ground	<b>DPT</b> staff to inspect site, identify and warn participants of risks and potential risks, including where identified deadfall. Ensure that all participants are aware of the need to tread sensibly and cautiously. Participants to be briefed on carrying loads and moving around safely during scenarios especially when carrying equipment/ each other. Ensure that all participants are aware of the need to look all around them as they move through the site.	Outdoor based scenarios are essential part of embedding learning through practice. Promoting emotional, mental and physical development through nurturing a knowledge of movement through different environments and the outdoors, the need to concentrate on and engage with their surroundings, be self-aware and support each other. Developing participants own sense of Risk Empowerment and the ability and responsibility to assess risks themselves.
Bodies of Water, Rivers, Sea, Still Water	Dangers of working around water to be highlighted and discussed with participants. Footwear advised before any participant accesses the water. All participants in or near the water to be closely monitored. Appropriate rescue equipment to be on hand at all times participants are in water. A suitably dry sheltered area (where practicable) will be available for all participants upon exiting water. All participants that have been into water are to be monitored and are to get into dry clothing as soon as is practicable upon exiting the water for temperature related illness and issues associated with water ingestion.	Outdoor based scenarios are essential part of embedding learning through practice. Water is a hazard that many of the participants will encounter in their daily environment and therefore an essential part of training. Developing participants own sense of Risk Empowerment and the ability and responsibility to assess risks themselves.
Traffic, cars and members of the public	Where appropriate cordon off area and identify that there is a training scenario underway.	An understanding of the need to think of the wider picture and not just those wrapped up in the scene/ situation.
Illness, injury and cross infection	All <b>DPT</b> staff are fully trained to, or beyond, the appropriate recommended level for each programme delivered. All <b>DPT</b> staff will have access to an appropriate first aid kit suitable to the environment and location in which they are working. Where appropriate, anti-bacterial gel, wipes and gloves to be used to prevent cross infection during training sessions involving exposure to participants bodily fluids e.g. CPR on First Aid courses.	Being able to deal with first aid situations as they arise is essential and enables the safe delivery of <b>DPT</b> programmes in remote and exciting locations. Exposure to potential risks in a controlled environment, engenders a greater understanding of hygiene, own protection and personal safety.
Weather related issues	<b>DPT</b> staff are to check weather forecast and ensure that participants are suitably dressed for conditions, with appropriate cold and wet weather and clothing, when cold and sun-cream, sunhat and water when hot. Staff to ensure that there is a suitable location for the participants to get dry and stay warm, or keep cool and sheltered from the sun, should the weather demand a cessation of activities. Staff to carry a group shelter suitable for all participants. Staff to monitor wellbeing of participants to prevent the onset of hypothermia or hyperthermia.	Enable successful delivery of programme and ensure all Learning Objectives are met and to ensure the wellbeing of participants. Participants will learn how to suitably prepare for all conditions and big an impact environmental conditions can have.
Bite, stings, rashes, scratches, reactions and poisoning	Warn participants of contact with certain animals, plants and fungi, identifying anything identified on site of particular concern. If working in an area prone to Lyme Disease, ensure that participants are briefed on this, on how to spot signs and symptoms of this and that they know to seek further medical care should they display any of these signs and symptoms. Ensure that the participants are briefed to not put their fingers, or anything they find in their mouths. Where reasonable choose location that avoids poisonous plants and wildlife, clearing a suitable area where appropriate and necessary. Candidates are to wear gloves and long trousers and closed footwear when appropriate, during scenarios. Make sure that there is access to suitable hand washing facilities, antibacterial hand gel and repellent.	Encourage a positive approach to wildlife and the natural environment, rather than being frightened of it. Promoting a knowledge of movement through different environments and the outdoors, the need to concentrate on and engage with their surroundings, be self-aware and support each other. Developing participants own sense of Risk Empowerment and the ability and responsibility to assess risks themselves.

Allergies, existing medical conditions and exacerbation of injuries	<p>Ensure all <b>DPT</b> staff are fully briefed of medical needs of, treatment for, and location of medicines for all participants.</p> <p><b>DPT</b> staff are to ask at the start of the course for participants to let them know whether there are any pre-existing injuries, complaints or medical conditions, that were not mentioned at time of booking, that might affect the complete engagement in this course.</p> <p>Ensure that latex free options are available, eg manakin faces.</p> <p>Ensure that there are seating and kneeling pads available for working directly on the ground</p> <p>Ensure that proper and appropriate lifting and rolling techniques are used.</p>	<p>Promote knowledge and independence in identifying and avoiding food allergens.</p> <p>Understanding of participants own strengths and weaknesses and opportunities for their own understanding and development of coping strategies.</p>
Lost or missing participants	<p>Ensure that all participants are aware of boundaries and the surrounding areas.</p> <p>Operate a buddy system to ensure that each person is looking out for and being looked after another participant, staff and students alike.</p> <p>Regular headcounts and ensure that all are present and listening during safety briefings.</p>	<p>Participants to realise the importance of caring for each other, not leaving group responsibilities solely to the leader, working as a team and following established boundaries. Building relationships, trust and rapport.</p>
Inappropriate or unsafe behaviour that endangers other participants	<p>All candidates are committed to the programme in which they are engaged and understand the implications of intolerable or dangerous behaviour.</p> <p>Behavioural expectations are to be outlined at the start of each session</p>	<p>Each programme is specifically tailored to provide the best opportunities for the participants to meet the Learning Outcomes.</p> <p>Promote the importance of working together for the betterment of the whole group rather than individual goals and desires.</p>

### 3. Continual improvement

- 3.3. This is a dynamic document subject to constant upgrade by **Different Perspective Training Ltd.**
- 3.4. Whenever a trainer discovers or is made aware of a new hazard this should be forwarded to **Different Perspective Training Ltd.**
- 3.5. This policy will be reviewed annually for each qualification however if any urgent issues arise it will be updated as required.
- 3.6. Relevant training and updates will be offered to trainers and staff consistent with **Different Perspective Training Ltd.** quality assurance procedures.

