



The 'Empire Gym Gold Standard'

**Our 'COVID-Safe' Action, Investment and
Implementation Plan**

By Matt Weston

**UPDATED FOR APRIL
2021**

Contents

- ❖ **The 2-Metre Rule**
- ❖ **Floor Space and Head Count**
- ❖ **No Changing Facilities**
- ❖ **Water Beverages and Supplements**
- ❖ **No Cash – Contactless Transactions**
- ❖ **Booking Procedures & Opening Hours**
- ❖ **Arriving at the Gym for your booked session**
 - **Temperature Checks**
- ❖ **Creating a COVID-Safe Environment**
 - **Shielding Investment**
 - **Spacing, Positioning & Orientation of Equipment**
 - **Equipment 'Cluster' Innovation**
- ❖ **Air-Conditioning & Ventilation. Use and Science**
- ❖ **Game Changing Empire Gym Investment in 'Permanent Air Exchange'**
- ❖ **Hand, Equipment and Gym Cleaning Protocols**
- ❖ **Safety Mitigation in Group Classes**
- ❖ **Additional Risk Mitigating Opportunities**
 - **Face Coverings**
 - **Music Levels and Shouting**

The 2-Metre Rule

There is much discussion about the most prominent component of social distancing - The distance itself.

With the relative 'relaxation' of many aspects of the social distancing we have become used to, there are moves to reduce the '2-Metre Rule' to a '1-Metre +' rule.

At Empire Gym we WILL NOT be reducing the 2-Metre rule. People using Empire Gym will be expected to stay 2-metres away from other people at all times whenever it is possible.

The 2-Metre rule has been a pivotal component of our decision making in all areas and we think that to continue to use 2 metres as a rule in our plans, better respects the risks that are present in a fitness environment.

The Government and SAGE (The Scientific Advisory Group for Emergencies) published research findings on 4th June 2020, specifically looking at 'Transmission of SARS COV-2 (Covid-19) and mitigating circumstances' that state, that;

'In the role of physical distancing':

"There is a non-linear relation between the risk of transmission and distance of separation for face-to-face contact. Duration of this contact is also important with risk proportional to time. Given the uncertainties about transmission and dose-response it is not possible to say with certainty what a safe distance of separation is, but best current evidence suggests that 1m carries between 2 and 10 times the risk of 2m of separation."

This is a very useful reference point and it give us confidence that 2 metres is between 2 and 10 times safer than 1 metre, but that duration of contact is also important. So, in scenarios when 'passing' someone within a 2-metre distance at Empire Gym, the very short moment in time that people are 'passing' itself helps to mitigate the risk.

The same report later details;

"Distancing needs to recognise that people are not static and hence allow leeway for real-world. Challenging to maintain in some environments, in which case additional measures will be needed"

... and you will see from the rest of this detailed 'Empire Gym Gold Standard' document that the additional measures needed will be provided in abundance and with scrupulous attention to detail.

Floor Space and Head Count

In its very essence, the need to work within a gym culture that asks for 2-metre distancing at all times, means that there will need to be fewer people in the gym than would 'normally' be the case.

Very early advice given by UK Fitness trade body 'UK Active' in their document *"COVID-19 - A framework for the re-opening of gym, leisure centre and wider fitness industry during social distancing"* on the number of people that should be in a gym environment at one time, said that the ratio should allow each person 3 square meters. Since then, the formal government guidance for opening on back on 25th July 202 was 1 person for every 100 square feet, or every 9.3 metres, which we think is very sensible.

With a ground floor gym area of 300 square meters or 3200 square feet, we can easily meet and exceed these standards.

We will now allow an uplift from 15 to 20 customers into the ground floor gym area at Empire Gym at any given time, meaning that each person on average will have 15 square metres (160 square feet) of space - Way above that recommended.

These guidelines mean Empire could allow up to 30 people onto the gym floor at a time for each booked hour, but for now we will be sticking to a strict limit of 20, allowing people to distance from one another with ease. This will be the same 20 people for the 75-minute duration of your visit, limiting exposure to no more than 19 other customers. This in turn creates a very useful and easily trackable 'Gym Bubble' for that hour. So, in the rare requirement that contact tracing is required, we can track-back to the time and date of the exact 20 person 'bubble' with laser like accuracy. By definition Empire Gym has the up to date detailed contact information of everyone who has historically been or who will be allowed to enter the gym.

Our first-floor class space is 10m x 10m. So, (When classes are permitted) with a floor area of 1076 square feet, we are only allowing 9 participants into a class plus the instructor. Clearly, again we are meeting the 1 person for every 100 square foot requirement. Class users and gym users will never arrive and leave at the same time, so preventing crossover.

This type of approach is what leads us to believe we are setting an extremely high standard.

