



# **MOTIVATION AND FRAMEWORK FOR THE REOPENING OF SPECIALITY STUDIOS PRACTITIONERS (YOGA & PILATES) IN A COVID-19 ENVIRONMENT**

Submitted by the Speciality Studios Practitioners in South Africa

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## INTRODUCTION

In the current fitness and health industry, as well as the small business enterprise, a group of speciality disciplines; YOGA and PILATES studio operators and owners have banded together to form a Speciality Studio Practitioners group to formalize at a later stage.

The objective of this group is to:

- \*Appeal to government to separate these small businesses that are majority operated and owned by the female sector from under the general “gym” umbrella and rather re-define or re-classify them as SPECIALITY STUDIOS PRACTITIONERS that have a discerning and regular clientel  with very specific needs and offerings.

- \*The main difference between SPECIALITY STUDIOS and gyms are:

- \*\*Gyms are for physical exercise gearing to condition its members towards various sport disciplines, contact and non-contact. Whereas the speciality disciplines assist their members with mind and body wellbeing, a key offering is rehabilitation from injuries, illnesses, pregnancies, limitation of movement to mention a few.

Doctors and physiotherapists refer their patients to these speciality studios when their medical aid assistance runs out.

- \*Speciality studios for Yoga and Pilates are operating in a controlled and safe environment. Booked classes, no walk ins or drop ins are allowed. Bookings only

- \*This group have compiled their own Covid-19 protocols and procedures as they do not cater for the masses, operate only during very specific times and each discipline, Yoga and Pilates, being very specific and this way they can tailor their sanitation protocols to be very exact to both disciplines. They want to plead to government’s approval to start operating at level 3.

- \*These small businesses have been very hard hit by the lock-down period, and a lot are on the brink of closure and bankruptcy, yet before lock-down they have been sustainable income for so many female owners and operators that are sole breadwinners.

- \*These small businesses also provided sub employment e.g. makers of Yoga / Pilates equipment and clothing, cleaning staff and teaching slots for additional instructors.

- \*Livelihoods are at stake.

- \*The physical, mental and rehabilitation benefits derived from specific bodily poses, emphasis on breath control and simple meditation, are increasingly being realised and acknowledged by society and the medical fraternity, thus making it more sought-after by people in search of something that addresses their physical as well as mental wellness.

- \*Increased levels of anxiety and stress during this time are particular areas that can be addressed with the practice of these disciplines; Yoga and Pilates. Wellness is defined by

The Global Wellness Institute<sup>1</sup> as: “the active pursuit of activities, choices and lifestyles that lead to a state of holistic health”. In the Covid-era, the attention has never been more focused on citizens creating and maintaining healthy lifestyles and the need for access to the services of these practices is paramount.

\*The part that these disciplines; Yoga and Pilates plays in our economy and society at large is vast, with a multitude of privately owned studios, mainly by women, across the country having a broader impact on the local communities. Studios are largely owned and operated by women, with the majority of teachers being women (of all races). Depriving them of their right to earn a living is having a detrimental effect on their livelihoods, while depriving practitioners the space in which to practice in a safe and legal environment is having a detrimental effect on those who incorporate these disciplines in their personal wellbeing regimen.

\*Corporate and workplace well-being is increasingly an area that is being targeted for employee welfare across organisations and incentives and initiatives to get staff exposed to wellness has been an essential part of KPAs. Employee wellness improves productivity and overall mental wellbeing. Given the requirement of employees to work from home as much as possible, their wellness is not being addressed as it should be which is likely to have longer term repercussions of health and wellness in the workplace. This should thus be an area of importance to bring back to the services available, as much as personal care.

\*Yoga and Pilates overlaps with business, education, psychology, art, science and sport and the resumption of studio-based Yoga in a Covid-19 environment must be considered that takes these aspects into account.

\*This proposed framework outlines how Yoga and Pilates studios may safely resume under the Government’s risk-adjusted strategy to address the Covid-19 crisis. Resumption of activities is recommended with varying intensity at Levels 3, 2 and 1.

\*This framework was developed based on the proposal submitted by Fred Astaire Dance Studios South Africa which included a professional risk assessment, expert legal advice to the dance fraternity, existing medical recommendations and the South African Government’s Regulations and Guidelines in addressing the Covid-19 crisis.

The guidelines for reopening of Yoga and Pilates studios contained herein have been prepared by international organisations across the globe. Those recommended by US and UK institutions have been consulted in preparation of these guidelines.

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<sup>1</sup> (Institute, 2018)

## INDUSTRY OVERVIEW

The Yoga and Pilates sector comprises the following:

Qualified teachers, teachers-in-training and students of all ages, from different socio-economic backgrounds and religions, including differently-abled persons.

Rehabilitation and overall wellbeing is catered for in our studios. Prenatal classes for moms-to-be, associated with pregnancy, and aches and pains.

### Teaching

Professional Yoga and Pilates instructors teach group and private classes to a diverse range of novice and experience practitioners in various settings, including a multitude of traditional Yoga and Pilates studios and public spaces (parks, gardens etc).

### Teacher training

Yoga and Pilates teacher trainees engaging in either supervised or unsupervised training with the aim of practicing poses, sequences and the skill of teaching in order to become certified teachers.

### Speciality studio related businesses

A broader business community relies on the Yoga and Pilates community for its livelihood:

1. Manufacturers of accessories and equipment.
2. Importers of Yoga and Pilates attire, accessories and equipment.
3. Physiotherapists, biokineticists and related healthcare specialists.
4. Psychologists and related mental health specialists
5. Health foods, organic foods and alternative supplements as promoted by the yogic discipline and the overall wellbeing of mindful exercising and healthy living.

### The relationship between Yoga and Pilates teachers and students is intertwined.

Yoga and Pilates teachers rely on students by teaching in studios for their livelihood. Since the lockdown started in March, many teachers have not been able to earn a living and are in severe financial distress. Some studios have already had to close down while the prolonged lockdown will undoubtedly impact many more businesses and their associated teachers

Online Yoga and Pilates classes have continued to provide a limited source of revenue for some with limited success, but this method of teaching has its own limitations as they could result in injuries to unsupervised students. Data costs and connectivity issues limit the broader reach of online classes. Supervision is of the utmost necessity.

The industry is being decimated financially, which will translate into the loss of valuable skills and longer-term impacts within society that has come to depend on the practice. Professional teachers desperately need to be given the opportunity to earn a living, support their families and provide a valuable service to their communities.



## ECONOMIC IMPACT

The impact of the coronavirus crisis on the Yoga and Pilates industry is most keenly felt in the economic impact it has on the small-business owners who are self-employed and often freelance as a main source of income. The industry consist mainly of women studio owners and instructors.

Having empowered themselves to be independent of state funding and grants, and to positively contribute to the economic sector, these individuals are now unable to bring in an income to support their families and meet their personal as well as commercial financial commitments.

Most studio owners and instructors are not currently covered under government's relief measures.

Many of the small businesses in the sector also do not qualify for any of government's relief measures and are currently unable to earn an income and support their employees, in turn adding to the unemployment rate.

The Yoga and Pilates industry generates revenue and thus adds to the tax income of the State.

