

# Pre-Screening Policy

Fernwood Women's Health Clubs Pre-Screening Policy sets the standards for all Club Owners and employees to follow and promote within their club. We are all too aware of the risks involved in advising exercise and the need for a consistent standard within our brand.

Fernwood Women's Health Clubs requires all new members to undertake the Health Screen Questionnaire prior to commencing any physical activity within a Fernwood Club.

The importance of pre-exercise screening of new members/ existing members (who may not have attended the club in an extended period of time) is to identify a member who may have a medical/impairment/disability that puts them at a higher risk of an adverse event whilst completing physical exercise within your club.

## Medical

This can simply be categorised as an individual who has identified via the Health Screen Questionnaire as having a pre-existing medical condition such as High Blood Pressure, Diabetes or Cardiovascular Disease. These conditions are not deemed limiting however, Medical clearance is required before being allowed to commence training within our facilities.

## Disability

The term disability is an umbrella term for impairments, activity limitations and participation restrictions all of which can interact with a person's health condition that may hinder their full and effective participation in society on an equal basis of others.

Disabilities affect many people both directly and indirectly. It may have a large or small effect on a person's daily life and affects most people to varying degrees and at different life stages.

Subject to the degree of disability a club member will be required to be trained by a Qualified Level 4 Fernwood Trainer during their time at the club unless a Doctor can provide evidence that this is not necessary.

## Impairment

An individual's impairment refers to problems in bodily functions or structure such as loss of sight, loss of hearing or loss of a limb and any other lack of function of body organs. Impairments can be associated with genetic disorders, illnesses, accidents, ageing, injuries or simply a combination of these factors.

If a club member (or potential club member) presents with an impairment it is paramount that the Club Employee advises the Franchisee, and the correct pre-exercise screening process is followed. In the event that the member presents with a mental impairment (as opposed to a physical), we cannot undertake a contract signing without their guardian/carer being present furthermore, attendance at a Fernwood Club would require the member to be trained by a Qualified Level 4 Fernwood Trainer for the duration of the workout unless a Doctor can provide written evidence that this is not necessary.

Fernwood Womens Health Clubs Group does not condone and will not tolerate any form of discrimination against a Club Member who presents with a form of disability or impairment.

Most importantly it should be noted that whilst we may take all the necessary steps to ensure the safety of our Club Members via the Health Screen Questionnaire this should not be relied upon as the sole risk management strategy of your club. They do not help to prevent an injury of a member and any subsequent lawsuit that may follow. It is the responsibility of our employees and owners of the Fernwood Clubs to ensure that their staff members are adhering to an acceptable industry standard on a daily basis.