Our grip on these numbers, and our ability to enforce them will be irrefutable, as we will be operating a strict, structured, simple gym floor booking policy and system which is discussed in detail later in this document.

No Changing Facilities

The changing and shower facilities at Empire Gym will be closed and out of bounds.

Customers will be expected to arrive for their training session wearing appropriate gym attire and should not at any stage change their clothing during their 1-hour booked training session.

Because of this, lockers will also not be available for use, so you should bring with you to the gym only what is absolutely necessary. This is again over and above the advice given by the industry body. Minimal small bags will be allowed to be hung in the reception area. No bags will be allowed on the gym floor.

The booking system will allow 20 people to book in one-hour long training session for a given hour long slot. This means that in theory, 20 men or 20 women could be booked into that hour, although there is most likely a mix of both. Our changing facilities, while spacious, are not spacious enough to safely and hygienically respect the strict social distancing rules we will work to, even if there were only, say, 10 people in one changing room and 10 in another. It is not viable or safe.

Further-more, as the booking system leaves a 15 minute gap between each hour long session, it is essential that those 20 people leave the building immediately on completion of their booked hour, so that essential cleaning and safety procedures can take place and so that one 'group' of 20 people do not cross over with the next 'group' of 20 people. Again, this guarantees that during your visit you should only ever be in the same building with a maximum of 19 other individual people, plus Empire Gym staff.

Water, Beverages and Supplements

It is not safe to share water fountains, so they will be turned off and cordoned off. We will also strictly not allow water containers to be refilled using the taps in the toilet facilities.

So, in the interests of ensuring you train safely by maintaining your hydration you should bring with you a large enough, but sensibly sized water container full of water. Or we will be selling bottled water. With any bottle purchased, once the contents are consumed, we will be ensuring that they are put in a bin immediately. (Extra bins will be provided over and above the normal number)

Anyone leaving any litter around the gym will be warned once before being ejected and they will not be allowed to return.

In the past we have made pre-workout drinks and protein shakes to order. This will now stop. 'Ready to Drink' pre-workouts and protein shakes will also be for sale in the drinks-refrigerator along-side the bottled water. Again, empty containers must be disposed of immediately in the bins provided.

Protein bars will be for sale but cannot be consumed on the premises and must not be taken onto the gym floor.

No Cash – Contactless Transactions

Cash will no longer be accepted so to reduce interaction between customers and staff.
Contactless card payments and Apple-Pay will be accepted.
There will be no lower limit to transactions.

Booking Procedures & Opening Hours

On re-opening, customers wishing to use Empire Gym will have to book their training session in advance.

Only 20 people will be allowed on the gym floor at one time. These will be the same 20 people for the whole 'booked' 75-minute long training session before the 20 people are asked to leave.

There will then be a 15-minute cleaning and safety procedure gap, before the next booked group of 20 people arrive. Any customer will therefore only ever be in the same building with a maximum of 19 other customers, all of whom have on average 15 square metres of space each while being asked to respect 2-metre social distancing.

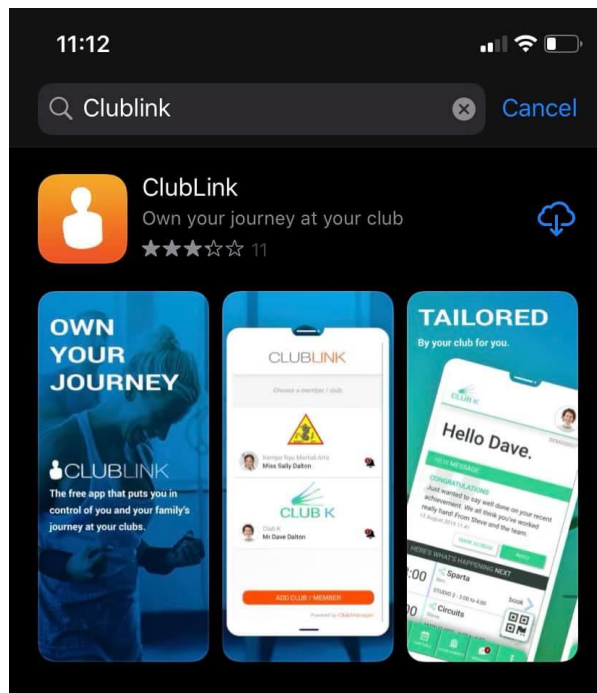
So how does the booking work?

In a number of very simple and familiar ways! Making the transition intuitive and very easy for existing customers and those who are familiar with Empire Gym culture, and easy to learn for any new customers.

