

**EMPLOYER:** National Horseracing College  
**ADDRESS:** The Stables, Rossington Hall,  
Great North Road, Doncaster,  
South Yorkshire DN11 0HN

### General Policy

The policy of the College is to provide and maintain safe and healthy working conditions, equipment, systems of work, training and education for all employees and learners (including apprentices), and to provide such information, training and supervision required for this purpose.

This policy is applicable specifically to the NHC campus and activities directly under the control of the NHC. External employers are responsible for health & safety in their own businesses, racing yards and workplace. However, the NHC has a responsibility to take all reasonable steps to ensure that learners participating in work placements or apprenticeship under NHC guidance or delivery, pursue their activities in environments that are safe and compliant. Therefore, NHC staff visiting learners and apprentices in external workplaces are to be alert to health & safety risks and do all they reasonably can to ensure and promote standards commensurate with those applied at the NHC. In the event that NHC staff identify health/safety concerns during visits to learners/apprentices, they must act promptly and proportionately, including by reporting their concerns to the employer and College. The College works closely with the BHA, the industry’s regulatory body and licensing authority, to ensure as far as is reasonably possible that the health/safety of all industry participants is protected.

### Responsibilities

The policy will be kept up to date, as the business changes in nature and size.

### Review

This policy will be reviewed annually by the HR and Lead Admin.

The allocation of health and safety duties and particular arrangements required to implement the policy are set out below:

### Staff Responsibilities

Overall responsibility for health and safety rests with the Chief Executive (CEO).

The CEO will be responsible for implementing the policy at the premises of the College.

The following staff will be responsible for safety in designated areas:

<b>AREA</b>	<b>DESIGNATED PERSON</b>	<b>RESPONSIBILITY</b>
Yards, Stores, Riding Schools, Instructors’ Office, and barns	Training Instructors	Training Manager
DEC Yard	Lead Equine Studies Lecturer	Training Manager
Admin Offices	HR and Lead Admin	CEO

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Student Accommodation	Lead Residential Supervisor	Operations Director
Main Kitchen	Catering Controller	CEO
Workshop / Maintenance Store	Lead Estates Management	CEO
Visitor Centre	HR and Lead Admin	CEO

## **Responsibilities of Employees**

All employees, learners, and visitors (including apprentices) have a responsibility to co-operate with the management team to maintain a healthy and safe workplace. They must take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work.

Employees should use all machinery and equipment provided in the correct manner and in accordance with any instruction, and specific training they might receive to enable them to use the equipment safely. They must not interfere with any of the equipment / machinery provided and they must report any defects to the CEO.

All employees, learners, and visitors (including apprentices) must co-operate with the management team in order that statutory health and safety duties are complied with, and they must inform the person responsible for health and safety of any situation that might present serious imminent danger.

Employees and learners (including apprentices) must wear appropriate personal protective equipment (PPE) as required and report lost or damaged PPE as soon as possible.

## **Health and Safety Representatives**

Whenever anyone notices a health and safety risk, which they are not able to remedy (without risk to themselves), they must immediately inform the designated person responsible for health and safety or another member of the management team.

## **Accidents**

If an accident occurs to a member of staff or a learner on NHC's premises or while they are on NHC business elsewhere, a full accident report should be submitted as soon as possible to the HR and Lead Admin. Accident books are kept in the instructors' office, Residential Supervisors' Office and at the Visitor Centre.

There are trained first aiders in most departments and First Aid boxes can be found in the following locations:

- Instructors' Office
- Grey Barn
- Main Admin office
- Indoor Riding School
- Student Accommodation Staff Flat
- Main Reception
- Maintenance Workshop
- Functional Skills Workspace
- Main Kitchen

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Instructors Truck  
Maintenance Truck  
Doncaster Equine College Office (Visitor Centre)  
Visitor Centre office / Reception

## Emergencies

In an emergency the following priorities will be:

- to ensure the safety of yourself and others
- to ensure the safety of the horses

Emergency evacuation procedure for staff and visitors:

- on discovering a fire, raise the alarm and warn others in the vicinity (if safe to do so).
- evacuate the building as soon as possible.
- go straight to the fire assembly point.
- wait for a roll call to be taken.
- do not go back to work until told it is safe to do so.
- the senior person present is responsible for ensuring the emergency services are contacted and the taking of the roll call.

