SWANMORE leisure

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MANAGEMENT PLAN FOR THE PROPOSED USE OF THE SYNTHETIC TURF PITCH (STP Sports Facility) - HCC Reg3 Planning Application reference: 12/02419/HCS

Principles

The synthetic turf pitch is designed for College and community use. Pupils will be able to enjoy and participate in a number of healthy sporting activities that are, at the moment, unavailable to them. Similarly, members of the local community from the southern parishes of Winchester will be able to use the facilities to develop sporting skills and expertise as well as gain enjoyment and work towards improving personal health and fitness.

We aim to provide an outdoor environment that is safe, secure and operates reciprocally with our neighbours.

It is important that management policies for the synthetic turf pitch are monitored and reviewed regularly at meetings of the STP Management Committee to ensure the integrity of the systems in operation and to reassure all those with an interest in the College.

In devising this management policy the governors, Headteacher and Leadership Team recognise that addressing the following issues need to be the responsibility of everyone involved in the College, and using the College facilities. These are:

1. Control of litter.
2. Noise.
3. Behaviour.
4. Security.
5. Car parking.

ROLES AND MONITORING RESPONSIBILITIES

The Governors will:

- approve, monitor and review this management policy through reports to them from the STP Management Committee;
- ensure arrangements exist for measures to be monitored and reviewed.
- Ensure the College pays an annual management fee to the Community Team budget on a non-profit basis.

STP Management Committee will:

- Report to the governing body on this management plan and key decisions relating to the strategic development of the STP Sports Facility;
- Oversee the management of the STP Sports Facility and make key management decisions on the opening hours, usage, pricing, marketing and staffing;
- Make recommendations to the College for improvements of the built facilities

- Ensure decisions are implemented swiftly and satisfactorily

The Headteacher and Leadership Team will:

- implement the management policy approved by the governors;
- ensure staff have a clear understanding of their particular responsibilities through training and staff briefings.

The Director of Community, Site & Facilities will:

- report to the Headteacher through regular meetings on issues relating to the operation of this facility;
- take day-to-day operational decisions with the PE department and the site team responsible for the care and upkeep of the facility;
- consider particular risk situations e.g. individual welfare, lone working, challenging behaviour;
- provide clear guidance to students, staff, visitors and users of these facilities on expectations and consequences;
- ensure community staff monitor the use of these facilities;
- monitor and review these facility management measures:
- report to the STP Management Committee.

The Community Team will:

- Take bookings for the STP Sports Facility
- Monitor the usage of the STP Sports Facility by all users and ensure compliance to the terms and conditions of hire;
- Identify and address any issues or ‘safety hazards’ swiftly;
- Report any defects/maintenance issues as soon as identified and where needed take remedial action;
- Support the Director of Community, Site & Facilities in implementing any decisions made by the STP Management Committee;
- Charge an annual management fee to the College for the above on a non profit basis.

College Staff will:

- support the Headteacher, Leadership Team and Director of Community, Site & Facilities in implementing this policy;
- be aware of their individual responsibilities in ensuring declared standards are adhered to;
- report management issues to the Leadership Team and/or the Community management staff.
- Ensure that at no time will pupils be allowed to use the facility without being supervised by a member of staff.

Students will:

- follow the College rules regarding the use of the synthetic turf pitch and the College playing field and will not use the facilities without authorisation.

Parents, Community Users and Visitors:

- will be required to abide by the requirements of the lettings Plan to ensure the STP Sports Facility, including the field are used in a sustainable, responsible and respectful way;
- will be encouraged to report ideas and problems to the Community Management Team.

STRUCTURE & PURPOSE OF THE STP MANAGEMENT COMMITTEE

A STP Management Committee will be established within 3 months of the date of this Plan to develop Community Use of the STP and will meet regularly during the year to monitor and review the usage and performance of the facility, ensuring suitable procedures are in place and sound operation exists.

Membership shall (where possible) include representative(s) (or their nominee) from each of the following:-

(a) The College[1]

(b) The Director of Community, Site & Facilities

(c) Representative from the community/ user groups

(d) One Representative each from the Swanmore and Bishops Waltham Parish Councils

(e) The PE Department

[1] To be the most appropriate person(s), such as Governor, Head Teacher.