Booking using the 'Clublink' App:

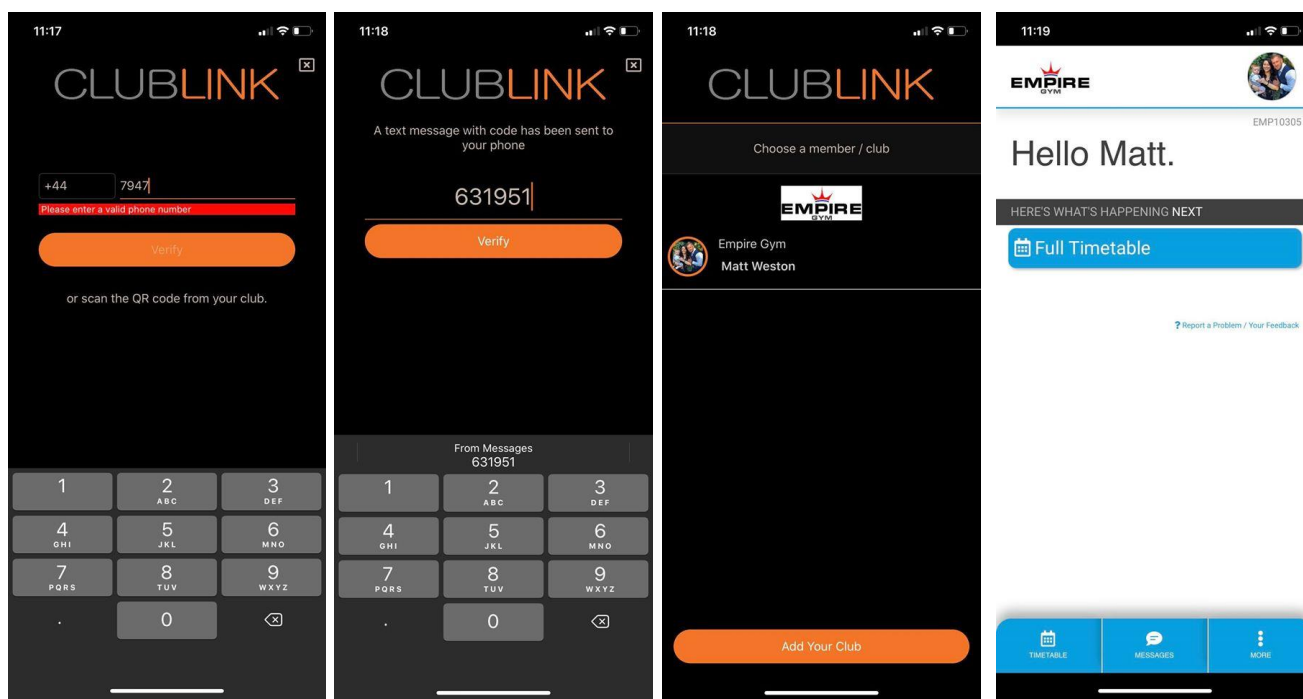
Those customers familiar with booking classes via the app will be pleased to know that we will be utilising exactly the same app for booking gym training sessions.

- ❖ The app is called 'ClubLink'. It is an orange logo with a white silhouette.
- ❖ It can be downloaded for free on your smartphone



Here are the download instructions:

- ❖ Once downloaded the app will ask you about notifications and the camera. There's no need to allow either but up to you
- ❖ You will then be asked to enter your mobile phone number. If your number is present in our membership system you will be able to log in.
- ❖ The app will then send a code by text message to your phone. Enter it.
- ❖ You should then be able to see your name and picture if we have one of you on the system and the app will automatically find you as an Empire Gym customer
- ❖ Simply select the link and you will be taken to your booking options and other options.



- ❖ Gym sessions and later, classes, become visible 6-days in advance. So, for example, booking for a Monday would be available the preceding Tuesday.

Booking using the telephone:

In the same way that classes have always been accessible to book over the phone, so will the hour-long gym training-slots.

Simply call 01778 344579.

Until we re-open, once the booking slots become available, 6 days before the confirmed re-opening date, you can leave a message and request your preferred slot. We will then listen to the messages and allocate the bookings, providing they are available, within 24 hours maximum and telephone bookings will be allocated in the order in which the messages are received on a first-come-first-served basis.

When we re-open, we will of course have a person working in reception who will receive calls during our opening hours and who will action any booking requests.

The new gym floor timetable:

Here is the gym floor timetable for weekends and weekdays.

20 people maximum per 75-minute slot with a 15-minute cleaning and safety procedure gap between each bookable session. 10 bookable slots each weekday totalling 200 bookable spaces a day, and 3 bookable slots on each day of the weekend, totalling 60 bookable sessions on each weekend day.

This means, each week there are a total of 1120 gym sessions available to book.