Apart from Yoga and Pilates studios, there are related businesses dependent on the sector as well, such as retail shops, apparatus manufacturers and importers, clothing manufacturers, importers and more.

Though some Yoga and Pilates teachers have started teaching online since the national lockdown was announced, this is not an option for the majority of teachers in this field due to lack of access to the necessary electronic equipment and data. Furthermore, Yoga and Pilates are best practiced under supervision to ensure that students are doing the poses correctly in order to prevent injury.

Most Yoga and Pilates instructors have not earned any income since lockdown and are in severe financial distress. The Yoga and Pilates industry is being decimated and many businesses will not be able to reopen, which will result in a loss of valuable skills.

## HEALTH AND WELLNESS

Yoga and Pilates holds many benefits for physical and mental health. These are important aspects in maintaining a strong immune system, which is crucially important in the battle against Covid-19.

Speciality teachers are not medical practitioners and their function is not to treat an illness or psychological condition. Rather, their function is to keep healthy people in a state of good health and help in restoring the health of compromised individuals.

Yoga and Pilates is a discipline – in movement as well as lifestyle choices and goes beyond pure exercise, in fact it is **NOT** an exercise. Exercise, as traditionally considered in a gym or sporting context, is generally aimed at building one's muscles, physical strength and endurance. This can involve repetition of certain movements aimed at building a targeted group of muscles, thereby increasing the muscle weight and improving strength of those body parts. It also increases the blood supply to those parts and generally exercises increase your breath rate and heart rate resulting in greater rates of respiration which are an area of caution in considering Covid regulations.

The emphasis on Yoga and Pilates is complementary to most sporting and exercise activities as it involves stretching muscles and improving flexibility of all who practice. There are huge therapeutic benefits, for physical and emotional well-being.

- Yoga and Pilates incorporates a series of poses or postures. These can be held for various lengths time to build strength and endurance or can be moved through in quick succession. This depends on the style being practiced and the following list highlights of the different effects on the body: In the practice of Yoga and Pilates, the oxygen consumption is reduced whereas in physical exercise the oxygen consumption is increased.
- In Yoga and Pilates the respiration rate falls, whereas in exercise it increases. This is because physical exercises are generally done very quickly and with a lot of heavy breathing, therefore the respiratory system is forced to work much harder.
- In Yoga and Pilates the body temperature drops whereas while in conventional exercising, it tends to rise.
- During Yoga and Pilates practise, blood pressure and heart rate generally decrease, whereas with other forms of exercise they increase as the heart is working much harder.
- Yoga and Pilates, with its emphasis on breathing techniques, stimulates the parasympathetic nervous system, while exercise stimulates the sympathetic nervous system. It is therefore excellent in stress-management and controlling anxiety.
- Physical exercise tends to over-work the joints and can often lead to rheumatism and stiffness later in life. The opposite is the case with Yoga and Pilates as it focuses on strengthening the joints and improving mobility.

- Yoga and Pilates develops inner awareness, and meditation and mindfulness training empowers the practitioner to remain balanced, calm and centred, much needed in these turbulent times.
- Yoga and Pilates generally benefits the student by increasing energy, vitality and stamina, building core, Improving sleep patterns and making you feel refreshed. It provides a greater sense of peace and inner calm. With the breathing practice, heightened mental clarity, focus, concentration and memory result.
- Regular practice of controlled movement and breathing helps to stabilise moods and bring about emotional balance. The practitioner experiences increased motivation and enthusiasm.
- Apart from the improvement in physical and mental balance, there are therapeutic effects that can assist with specific problems. This includes the realignment of vertebrae, reduced occurrence of cramps and spasms, combatting of the pain suffered in arthritis, reduced joint inflammation, slimming of the waistline, bolstered confidence, overall flexibility of muscles and improved digestion.



## **SPECIALITY STUDIOS PRACTITIONERS AND COVID-19 COMPLIANCE CAPABILITY**

Yoga and Pilates studio business models include a combination of one-on-one private lesson teaching and group class teaching on a regular schedule.

Yoga and Pilates studios are very different when compared to other training or exercise centres like gyms as they do not have the same large numbers of people entering and exiting at any time. Furthermore, while the practice of Yoga and Pilates can incorporate some props (such as straps, blocks, exercise balls, therabands) to assist with poses, this can be controlled by NOT incorporating such equipment until it is safe to do so or ensuring appropriate cleaning and sterilisation protocols are in place .

Yoga/Pilates studios have numerous controls already in place to address concerns for group classes. These include:

1. The studio, all equipment and surfaces are to receive a deep clean prior to opening.
2. Installing and using a no touch hand sanitizing dispenser at the entrance of studio
3. Wearing a mask 3 layered material or disposable is compulsory. Disposable masks should only be discarded once the clients gets home.
4. A large see through ziplock bag will be given to each client to put their shoes and personal belongings in, to help avoid contamination of the studio flooring. All other non-essential belongings should be left in their vehicle.
5. a maximum number of students that can be present in the studio at any time owing to size limitations. This in turn can be capped for each individual studio based on square meterage available and minimum social distancing parameters (e.g. 4 sqm per person according to international standards);
6. Each client must bring their own towel. Again so that the trainer does not have to touch and come into contact with bodily fluids.
7. Each student must bring their own mat. The mat is to be sprayed down and wiped with an alcohol solution provided by the studio. This way we don't have to come into contact with body fluids.
8. Each student occupies a defined space on their Yoga/Pilates mat. Placement of these mats can be pre-determined with floor-markers to ensure that students place their mats in the correct place, according to regulated social distancing recommendations of 2 meters unless there are plastic shields between students (then 1.5m is permitted);
9. Group classes to be limited to smaller groups with the option of doing online training.
10. Each client must bring their own water bottles if needed
11. Minimal interaction between students as they can file in to fill the spaces at the front of the studio first and this system can be reversed at the end of class;
12. the ability to control and limit the number of students and staff present at any time;
13. an online appointment/pre-booking system that keeps contact and attendance records for every student that enters the premises thereby facilitating tracking and tracing if required;
14. Each client will have their temperature logged and will have to sign a questionnaire regarding their symptoms and travel history. They will be categorised in a green,

amber or red categorie. Red not allowed, amber special precaution, and green safe with normal precautions

15. A liability-release form and/or pre-activity questionnaire is completed online prior to each class with private records being maintained in each studio management system; these forms are also generally made available in-studio prior to class should studios not have a digital system in place. The addition of a covid-release form is not a major process to incorporate;
16. Minimal equipment is used, sanitized prior to the class, and it is not widely shared; Clients can bring their own equipment in a see through zip bag. At the end of the class, baskets will be provided outside the studio to place the used equipment for deep cleaning, with hot water soap and sprayed down with a alcohol solution.
17. The ability for teachers to maintain a fixed position within the studio and minimise their movement;
18. Time should be provided in between classes in order to spray down the used surfaces and the floor to be cleaned in between classes.
19. Doors and windows will remain open to avoid contact with handles as well as for ample ventilation - to ensure natural airflow;
20. The ability to maintain strict hygiene standards and sanitise the spaces used; and
21. The ability to maintain social distancing and to teach without contact, but with verbal cues, for as long as this is necessary to limit the spread of the coronavirus.
22. Clients with comorbidities will be asked to take precaution before returning to the studio and should have the option of training online and or in private.
23. To avoid congestion in the restroom, the clients are to come dressed in their exercise clothes. No showers at the studio will be permitted.
24. Non-participating visitors are to wait in their cars and will not be allowed to wait in the waiting area and or studio.
25. No kids allowed
26. No immuno-compromised students will be allowed to attend in-person classes.

