



Last reviewed: August 2025

FSSM Health and Safety Policy Statement

FSSM is a wholly owned trading subsidiary of Eltham College and manages the Eric Liddell Sports Centre (ELSC) outside of school hours as a community sports centre and swimming pool for public benefit under the terms of a Management Agreement with Eltham College (last updated June 2023).

As Directors of FSSM, we fully recognise our collective responsibility for providing, so far as is reasonably practicable, a safe and healthy environment for our employees, customers, visitors and others who could be affected by our activities when operating the ELSC under the terms of the Management Agreement.

In our role as employer, we attach a high priority to ensuring that the operation of the ELSC as a community sports centre and swimming pool is conducted in an appropriate manner and complies with the relevant Health and Safety Acts and Regulations.

We fulfil our responsibility as Directors of FSSM by ensuring appropriate policies and management structures are in place for the management and oversight of health and safety matters, ensuring due regard is taken of safety matters in agreeing annual budgets, and in ensuring periodic audits take place of policy and practice. Day-to-day responsibility for the operation of health and safety at the ELSC (including the swimming pool) when operated by FSSM under the terms of the Management Agreement is delegated to the FSSM (ELSC) General Manager.

Under the terms of the Management Agreement between FSSM and Eltham College, we also place reliance on the duties and responsibilities of Eltham College Trustees in ensuring the building and facilities of the ELSC (and the wider school buildings and grounds) comply with all health and safety requirements, other than in respect of the swimming pool, for which the FSSM (ELSC) General Manager is accountable for the safety of the pool plant, general swimming pool cleaning and maintenance, and water quality (on which Eltham College place reliance within their health and safety arrangements).

Recognising that the ELSC is a space operated jointly by Eltham College and FSSM, and that safe operation requires both parties to cooperate effectively and to take reliance on each other's health and safety policies and practices, a "Health and Safety Roles and Responsibilities Framework" has been agreed between the FSSM (ELSC) General Manager and Eltham College to ensure clarity and accountability.

As Directors, we have specified that FSSM should adopt the following oversight framework for managing health and safety:

- General Manager to ensure policies, practices and staff training are in place and in line with Regulations and best practice

- An ELSC H&S Co-ordination Forum bringing together those responsible for health and safety at Eltham College and FSSM (ELSC), to ensure the shared facility is managed safely and in line with the Management Agreement and the Health and Safety Roles and Responsibilities Framework
- Oversight through the FSSM Board of Directors, informed by periodic external audits

The FSSM Board receives copies of the minutes of the ELSC H&S Co-ordination meetings and the outcome of external audits.

The General Manager reports to the Board of Directors on health and safety issues.

The General Manager ensures that safety management arrangements for the swimming pool comply with HSE Managing Health and Safety in Swimming Pools (HSG179).

Eltham College is required to ensure fire risk assessments are carried out for the ELSC facility by a competent person and updated every three years (or more frequently if significant changes are made to the interior of the building). Any issues arising from these assessments requiring action are overseen by the ELSC H&S Co-ordination Forum.

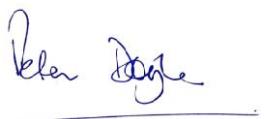
Eltham College is also required to ensure a risk assessment is undertaken for legionella every three years and that a six-monthly water sampling and testing regime is in place (which includes the plant room and swimming pool).

FSSM (ELSC) has a contract with a competent external organisation (currently "Right Directions") to secure specialist advice on health and safety matters, including swimming pool safety, and to carry out audits.

The FSSM (ELSC) General Manager is responsible for ensuring that a policy is in place for the training and induction of new staff in health and safety related issues. First aid training is provided to all staff.

All members of staff are responsible for taking reasonable care of their own safety, that of customers, colleagues and other visitors. They are responsible for co-operating with the General Manager to enable the Board of Directors to comply with health and safety duties. Finally, all members of staff are responsible for promptly reporting any significant risks or issues to the General Manager.

All employees are briefed on where copies of this statement and other health and safety policies and guidance can be obtained. They will be advised as and when it is reviewed, added to or modified. Details of the organisation and arrangements for carrying out the policy are to be found in the table overleaf and in the FSSM (ELSC) Health and Safety Policy.



Signed
Peter Doyle
Chair of Board of Directors, for and on behalf of the Board

FSSM LTD ORGANISATION FOR HEALTH AND SAFETY

This diagram is a representation of our management structure and organising strategy for health and safety responsibilities within FSSM (ELSC) in accordance with the Management Agreement between Eltham College and FSSM and the linked Health and Safety Roles and Responsibilities Framework.

FSSM LTD BOARD

Overall responsibility for the effectiveness of health and safety arrangements at Eric Liddell Sports Centre

GENERAL MANAGER - ERIC LIDDELL SPORTS CENTRE

Overall responsibility for health and safety for the Eric Liddell Sports Centre (when used for public benefit in line with the Management Agreement)
Reports routinely to the Board on health and safety matters.

MANAGEMENT TEAM - ERIC LIDDELL SPORTS CENTRE

Responsible for the day to day operations of Eric Liddell Sports Centre

EXTERNAL PROFESSIONAL ADVISORS

ELSC H&S CO-ORDINATION FORUM

Meets Termly

Eltham College Chief Operating Officer (Chair)	ELSC General Manager	Eltham College Director of Sports	Eltham College Facilities Manager
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ELTHAM COLLEGE

Health & Safety responsibility for the fabric of the ELSC buildings & utilities
(General Manager also attends Eltham College Senior School Operational H&S Committee)

**Whole Eric Liddell Sports Centre community:
staff, customers, visitors, volunteers, contractors working on-site.**