Weekdays:

AM:

6 – 7:15

7:30 – 8:45

9 – 10:15

10:30 – 11:45

PM

12 – 1:15

1:30 – 2:45

3 – 4:15

4:30 – 5:45

6 – 7:15

7:30 – 8:45

9PM Close.

Weekends:

AM/PM:

8:15 – 9:30

9:45 - 11

11:15 – 12:30

12:45PM Close

Opening Hours

Please note – Our Opening hours remain unchanged other than a 1-hour extension on Friday evenings to 9pm so that the booking timetable availability is the same on every weekday.

Opening hours are: 6am – 9pm Monday to Friday and 8am-12:45pm on Saturdays and Sundays. But gym use is now strictly by booked appointment only.

Arriving at the Gym for your booked session

As potentially 1 of 20 people maximum arriving for your gym session, you will be expected to queue in an orderly manner using reception, the steps leading into the gym and the public pathway. You should queue to the left so avoiding the entrance to the nearby car cleaning facility.

Only 3 people will be allowed into the reception area at a time.

You should queue using 2 metres social distancing as a rule please. Signage and markers will be in use to make these rules easy to follow. Your queuing direction will be such that it guarantees that anyone leaving the gym does not pass you, but the previous group should have left in plenty of time before your arrival as each 75-minute booking slot is separated by 15 minutes.

Please try to arrive exactly 5 minutes before your allocated hour-long session start time, so the procedures required before your session do not encroach into your training time.

Temperature Checks:

Temperature checks will no longer be enforced on arrival to booked sessions. On reopening on 12th April 2021 the climate in terms of the prevalence of the virus and the picture in terms of mitigating behaviours now embedded in communities has led us to remove this step on arrival. At 12th April over 30 million vaccines have been administered and all those attending schools and colleges of the age that are allowed to enter Empire Gym are having twice weekly lateral flow tests. These measures combined with our detailed suite of additional measures as detailed in this document have allowed us to remove this procedure, so bringing at least one stage of the process of entering the gym back to some type of normality.



Arrive in your training attire & DO NOT bring a towel:

You must arrive in your training attire, changing facilities are not available.

We will not allow the change of clothes or shoes when you are at the gym.

Also, please DO NOT bring a towel. We specifically do not want people to use their own towels for reasons of hygiene which are further discussed in detail the 'Cleaning Protocols' section.

Please DO NOT bring or wear training gloves:

To wear training gloves would totally compromise hand hygiene strategies so we ask that people do not use them. Wrist straps can be used as they don't hinder the use of hand sanitisers while in the gym or hand washing when in the toilet.

Arrive with a 'Water Strategy':

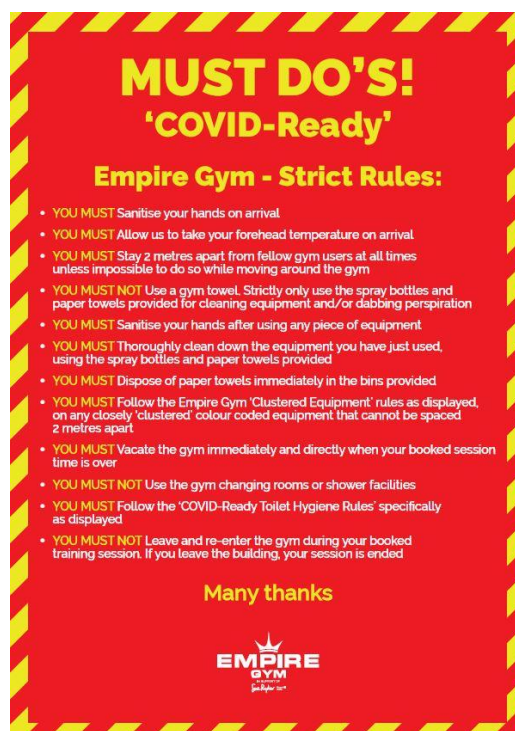
As detailed in the 'Water, Beverages and Supplements' advice, you will not be allowed to refill your water container at the gym. So be prepared. Either bring a suitably sized full, pre-filled container to use when training, or come prepared to purchase a bottle of water. Remember, the gym will be cashless, so you can only pay by card or apple pay.

Move quickly and decisively:

On arrival, while we will not rush you, each person will be very keen to safely enter the gym and make the most of their hour of training. If you are purchasing water, ready to drink pre-workout, ready to drink protein or protein bars, we would encourage you listen to the instructions of the member of staff, and then immediately enter the gym floor moving away from reception. You will then be allowed up to reception to purchase anything you require once the training session has started and everyone is in and registered. This will prevent queuing. Remember while drinks are allowed, no food will be allowed on the gym floor.