As an industry that is people-centric, our community understands the value of putting people above profits. We also understand the seriousness of Covid-19 and are committed to flattening the curve.

Collectively we have sufficient resources to develop and implement comprehensive guidelines to operating our businesses with an effective strategy to protect both staff and students from Covid-19, allowing us to continue providing a valuable service to our communities. It is regrettable that many studios are starting to close permanently due to this prolonged exclusion from being able to operate and we want to prevent further members of the Yoga/Pilates community from business failure and unemployment.

Our teachers are health practitioners and service providers. As such they are fully invested in their own physical and mental health as well as that of their students.

It is a natural extension of their mindset to include measures to protect our communities from the spread of Covid-19.

## **HYGIENE MEASURES AND ROUTINE CLEANING PROTOCOL**

### **Overview**

By a rigorous application of principles such as social distancing, the wearing of face masks, adequate ventilation, classes of shorter duration, regular cleansing and sanitising and further measures outlined below, it is possible to limit the risk of spreading the coronavirus to a lower level than many essential service providers.

In a research letter titled “Cluster of Coronavirus Disease Associated with Fitness Dance Classes, South Korea” early-published by the Emerging Infectious Diseases Journal notes that the coronavirus was not transmitted to any of the students taking Yoga and Pilates classes from an instructor who later tested positive for the coronavirus.

The writers hypothesize that “the lower intensity of Yoga and Pilates did not cause the same transmission effects as those of the more intense fitness dance classes”. Notably, no precautionary measures such as social distance or the wearing of face masks were used in these facilities at the time.

The risks associated with Yoga/Pilates studios appear to be less than those in gyms or other fitness centres and they can be readily mitigated to ensure the safety and wellbeing of the South African public will remain a priority.

## **PREPARATION FOR RESUMPTION OF ACTIVITIES**

1. All staff (including administrative, cleaning and teaching), cleaning staff and teachers are to undergo standardised training on the spread and control of the coronavirus. This can be done on the website of the World Health Organisation.
2. All staff to be trained in cleaning and sanitising the studio space correctly and how to dispose of trash safely, to avoid potential exposure to Covid-19.
3. All Yoga/Pilates studios to conduct a risk assessment to determine how to prepare and manage the premises and lessons effectively to keep staff and students safe.
4. All Yoga/Pilates studios to prepare a plan for the phased return of necessary staff ahead of reopening.
5. All Yoga/Pilates studios to be thoroughly cleaned and sanitized in accordance with pre-opening protocols.
6. All Yoga/Pilates studios to obtain posters on Covid-19 prevention measures to be prominently displayed at key points on the premises.
7. All studios to obtain the appropriate personal protective equipment (PPE) for staff and equipment needed to screen staff and students. This includes hand sanitizers, paper towels, digital thermometers, etc.
8. All studios to prepare and implement an operational plan for maintaining hygiene measures and conducting routine cleaning and sanitising specific to its environment (an example is contained in Annexure 1).
9. All studios to prepare an operational plan to implement in the case of a suspected or confirmed Covid-19 infection (an example is contained in Annexure 1).
10. All studios to prepare and implement a Covid-19 screening questionnaire for all staff and students (an example is contained in Annexure 1).
11. Studio class times and operating hours will be aligned to ensure that all teachers, staff and students are able to adhere to any curfews imposed by Government during the Covid-19 crisis. Time spent travelling will be taken into consideration, especially for staff using public transport so that they can travel safely and comply with the relevant curfews.
12. All studios will ensure adequate timing between classes to ensure the accumulation of students waiting before or after class is minimised.
13. All studios will educate their students, where applicable, their parents/ guardians about the risks of the novel coronavirus and the precautionary measures that should be taken to prevent the spread of the virus.



## RECOMMENDED ROUTINE CLEANING AND SANITISING PROTOCOL

1. Studios will have sufficient supplies of cleaning equipment, cleaning products and liquid sanitizers to keep the space safe and hygienic.
2. Bathrooms will be supplied with sufficient liquid soap and tissue wipes for hands in appropriate dispensers, with push pedal bins for safe disposal. Toilets and basins to be cleaned after each use.
3. All studios must be well ventilated to ensure natural airflow;
4. The use of showers not allowed
5. All hard surfaces (floors, walls, pillars and shelves) will be washed with soap and water or disinfected regularly throughout the opening hours. Frequency will be determined by each studio based on its visitor numbers and opening hours.
6. All surfaces frequently used/touched (tables, chairs, reception desks, retail sections and any equipment) will be sanitised at the end of each class to prevent exposure to possible contamination from a previous student.
7. Bottles of sanitizer spray and tissues will be placed at strategic locations throughout the premises. Push pedal bins to be supplied, with plastic bin liners for safe disposal of tissues and sanitising wipes.
8. Cleaning staff will be trained on how to safely clean all surfaces and dispose of waste materials without being exposed to any pathogens.
9. In the case of any confirmed exposure to the virus, the studio will be temporarily shut down to allow for a full cleaning and disinfection before opening again.

## REGULATIONS FOR STAFF AND STUDENTS



1. Staff and students to wear mandatory face masks or face shields at all times within the premises (for as long as this is recommended by Government for public spaces).
2. Social distancing of 2 meters to be maintained in all public and private areas between staff, students and visitors.
3. Staff and students will be required to complete a COVID-19 screening questionnaire and have their temperature checked with a digital thermometer scanner on arrival at the Yoga studio. If temperature of 38 degrees or above the IR thermometer will sound {alarm} with a high reading and the employee or client will need to immediately vacate the premises. The student (or employee) will need to be tested for COVID-19. The NICD Hotline may be contacted at 082 883 9920 if required. The hotline should also be consulted on how to handle exposure of other employees that were in contact with the subject {follow the recommendations as stipulated by SA government}. The student or staff member will not be allowed to enter the premises
4. Staff and students to report if they experience any COVID-19 symptoms prior to or during their visit and they will not be allowed to enter the premises until they have sought medical advice
5. Staff and students to wash/sanitise hands on entry and as frequently thereafter as is practicable.
6. Reception and administration staff to disinfect/sanitise hands regularly throughout the day, and before and after receiving money or handling paperwork.
7. Staff and students to practice proper foot hygiene, including washing or sanitising feet before stepping onto studio floors and sanitising hands after working with their feet. No shoes allowed in studio
8. Teaching to take place with no physical contact, maintaining a minimum distance of 2m between students. Spacing for Yoga/Pilates mats to be measured and demarcated prior to opening to ensure social distancing.
9. It is recommended that teaching staff change their outer clothing regularly throughout the day if they remain in the studio outside of classes they teach.
10. Where any mobile equipment is to be used (mats, blocks, cushions etc.), students will be required to bring provide their own.