Under the terms of reference, the STP Management Committee will, in accordance with this Plan, seek to establish a practical policy framework for the management and operation of the STP Sports Facility during agreed periods of Community Use. This framework should seek to enable:

(a) A policy of affordable pricing to assist in the achievement of the aims of this Plan. The policy will ensure that prices shall be no greater than similar local authority run facilities in the area;

(b) the promotion and forward planning of development activities, at times which best suit the target groups;

(c) equal opportunities of access;

(d) an easy and accessible booking arrangement for Casual Use and block booking, this system to be reviewed on an annual basis;

(e) an appropriate marketing strategy for the marketing of the STP Sports Facility for Community Use.

The STP Management Committee shall undertake an assessment of the adequacy of the implementation of this Plan in relation to:

hours of use of the STP Sports Facility;

pricing policy;

compliance with targets and aims of this Plan;

marketing;

financial performance of the STP Sports Facility during the previous year; and

maintenance.

The STP Management Committee shall make recommendations as to how Community Use of the STP Sports Facility can be further developed and improved.

The College shall implement all reasonable recommendations of the Committee as soon as reasonably practicable.

In the event any significant changes are required to this Plan as a consequence of each or any annual review prior written approval of Hampshire County Council's Planning Department shall be required.

The College shall not materially reduce the level of community access to the STP required by Condition of the Planning Permission without the prior written approval of the local planning authority (Hampshire County Council) following consultation with Sport England.

SUMMARY OF PRACTICES TO BE PUT IN PLACE: (Refer to Appendix 2: Regulations for the use of the STP Sports Facility).

The facilities will be monitored by the Community Management Team (CMT) and members of the site team to ensure that the terms of the lettings contract are fulfilled.

Smoking & Alcohol

- Smoking is strictly prohibited in any part of the College building or College grounds Under no circumstances shall alcoholic drinks be made available on the site.

Control of litter

- Hirers will sign a contract in which they will agree to clear all litter in their hired area. This applies equally to the STP and the grass pitches.
- Litter bins will be placed in close proximity to the development and will be emptied and cleaned on a regular basis.

Failure to comply with this requirement will result in the charging of a site management fee for litter clearance and damage repairs OR termination of contract.

Noise

- Hirers will be encouraged to respect and act responsibly towards neighbours by keeping their noise, and that of any supporters, to a minimum. If there is an unacceptable amount of noise the hiring contract will be halted and a clear, formal warning will be issued. Should there be a repetition of the incident the contract will be terminated with no financial refund.

Behaviour

- Hirers will be encouraged to respect and act responsibly towards neighbours by ensuring that behaviour and language, at all times, is socially acceptable. If there is unacceptable disruption the hiring contract will be halted and a clear, formal warning will be issued.

Should there be a repetition of the incident the contract will be terminated with no financial refund.

Security

- All hiring's will conform to College and HCC guidelines to protect children and vulnerable adults;
- CCTV cameras will be installed in the area of the new development and monitored. These shall be directed away from overlooking properties to ensure there is no invasion of privacy of residents.

Car parking and cycle parking

- The College shall ensure there is no parking on the public highway associated with the use of the facilities. On the occasions when this may prove to be necessary, this will be achieved by a combination of a flexible pitch booking system to reduce peak time crossover congestion and flexible management of staff and overflow car parking space.
- The College shall make available the secure cycle storage compound for use by users of the facility for use at no cost.

Floodlighting

- Floodlighting will be operated strictly in accordance with the conditions of the planning consent.
- Switching of the lights will be controlled within the College buildings (rather than pitch side) to ensure the lights are not mis-used.
- The lights will be controlled by timing switches, which will be pre-programmed by the CMT.
- To minimise disturbance to local residents, the lighting will be programmed to offer flexibility of use such that only part of the STP may be illuminated.
- For health and safety of users, there may be a requirement to allow a single column to remain illuminated for up to 15 minutes at the end of a session to offer save passage off the facility.

Pricing

A policy of affordable pricing shall apply to maximise Community Use and in accordance with the aims of this Plan. Prices shall be no greater than for similar local authority run facilities in Winchester City Council District and Eastleigh Borough Council District , namely, Winchester City Council leisure centre at River Park, King's College, Sports Stadium at Bar End Winchester; Wyvern Technology College & Wildern College. The prices of hire will be reviewed on an annual basis by the Community STP Management Committee.

Complaints procedure

Residents will be offered access to a complaints and commendation procedure.

