



ELEVATED UP CIC

Risk Management & Assessment Policy

Policy	Risk Management & Assessment Policy
Organisation	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
Version	1.0
Approved by	Board of Directors
Date approved	June 2026
Date of next review	June 2027
Policy owner	Director (Operations)

1. Purpose

Elevated Up CIC manages risk sensibly so that our activities are safe and enjoyable. This policy explains how we identify, assess and control risk across our work.

2. How we assess risk

1. Identify what could cause harm in an activity or venue.
2. Decide who might be harmed and how.
3. Judge how likely and how serious the harm could be.
4. Put sensible controls in place to reduce the risk.
5. Record the assessment, share it with the team, and review it regularly.

3. Activity-specific assessments

Each type of activity has its own risk assessment, including dance and movement, chair-based and inclusive fitness, holiday activities, and any equipment-based or aerial work. These set out the specific controls, ratios and checks for that activity.

4. Dynamic risk assessment

Session leaders also assess risk in the moment and stop or adapt an activity if conditions change, for example if a hazard appears or a participant becomes unwell.

5. Off-site activities and trips

Any activity away from our studio has its own assessment covering travel, the venue, supervision ratios and emergency arrangements before it goes ahead.

6. Risk register

The Board keeps an organisational risk register covering wider risks such as funding, safeguarding and reputation, and reviews it regularly.



7. Review

Risk assessments are reviewed at least yearly and after any incident or significant change.

Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

Emma Hobbis

Director, Elevated Up CIC

Date approved: June 2026