



Spectators Safety Policy

General Health and Safety Policy, Statement of Intent.

Our statement of general policy is:

- To provide adequate control of the health and safety risks arising from our work activities;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain a safe environment and equipment;
- To ensure safe handling and use of substances;
- To provide information, instruction and supervision for employees;
- To ensure all employees are competent to do their tasks, and give them adequate training;
- To prevent accidents and work related cases of ill health;
- To maintain safe and healthy working conditions and
- To review and revise this policy as necessary at regular intervals

Signed: John Needham

Date: 16.7.24

Reviewed July 2024



Employers Responsibilities

Health and Safety at Work etc Act 1974 and associated Regulations.

Employers are responsible for the health and safety and welfare whilst at work of all employees, under Section 2 of the Act. They are also responsible for all persons (including visitors, contractors and temporary employees) as well as members of the public who may be affected by the employers' activities under Section 3 of the Act.

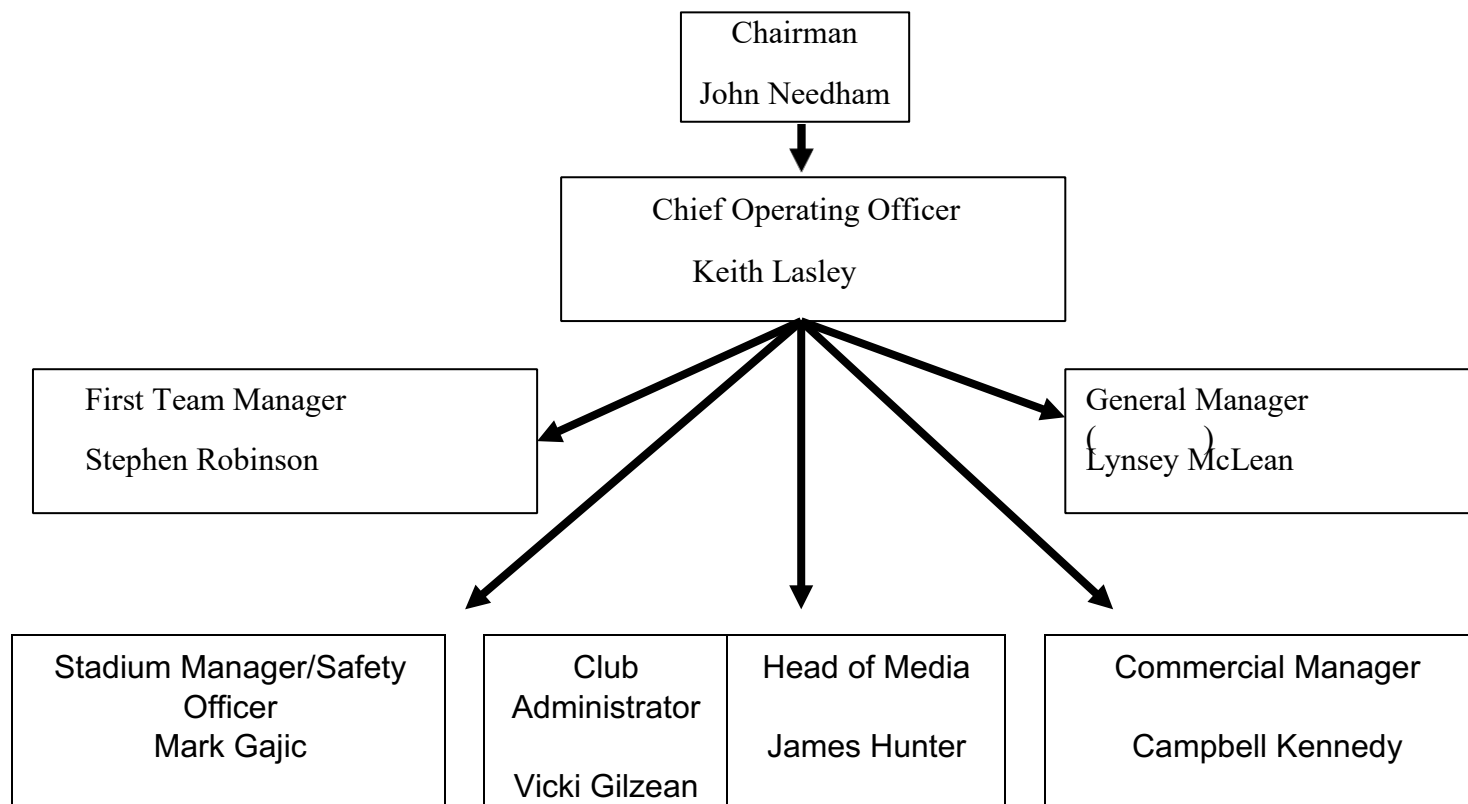
Employers are responsible for their staff on other premises owned by other employers.

