



# EMD UK SCOPE OF PRACTICE

## Core Group Exercise Instructor

## Pure Gym GX Instructor

---

**FIRST EDITION:** 20<sup>th</sup> Jan 2026

---

**REVIEW DATE:** 20<sup>th</sup> Jan 2028

---



## SCOPE OF PRACTICE: Pure Gym GX Instructor

# Contents

1. Scope of the Pure Gym GX Instructor
2. EMD UK professional recognition membership eligibility .....
3. EMD UK Membership Eligibility .....

## ABOUT THIS SCOPE OF PRACTICE

This document is an EMD UK Scope of Practice overview for professional recognition membership of the National Governing Body for Pure Gym GX Instructor. Determining what is and is not part of your scope of practice will be for you to decide using your professional judgement. When deciding whether a particular activity falls within your scope of practice, or when moving into a new scope of practice, you will need to consider whether the training and support you have received adequately equips you to perform the activity safely and effectively. This document defines the scope of practice, training, and skills of Pure Gym GX Instructor and the general scope of practice to teach this activity safely and effectively.

**You may find it helpful to speak to the professional recognition membership team who may be able to offer further advice in this area.**



SYSTEM PARTNER

**Published by:**

EMDP Ltd T/A EMD UK

National Governing Body for Group Exercise

Publication date: 20th Jan 2026

First edition: V1.0

© EMDP Ltd

**Version: 1.0**

**Review date: 20<sup>th</sup> Jan 2027**



# 1. Overview

## SCOPE OF PRACTICE: Pure Gym GX Instructor

Scope of practice refers to those activities that a person licensed to practice is permitted to perform. An individual must decide their scope of practice. Your scope of practice is the limit of your knowledge, skills and experience and you must ensure that you work within your scope of practice. Your scope of practice is likely to change over time as your knowledge, skills and experience develop. The health and safety of participants is threatened when professionals are permitted to perform services that are beyond the boundaries of what they have been trained to do.

As you progress in your career, you may enter more specialist roles where you are no longer meeting all the standards of proficiency. Your scope of practice will develop with you, or you may become narrower in scope.

The Pure Gym GX Instructor sits in the scope of practice of the Core Group Exercise Instructor Professional standards as part of the exercise and fitness profession.

### Prerequisites and Recognition

The agreed industry prerequisite to become a Pure Gym GX Instructor is to have achieved a full level 2 awarding organisation accredited level 2 fitness/gym instructor qualification and/or a level 3 PT, equivalent or higher.

To be professionally recognised as a **Pure Gym GX Instructor**, you must hold a Pure Gym certificate of competency. This requires completing the pre-learning and assessments for PTFC, AGM, GM, and CM, alongside the specialised Pure Gym GX Instructor training. Additionally, you must hold a Level 2 Fitness Instructor or Level 3 Personal Trainer qualification (or higher). Meeting these requirements grants you professional recognition within the Pure Gym GX Instructor scope of practice.

### Retention of Recognition

To retain professional recognition for scope of practice you must meet the requirements set by EMD UK of 10 hours of 'Professional Development' per year. This must include ongoing virtual upskilling on via Pure Gyms Connect and Dayforce Platforms and continue development with the relevant classes you teach including Ride, Pump, Strike and Step and that you remain in employment with Pure Gym and hold valid First Aid and Safeguarding Certifications.



### Agreed scope of practice educational products logo.

Educational products that meet the requirements of EMD UK's scope of practice may display this official EMD UK scope of practice logo.

**Version: 1.0**

**Review date: 20<sup>th</sup> Jan 2027**



## 2. Scope of a Pure Gym GX Instructor

Pure Gym GX Instructors are fitness professionals who teach, lead, and motivate groups of individuals through our LIFT, GLC, HIIT, and MIND classes.

Pure Gym GX instructors are responsible for engaging, facilitating, supporting, educating, and instructing safe, effective, well attended, and professionally taught Pure Gym LIFT, GLC, HIIT and MIND classes, leaving class members having had an amazing experience.