Familiarise yourself with the rules:

Once on the gym floor, you will see that around the gym (Example below) are an array of bold clear rules and regulations pertaining to everything in this document. While respecting your social distancing responsibilities, browse and re-familiarise yourself with the rules as you navigate the gym.



Creating a COVID-Safe Environment.

Shielding Investment, Equipment Spacing, Positioning and Orientation, and Equipment 'Cluster' Innovation

Personal behaviours are key, but we also have a responsibility to provide an environment that is fit and suitable for the new COVID landscape.

The environment needs to work ergonomically and naturally encourage the right behaviours.

It also must immediately show on first glance that the new era we live in is being respected and that clear, appropriate and innovative adjustments have been made, and that being COVID safe is a joint effort between gym and customer. We don't just rely on you. We research, plan and invest and do everything we possibly can to make you safe.

And in displaying these things, the environment will make you, the customer, feel safe, and reassured that absolute professionalism and attention to detail is being observed.

This will be reflected in the way the gym looks, the way the air feels when you arrive, crisp smells of ongoing cleaning, cleanliness and hygiene.

The creation of a truly COVID-Safe culture and environment.

Shielding Investment

Even while the timings of re-opening have been uncertain and changeable, we felt it was important to make a statement of intent. So, we have invested thousands of pounds in high quality floor standing Clear Toughened Safety Glass and Aluminium partition shields. The shields are between 1800mm and 2200mm high depending on the area of the gym they are used in.

The safety glass shields are used primarily in the areas where the 2-metre distance cannot be reasonably observed and where more cardiovascular exercise is likely to take place. This is namely the 'Cardio Zone' area and the first-floor class space. (Discussed in detail in the classes section)

The taller shields were ordered for the 'Cardio Zone' area, as they are floor mounted, and customers using treadmills and Arc-Trainers are elevated when they step onto, or into the machines.

Why safety glass over Perspex?

We want the most hygienic, durable high-quality pieces of hardware we can find.

Ultimately, the shields are a proper and substantial new part of gym furniture, who's quality will last the test of time. There is some evidence I have read that puts the argument for glass surfaces harbouring less bacteria/virus than plastics. A well-manufactured substantial safety glass panel is also much more easily cleaned, and thorough, rigorous cleaning of the shields is essential. So, the hardware must be able to stand up to repeated and regular cleaning.

The changes we are implementing may need to endure for months and even years. Maintenance of equipment has always been at the forefront of our minds and the shields are no different. Their durability gives us a 'future proofing' benefit also.

The toughened safety class shields have been branded with Empire 'Crown decals' so that they can be seen, and so they feel like part of a the typically crisp, clean colourful Empire environment.



Spacing, Positioning & Orientation of Equipment

Having endlessly walked, studied and measured the dimensions of the gym, the distances between equipment and equipment orientation, we are confident that social distancing will be easily achievable and effective while training takes place at Empire Gym.

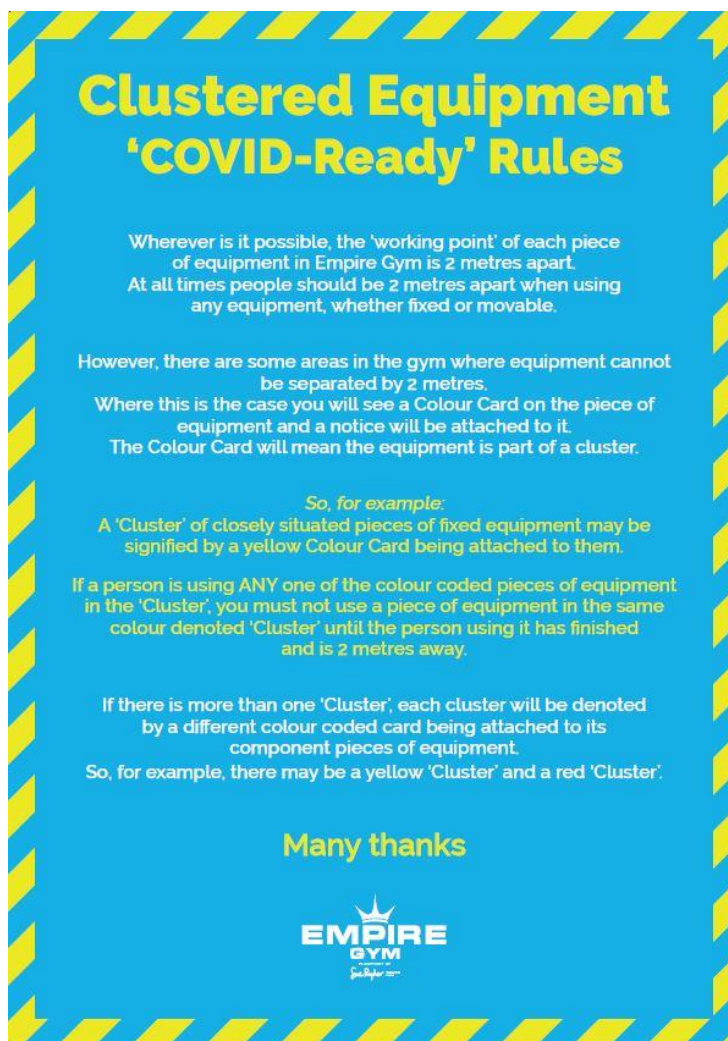
The key points are as follows:

