

IMPACT ALTERNATIVE LEARNING FITNESS FOR WORK POLICY

1. INTRODUCTION

Impact Alternative Learning is committed to ensuring all staff are fit to carry out their roles safely. This includes physical, mental and emotional fitness, particularly within a SEMH and vocational environment.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

2. STATUTORY FRAMEWORK

KCSIE 2025, Equality Act 2010, Health and Safety at Work Act 1974, Working Together 2023.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

3. DEFINITION OF FITNESS FOR WORK

Fitness refers to the ability to safely and effectively perform job duties including supervision, safeguarding and participation in activities.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

4. IMPACT CONTEXT

Our provision supports pupils aged 5–19 across Ashton (KS3/4 & Post-16) and Mossley (KS1/2). Staff must be capable of working in high-risk, physically active environments.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

5. RECRUITMENT CHECKS

Health declarations, occupational health referrals, and risk assessments ensure staff suitability.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

6. EQUALITY

Reasonable adjustments will be considered where appropriate, ensuring pupil safety is not compromised.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

7. ONGOING FITNESS

Fitness is monitored continuously through supervision and performance management.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

8. STAFF RESPONSIBILITIES

Staff must report any issues affecting their ability to work safely and not attend work if unfit.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

9. MANAGEMENT RESPONSIBILITIES

Leaders must act immediately on concerns and ensure safe staffing.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

10. ILLNESS & ABSENCE

Staff must follow reporting procedures and may require return-to-work assessments.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

11. HIGH RISK ROLES

Includes transport, physical intervention, and vocational activities.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

12. SAFEGUARDING LINK

Unfit staff present safeguarding risks and must be addressed immediately.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

13. CONFIDENTIALITY

All health information is handled securely.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

14. DISCIPLINARY ACTION

Failure to comply may result in dismissal.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.

15. REVIEW

Policy reviewed annually.

All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately. All staff must demonstrate ongoing professional judgement, maintain safe boundaries, and ensure safeguarding is central to all actions. Any concerns must be reported immediately.