

Health and Safety Policy

LP Leadership Retreats, Training and Consultancy is committed to complying with all relevant health, safety and welfare legislation applicable to its activities.

This policy is developed in accordance with:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Regulatory Reform (Fire Safety) Order 2005
- Health and Safety (First Aid) Regulations 1981
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- Equality Act 2010
- Working Time Regulations 1998
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)
- Occupiers' Liability Act 1957
- Occupiers' Liability Act 1984
- Corporate Manslaughter and Corporate Homicide Act 2007
- Common Law Duty of Care Principles

Where activities are delivered internationally, LP Leadership Retreats, Training and Consultancy will also take reasonable steps to comply with applicable local health and safety legislation.



1. Risk Assessment

In accordance with the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999, suitable and sufficient risk assessments will be undertaken for all activities undertaken by LP Leadership Retreats, Training and Consultancy.

This includes:

- Leadership retreats
- On-site client training
- Off-site training events
- Workshops and conferences
- Consultancy assignments
- Coaching activities
- Outdoor learning activities
- Business travel
- International retreats

Risk assessments will be reviewed regularly and whenever significant changes occur.

2. Venue Selection and Safety

In accordance with the Health and Safety at Work etc. Act 1974, Occupiers' Liability Act 1957 and Occupiers' Liability Act 1984, LP Leadership Retreats, Training and Consultancy will take reasonable steps to ensure that venues used for programmes, retreats and training events provide a safe environment for participants, employees, contractors and visitors.

Reasonable checks will be undertaken regarding:

- Fire safety arrangements
- Emergency procedures
- Accessibility
- First aid provision
- Welfare facilities
- Insurance arrangements
- General venue suitability

3. On-Site and Off-Site Training Events

Under the Health and Safety at Work etc. Act 1974 and Management of Health and Safety at Work Regulations 1999, LP Leadership Retreats, Training and Consultancy will ensure that appropriate health and safety arrangements are considered when delivering training and consultancy services at client premises or external venues.

This includes:

- Reviewing venue arrangements
- Confirming emergency procedures
- Providing safety information where appropriate
- Monitoring participant wellbeing
- Recording incidents and concerns

Where training is delivered at client premises, responsibility for site-specific health and safety arrangements remains with the host organisation.

4. Retreat Safety and Participant Wellbeing

In accordance with the Health and Safety at Work etc. Act 1974, Equality Act 2010 and common law duty of care obligations, LP Leadership Retreats, Training and Consultancy will take reasonable steps to safeguard participant wellbeing during all retreat activities.

This may include obtaining information relating to:

- Medical conditions
- Allergies
- Dietary requirements
- Accessibility needs
- Emergency contacts

Information will be processed in accordance with the Data Protection Act 2018 and UK GDPR.

5. Psychological Safety and Wellbeing

LP Leadership Retreats, Training and Consultancy recognises its duty under the Health and Safety at Work etc. Act 1974 to protect both physical and mental wellbeing.

Facilitators will create learning environments that:

- Promote respect and inclusion
- Encourage participation
- Minimise psychological harm
- Support participant wellbeing

- Address inappropriate behaviour promptly

Consideration will also be given to workload management and facilitator wellbeing in accordance with the Working Time Regulations 1998.

6. Emergency Procedures and Fire Safety

In accordance with the Regulatory Reform (Fire Safety) Order 2005 and the Health and Safety at Work etc. Act 1974, appropriate emergency procedures will be established for all retreats, workshops and training events.

Participants will be informed of:

- Fire evacuation procedures
- Emergency exits
- Assembly points
- Emergency contacts
- Venue-specific arrangements

LP Leadership Retreats, Training and Consultancy will cooperate fully with venue operators and emergency services during any emergency situation.

7. First Aid and Medical Emergencies

In accordance with the Health and Safety (First Aid) Regulations 1981, suitable first aid arrangements will be made for all events and retreats.

This may include:

- Access to trained first aid personnel
- First aid equipment
- Venue first aid facilities
- Emergency medical procedures
- Access to local healthcare providers

Medical emergencies will be managed in accordance with venue procedures and emergency service guidance.

8. Accident, Incident and Near-Miss Reporting

In accordance with the Health and Safety at Work etc. Act 1974 and the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR), all accidents, incidents and near misses must be reported promptly.

Records will be maintained and reviewed to:

- Identify causes
- Reduce future risks
- Improve safety arrangements

Where legally required, incidents will be reported to the Health and Safety Executive (HSE)

9. Travel and International Retreat Safety

In accordance with the Management of Health and Safety at Work Regulations 1999 and common law duty of care obligations, LP Leadership Retreats, Training and Consultancy will assess risks associated with domestic and international travel.

Risk assessments may consider:

- Local health and safety risks
- Medical facilities
- Security concerns
- Weather conditions
- Transportation arrangements
- Cultural considerations

Participants remain responsible for obtaining appropriate travel insurance, visas, vaccinations and travel documentation.

10. Lone Working

Where consultancy, coaching or facilitation activities involve lone working, LP Leadership Retreats, Training and Consultancy will comply with the Health and Safety at Work etc. Act 1974 and Management of Health and Safety at Work Regulations 1999 by implementing reasonable measures to protect personal safety.

These measures may include:

- Travel plans
- Check-in procedures
- Communication arrangements
- Location risk assessments

11. Review and Continuous Improvement

In accordance with the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999, this policy will be reviewed annually and whenever significant changes occur to business activities, legislation, venues or operational arrangements.

LP Leadership Retreats, Training and Consultancy is committed to continuous improvement in health, safety and wellbeing standards through regular review, learning and consultation.

Policy owner – **Lee Piarroux (Founder) 11/6/2026**

Policy review : **11/06/2028**

