

A photograph of a building facade with a large sign that reads 'AKR FITNESS'. The image is overlaid with a dark teal color.

OUR COVID 19

# RESPONSE & ACTION PLAN



COVID-19  
RESPONSE  
APPROVED





# A WORD FROM AKR

This period has been extremely challenging for all involved with AKR Fitness and we would like to thank each and every one of our members who have stuck with us through such a turbulent time.

Things won't be the same as they were when we were forced to close our doors in March but we are as focussed as ever on Energising Life and continue to work tirelessly to improve our service to our members.

This document explains how we intend to ensure that we provide you with the safest training environment possible. Please read through this booklet and help us achieve this goal.

Please let us know if you have any concerns about any of these plans. As always, your input is valuable to us; it is important that our approach to ensuring the health & safety of our members is a two-way conversation as we move forward with a new and improved version of AKR Fitness.

Still Reaching!

**Mike MacDonald**  
Owner  
AKR Fitness

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# ACTION STEPS TAKEN SINCE CLOSURE IN MARCH 2020

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## Initial Response

- Gifted all members an AKR Home Survival Kit, which included a resistance band, mini-band and 30-Day Challenge, amongst other goodies.
- Gave every member the opportunity to reduce their membership payment or to terminate their membership without the usual notice period (April – August inclusive).
- Streamed daily live workouts.
- Expanded our library of professionally shot, on-demand home workouts.
- Offered remote small-group personal training.
- Launched AKR TV via which we provided a variety of “infotainment” including interviews with professional athletes and experts in nutrition, mental health, communication, resilience, and more.
- Called every member for personal check-ins.
- Conducted a monthly member survey.
- Made additional slots available for member reviews and encouraged members to book in.
- Sent a weekly email update.
- From July 13th: Offered small group training outdoors at Aberdeenshire Cricket Club.
- From August 7th: Added Seaton Park as an outdoor training location due to local lockdown.



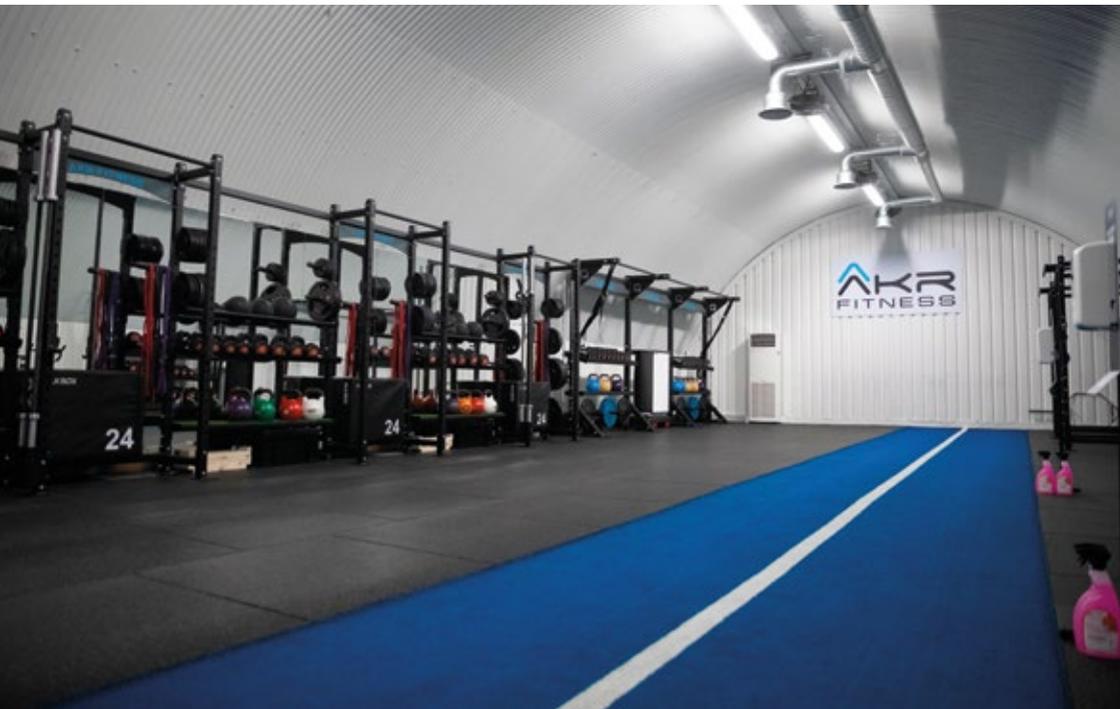
## Facility



- Entire facility deep cleaned.
- Exterior of the facility painted.
- Corridor and ceiling painted.
- Main gym wall painted.
- Ends of mirrors painted.
- Paint touched-up on rig.
- Additional Tork roll dispenser fitted to end of mirror.
- Power socket added at end of mirror.
- Glass noticeboard added in hallway.
- 5 touch-free hand sanitiser dispensers added throughout the facility.
- New ventilation system installed.
- Air conditioning system installed.
- Additional gym sanitiser spray bottles added.
- Eco-friendly, antibacterial gym wipes added.
- New floor cleaning machine purchased.
- Towels removed as per government regulations.
- Carpets at front of house deep cleaned following flooding.