## **RECOMMENDATIONS FOR YOGA/PILATES STUDIOS UNDER LEVELS 3,**

## 2 AND 1

### BACKGROUND

A number of different international institutions represent various teaching styles to which teachers are registered, however the Yoga and Pilates studios in South Africa, whether formally trading as small businesses or operating from private residences, are not part of any nationally recognised body or local structure.

The Covid-19 lockdown has demonstrated just how vulnerable the local Yoga and Pilates community is due to the lack of a proper representative structure and governance of the industry as it does not fall entirely within the 'Fitness Centre' classification and has its own industry-specific considerations. Thus, identifying this segment as a unique sector within the economy needs to be prioritised by the relevant government-recognised structures going forward.

### STUDIO BUSINESS MODELS

1. **Group classes:** All Yoga/Pilates can be and are already in group class formats, with or without contact between teachers and students.
2. **Private Lessons:** All Yoga and Pilates can be taught on a one-to-one basis, with or without contact between teacher and student. Preferably under supervision to prevent injuries

Profitability relates directly to the studio's business model. Private-lesson-based business models traditionally charge higher rates per person/per hour and group class-based business models require volume in order to be financially profitable because the unit price per person/per class is very low. With the imposition of limited students allowed, the price per person / per class will likely increase and the cost of private classes may make it prohibitive.

## LEVELS 3, 2 AND 1

The table below contains recommendations of the nature of activities and restrictions that may be imposed in order to allow Yoga and Pilates classes to resume activities under levels 3, 2 and 1 of the Government's risk-adjusted strategy.

FRAMEWORK FOR REBOOTING YOGA/PILATES ACCORDING TO THE COVID-19 LOCKDOWN LEVELS		
LEVEL 3	LEVEL 2	LEVEL 1
TEACHER TRAINING		
Training and/or lessons with contact allowed for teacher training purposes, maintaining a minimum of 2 meters social distancing with instructor / students, with strict adherence to sanitisation before, during and after each session.	Same as Level 3.	Same as Level 2.
GENERAL STUDENTS		
<p>Limited classes permitted.</p> <p>Classes to be taught with a minimum of 2 meters social distancing maintained between students, with strict adherence to sanitisation before, during and after each session.</p> <p>Maximum studio capacity will be based on a minimum area of 4m<sup>2</sup> per student in the designated studio and studios are to ensure a minimum of 2 meters social distancing between students.</p>	<p>Classes permitted.</p> <p>Classes to be taught with a minimum of 2m social distancing maintained between students, with strict adherence to sanitisation before, during and after each session.</p>	<p>Classes permitted</p> <p>Classes can be held with appropriate Level 1 social distancing and with strict adherence to sanitisation before, during and after each session.</p>

LEVEL 3	LEVEL 2	LEVEL 1
STUDENTS WITH SYMPTOMS & COMORBIDITIES		
<p>No students that present any cold- or flu-like illness are permitted to attend classes</p> <p>Special attention and additional safety measures for students that are considered high risk with comorbidities to be implemented.</p>	<p>Same as Level 3.</p> <p>Same as level 3.</p>	<p>Same as Level 2.</p> <p>Same as Level 2.</p>
INTENSITY, ASPIRATION, PERSPIRATION, TOWELS, WATERBOTTLES, FACE MASKS, ETC		
<p>Low intensity classes to reduce the rate of aspiration and droplets expelled to prevent the transmission of Covid-19.</p> <p>This will also help students to ease into their practice once more, improve muscle tone and fitness lost during the period they spent confined during lockdown.</p> <p>All students to bring personal equipment, water bottles and towels, tissues, sanitizer. No sharing permitted.</p> <p>Face masks to be worn at all times as prescribed by Government. A minimum of 2m social distancing for all students.</p>	<p>Medium intensity classes to reduce the rate of aspiration and droplets expelled to control the transmission of Covid-19.</p> <p>This will help students to advance to more intensive activity, building further on their improved muscle tone and fitness levels.</p> <p>Same as level 3.</p> <p>Same as level 3.</p> <p>Same as level 3.</p>	<p>Any type of Yoga or Pilates up to high intensity classes permitted. General daily health and Covid-19 safety protocols and sanitising to be observed.</p> <p>Same as level 2.</p> <p>Same as level 2.</p> <p>Social distancing as prescribed by Government regulations.</p>

## EQUIPMENT

<p>All immovable equipment will be cleaned and sanitised after each individual use.</p> <p>All retail equipment (tablets, credit machines etc.) will be cleaned and sanitised after each individual use.</p> <p>No sharing of mobile equipment, for example Yoga mats, straps, cushions, etc.</p>	<p>Same as level 3.</p> <p>Some sharing of mobile equipment, subject to equipment being cleaned and sanitised before and after each use.</p>	<p>Same as level 2.</p> <p>Sharing of mobile equipment permitted, subject to equipment being cleaned and sanitised after each use.</p>
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### SPECIAL CONSIDERATION FOR LEVEL 4

When the country went into lock-down 26 March 2020 a huge percentage of Yoga/Pilates attendees having various medical reasons as to why they attend these speciality studios were left without any access to any rehabilitation services whatsoever. We recognise that this shortfall needs to be addressed and would like to appeal for special consideration for a few highly skilled practitioners that really have all the knowledge, training, correct equipment and students that need to continue with this vital service that the speciality studios offer.

1. The Yoga/Pilates Practitioner in their individual capacity must be registered with CIPC as an Essential Service Provider.
2. The prospective Yoga/Pilates client will be required to have some form of medical certificate from certified medical practitioners and/or medical facility stating the chronic condition/disability etc., and approval from such facility or medical practitioner that there is a definite benefit for the Yoga/Pilates client to continue with these specialised services offered from the speciality studio during level 4.
3. As per regulation on page 15 plus use of standard PPE and the possibility of extra PPE such as disposable booties, aprons, gloves. 70% alcohol-based sanitizer to be used on entrance, non-alcohol base well branded disinfectant to be sprayed on the reformer bed and/or yoga equipment that will be used. Disposable bed sheets or towels that are used will be immediately discarded once clients session ends in an appropriate waste bin or towels in a wash bin and immediately removed from the area.
4. One-on-one or a maximum of 3 clients adhering to strict social distancing.
5. Yoga / Pilates must be practised in a well ventilated studio to ensure natural airflow.
6. No travel to private homes, only in completely controlled studio.

This is a living document and will be updated as and when as required eg. new guides when from government / (WHO) are available.



All proposed recommendations are based on the information that is currently available and the gazetted regulations that the South African Government has issued to date.

However, the information and health and safety protocols for the prevention of Covid-19 are constantly changing as scientists discover more about how the SARS-CoV-2 virus behaves and transmits.

As a result, this document may need to be updated and amended from time to time to align with any new regulations the South African Government may gazette. Businesses will have to be able to respond promptly to adapt their Covid-19 Occupational Health and Safety Operational Manuals and practices to ensure that they properly protect their staff and students at all times.

In addition, Yoga and Pilates studios will have to pay close attention to national statistics, regional hot spots and localised outbreaks to ensure that they are ready and able to respond quickly in the interests of staff, students and their local communities.