- ❖ In the overwhelming majority of pieces of equipment, the 'working area' or central point, whether seated or standing of a piece of equipment or a free working area is 2 metres or more apart. We Have moved equipment around successfully to specifically make sure this is the case.
- ❖ The orientation of people is cited in much of the SAGE (The Scientific Advisory Group for Emergencies) research as being another recognised mitigating factor against likelihood of transmission, and none of our equipment will be positioned in a direct 'face-to-face' orientation. All equipment, in addition to being appropriately distanced, will be side to side, back to back or front to side thus further reducing risk.
- ❖ The aforementioned toughened safety glass shields will be positioned between cardio-vascular equipment in the 'Cardio Zone' and people will be asked not to train directly side by side or directly in front or behind another customer, leaving an equipment gap or 2 meters where possible so again using a three-pronged approach to reducing risk. Shielding, distancing AND bodily orientation.
- ❖ To add yet further mitigation... The 'Cardio Zone', being a separate area, means we can limit numbers of people using it at any given time. Only 4 people will be allowed into the zone at a time and each person during their one hour booking slot will only be allowed to use and piece of cardio equipment for a maximum of 20 minutes, so ensuring duration of exposure is much reduced both in the number of people socially distanced in a given area and in terms of time spent in that proximity. It also means all people get a fairer opportunity at using all cardio equipment while following strict mitigating protocols. There are some other very well-spaced pieces of different 'cardio' equipment available to use on the gym floor, ensuring everyone has fair access to cardiovascular training machines within their hour.
- ❖ Two further shields are positioned on the gym floor itself between the 'Ski-Erg' and the 'HIIT Bike' as these two pieces of equipment are often for high intensity use and use fan technology to create resistance. The shield between these pieces of equipment will massively reduce the effective air turbulence caused by one or both of them being used. They will also both orientated in such a way that they face away from each other and the main gym floor training environment. There is also a shield between the 2 Stairmaster machines. As with all cardio equipment, the working zone is over 1 meter apart with the added mitigation of the toughened glass shield. The Stairmasters are also angled away from each other.

Equipment 'Cluster' Innovation

Where equipment is fixed and cannot be separated by 2-metres (and this is now very few pieces indeed), we have innovated.

- ❖ If there are groups of equipment, say 2 or 3 pieces in close proximity that cannot be re-positioned, so 2 be 2 metres apart, we will call this group of equipment a 'Cluster'
- ❖ There will be A0 posters around the gym (as shown) explaining how equipment clusters work and the rules governing them.
- ❖ Only one person at a time can train within a 'Cluster'
- ❖ Clusters will be shown with the use of bold, clear, colour coded notices.
- ❖ There will be very few (Possibly only one or two) 'Clusters' meaning they are a necessary and professional innovation rather than being 'typical' in the new environment.



Air-Conditioning & Ventilation. Use and science.

The Government document 'Transmission of SARS-CoV-2 and Mitigating Measures EMG-SAGE 4th June 2020' which has been a very useful reference point for this document, presents a hierarchy of mitigating measures in the prevention of spread of the COVID-19 Virus.

Specifically, when discussing the 'Engineered' ways of preventing risk, pertaining to air flow and dilution of air, it explains as follows;

"Focus should be on poorly ventilated environments as this will have the greatest benefit; improving an already well-ventilated space will likely have a limited effect. Feasibility will depend on the design of the ventilation system and could be achieved through utilisation of natural ventilation (such as opening windows and vents) and increasing mechanical flow rates where possible and tolerable"

"Wind driven ventilation can sometimes be enhanced when opposite sides of a building are linked for airflow purposes, and propping doors open can lead to larger ventilation flow rates. Propping such doors open can also reduce contact risks through touching door handles"

This is valuable information. We have the added benefit of a sophisticated air exchange and air conditioning system. The space we have is large and well ventilated, but we want to use every tool at our disposal to improve ventilation and dilute and change the air as often as we can.

Firstly, and most simply we have the option of opening 2 sets of double doors at the front of the gym and a set of double doors at the back to create exactly the wind driven ventilation spoken of above, as they do have a 'linked airflow' from front to back. And as described this also helps to remove the entry and exit door handle touch points.