## Equipment

- All gym mats replaced with brand new ones.
- New mini bands added.
- New resistance bands added.
- 4 new open trap bars added.
- Existing rig altered to create more space in gym.
- 4 new mobile squat racks added for more versatile use of space.
- Equipment that must be shared or that is not easily cleaned removed from gym (e.g. battle ropes, flexibags, dog sleds).



## Staffing

- Audio-visual equipment purchased for online delivery of sessions.
- Furloughed staff received 100% pay throughout.
- New staff uniform for reopening.
- Staff provided with waterproof jackets for outdoor PT.
- Staff gifted books for personal development.
- Staff given access to additional online courses and webinars.
- Staff participated in The Language of Coaching book club.
- Staff enrolled in The Art of Communication online masterclass.

## Covid Response

- Joined UKActive's Fit Together campaign.
- Committed to following UKActive's guidelines for safe reopening.
- Liaised with local MP & MSP.
- Wrote to First Minister.
- Joined UKActive's Independent Operators Steering Group.
- Liaised with newly formed Scottish Health and Fitness Association.
- Followed the Government guidelines throughout.

# THE 6 KEY MEASURES

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As a minimum we have committed to the 6 key measures outlined by UK Active:

1. Avert the number of infected people visiting the facility – both staff and users.
2. Prevent people ‘carrying’ the infection into or around the facility e.g. on hands.
3. Limit the number of people within the facility – reducing the risk of transmission.
4. Social distancing – to reduce the risk of viral transmission through the air.
5. Reduce the risk of viral transmission from surfaces and equipment.
6. Reduce the risk of transmission to vulnerable or high-risk staff and users.

## MANAGING RISK UPON REOPENING

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It should be noted that AKR Fitness was already operating in manner that fits well with the government's guidelines for reopening.

- Personal training is carried out in groups of up to four people.
- A booking system is used so we know exactly who is in the building.
- Our Pod System creates natural training separation within the gym.
- We limit sessions to 50 minutes to allow for 10 minutes of cleaning.
- All equipment is cleaned after each session.
- The entire facility is regularly sanitised.

# MANAGING RISK UPON REOPENING

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Here are the things we're going to do to further manage risk and ensure compliance with the guidelines:

- Carry out a pre-opening risk assessment, as per the guidance of our health and safety consultant, 3D Leisure.
- Require that anyone experiencing Covid-19 symptoms stay away from the facility.
- Ask members to arrive no earlier than 5 minutes before their session start time and leave immediately afterwards.
- Ask all members and staff to sanitise their hands upon entry to the facility.
- Require that everyone adheres to the current physical distancing guidance.
- Require everyone to use a face-covering in areas of the facility in which physical distancing is harder to achieve. i.e. the hallway.
- Reduce the capacity of the facility according to government guidance.
- Reduce the capacity of our classes.
- Introduce "express" classes to give people more convenient training options.
- Limit sharing of equipment until it is deemed appropriate to do so.
- Create individually designated training areas for SGPT sessions.
- Use markers to denote spacing in team training classes.
- Increase the frequency of cleaning of the facility.
- Identify high traffic touch points for regular cleaning.
- Communicate relevant procedures to staff.
- Communicate relevant procedures to members.

## KEEPING AKR STAFF SAFE

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- Staff will be given guidance on best practice for maintaining their own safety and reducing their risk whilst on the premises and meetings will be held weekly to review these practices.
- Staff will also be encouraged to adhere to the government guidelines when not at work (i.e. wearing a mask in places they're required) to mitigate their own risk of contracting the virus.
- Staff will meet regularly to discuss best coaching practices and how to ensure top quality coaching from a social distance.
- Staff will be asked to limit touching equipment where possible until it has been disinfected.

## MANAGING AN EXPOSURE TO COVID-19

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- If a member is any doubt over whether or not they may have symptoms, we will ask them to stay away from the facility and follow government guidance on testing and self-isolation.
- We will comply with contact tracing protocols should exposure to COVID-19 occur within the facility.
- Strict cleaning and disinfectant procedures will be implemented as outlined by the government prior to resuming delivery of our service if a suspected COVID case has been traced to the facility.
- All members using the facility around the time of the exposure will be contacted directly and made aware.

The logo for AKR FITNESS is displayed on a white sign. It features a stylized 'A' with a blue top bar and black bottom bar, followed by 'KR' in black. Below this, the word 'FITNESS' is written in a black, sans-serif font.

AKR  
FITNESS



## MONITORING WORK PRACTICES AND RISK ASSESSMENT

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- Improvements and changes will be implemented as soon as better procedures are identified.
- Members will be encouraged to relay any concerns to us.
- All processes will receive a full review monthly and changes implemented where necessary and in accordance with government guidance.

## IMPACT OF CHANGES ON WORKING PRACTICES

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All changes made by AKR Fitness have been done to ensure the safety of the AKR team, members and extended family.

We remain focussed on Energising Life – on helping our members feel better for having set foot in AKR Fitness. As such it is a prerequisite that we provide a facility in which everyone who enters feels safe – both physically and mentally.

We believe the changes made will ensure our members can train with us knowing we have done everything in our power to provide a safe, professional and fun training environment that allows our members to work towards their own health and fitness goals.



**PLEASE SANITISE  
YOUR HANDS**





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