- They may telephone the College between the hours of 08:30 and 16:00 on (01489) 892256 or email enquiries@swanmoreleisure.co.uk . Telephone messages may be left outside these hours.
- Should residents fail to receive a satisfactory response to a complaint, residents shall be able to arrange a meeting with the Director of Community, Site & Facilities to discuss the matter further.

Opening hours

Subject to planning restrictions, the proposed maximum opening times for the synthetic turf pitch shall be as follows:

Term Time

- Weekdays 08:30 – 15:30 for exclusive use by the College unless agreed by the College prioritised over community use.
- Weekdays 15:30-18.00 for College use and community use (with College curriculum and after College club priority).
- Weekdays 18:00 – 22:00 for community use.
- Saturdays 09:00 – 18:00 for community use with the last booking no later than 17:00.
- Sundays 10:00 – 16:00 for community use with the last booking no later than 15:00.

College Holidays

- Weekdays 08:30 – 15:30 for community use.
- Weekdays 15:30-18.00 for community use
- Weekdays 18:00 – 22:00 for community use.
- Saturdays 09:00 – 18:00 for community use, with the last booking no later than 17:00.
- Sundays 10:00 – 16:00 for community use, with the last booking no later than 15:00.

These are proposed maximum times of use. The times of use are proposed to enable flexibility of bookings in order to accommodate anticipated community demand and to ensure strong revenue to breakeven or above over an annual cycle allowing for a sinking fund for programmed expenditure. When the STP is not in use or a hiring has completed the floodlights will be switched off expeditiously. The College currently closes at 14:15 on Saturdays and is closed on Sundays. The STP will only be available for use with prior bookings and not for general use.

Access to the STP: No parking will be allowed on Lower Chase Road. All access to the STP either by foot, bicycle or motorised transport must be off New Road.

APPENDIX I – Booking Form with Full Terms & Conditions of Hire

Application for Hire of Facilities

Name of organisation _____

Name and address of applicant_____

_____

_____Post Code_____

Position within the organisation_____

Telephone number: Day_____ Evening _____

Email Address_____

Area / Purpose of hire: _____
(e.g: Sports Hall, ATP MUGA, Gymnasium, Hall, etc)

Date / Dates required from_____to_____
(Please state all dates required)

Time required from_____to_____
(Please state am or pm and include any time required for setting up and clearing away eg: seating and staging).

Does your hire require any catering? Yes No More Details

Number of Participants (Per Session/Event)_____

Age Ranges Of Participants Under 16_____ 16 – 21_____ 21 – 29_____
(Please State Quantity of Each)

30 – 40_____ 41 – 50_____ Over 50_____ Over 60_____

Ethnic Origins of Participants White European _____ Asian Indian
(Please State Quantity of Each)

Black African_____ Black Caribbean_____ Chinese_____ Pakistani_____

Others _____

Are Any Participants Disabled? _____
(If Yes Please Also State Number of Participants)

Are Participants Part of a Registered Youth Group?_____
(If Yes Please Also State Number of Participants)

Is the Organisation a Registered Charity?_____
(If Yes Please Also State Number of Participants)
Details of where invoices should be sent if different to those given overleaf.

Name and address of treasurer _____

_____

_____Post Code_____

Terms and Conditions

In these conditions:

'College' means the College identified at the head of this document.
'County Council' means Hampshire County Council.

1. I understand that the facilities are covered by Hampshire County Council's public liability insurance in relation to an accident or injury caused by a fault of the Colleges facilities or equipment only. Hirers and instructors must provide their own insurance to cover their liability and that of their users against all other forms of accidents/injuries.

2. I have provided evidence of my and/or the coaches qualifications, insurance details, suitability to work with children and financial history (if applicable) associated with this hire.

3. I have read and accept the regulations relating to hire, and agree to abide by the general conditions and any special conditions communicated to me.

4. I have satisfied myself that the facilities I have hired are suitable for the purpose of the hire.

5. I accept that an additional charge may be made in respect of damage caused to the building or College property through negligence or wilful intent.

6. My use of the College must not interfere with the proper working of the College or impair its efficiency. In particular I acknowledge that I will not have exclusive use of the site.

7. Should my hire exceed the times stated on the booking form I agree to pay retrospectively for the additional time used.