ERRORS & OMISSIONS  
EXCEPTED

## CONCLUSION

Since the State-imposed lockdown was announced in 26 March 2020, the Yoga and Pilates industry and those that make a living from teaching Yoga and Pilates have been fully in support of the measures taken to protect our citizens.

When the lockdown was initially implemented, it was anticipated that this would only be for 21 days. As such the studios immediately closed down and ceased trading in accordance with the regulations, some moving to online classes.

However, the prolonged shutdown is having a devastating impact on our studios and teachers, particularly those whose sole income is derived from teaching classes. The online forum is extremely limited in terms of keeping and attract students and they in turn are wanting to return to the studio environment to continue their practice.

It is increasingly evident that we will need to live with the coronavirus and its effects for an indeterminate period of time to come, and it is now in the best interests of all parties to find a way forward in order to still meaningfully contribute to the economy, pay employees who rely on the industry to feed their families, and function in a compliant manner that does not add to the existing financial strains on state funding.

In summary, the benefits of resuming carefully restricted Yoga and Pilates classes far outweigh the potential risk: it is our belief that private, limited and hygienically managed classes will boost mental and physical health, help to ease the frustrations of current restrictions on the general populace as a form of exercise, which is fully promoted under Level 3, and reduce economic strain. Especially for the women small business sector

As we have presented in this document, it is possible for us to adhere to National guidelines, as well as those vital suggestions presented by international agencies such as the World Health Organisation, and still operate safely.

We are committed to supporting decisions made by our leaders and feel confident that our sector can prioritise the safety of all citizens, while operating under the restrictions in Levels 3, 2 and 1.

## ANNEXURES

1 – Example of Standard Operating Procedure for Studio Preparedness, Safeguarding, Eliminating, Detecting and Response to Coronavirus (COVID-19), including “Procedure if an Employee presents with Covid-19 Symptoms whilst at the Workplace” and “Studio Covid-19 Screening Questionnaire”

## CONTRIBUTORS

This document is largely based on the proposal submitted by Fred Astaire Dance Studios South Africa on behalf of the dance fraternity. It was noted in preparation of a proposal for the Yoga and Pilates industry that many considerations were shared. It is thus noted and duly recognised that the proposal for dance, in terms of its structure and content, has laid a critical foundation for other speciality studios service providers in preparation of this document and the efforts of those contributors are acknowledged with thanks.

Other contributors to this document include:

Genevieve Pearson-Pavlakis – Yoga studio owner and teacher

Jolene Palmer – Yoga studio owner and teacher

Monique and Nicole from Novaturient Pilates

Lelani du Preez – Pilates studio owner and instructor

Linda Boshoff – Yoga Teacher and coordinator

Angellique Smith – Health & Safety officer

Other references include:

UKActive COVID re-opening Framework

Yoga Alliance – Guidebook for Re-Opening and Recovering

Hotpod Yoga UK – Reopening Operations Guidelines

## REFERENCES

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Jang S, Han SH, Rhee J-Y. Coronavirus disease cluster associated with fitness dance classes, South Korea. *Emerging Infectious Diseases Journal*, Aug. 2020. <https://doi.org/10.3201/eid2608.200633>

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# **A YOGA and PILATES SPECIALISED STUDIO**

(“The Studio”)

## **STANDARD OPERATING PROCEDURE FOR STUDIO**

preparedness, safeguarding, eliminating,  
detecting and response to  
Coronavirus (COVID-19)



## 1. DEFINITIONS

In this Operations Manual, unless the context otherwise indicates –

- 1.1. **“Adequate Space”** means not more than one person per 1.5 m (one and a half metres) of floor space;
- 1.2. **“Annexure”** means any annexure to this Operation Manual;
- 1.3. **“COVID-19”** means the Novel Coronavirus (SARS-CoV-2) which is an infectious disease caused by a virus that has previously not been scientifically identified in humans, which emerged during 2019 and was declared a global pandemic by the WHO in 2020;
- 1.4. **“Employee”** means any Teacher or other staff member of the Studio;
- 1.5. **“Operations Manual”** means this document and all annexures thereto from time to time;
- 1.6. **“Regulations”** means the Regulations issued in terms of section 27(2) of the Disaster Management Act, 2002 as amended from time to time;
- 1.7. **“Student”** means a client of the Studio;
- 1.8. **“Studio”** means the Yoga/Pilates studio operating from [to be confirmed];
- 1.9. **“Teacher”** means a teacher employed by the Studio on full- or part-time basis from time to time;
- 1.10. **“WHO”** means the World Health Organisation.

### • ANNEXURE A – COVID-19 SCREENING QUESTIONNAIRE

### • ANNEXURE B – PROCEDURE IF AN EMPLOYEE PRESENTS WITH COVID-19 SYMPTOMS

## 2. PURPOSE

The purpose of this Operations Manual is to outline the standard operating procedure for the Studio in safeguarding the health and welfare of its Employees and Students, eliminating, detecting, and responding to case/s of suspected COVID-19. The Studio's approach is based on the principles of social distancing, restriction of movement and stringent basic hygiene practices.

### 3. STUDIO READINESS

- 3.1 The Studio shall ensure that this Operations Manual is available, understood and implemented by all Employees, who shall each receive a copy. Every Employee must strictly comply with these measures and those basic protective measures against COVID-19 recommended by the WHO, the National Department of Health, the National Institute for Communicable Diseases and the National Institute for Occupational Health from time to time.
  - 3.2 The Studio undertakes to stay informed with local and international developments relating to COVID-19 and to implement preventative and safety measures stringently.
  - 3.3 The Studio shall provide and maintain as far as is reasonably practicable a working environment that is safe and without risks to the health of its Employees and Students and take such steps as may be reasonably practicable to eliminate or mitigate the hazard or potential hazard of contracting COVID-19 or the spread of COVID-19.
  - 3.4 The Studio shall ensure that good hand hygiene and respiratory hygiene practices are in place with continued reminders to all Employees and shall ensure that sufficient supplies of personal protective equipment (such as gloves and face masks) and sanitizer are available and securely stored.
  - 3.5 The Studio shall take steps to ensure that Employees and Students maintain Adequate Space from each other, and that all directions in respect of health protocols and social distancing measures in this Operations Manual and the Regulations are strictly adhered to.
  - 3.6 The Studio shall designate a compliance official to ensure that the safety controls of the Operations Manual and Regulations are strictly adhered to.
- Yoga / Pilates must be practised in a well ventilated studio to ensure natural airflow;
- 3.7 Yoga / Pilates must be practised in a well ventilated studio to ensure natural airflow;

3.8

## 4. COVID-19 SYMPTOMS

- 4.1 The most common symptoms of COVID-19 are fever, tiredness, sore throat, dry cough, redness of eyes, shortness of breath or difficulty in breathing. Some people may have body aches, loss of smell, loss of taste, nausea, vomiting, diarrhoea, fatigue, weakness, or tiredness.
- 4.2 Students will be required to complete a questionnaire similar to that of Annexure “A” prior to each studio session, if they are new, and on weekly intervals if they are contract Students, confirming whether or not they have any of the symptoms associated with COVID-19 or fall into one of the categories on the questionnaire.
- 4.3 Similarly, Employees will be required complete the questionnaire on a weekly basis.
- 4.4 Employees and Students above the age of 60 (sixty) and those who suffer from underlying conditions such as heart disease, diabetes, chronic respiratory disease and cancer, who have answered “Yes” to any of the questions on the questionnaire and/or failed any screening test, must be taken to a designated area, set apart for isolation and the COVID-19 compliance officer must be informed immediately who will decide whether access should be granted or refused.