Employers have an absolute legal obligation to:

- Ensuring a safe working environment and ensuring that safe systems of work are in place
- Identifying for hazards, unsafe acts and conditions
- Ensuring relevant risk assessments are carried out, e.g. Manual Handling, COSHH etc
- Ensuring all equipment is safe and checked by technical specialists
- Ensuring all chemicals and hazardous substances are controlled and used, according to legal requirements
- Ensuring the necessary safety training for all staff members, including issue of statutory information e.g. Health and Safety Policy
- Ensuring written work instructions, warning notices and signs are provided where necessary
- Ensuring that checks are made for the wellbeing of anyone working alone
- Ensuring that employees are not working excessive hours
- Ensuring protective equipment is available and used where necessary
- Including health and safety issues on the agenda of meetings at regular intervals
- Reporting all accidents occurring in the workplace and then investigating to determine cause and put in place any corrective action required

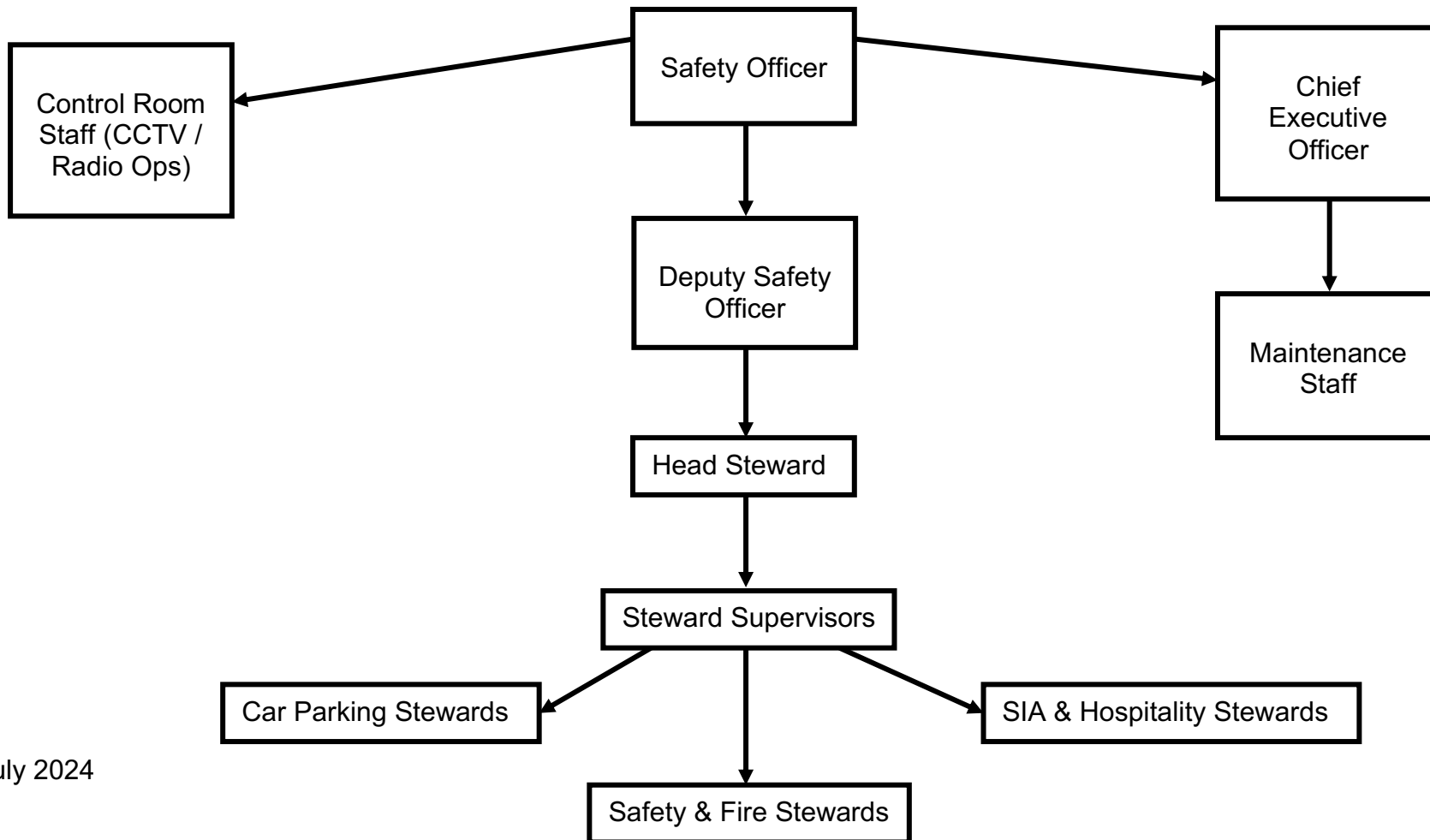


Management Structure





Match Day Chain of Command



Version 1.3

Reviewed July 2024



Safety Responsibilities

Overall responsibility

John Needham, the Chairman of St Mirren Football Club, is responsible overall for health and safety matters.

Implementation of health and safety

Day to day health and safety matters is the responsibility of the Chief Operating Officer.

Operational Safety

Operational health and safety matters on a match day are the responsibility of the Safety Officer.

Health and Safety Advice

Competent advice on health and safety matters is provided by Mark Gajic, Stadium Manager.

Match day safety

The persons with responsibility for spectator safety on match days are the Safety Officer, Deputy Safety Officer and Head Steward.

In the event of sickness or annual leave, the Deputy Match Safety Officer will assume the lead role for the SO, and the deputy Head steward assumes responsibility for stewarding operations.