In an emergency, the Instructors, Yard Supervisors, and suitably qualified personnel should immediately lead horses to safety (if safe to do so).

In case of emergency / accident on the gallops, manège or other riding areas the following procedure should be followed:

- Take in what has happened quickly and calmly. Look out for any dangers to yourself and the injured person.
- Assess possible injuries to the casualty
- Get help by using your VHF radio or mobile phone or if appropriate send another member of staff for help. Report the accident to the person responsible for health and safety or their deputy. Follow the relevant accident reporting procedures.

If you are situated in a remote area of the site, see below some grid references for use by the air ambulance:

- Site Entrance (off Great North Road) SK 644 965
- Manège SK 639 967
- Round Gallops (Bawtry Rd End) SK 644 962
- Round Gallops (RSPCA Side) SK 641 962
- Round Gallops (Indoor School Side) SK 641 963
- Round Gallops (By Warm Up Ring) SK 638 963
- Round Gallops Centre SK 643963

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- Round Gallops Start SK 634970
  - Round Gallops Middle (High Point) SK 636964
  - Round Gallops End SK 638962
  - Rossington Hall Sports Field SK 638 965
  - Top Yard SK 638 967

If a loose horse is involved, send a person to catch it to make the area safe for the injured person, yourself, and bystanders.

Keep the injured person warm and stay with them until help arrives.

Whenever anyone notices or suspects a health and safety risk which they are not able to remedy without risk to themselves, they should take whatever steps are necessary in the circumstances to secure the safety of other employees and visitors to the premises. If the danger is imminent and potentially serious, the area should be evacuated promptly.

Special care should be taken to ensure the health and safety of children, the elderly, infirm, disabled, inexperienced persons, learners, work experience students and livestock.

The area should be secured in a manner appropriate to the circumstances of the risk and should remain secure until the risk has been dealt with and the normal, safe environment of the area restored.

### **General Fire Safety**

Staff are responsible for ensuring that they are aware of the location of all fire points and of fire fighting equipment (fire extinguishers, hoses, sand buckets and sources of water). The HR and Lead Admin will ensure that these items are checked regularly that all flammable material is clearly labelled and stored safely, that sand buckets containing dry sand are kept filled and are adequately distributed. The Training Manager will ensure all learners are briefed on fire action and are aware of the location of fire call points in the training areas. The residential staff will brief all students at induction of all fire procedures including the location of fire points within the residential building and fire assembly points. The HR and Lead Admin will ensure that procedures are in place to ensure that staff are familiar with the location of fire points and fire equipment within the Visitor Centre.

It should be remembered that horses are terrified of fire and smoke and are likely to panic. All employees and learners must, therefore, be aware of these risks and must be familiar with the fire drill and procedures.

All staff have a responsibility for ensuring fire escape routes are always kept clear of obstruction.

Regular fire practices will be carried out and all employees, learners and visitors are obliged to co-operate when they take place.

The HR and Lead Admin is responsible for ensuring the maintenance and / or replacement of fire appliances.

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Each fire extinguisher is clearly marked with the type of substance it contains and the type of fire it is designed to deal with. It is important to check the labelling before use.

### **DO NOT USE WATER ON ELECTRICAL FIRES.**

#### **Smoking**

The designated smoking area at the main NHC site is behind the residential building and at the Visitor Centre is to the right-hand side. Smoking in college vehicles is not allowed at any time.

#### **Electrical Equipment**

The Support Services Admin will arrange for the annual routine inspection of Portable Electrical Appliances (PAT) by qualified electricians.

Extension leads or portable electrical equipment should not be used without the express permission of the HR and Lead Admin and, even then, only after it has been tested (PAT).