## **5. TRANSMISSION**

5.1. It shall be made known to Employees and Students that COVID-19:

5.1.1 is a droplet infection;

5.1.2 is transmitted mainly by means of respiratory droplets when people sneeze, cough or exhale;

5.1.3 can survive on surfaces such as tables, door handles, and equipment for several hours to a few days;

5.1.4 emerging evidence shows that the virus may also be carried in tiny particles in the air in places that are crowded, closed or have poor air circulation;

5.1.5 is transmitted through the nose, mouth and eyes by means of your hands or if an infected person coughs or sneezes onto or into your nose, mouth or eyes; and

5.1.6 most infected people exhibit only mild symptoms, and some do not show any symptoms at all.

## **6. STANDARD PRECAUTIONARY MEASURES WITHIN THE STUDIO**

### **6.1 SECURITY**

6.1.1 The Studio shall implement screening of guests/visitors for travel history and COVID-19 symptoms at the entrance to its facility and restrict access should any symptoms be reported or be evident.

6.1.2 Should service providers, contractors and couriers render services and/or effect delivery, Employees shall thoroughly clean and disinfect all documents and goods prior to touching or utilising them.

### **6.2 CLEANING**

6.2.1 Employees' uniforms should be washed and ironed daily.

6.2.2 There shall be an increased frequency of cleaning and disinfecting of communal areas and surfaces such as dance floor, reception desks, desks, tables, light switches, door handles, toilets, etc.

6.2.3 Frequently touched objects and surfaces shall be cleaned and disinfected after each Student or session.

### **6.3 PREVENTATIVE MEASURES**

- 6.3.1 No long-sleeved jerseys or jewellery shall be worn by Employees as this can serve as hostfor viruses and bacteria.
- 6.3.2 Hand sanitizer shall be available throughout the facility and at entry points.
- 6.3.3 All basins shall have running water, soap, sanitizer, disposable towels and a pedal dustbin with a lid.
- 6.3.4 Only paper towels shall be provided to dry hands after washing.
- 6.3.5 All persons must wear a cloth face mask or a homemade item that covers the nose and mouth when entering the Studio, or another appropriate item to cover the nose and mouth.
- 6.3.6 The Studio shall provide cloth face masks to all Students and visitors who do not have one.
- 6.3.7 All persons entering the Studio shall be required to wash their hands with soap and water and/or sanitize their hands with an alcohol-based sanitizer for at least 20 seconds upon entry and frequently while remaining in the Studio.
- 6.3.8 All persons shall avoid touching their eyes, nose, and mouth with unwashed hands.
- 6.3.9 When coughing or sneezing, a person must cover his/her mouth and nose with their bent elbow or a tissue and dispose of the tissueimmediately.
- 6.3.10 Persons are required to keep Adequate Space between themselves and the next person, especially those who are coughing and sneezing.
- 6.3.11 Seating arrangements will be such that persons have Adequate Space between them.
- 6.3.12 The number of persons at any time in the Studio shall be limited with due regard to floor space of the Studio to ensure compliance with the requirement relating to physical distancing and other safety measures.
- 6.3.13 There shall be hand and respiratory hygiene posters or visual aids throughout the facility and at entrance points of the precautions all persons are required to observe while in the Studio.
- 6.3.14 Adequate ventilation can help reduce the spread of many pathogens and viruses. Doors and windows shall be kept open as often as possible.



## **6.4 EMPLOYEES AND LIMITATION ON PRESENCE**

- 6.4.1 The Studio shall provide each Employee with hand sanitizers, soap and clean water to wash their hands and disinfectants to sanitize their workstations, and ensure that each Employee, while at work, washes and/or sanitizes their hands.
- 6.4.2 The Studio shall ensure that the Employees' workstations are disinfected regularly.
- 6.4.3 The Studio shall adopt measures to promote physical distancing of Employees, including:
  - 6.4.3.1 enabling Employees to work from home where possible or minimising the need for them to be physically present at the workplace;
  - 6.4.3.2 providing for Adequate Space when at work;
  - 6.4.3.3 if it is not practicable to arrange work stations to be spaced at least one and a half metres apart, the Studio shall arrange physical barriers to be placed between work stations or erected on work stations to form a solid physical barrier between Employees while they are working;
  - 6.4.3.4 restricting face-to-face meetings where possible;
  - 6.4.3.5 introducing special measures for Employees with known or disclosed health issues or comorbidities, or with any condition which may place such Employees at a higher risk of complications or death if they are infected with COVID-19;
  - 6.4.3.6 introducing special measures for Employees above the age of 60 (sixty) who are at a higher risk of complications or death if they are infected with COVID-19; and
  - 6.4.3.7 the workforce that may occupy the workplace and a weekly and daily schedule shall be circulated to all parties confirming the workforce complement for the week and day.
- 6.4.4 If an Employee presents with COVID-19 symptoms whilst at the workplace, the procedure in Annexure "B" shall be followed.

## **6.5 COVID-19 UPDATES**

- 6.5.1 Employees and Students will receive regular updates on the efforts of the Studio to prevent the transmission of COVID-19 and what measures are being implemented and amended to facilitate the health and welfare of Employees and Students in relation to COVID-19.
- 6.5.2 Employees and Students will be sent regular articles and notice from the COVID-19 Corona Virus South African Resource Portal

(<https://sacoronavirus.co.za/>) and the WHO COVID-19 Website (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>).

- 6.5.3 The Studio shall regularly review the websites of the National Department of Health, the National Institute for Communicable Diseases and the National Institute for Occupational Health to ascertain whether any additional personal protective equipment is required or recommended in any guidelines given the nature of the workplace or the nature of an Employee's duties.