Health and Safety Management System

Identification of hazards and assessment of risk

The Chief Executive Officer is responsible for identifying hazards and formally assessing the level of risk.

Risk assessments

Risk assessments identify the level of risk, current controls and additional controls required. Risk assessments are discussed and shared with the relevant staff and their input sought in measures required to reduce risk to a level that is as low as reasonably practicable.

Risk Register

Risk assessment details and level of risk are recorded on the club's risk register which is circulated to the Board of Directors.

Action plan

Risks which require additional control measures are prioritised and detailed on the club's action plan shared with the board.

Monitoring and review

The risk assessments, risk register and action plan are reviewed for the board, the SFA audit and the Council Licensing Officer, on at least an annual basis or if any significant changes to the workplace or processes are made.

Accident or incident investigation

Senior managers with responsibility for the relevant area are responsible for investigating and reporting any accidents or incidents, including incidents of work-related ill health.



Spectator Safety Objectives

Organisation/structure

See management structure and match day chain of command above.

Monitoring and inspection

In preparation for, and during each event the following preparations and inspections are made by the Safety Officer/Deputy Safety Officer, documented and shared with the Police Commander (If a Policed fixture):

- General matchday risk assessment
- Pre-event match specific risk assessment (based on intelligence and past experience)
- Pre-event checks and inspections more than 48 hours and 24 hours before an event
- Pre-event checks on the day
- Pre-ops meeting and formal briefing of senior staff and all other clubs/agencies.
- Match day log
- Post-match debrief
- If required (disturbance, arrests, etc) post-match report.