But the exciting news is in the investment we have recently committed to that will make the use of our sophisticated air exchange system a game changer.

Game Changing Empire Gym Investment in 'Permanent Air Exchange'

Until now our air conditioning system has been one of the most welcomed benefits of being an Empire Gym member. Research and associated evidence as to whether air conditioning is appropriate in a COVID-Safe environment has been patchy, but these are some of the conclusions the ECDC (European Centre for Disease Prevention and Control) have presented:

They say:

In conclusion, the available evidence indicates that:

- *Transmission of COVID-19 commonly occurs in closed indoor spaces.*
- *There is currently no evidence of human infection with SARS-CoV-2 caused by infectious aerosols distributed through the ventilation system ducts of HVACs. The risk is rated as very low.*
- *Well-maintained HVAC systems, including air -conditioning units, securely filter large droplets containing SARS-CoV-2. It is possible for COVID-19 aerosols (small droplets and droplet nuclei) to spread through HVAC systems within a building or vehicle and stand-alone air-conditioning units if air is recirculated.*
- *Air flow generated by air-conditioning units may facilitate the spread of droplets excreted by infected people longer distances within indoor spaces.*
- *HVAC systems may have a complementary role in decreasing transmission in indoor spaces by increasing the rate of air change, decreasing recirculation of air and increasing the use of outdoor air.*

So, we have been thinking in detail about this evidence, and having spoken to the suppliers of our air conditioning systems, we are now investing in engineering work to upgrade the systems to be even safer.

These upgrades are now complete!

All along there has been an air-conditioning, heating and cooling function, but in the background, there has also always been permanent air exchange through what is called a Lossnay system. This system fully exchanges the air in the room every hour, replacing it with fresh air from outside.

Previously we have had to run the air-conditioning system to allow the Lossnay air exchange to work. And in the current climate we don't think it would be preferable to 'blow' air around with the air-conditioning function.

So, we have now installed separate operating controls for the two systems so we can run permanent air exchange at all times while not having to run the air conditioning.

It is a game changer! Permanent, safe air exchange at all times while people exercise!

Hand, Equipment & Gym Cleaning Protocols

Cleanliness and hygiene are paramount.

Obvious yes, but nevertheless it is the responsibility of us as a business and in turn of you as the customer to make hygiene an issue that is permanently at the front of our minds.

Government research and advice when looking at the hierarchy of mitigating measures backs up the obvious requirement by speaking of the 'engineered' ways we can make cleanliness and hygiene more likely to be much improved.

At Empire Gym from the day we opened we have utilised a hand sanitising station that is key in sanitising people's hands. This is engrained Empire Gym culture. People already instinctively do this on the way in and way out of the gym.

Of course, a gym is a high touch point environment, so we recognise the need and the opportunity to raise standards to an impeccable level to combat, manage and excel at being hygienic. Teaching new improved habits.

So, for example, research also suggests that a lack of available hand washing/sanitising options is a 'deterrent' to cleanliness and hygiene, so we have greatly increased the prevalence of hand sanitising 'stations' in the gym.

Here is a detailed list of our measures in making Empire Gym the cleanest and most hygienic environment possible:

Cleaning and sanitisation of hands

- ❖ Additional hand pump sanitisers have been placed in considerable number around the gym to augment and support the provision of a 'no-touch' station, in the centre of the gym, further reducing people's proximity to hand sanitising opportunity wherever they turn.
- ❖ Customers will be asked to sanitise their hands after the use of a piece of equipment before moving to another piece of equipment.
- ❖ Use of toilets and the importance of heightened toilet hygiene awareness will be stressed, and large posters around the gym will support this. Including a specific toilet hygiene poster that will be displayed in A0 in the gym and on smaller posters in the toilets themselves. (As seen below) This approach tells people to thoroughly wash their hands for 20 seconds before leaving the toilet and then to sanitise them again before using any equipment. This after they have used the disinfectant spray we will provide for people to clean the toilet seat.

- ❖ We will also disable the air powered 'blower' hand dryers, which cause air turbulence and spread bacteria, and ask people to dry their hands with paper towels that are immediately disposed of in the bin provided.



Cleaning and sanitisation of Equipment

Cleaning of hands is a priority, but cleanliness of the equipment and the physical environment is also extremely important, and the combination of the two gives us the greatest chance of excelling in our hygiene standards.

So, these measures will be in place to maximise the cleaning of equipment and touch points of hands and body.