## **6.6 GENERAL**

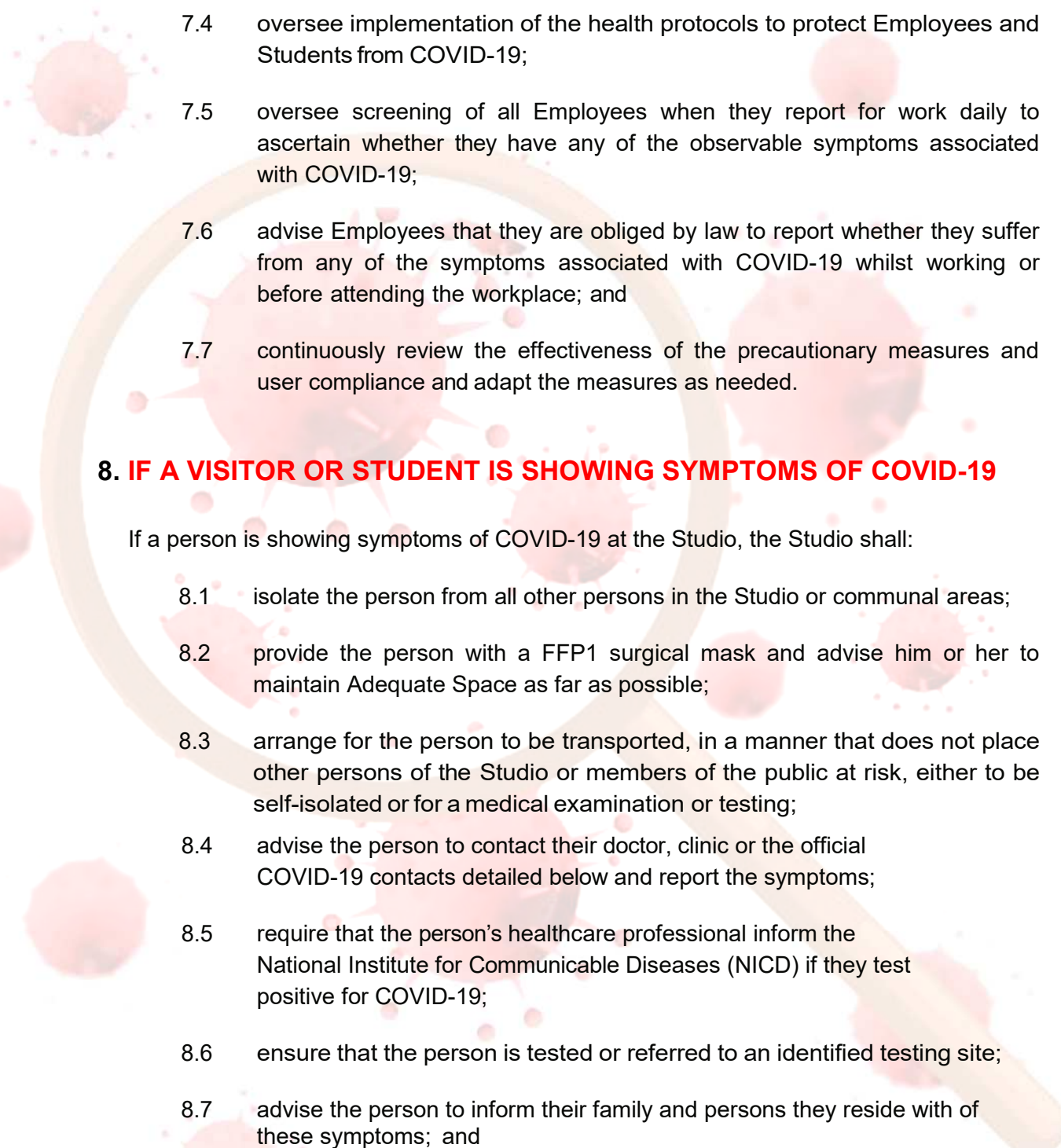
The Studio shall:

- 6.6.1 determine their area of floor space in square metres;
- 6.6.2 based on the information contemplated in paragraph 6.6.1, determine the number of persons that may be inside the Studio with Adequate Space available;
- 6.6.3 take steps to ensure that persons queuing inside or outside the Studio are able to maintain a distance of 1.5 m (one and a half metres) from each other;
- 6.6.4 provide sufficient hand sanitizers for use by persons at the entrance to the Studio and by Students for use throughout their lesson;
- 6.6.5 ensure that the hand sanitizer contains 70% alcohol content as prescribed by law and is in accordance with the recommendations in respect of hand sanitizers issued by the Department of Health;
- 6.6.6 ensure that cloth face masks or homemade items shall meet the requirements set out in the Guidelines issued by the Department of Trade, Industry and Competition;
- 6.6.7 keep the workplace well ventilated by natural or mechanical means; and
- 6.6.8 enable the COVID-19 compliance officer to ensure compliance with the measures provided for in paragraphs 6.6.1 to 6.6.7 and that all directions in respect of hygienic conditions and limitation of exposure to persons with COVID-19 are adhered to.

## **7. COVID-19 COMPLIANCE OFFICER**

The Studio shall designate a COVID-19 compliance officer who will:

- 7.1 oversee the implementation of this Operations Manual;
- 7.2 develop a plan for the phased return of the Employees to the workplace, prior to reopening the Studio;

- 
- 7.3 oversee adherence to the standards of hygiene and health protocols relating to COVID-19 at the workplace;
  - 7.4 oversee implementation of the health protocols to protect Employees and Students from COVID-19;
  - 7.5 oversee screening of all Employees when they report for work daily to ascertain whether they have any of the observable symptoms associated with COVID-19;
  - 7.6 advise Employees that they are obliged by law to report whether they suffer from any of the symptoms associated with COVID-19 whilst working or before attending the workplace; and
  - 7.7 continuously review the effectiveness of the precautionary measures and user compliance and adapt the measures as needed.

## **8. IF A VISITOR OR STUDENT IS SHOWING SYMPTOMS OF COVID-19**

If a person is showing symptoms of COVID-19 at the Studio, the Studio shall:

- 8.1 isolate the person from all other persons in the Studio or communal areas;
- 8.2 provide the person with a FFP1 surgical mask and advise him or her to maintain Adequate Space as far as possible;
- 8.3 arrange for the person to be transported, in a manner that does not place other persons of the Studio or members of the public at risk, either to be self-isolated or for a medical examination or testing;
- 8.4 advise the person to contact their doctor, clinic or the official COVID-19 contacts detailed below and report the symptoms;
- 8.5 require that the person's healthcare professional inform the National Institute for Communicable Diseases (NICD) if they test positive for COVID-19;
- 8.6 ensure that the person is tested or referred to an identified testing site;
- 8.7 advise the person to inform their family and persons they reside with of these symptoms; and
- 8.8 refer all other persons who may be at risk due to contact with the person who presented COVID-19 symptoms for screening and take any other appropriate measure to prevent possible transmission.

## 9. EMPLOYEE TRAINING

- 9.1 All Employees shall be trained on this document. Proof of training shall be submitted to the Human Resource director.
- 9.2 Employees shall be taught how to maintain Adequate Space and to be vigilant of their surroundings at all times;
- 9.3 Employees shall be taught adequate handwashing techniques which require them to wash their hands with soap and water and to frequently sanitize their hands with an alcohol-based sanitizer for at least 20 seconds.
- 9.4 Employees shall be trained on wearing cloth face masks or homemade items, in that:
  - 9.4.1 they may only use a mask that has been washed;
  - 9.4.2 their hands should be washed before putting the mask on;
  - 9.4.3 they must ensure that it covers both the nose and mouth properly and that it fits well;
  - 9.4.4 once they've put the mask on, they MUST NOT TOUCH THEIR FACE again until the mask is taken off;
  - 9.4.5 when the mask is taken off, to carefully fold the mask inside out, hold it by the strings/elastic and place the mask in a container reserved for washing the cloth mask; and
  - 9.4.6 wash their hands thoroughly and dry them before doing anything else.
- 9.5 The Studio shall provide Employees with at least two cloth masks so that they will be able to wash one and have one to wear and ensure that the masks are washed with soap and hot water, rinsed thoroughly and ironed.