Crowd Management

Preparation for crowd management commences at the pre-ops meeting before an event and the following are utilised to monitor and manage spectator crowds:

- Town centre/external monitoring by Police
- Traffic monitoring in immediate car parks by stewards
- CCTV monitoring
- Clarification of roles and responsibilities of Safety Officers, Head steward, and deployment of stewards
- Steward training and the deployment of SIA Licensed stewards to stands/hospitality areas
- Steward and Police (If a Policed fixture) monitoring of crowd on approach
- Car park monitoring and management by stewards
- Turnstile monitoring
- Use of public address system

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- Information provided in programmes, on the website, to supporters clubs and visiting clubs

Stewarding

The stewarding numbers and Policed fixtures are agreed each year or amended as necessary due to intelligence with the Police and Stewarding company and if a Policed event included in the Police “statement of Intent” and detailed in the Safety Certificate.

Steward training includes training on the clubs crowd management strategy, codes of conduct and dress codes along with training for emergency situations. Each steward is issued with an aide memoir.

Inspection and Safety Reviews

Before each event, stadium inspections are carried out and recorded by the Safety Officer.

Before each event stewards carry out a check of the safety measures and safe exit routes for their area and after each event carry out a stadium sweep inspection, checking all seated areas for damage or risks for future events.

Communications

In revising the safety policies, procedures and audit documents each year in preparation for audit and the issue of the Safety Certificate, all relevant parties are consulted, both formally and informally for feedback and suggestions of improvements to performance, this includes:

- Police
- Scottish Ambulance Service/Private Ambulance Provider
- Building control, Environmental Health and Licensing departments of Council as appropriate
- Security company providing stewards
- Fire Stewards

In preparation for each event a pre-ops meeting is organised and all parties are requested to attend including:

- Event Policing Lead
- Safety Officer
- Deputy Safety Officer
- Operational Manager or Safety Officer for the visiting Club
- SPFL Match Delegate
- Stewarding Manager
- Representative from Stadium Hospitality
- Club General Manager
- Medical Lead

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Policies and guidance are published on the St Mirren Football Club website, issued to supporters clubs and published periodically in the programmes.

Ground Rules and the Unacceptable Behaviour Policy are posted at turnstiles and key locations throughout the stadium.

Fire Precautions

As a newly constructed stadium the buildings are designed to minimise fire risk as far as possible, and comply with all modern building regulations in terms of fire detection and alarm systems, fire fighting equipment provision, compartmentalisation, protected fire escapes and safe service provisions. All fire detection and alarm controls are duplicated in the Stadium Control Room.

The entire stadium is designated a no smoking area.

Pre-event inspections include assessing potential fire risks, i.e., combustibles, obstructed fire exits, etc

Before turnstiles open and during an event the stadium is patrolled by Fire stewards.

First Aid and Medical Provision

For each event the club ensures that first aid and medical provision meets (as a minimum) the requirements of the green guide in terms of numbers of first aid and Ambulance personnel. The club also provides club and crowd doctors.

The Crowd Doctor and Medical Teams are in radio link to Stadium Control.

The Joint Medical Plan, agreed by all parties is reviewed at least annually in preparation for the SFA audit and issue of the Safety Certificate.

Contingency Plan

The Clubs contingency plan is reviewed at least annually. Throughout the season key topics are the subject of stewarding briefings, exercises, and training sessions.

Stewards de-brief after each event have any necessary improvements recorded for implementation reasons..

Maintenance of Records

The following records are held and maintained by the club:

- Annual audit document
- H&S File
- All match day documents from pre-event planning and inspection to post match de-brief
- Staffing records and payroll
- Results of inspections and testing of structures and services, i.e. Scaff tagging, Electrical Installation Testing.