- ❖ EVERY piece of equipment will have its own bottle of sanitising spray for the customer to use to clean down each touch point once they have finished using a piece of equipment.
- ❖ The prevalence of blue paper towel centrefeeds will be increased around the gym for use in cleaning these touch points, so a customer is always in close proximity to the cleaning materials required.
- ❖ The prevalence of bins will be increased so that once people have cleaned the equipment, they can immediately dispose of the blue paper towel.
- ❖ No gym towels are allowed into the gym as they will carry and harbour bacteria/virus, so the only means of cleaning is a fresh blue paper towel.

- ❖ No training gloves will be allowed to be worn as they will hinder hand hygiene strategies.
- ❖ Each 75-minute booked training session has a 15 minute gap before the next so staff can do a 'floor check' of the gym every hour, ensuring that additional cleaning takes place where necessary and to ensure that known high volume touch points such as hand rails and door handles are cleaned.
- ❖ A full time cleaner is already employed by Empire gym and she will be deployed to focus solely on the gym floor environment, class training environment and toilet areas. Changing rooms will no longer be in use so the extra time made available goes 100% to gym hygiene management. Members of staff will also be asked to direct their focus to performing additional ad hoc cleaning tasks as the need requires during any given day.

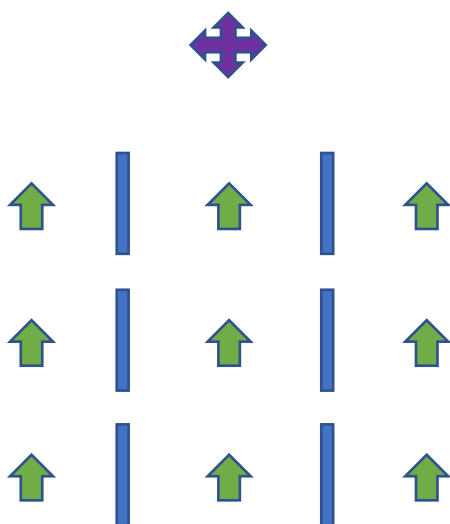
Safety Mitigation in Group Classes (When permitted)

Typically, our popular class timetable has maximum booking limits of 20 people per class. This can no longer be the case.

- ❖ Class population sizes will be reduced to a maximum of 9 people
- ❖ The floor area of approximately 100 square metres means, that the 9 participants plus the instructor, on average will have a personal working area of 10 square meters each. This fits exactly with the recommended 100 square feet per person requirement stipulated by the government with each person having 107.5 square feet of floor space each on average.
- ❖ 1800mm tall 1 metre wide toughened safety glass shields will be used in the class area, dividing the working space so each of the maximum of 9 participants has their own shielded working space as shown in the diagram. The blue lines indicate the shields and the green arrows, the working position and orientation of the participant. The dimensions of the room allow for every participant to be well over 2 metres apart and nobody will ever work face to face. So, we are using mitigating measures in distancing, orientation AND shielding. A real-life photograph is also shown.
- ❖ The instructor, signified by the purple cross, will be encouraged not to be static and facing the participants at the front of the class, and his/her position will be a minimum of 3 metres from the person(s) at the front of the class.
The walls of the class area are mirrored so where it is possible the instructor can also face away from the group and teach facing the mirror. This will be particularly important and helpful for indoor cycling/spinning classes where the instructor cannot move around and is static on their lead bike. Teaching facing the mirror will work extremely well with all riders in the same orientation.
- ❖ 45 minutes minimum will be given between every class on the timetable to thoroughly clean the room, floors, shields and equipment before the next class.

- ❖ Arrival for classes is staggered so to never cross over on arrival or leaving with anyone arriving or for or leaving a booked gym training session.
- ❖ The classes chosen for the timetable are short-format 30-minute classes. This means, in addition to the multiple other measures of mitigation, people will only be in the distanced proximity of other people in the class area for as short a time as possible while still taking part in a high quality, highly effective class.
- ❖ A notice is attached to each divider stating the following gym class protocols:
 - Do not use changing facilities (You can use the toilets upstairs)
 - Sanitise your hands on the way into the class
 - Stay 2 metres apart when arriving and leaving
 - Do not use a gym towel or training gloves
 - Ensure you have water (water fountains not in use)
 - On completion of the class, wipe down/thoroughly clean your platform, bike, bars and plates using blue roll and pink spray and clear up any of your sweat from the floor
 - Dispose of blue roll in the bin
 - Leave immediately when cleaning is complete
 - No selfies with friends
 - No group photographs

Diagram – Empire Gym Class Participant Spacing
Photo – Recently taken real life photograph of the class area



Additional Risk Mitigating Opportunities

Music levels and 'shouting'

It is said that shouting and raising of the voice can increase the risk of aerosol spread of the virus. Therefore, music levels in the gym and in the class-area will be set appropriately so that people can be easily heard if they need to communicate at a safe 2 metre or greater distance.