Circuit breakers must always be used on electrical equipment, such as clippers.

All electrical faults must be reported to the HR and Lead Admin or in their absence the Support Services Admin.

#### **Machinery, Equipment and Vehicles**

All machinery must be used in accordance with the manufacturer's instructions. Safety guards, where appropriate, must be used. Any malfunctioning machinery must be taken out of use and reported immediately to the CEO. Maintenance logs are to be kept by the Maintenance Team for all machinery and vehicles.

Vehicle faults are to be reported to the Support Services Admin or maintenance staff as soon as possible. If considered un-roadworthy, vehicles should be taken out of use until appropriate repairs are affected. College owned vehicles are to undergo an annual service prior to their MOT. Leased vehicles will be subject to service in accordance with warranty and / or other agreements.

Employees taking medication that may affect their performance should not operate machinery (clearly, employees or learners should not be under the influence of drugs or alcohol at any time).

Only staff authorised and trained in the use of equipment will be allowed to use that equipment.

#### **Tractors**

Tractors are only to be used by trained, qualified and authorised employees. Safety critical components, e.g., brakes, steering, roll over protection, tyres, visibility aids should be checked on a regular basis and records kept.

- There are to be no passengers carried on the tractors at any time.
- All tractors are to be fitted with a safety cab or roll over protection.
- Whilst driving a tractor follow the safe stop-it routine, this ensures that nothing will move.

'Safe Stop' is:

- Make sure the handbrake is on
- Make sure all controls and equipment are left safe
- Stopping the engine and removing the key

#### **ALWAYS DO IT: -**

- Before leaving the seat; or
- When anyone approaches; or
- When anyone is working on the machine.

Unguarded power take off (PTO) shafts, machine blockages and maintenance can cause serious injuries. Correct guarding is essential, and you must remember **SAFE STOP**. This is the most important step to make sure of safety.

Tractors **ARE NOT** to be operated without a PTO guard on the shaft or with a damaged PTO guard.

Whilst a tractor can overturn anywhere, on slopes, near field drains and even on the flat, most incidents happen on the slope. All tractor drivers must know and recognise the dangers of slopes and be adequately trained if driving on slopes.

Accidents happen because drivers misjudge slopes, ignore changing ground conditions, and forget the effect of loads on stability.

- Overturning can happen on flat ground as well as slopes.
- Match the equipment to the tractor.
- Always couple and use the implement brake.
- Keep all tractors and machinery well maintained.
- Use the seat belt.
- Ensure a safety cab is fitted.

#### **Tack and Saddlery**

It is the responsibility of the rider to check tack daily before use. Any items that appear to need repair should not be used but should be brought to the attention of the Instructors or Yard Supervisors where they will be labelled **“NOT FOR USE”**.

For novice riders (junior Foundation Course learners, those on the Flexible Learning Programme (14-16-year-olds), and Pony Racing Academy participants), it is the responsibility of the Instructors and Yard Supervisors to check the tack before use. Again, any items that appear to need repair should not be used and are to be put to one side after being labelled **“NOT FOR USE”**.

The Training Manager will then arrange for the items to be repaired or replaced.

#### **Equine Medicines (COSHH)**

All equine medicines must be kept labelled in a locked cabinet under the supervision of the Training Manager. A record of all equine medicine stocks must be maintained, and all movements and use of equine medicines and medical equipment must be recorded and signed for.

The following information should be available and observed:



- Hazard sheets supplied with substances bought,
- Manufacturer's guidance,
- Supplier's data sheets,
- Sell-by dates.

Advice on handling, storage, and disposal of equine medicines (and equipment) should be taken before use.

Before any equine medication is used the "sell-by date" should be checked, veterinary instructions followed, and records of use kept. Only authorised staff are allowed to administer equine medicines and treatment.

To prevent infection, it is extremely important that standards of cleanliness are maintained when handling veterinary preparations and dealing with minor ailments.

Once veterinary equipment has been used, it should be safely disposed of or sterilised before being placed back in the secure cabinet.