8. Fly posting on Hampshire County Council's property is illegal. The College will not be held responsible.

9. Payment for my hire will be made in full prior to the day of the hire. To qualify for VAT exemption I understand that I must be an eligible organisation, and that the hire must meet the relevant requirements.

10. I am over 18.

Signed_____Date_____

For and on behalf of _____

Name in Full_____

Version 2

EMERGENCY EVACUATION PROCEDURE FOR COMMUNITY USE

In the event of an emergency the College alarm will sound. (This is a long continuous ring.) The following are the procedures that should be followed by ALL community users.

Upon hearing the alarm all community users MUST leave the building through the nearest fire exit.

All users should leave quickly and quietly in a calm manner. It is essential that users do not panic, shout or run.

Note: Users should not collect together any personal belongings before exiting the building.

Users should then make their way to the fire assembly point. This is the designated area where users can muster pending the arrival of the emergency services. *Our fire assembly point is the "Astro Turf - MUGA"* , near New Road and is marked with the relevant fire assembly point sign.

The duty member of the community team or site staff will then approach the "hirer" (the person who completed the booking form) to confirm that all their users are present.

They will then report to the emergency services on arrival to inform them of the situation.

When the facilities are deemed to be safe for use by the emergency services the duty member of the community team/site team will inform you that it is safe to return.

Under no circumstances should any member of the community enter the building during an alarm or prior to be being told to do so by the duty member of staff.

All alarms should be treated as a genuine alarm, unless informed by a member of the community/site team of a periodic alarm test being carried out.

Access to the STP: No parking will be allowed on Lower Chase Road. All access to the STP either by foot, bicycle or motorised transport must be off New Road.

THESE INSTRUCTIONS ARE ISSUED FOR THE SAFETY OF ALL WHO USE THE COLLEGE BUILDING. PLEASE ENSURE THAT BOTH YOU & YOUR PARTICIPANTS KNOW WHAT TO DO IN THE EVENT OF AN EMERGENCY.

Regulations For The Hire of Facilities

The College reserves the Right to serve notice and review charges from 1st April each year.

ABRIDGED REGULATIONS FOR THE HIRE OF EDUCATION FACILITIES

1. **Acceptance of Conditions**

The hiring of accommodation is permitted only on the condition outlined in the following regulations. Acceptance of the hire Plan is deemed to be acceptable of these conditions.

2. **Compliance with conditions**

The hirer (the person or body to whom the hire is granted) shall be responsible for compliance with these conditions.

3. **Procedure for Arranging and Cancelling a Hire**

Applications for the hire of the STP can be made directly to the Community Team prior to the date required or on the day of the booking for casual users, however a booking for the same day will be subject to availability.

The College reserves the right to cancel any hire without notice (in exceptional circumstances only). Every effort shall be made to give reasonable notice to a hirer, and, whenever possible, alternative facilities offered.

4. **Refusal of hire**

The facilities will be made available for community use in term time as set out in the "Summary of Practices to be put in place" above and further summarised below from:-

15:30 to 18:00 community use allowed but College has preferential use

18:00 – 22:00 community use only*

Weekend times community use only

During College holidays the pitch will be available exclusively for community use.

*The facility may be required by the College for a one off (exceptional curriculum or after College club) event which cannot be scheduled in alternative facilities within the campus, in such circumstances the College will endeavour to give 2 weeks notice and refund the booking fee but no additional compensation shall be payable. However, the College will endeavour to schedule its own events sufficiently in advance and not to take a booking from a community hirer.

5. **Cancellation by the Hirer**

The hirer will where possible give at least 2 weeks' notice of cancellation to the Director of Community, acting for the head teacher and governors.

Cancellation by the College or Governors

The College as user will where possible give at least 2 weeks notice of cancellation to the Director of Community, acting for the head teacher and governors. The College reserves the right to cancel any hiring without notice if:-

the accommodation, owing to circumstances outside its control, will be unavailable for the hire period
the Hirer has failed to disclose material information concerning the proposed hiring, or

there are reasonable grounds to conclude that the Conditions of Hire may be breached to a material extent

7. **Exclusion and Termination**

The College reserves the right to exclude individuals or companies that it considers undesirable or inappropriate. The Director of Community (on behalf of the head teacher) reserves the right to require a representative to be in attendance for the preservation of good order and safety and to recover from the hirer any additional expenses incurred as a result of this condition. If the Director of Community's representative considers the behaviour of the hirer, there guest / delegates or third party contractors to be unreasonable, then the representative may cancel and / or terminate the event with immediate effect and the College shall not be obliged to refund any part of the hire charge.