## 10. COVID-19 OFFENCES AND PENALTIES

It shall be made known to Employees and Students, that:

- 10.1 for the duration of the National State of Disaster, any person who convenes a gathering or hinders, interferes with, or obstructs an enforcement officer in the exercise of his or her powers, or the performance of his or her duties in terms of the Regulations, is guilty of an offence and, on conviction, liable to a fine or to imprisonment for a period not exceeding 6 (six) months or to both such fine and imprisonment;
- 10.2 any person who intentionally misrepresents that he, she or any other person is infected with COVID-19 is guilty of an offence and on conviction liable to a fine or to imprisonment for a period not exceeding 6 (six) months or to both such fine and imprisonment;
- 10.3 any person who publishes any statement through any medium, including social media, with the intention to deceive any other person about COVID-19, the COVID-19 infection status of any person or any measure taken by the South African Government to address COVID-19, commits an offence and is liable on conviction to a fine or imprisonment for a period not exceeding 6 (six) months, or both such fine and imprisonment; and
- 10.4 any person who intentionally exposes another person to COVID-19 may be prosecuted for an offence, including assault, attempted murder or murder.

## 11. CONTACT LIST

### 11.1 COVID-19 Compliance Officer

Full name: \_\_\_\_\_ E-mail: \_\_\_\_\_ Tel: \_\_\_\_\_ Cell: \_\_\_\_\_

### 11.2 Escalation of any COVID-19 query or matter:

#### 11.1 Official COVID-19 contact details:

	Contact Person	Contact Details
1 <sup>ST</sup> LEVEL		
2 <sup>ND</sup> LEVEL		
3 <sup>RD</sup> LEVEL		
4 <sup>TH</sup> LEVEL		

11.3.1 Toll-Free Call Center: 0800 029 999;

11.3.2 Clinicians Hotline: 082 883 9920;

11.3.3 WhatsApp Help Service: Send "HI" to 0600 123 456 on WhatsApp; or

11.3.4 Link: <https://wa.me/27600123456?text=Hi>.



## ANNEXURE A

### STUDIO COVID-19 SCREENING QUESTIONNAIRE

The safety of our instructors and clients remain the Studio's overriding priority. As the coronavirus disease 2019 (COVID-19) outbreak continues to evolve and spreads globally, the Studio is monitoring the situation closely and will periodically update our guidance based on current international and local recommendations.

To prevent the spread of COVID-19 and reduce the potential risk of exposure to our instructors and clients, we are conducting a simple screening questionnaire. Your participation is important to help us take precautionary measures to protect you and everyone in this studio. Thank you for your time.

Client's Name:	Personal Phone Number (mobile/home)
Client's email address:	Name of instructor:

Self-Declaration by Client		
1.	Have you returned from any international/across border travel within the last 14 days?	Yes <input type="checkbox"/> No <input type="checkbox"/>
2.	Have you had close contact with or cared for someone diagnosed with COVID-19 within the last 14 days?	Yes <input type="checkbox"/> No <input type="checkbox"/>
3.	Have you been in close contact with anyone who has traveled internationally/across border within the last 14 days?	Yes <input type="checkbox"/> No <input type="checkbox"/>
4.	Have you experienced any cold- or flu-like symptoms in the last 14 days (including fever, cough, sore throat, respiratory illness, difficulty breathing)?	Yes <input type="checkbox"/> No <input type="checkbox"/>
5.	Have you been tested for COVID-19 and are the results pending or have they been received?	Yes <input type="checkbox"/> No <input type="checkbox"/>

If the answer is "yes" to any of the questions, access to the Studio

may be denied. Signature(client): \_\_\_\_\_ Date: \_\_\_\_\_

Note: if you plan to be onsite for consecutive days, please immediately advise your instructor if any of your responses change. The information collected on this form will be used to determine your access right to the Studio.

## **ANNEXURE B**

### **PROCEDURE IF AN EMPLOYEE PRESENTS WITH COVID-19 SYMPTOMS WHILST AT THE WORKPLACE**

If an Employee presents with COVID-19 symptoms, or advises the Employer of these symptoms, the Employer cannot permit the Employee to enter the workplace or report for work. Should the Employee present with COVID-19 symptoms whilst at the workplace already, the Employer must by law follow the following steps:

1. Isolate the Employee from all other Employees or communal Employee areas;
2. Provide the Employee with a FFP1 surgical mask;
3. Arrange for the Employee to be transported, in a manner that does not place other Employees or members of the public at risk, either to be self-isolated or for a medical examination or testing;
4. Assess the risk of transmission to other Employees whilst the Employee was at the workplace and mitigate further risk by disinfecting all areas of the workplace the Employee had access to as well as the Employee's workstation or office;
5. Refer all Employees who may be at risk due to contact with the Employee who presented with COVID-19 symptoms for screening and take any other appropriate measure to prevent possible transmission;
6. Ensure that the Employee is tested or referred to an identified testing site;
7. Place the Employee on paid sick leave in terms of section 22 of the Basic Conditions of Employment Act 75 of 1997 or if the Employee's sick leave entitlement under the section is exhausted, apply for an illness benefit in terms of the COVID-19 Temporary Employer Employee Relief Scheme (TERS);
8. Ensure that the Employee is not discriminated against on grounds of having tested positive for COVID-19 in terms of section 6 of the Employment Equity Act No. 55 of 1998;
9. If there is evidence that the Employee contracted COVID-19 as a result of occupational exposure, lodge a claim for compensation in terms of the Compensation for Occupational Injuries and Diseases Act 130 of 1993.

**I HEREBY AGREE TO THE FOLLOWING:**

1. I indemnify.....(part of Speciality Studios) and the instructors at this establishment, of any claim pertaining to the reasonable infection or transmission that might occur, in light of the protective guidelines put into place, due to the current Covid-19 state.
2. I understand the risks associated with exposing myself to face to face contact within the studio setup, and in accordance with the guidelines.
3. I indemnify.....(studio name),.....(teacher), from any injury I might incur from either participating in an online class or attending a physical class
4. I understand that the studio has done everything within its power that can be expected fairly and within reason, to prevent and limit contamination, but that the infectious nature of the virus is not fully known and that the studio will not be able to cater for all extreme circumstances.
5. I acknowledge that the studio has taken all steps deemed necessary, to prevent contamination and I agree that the studio, as a whole, acted in accordance with the guidelines received from the Department of Health as well as measures from the Government.
6. I accept that the studio cannot, under any circumstance, be held liable for any infection or disease that I; the client might be or could have been exposed to while attending classes at the studio.
7. I understand that, should the answers provided in the questionnaire result in the studio identifying a risk or at their discretion deem the client to be symptomatic, or perceives that the client might be symptomatic; if the client has a temperature in excess of 38°C, the studio is allowed to refuse training and entry into the studio. There will be no refunds made for classes missed in respect of the above.
8. I confirm that all the above-mentioned information is correct and that I have answered truthfully to every question asked.

Signed at \_\_\_\_\_, on the \_\_\_\_\_ day of \_\_\_\_\_.

**Signature of client**

**Full name (Print)**