### **Control of Substances Hazardous to Health (COSHH)**

All hazardous substances must be kept properly labelled in a secure area i.e., maintenance store and Instructors' office. Items should not be removed from secure storage without the permission of the Maintenance Supervisors or the Training Manager. The Training Manager and the Maintenance Supervisors are to keep records of all hazardous substances stocked, and all use of these must be recorded and signed for.

The following information should be made available and observed:

- COSHH Assessments
- Data hazard sheets supplied with substances bought,
- Manufacturer's guidance,
- Sell-by dates.

The manufacturer should be consulted for advice on handling, storage, and disposal. Protective clothing must be worn when handling weed killers, poisons, and other such chemicals.

The Maintenance Supervisors will ensure that any compressed air and compressed gas equipment is checked regularly according to manufacturers and Health and Safety guidelines.

A circuit breaker is to be used when using pressure washers.

### **Environment and Premises**

All employees and learners (including apprentices) are to ensure that their work areas are kept safe, clean and that they maintain a good standard of hygiene.

Employees responsible for stores must ensure the safe stacking and storage of all stored goods. All equipment, ladders, tools, barrows, buckets, hosepipes etc, should be correctly stored and not left in such a way as to cause an obstruction or danger to others.

Suitable and sufficient washing and sanitary facilities should be made available to all employees and learners.

### Protective Clothing

The following protective equipment should be worn as specified:

- **Skull Caps** - British Standard PAS 015: 2011, SNELL E2001, VG1 01.040 2014-12, UTAC/CRITT 04/2015 or equivalent skull caps must be worn by employees and learners when mounted on horseback and loading horses. (It is also essential for learners to wear a skullcap when leading horses). **IF IN DOUBT WEAR A SKULL CAP**. If for any reason a skullcap receives a hefty blow or is dropped it should be **replaced immediately**. It is the responsibility of the employee and learner to check the acceleration strap daily and to ensure that the chinstrap is always fastened.
- **Gloves** should be worn when lunging and loading horses.
- **Riding boots** with a smooth sole and heel should be worn at all times when on horseback.
- **Ear Defenders** should be worn as required to protect employees and learners from noise (e.g. on a tractor or when grass cutting / strimming).
- **Protective clothing** should be worn to protect employees and learners from dust, splashes, or contamination by rodents etc.
- **All students must wear minimum Level 3 body protectors** when riding and goggles when riding on the gallops. Body protectors are available to members of staff. All staff are to wear body protectors when riding on the Gallops or during Stalls work or schooling.

Jewellery is not to be worn by learners when working with horses, wrist watches are permitted. No visible piercings are allowed in sessions or on the yard (except a skin-coloured plug). Rubber wrist bands are not allowed. If jewellery is worn by learners, it will be confiscated for the remainder of the course.

Instructors and Yard Supervisors are permitted to wear a wedding / engagement ring, stud earrings and a watch when working around horses.

Long hair should be tied back to maintain clear visibility.

### Occupational Health

Employees should be aware of the following occupational diseases and should notify the Training Manager immediately of any observed symptoms:

Farmer's Lung  
Asthma  
Hay Fever  
Ringworm  
Weil's disease (Leptospirosis)  
Tetanus  
Salmonella  
Campylobacter



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Corynebacterium  
Animal Allergies

### Working with VDUs

Employees covered by the Display Screen Equipment Regulations will be entitled to request an eye and eyesight test. This is a test by an optometrist or doctor. You have an entitlement to further tests at regular intervals; the optometrist doing the first test can recommend when the next should be. The College will only pay for spectacles, if special ones (for example, prescribed for the distance at which the screen is viewed) are needed and normal ones cannot be used. An estimate of the cost must first be agreed with the HR and Lead Admin for the first pair. Subsequent changes in lenses required thereafter will be borne by the employee.