8. **Insurance**

The Council has an insurance policy which covers letting in aided, controlled and special Plan Colleges. This policy covers the hirer and the users against any accident or injury caused as a direct result of the facilities and or College equipment. Hirers must protect their users against all other forms of accidents and or injury. Where Parent Teacher Associations are making use of College premises under the provisions for free lettings for this purpose, it is important that the use is booked as a letting to ensure that the insurance cover applies. The insurance operates only for the duration of the lettings taking place under the provisions of the lettings regulations. It is a Public Liability policy and covers the legal liabilities of the user (s) for:

The hirer shall indemnify the College and Hampshire County Council against all claims for damages, compensation and/or costs in respect of:-

i) bodily injury to persons other than by members of the using organisation as a result of it's activities.

or illness Third Parties, and/or

(ii) loss of, or permanent damage to:

(a) the County Council's property and equipment and,

(b) members of the using organisation's personal property.

Third Party property caused by or arising out of or being incidental to the Hirer's use of the premises and/or loss or damage to the College premises and contents therein the property of Hampshire County Council

Subject to an excess of £100 in respect of a loss of, or damage to property caused other than by fire or explosion i.e. the hirer must meet the first £100 of each and every claim. The limit of indemnity is £5,000,000 in respect of any one incident. *(See Insurance Regulations form for further details)*

The Hirer shall affect adequate insurance in respect of the liabilities and the loss or damage referred to respectively in this condition.

9. **Activities for Children**

For these activities, a hirer shall ensure that two responsible adults are present, and in charge throughout the whole period of hire. It is recommended that one adult is a qualified First Aider.

10. **College Equipment**

Only equipment for specific organised sporting activities may be used on the STP.

11. **Fabric and Fittings (Use of the College Buildings)**

The fabric and fittings (including electrical installations) and contents of the premises shall not be interfered with in any way. Official exit ways must be kept clear at all times. Any alteration to the College's lighting or heating system is strictly forbidden. The hirer shall, at the end of the hire period, leave the accommodation in a reasonable tidy condition, all equipment being returned to the correct place of storage.

12. **Storage**

Storage facilities cannot usually be provided. When hirers are permitted to leave equipment on the premises, they do so entirely at their own risk.

13. **Hirer's property**

Safe/suitable furniture and apparatus may be brought on to the premises at the hirer's own risk. Hirers shall not bring on to the premises any article of an flammable or explosive nature, nor any article producing an offensive smell, nor any other substance, apparatus, or article of a dangerous nature. The hirer is responsible for the safe guarding and safe keeping of all items belonging to the hirer, there guests / delegates or third parties engaged by it. The College accepts no responsibility for such items.

14. **Billing**

The hire of the facilities will be subject to payment in advance of the event. In special circumstances where this may not be possible permission must be obtained from the College and alternative arrangements made.

The hirer shall, if so demanded, pay at the time of booking a refundable deposit to be held by the Governors against costs unavoidably incurred as the result of insufficient notice of cancellation of booking, any damage caused by the hirer, or additional cleaning required as a result of the premises not being left in a reasonably tidy condition. The proportion of the deposit to be retained will be decided by the Community Manager acting on behalf of the governors, and this decision will be final.

15. **Statutory Requirements**

All statutory requirements, including those relating to health and safety, must be strictly fulfilled by the hirer.

16. **Suitable Qualifications**

Where applicable evidence of suitable qualifications and insurance cover must be provided at the time of booking.

In addition, where requested by Swanmore College of Technology other evidence pertaining to the hire must be produced e.g. ofsted or financial history.

17. **Attendance and Behaviour**

The hirer shall ensure that the number of persons using the premises does not exceed that for which the application was made and approved.

The hirer shall be responsible for ensuring the preservation of good order for the full duration of the letting and until the premises are vacated. The hirer shall at all times provide an adequate number of supervisors for any activity and those supervisors shall be present through out the period of the hire. The hirer shall be liable for damage caused by unruly or inappropriate behaviour.

It is the hirer's responsibility to ensure that all those attending are made aware of their responsibilities, and the County Council's and hirer's insurance arrangements.

18. **Alcohol**

Under no circumstances shall alcoholic drinks be available or consumed at the College associated with the hire of the STP.

