



KIROI ACADEMY HEALTH AND SAFETY POLICY

Review Date: January 2026

Approved by: Kiroi Academy Management

1. POLICY STATEMENT

Kiroi Academy is committed to providing and maintaining a safe, healthy, and supportive environment for all gymnasts, coaches, contractors, volunteers, families, and visitors involved in Academy activities.

The Academy recognises its duty of care and will make every reasonable effort to minimise the risk of injury, illness, or damage to property arising from any activity within our facilities or programs.

This commitment applies to all activities directly under Kiroi Academy's operational control and to all training venues used by the Academy, subject to the terms of any rental agreements or venue-management policies.

2. SAFETY COMMITMENT

Kiroi Academy will:

- Provide all staff and volunteers with appropriate training, instruction, and guidance.
- Ensure safe equipment, facilities, and systems of work wherever reasonably practicable.
- Conduct regular reviews of health and safety matters.
- Identify, assess, and actively manage risks to ensure a safe training and event environment.
- Promote and enforce safe work practices.
- Provide clear information and direction regarding health, safety, and emergency procedures.
- Ensure compliance with Gymnastics Australia, Gymnastics Victoria, and Child Safe Standards.

3. SHARED RESPONSIBILITY

Maintaining a safe environment is a shared responsibility. A strong safety culture relies on cooperation between coaches, gymnasts, volunteers, families, and management.

All members of the Kiroi Academy community must:

- Take reasonable care for their own health and safety.
- Ensure their actions do not put others at risk.
- Follow all safety instructions, signage, and directives from Academy staff.
- Report hazards, incidents, or unsafe conditions immediately.
- Participate in safety discussions, training, and decision-making where appropriate.

4. PARTICIPATION & CONSULTATION

Kiroi Academy values the involvement of its community in ongoing safety improvements.

Where appropriate, gymnasts, parents, coaches, and volunteers will be consulted regarding:



- Identifying hazards
- Improving safety procedures
- Reviewing risk controls
- Emergency response planning

Feedback and concerns can be submitted to the Kiroi Academy Management Team at any time.

5. COMPLIANCE AT CLUB EVENTS & VENUES

All coaches, volunteers, contractors, gymnasts, family members, and visitors must:

- Comply with all Kiroi Academy health and safety standards
- Follow all venue safety signage and instructions
- Follow all instructions from Kiroi Academy Management and event coordinators
- Adhere to emergency procedures and evacuation directions
- Use equipment only as instructed
- Report hazards immediately

Failure to comply may result in removal from the venue or participation restrictions.

6. REVIEW & CONTINUOUS IMPROVEMENT

This policy will be reviewed biennially or earlier if required due to:

- Legislative changes
- Updates to GA/GV standards
- Incident analysis or identified risks
- Operational changes within the Academy

Kiroi Academy is committed to continuous improvement in all areas of safety and risk management.