Pure Gym GX Instructors will provide Pure Gym GX sessions that:

- **Promote Holistic Wellbeing:** Provide a positive client experience with a focus on physical and mental wellbeing, motivating clients to live a better life through improved fitness and reduced stress.
- **Conduct Proactive Screening:** Verbally screen clients before exercise and identify when individuals should be signposted to other exercise or health professionals, ensuring no client exercises at Risk.
- **Champion inclusivity:** Create an accessible and non-intimidating environment for all fitness levels by:
  - **Personalised Setup:** providing options for head/neck support, and adjusting starting positions (e.g., seated vs. floor-based) to accommodate different mobility levels and postural needs, ensuring a safe and biomechanically sound foundation.
  - **Autonomy & Normalisation:** Actively normalising "working at your own tempo" rather than strictly following the beat and encouraging participants to adjust the range of motion based on their individual needs, ensuring they feel empowered to modify intensity without judgment.
  - **Multi-Sensory Cueing:** Using a blend of rhythmic verbal counts, visual demonstrations of "low impact" layers, and cues (e.g., "draw the belly button toward the spine") to ensure the conditioning sequences are accessible to participants with different learning styles.
- **Provide Safe & Effective Group Exercise Classes that:**
  - Provide ongoing supervision and session monitoring,
  - Use synchronised playlists and professional choreography to ensure classes remain engaging, safe, and effective.
  - Using a microphone and managing audio levels to be motivating, yet safe for all participants
- **Build professional Rapport:** Use effective communication skills, to create a trustworthy, dependable, and friendly relationship with clients, ensuring all members feel welcome and supported.

- **Maintain health and safety standards within the studio environment**, taking specific responsibility for the safe set up of the studio by performing dynamic risk assessments – including checking floor surfaces, equipment safety, and air ventilation before and during the session.
- **Maintain a presence in the studio** immediately before and after the session to answer technical inquiries, address participant concerns, and actively solicit feedback to ensure the Pure Gym GX Step experience continues to meet member expectations.
- **EAP:** The instructor is responsible for initiating the operator's Emergency Action Plan (EAP) and maintaining a safe exit route throughout the session.

Pure Gym GX Instructors are authorised to teach in-person classes **exclusively within the Pure Gym environment**. This certification is an internal competency and does not confer professional recognition or insurability for teaching externally. Instructors wishing to teach Group Exercise outside of Pure Gym are strongly advised to complete a formal Level 2 Group Training (ETM) qualification or Level 2 Bridge to ensure they meet industry standards for insurance and portability.

### 3. EMD UK membership eligibility

Instructors who meet the requirement within this scope of practice will meet the requirements to be a professionally recognised member of the National Governing Body for Group Exercise to work within the identified scope of practice.

They will:

#### UNDERSTAND:

- How to work with a Group of healthy clients with unique needs, in different types of environments, aged between 18 and 65 or above 65 without any long-term conditions.
- Working with adults above the age of 65 may require further skills and training. If adaptations to work with any clients/individuals/groups above the age of 65 requires specialist adaptations related to a long-term condition, then further training relevant to the required specialist professionals' standards will be required.
- Working outside the scope of practice age and target group range may require further skills and training if adaptations to work with clients falls outside what would be considered normal fitness related adaptations, modifications, or progressions.

#### HAVE DEMONSTRATED:

- Competence of working with a Group of clients, in an environment relevant to Pure Gyms GX class.

**Version: 1.0**

**Review date: 20<sup>th</sup> Jan 2027**

Additional specialist training to meet further scopes of practice for varied populations, environment or technical ability can be added to this scope of practice to widen the scope of the role and enable an individual to show their expertise in additional populations, in different environments and with technical specialists.

### **Examples of specialisms that may be added:**

- Working with clients with long term-controlled conditions.
- Working with ante and post-natal clients.

**Version: 1.0**

**Review date: 20<sup>th</sup> Jan 2027**