As the need for breaks will depend on the nature and intensity of the work, the regulations require users of display screen equipment to periodically interrupt their work by breaks or changes of activity (e.g. filing). With the specific timing, or length of these breaks or changes of activity the general principle is short frequent breaks rather than longer, less frequent ones.

DSE assessments are also completed by DSE users **annually**.

A footrest and / or wrist rest will be made available to any user if required.

Any user who suspects that they are suffering from any physical problems, visual fatigue or mental stress must notify management without delay.

Any user who suffers from photosensitive epilepsy must notify their line manager before using a display screen.

Users of Visual Display Units (VDUs) who are pregnant or planning to have children and are worried about VDUs, should talk to their doctor and report back to management.

### Contractors

All employees must make it their responsibility to advise all contractors and visitors of any hazards on the premises and what precautions should be taken. If any difficulties arise, these must be reported to the HR and Lead Admin. A written or verbal Health and Safety brief should be given to visitors and a hard copy can be found at the College and Visitor Centre reception. Of particular note are the procedures for working under power lines.

### Livestock

All relevant staff and all learners must be trained in the correct handling of livestock. Simple handling tasks may be undertaken in the horse's own stable with adequate assistance. For more involved tasks, the horse must be correctly and adequately restrained.

Soaps and perfumes that might sexually arouse colts / stallions must be avoided.

All movements of horses (e.g., leading by hand or chifney horse bit) should be carried out in a safe and controlled manner. Horses must be led with a bridle. It is essential that learners wear a skullcap and suitable footwear. Gloves are advisable when leading.

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No one should ride unsupervised, except with the consent of the Training Manager. When riding out, all riders must remain in the string until instructed to do otherwise and must ensure that they always obey instructions given by the leader of the string usually an instructor.

Lunging of horses must only be carried out in a defined fenced area under the supervision of an instructor. Employees and learners must wear a properly fitted skullcap and gloves whilst lunging.

### **Supervision**

Whilst at the National Horseracing College, all learners will receive adequate and competent supervision. Whilst on placement all learners will be under the direct supervision of a senior member of staff who will provide adequate and competent supervision.

### **Lifting and Manual Handling**

Avoid lifting and manual handling as far as possible. Where this is unavoidable, appropriate training will be given. Consider use of wheelbarrows and sack barrows and seeking assistance for heavy loads. If it is necessary to lift items, ensure that the load is not too heavy. Bend knees when lifting.

### **New and Expectant Mothers**

Pregnancy is not equated with ill-health and the intention is to prevent risks to the expectant or new mother and to the child from work which would not usually produce such risk. An initial risk assessment has been carried out concerning the risks to new and expectant mothers in the yard. Several factors have been considered (see examples below) and will be regularly reviewed:

#### **Rest facilities**

The dining room may be used for rest purposes.

#### **Manual handling**

Pregnant and post-natal mothers are at much greater risk than usual from manual handling. They should not lift heavy loads and should not normally be involved in such tasks.

#### **Chemical agents**

Where possible, exposure to hazardous substances will be prevented. If this is not possible, Personal Protective Equipment will be provided.

#### **Riding –**

This will depend on risk assessments and in some cases, medical advice may be needed.

Female employees should inform their line manager in writing if they are pregnant, have given birth in the previous six months, or are breastfeeding as early as possible.

#### **On Employment**

A copy of this policy will be sent to all new employees with their contract of employment and staff handbook. They will be requested to read and sign (below), as understanding and accepting the

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policy. The signed copy will be kept on personnel files. As part of the Induction process the following will be revisited: -

- What to do in the event of a fire
- General Fire Safety
- Accidents and Accident reporting
- Display Screen Equipment (DSE) - DSE forms are reviewed annually.
- H&S responsibilities
- Raising H&S concerns

**SIGNED** .....

**DATED** .....

**Distribution:** All staff  
Maintenance Store  
Instructor's Office Notice Board  
Student Notice Board  
Grey Barn Notice Board  
Barns 1 and 2 Notice Boards  
Lecture Theatre Notice Board  
Main Kitchen Notice Board  
Reception Office  
Visitor Centre