19. **Gambling**

The facility may not be used for gambling.

20. **Fire Precautions**

Hirers shall familiarise themselves with the fire precautions in force on the premises, and with the means of escape in the event of a fire. The hirer is responsible for ensuring that persons attending are made aware of the evacuation procedures. Fire and other exits must be kept clear at all times. The Hirer is responsible for ensuring that their party are all out and accounted for and report to the Site Staff in charge at the main entrance of the College.

21. **First Aid**

First Aid is the responsibility of the hirer and the hirer is responsible for supplying a small First Aid kit at all times.

22. **Smoking**

Smoking is not allowed anywhere in the building and surrounding grounds.

23. **Premises Assistant**

The Site Staff and the Community Staff are instructed by the governors to ensure that the conditions of hire are fully complied with. All reasonable instructions given by the Site Staff & Community staff on duty must therefore be followed.

24. **Right of Access**

Use if the premises is limited to the accommodation hired and necessary facilities such as toilets. Car parking is permitted in designated areas at the premises subject to availability. The governing body and its agents reserve the right of access to the premises during the letting.

25. **Sub Letting**

The Hirer may not assign or sub-let the hire of the College.

Hirer's Insurance – Indemnity Clause

In accordance with the terms of hiring it is customary to require persons / organisations to accept responsibility for damage to the premises and its equipment and for the Third Party claims involving injury to persons and / or damage to property.

A INJURY TO PERSONS OR PROPERTY

1 The Hirer shall indemnify the College and Hampshire County Council against all claims for damages, compensation and / or costs in respect of :

(i) bodily injury or illness to Third Parties, including the County Council's servants and agents and / or

(ii) damage or loss to Third Party property caused by, or arising out of, or being incidental to the Hirer's use of the premises.

2 The Hirer shall effect adequate insurance to cover this liability with a minimum limit of indemnity of

£10 million for commercial lettings except where otherwise agreed
£5 million for non-commercial lettings

B DAMAGE TO PREMISES AND EQUIPMENT

1 The Hirer shall be responsible for the loss of, or damage to the premises and contents therein, which is the property of the College and /or Hampshire County Council, except when loss or damage to the premises or contents are as a result of the negligence of the College or Hampshire County Council.

2 The Hirer shall effect adequate insurance to cover this liability with a minimum limit of indemnity of

£10 million for commercial lettings except where otherwise agreed
£5 million for non-commercial lettings

Hirers must produce evidence that the required insurance cover is in place at least 7 days before the event.

NON-COMMERCIAL HIRERS

Due to difficulties experienced by non commercial hirers in arranging Public Liability Insurance with a Limit of Indemnity of at least £5 million (the lowest limit acceptable for use of Hampshire County Council premises) the County Council has arranged for the following policy, and Hirers who cannot produce evidence of Public Liability insurance, must as a condition of the proposed hiring, take out the Hirer's Insurance arranged by Hampshire County Council, (provided they do not fall within the definition of the exclusions listed below) and the premium is included in the hiring fee payable.

HAMPSHIRE COUNTY COUNCIL – ON BEHALF OF NON-COMMERCIAL INDIVIDUALS AND ORGANISATIONS HIRING COUNTY COUNCIL COLLEGES, COMMUNITY COLLEGES, EDUCATION CENTRES AND OTHER HAMPSHIRE COUNTY COUNCIL PROPERTIES

OPERATIVE CLAUSE

The indemnity will cover individual hirers for their legal liability for injury / illness to third parties and / or loss / damage to their property, and loss or damage to the premises and contents hired, including such liability that may be imposed on the Hirer under the terms of the hiring Plan.

LIMITATIONS

For loss / damage caused other than by Fire or Explosion, cover is subject to an Excess of £100

Damage resulting from Fire or Explosion is limited to £5 million

EXCLUSIONS

Political Meetings and Professional Entertainment Promotions

Commercial, business or trade hiring

PREMIUM

The premium is charged within the Hire Fee

NOTE

This is a public liability insurance policy. It does not provide cover for:

Employers Liability – If the hirer has employees the hirer must provide this cover.
Professional Negligence of the Hirer – if the hirer is providing a professional service, they must take out this cover for themselves.
Personal Accident – cover for participants in the hirer's activity where they have been injured as a result of pure accident and there is no negligence on the part of the hirer.