

Changing Room Policy

Swim England case records show that incidents of sexual assaults and the taking of indecent (child abuse) images have occurred in changing rooms.

It is imperative that all members of the City of Leicester Swimming Club, including employees and volunteers, understand the individually harmful and legal consequences of a child being sexually assaulted, or having indecent images taken of them.

The City of Leicester Swimming Club reinforces that such behaviour is illegal and will not be tolerated in any form.

All such incidents should be acted upon in accordance with the City of Leicester Swimming Club How to Report procedure.

Anyone (including children) sexually assaulting others, or taking indecent images of children, including over/under adjoining cubicles, for example, renders themselves liable to arrest, prosecution and registration as a sex offender.

Responsibility on Arrival

Under the duty of care to safeguard children, the City of Leicester Swimming Club has a responsibility for the wellbeing of children in the changing rooms. This does not mean that the parents / guardians have no responsibility, but parents / guardians are often not in the pool complex at the time when children are swimming and training to exercise their duty of care.

For this reason the City of Leicester Swimming Club will be clear to parents / guardians the when they require parents / guardians to remain at the pool throughout a session eg: children who require assistance changing, or those with a disability that may require additional help that the club is unable to provide.

Responsibility During a City of Leicester Swimming Club Session

When a child is training they remain under the responsibility and duty of care of the person who is coaching at that time. If a child goes out of the pool area the coach should be made aware of this. If the child fails to return within a reasonable time, or appears to be upset on leaving poolside, the coach will request a suitable official to check on them. It is best practice for two people to look for them (another official or a parent / guardian as the second person is acceptable).

If a complaint is received about an incident that has occurred in the changing room between a member and any other person, the City of Leicester Swimming Club has a duty to act on that concern as appropriate, following the Hoie to Report guidance. If the incident involved a possible risk to children, the pool operator will be made aware.

If the incident involves a person not associated with the club, the pool manager will be made aware and consideration will be given as to whether statutory agencies need informing.

Information for Parents / Guardians regarding Changing Facilities

- Parents should be aware that changing facilities may be shared by both the City of Leicester Swimming Club and members of the general public.
- At Braunstone Leisure Centre the changing facilities are mixed changing village, with individual changing cubicles and a separate male group changing and female group changing.
- At De Montfort University Queen Elizabeth II Leisure Centre there is a changing village with individual cubicles.
- The behaviour of the City of Leicester Swimming Club members form part of the relevant Code of Conduct. Adults are reminded to change in an appropriate fashion and to be mindful that they are changing with children.
- Parents / guardians should not be alone in the changing rooms when children are changing, unless the child is of an age where their help is required from parents / guardians or if the child requires additional specific assistance.
- Swim England and the City of Leicester Swimming Club do not advise that adults supervise changing facilities as that places them and the children at risk of harm and allegation. If required, the club will appoint an officer to stand outside the changing rooms to allow a child / children to call for help, particularly in cases where bullying or general behaviour issues in the changing rooms between members has previously been reported.

Responsibility at the End of a Session

The City of Leicester Swimming Club has a reasonable duty of care to their members which extends to an awareness of when children have been collected, as far as is possible, at the end of a session. This means that a child should not be left unsupervised at the end of a session if their parent / guardian is late. As the changing facilities at both training venues used by the club are accessible to non-club members of the public it is Swim England's view that it would be extreme for club officials to search the changing areas in case a junior member is there.

Swimmers must, therefore, make themselves known to the coaching staff or Leisure Centre staff if they have not been collected by their parent / guardian at the expected time. The swimmer will then be appropriately supervised until collection or alternative arrangements are made. The swimmer must let the coach or Leisure Centre know when their lift arrives and that they are leaving. Emergency contact numbers for the coaches and key committee members will be held by each Leisure Centre Reception team.

If a parent / guardian fails to collect a child the Late Collection of Children Policy will be followed. This is available on the City of Leicester Swimming Club website <https://uk.teamunify.com/team/emrcolsc/page/policies-and-documents1>

If a child's whereabouts cannot be accounted for while participating in club activity, the Missing Child Policy will be invoked. This is also available on the website.