



Swimming

Date	Review Date	Coordinator	Nominated Governor
May 2019	May 2022	Y4 Leader	Chair of Standards

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Equality Act 2010

The following documentation is also related to this policy:

- ASA Swimming Charter
- National Curriculum in England: physical education programmes of study
- Equality Act 2010: Advice for Schools (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We believe swimming is a basic life skill that is proven to boost both physical and mental wellbeing. It is 'one of the easiest forms of exercise for children of all abilities, and school swimming is the single most effective way of teaching children how to be safe in and around water.' (Amateur Swimming Association)

We are committed to ensuring that every child becomes a confident swimmer and knows about water safety by the time they leave this school.

We look forward to receive extra support and improved guidance from the DfE to help to make sure all children can swim confidently and know how to stay safe in and around water.

We acknowledge that swimming is a compulsory part of the National Curriculum, and all primary schools have a duty to provide swimming lessons for their pupils. By the end of primary school children should be able to swim at least 25m unaided using recognised strokes on their front and back and using a range of personal survival skills. We are committed to the ASA Swimming Charter which helps and supports us in providing swimming schedules for our pupils.

We have a duty to provide every child with 25 hours a year of swimming lessons despite the pressures of delivering good results, the high cost of swimming lessons, the price of transport and the lack of time in the school day.

It is our responsibility to provide parents with an annual report of their child's progress in swimming and water safety.

We believe swimming is an important life skill and is one of the few activities that people can enjoy all their life. We have an obligation to our pupils to give them the best chance to learn to swim as early as possible. We want all our pupils to leave this school able to swim 25m unaided and knowledgeable and safe around water.

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We believe swimming is not only a way of keeping healthy but a 'life-saving skill that every child has the right to learn'. (ASA)

We are aware that there is no current legislation regarding safe PE changing practices. We realise that for some children when getting changed they may feel vulnerable and anxious and that school personnel can feel unsure about PE changing supervision. We believe we have a duty to ensure that both children and school personnel are safeguarded at all times.

We believe that all children must be treated fairly and with respect for their privacy and dignity. Therefore, by the age of 7/8 we believe boys and girls should be changing in separate single-gender designated changing rooms.

We have in place procedures that accommodates the needs of pupils with disabilities and children from different religions, beliefs, cultural backgrounds and gender identity.

We will listen to any pupil who expresses a concern about the behaviour of a supervising member of the school personnel or of other pupils and will make appropriate enquiries.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To ensure all pupils are able to become confident swimmers and know about water safety by the time they leave this school.
- To meet the requirements of the National Curriculum.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

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- appointed a member of staff to be the coordinator for physical education;
- delegated powers and responsibilities to the Executive Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- delegated powers and responsibilities to the Executive Headteacher to ensure that we meet the requirements of the National Curriculum;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring all policies are made available to parents;
- make effective use of relevant research and information to improve this policy;
- the responsibility of involving the School Council in:
 - ☐ discussing improvements to this policy during the school year;
 - ☐ organising surveys to gauge the thoughts of all pupils;

Role of the Executive Headteacher

The Executive Headteacher will:

- work in conjunction with the Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ensure the school complies with the requirements of the National Curriculum;
- ensure that all swimming lessons comply with 'Safe Practice in Physical Education' (BAALPE);
- ensure pupils shower after every swimming lesson;
- ensure funding is in place for:
 - ☐ transporting pupils to the local swimming pool;
 - ☐ the hire of the swimming pool;
 - ☐ the hire of qualified swimming instructors;
 - ☐ training for teachers and support staff who help teach swimming.
- make effective use of relevant research and information to improve this policy;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;

Role of the Coordinator

The coordinator will:

- lead the development of this policy throughout the school;
- meet the requirements of the National Curriculum;
- provide a meaningful and safe swimming programme for children that will:
 - ☐ pace themselves in floating and swimming challenges related to speed, distance and personal survival
 - ☐ encourage them to swim unaided for a sustained period of time over a distance of at least 25m.
 - ☐ teach them use recognised arm and leg actions lying on front and back
 - ☐ teach them to use a range of recognised strokes and personal survival skills
- organise swimming periods at the local leisure centre;
- organise transport to and from the leisure centre;
- ensure an accompanying teacher/teacher in charge and support staff are in place;
- ensure the duty of care for pupils involved in swimming remains at all times with the accompanying teacher;
- notify parents of the swimming programme;

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- ensure that the swimming tutors provided by the leisure centre are appropriately qualified and are DBS checked;
- make effective use of relevant research and information to improve this policy;
- provide guidance and support to all staff;
- provide training for all staff on induction and when the need arises regarding;
- keep up to date with new developments and resources;
- undertake risk assessments when required;

Role of the Teacher in Charge

The teacher will:

- be responsible for the pupils to and from the leisure centre;
- be responsible for the welfare of children in the changing room;
- be responsible for the overall maintenance of good discipline;
- ensure the water safety of all children and maintain a safe working environment;
- confirm attendance levels and any relevant medical information with the swimming tutor;
- make arrangements for the provision for children with special needs;
- confirm risk assessments have been undertaken;
- adhere to health and safety requirements;
- keep an attendance register;
- record pupil's achievements;
- ensure pupils shower after every swimming lesson.

Role of the Leisure Centre Swimming Tutor

The tutor will have:

- DBS clearance;
- a full ASA Teachers Award;
- a life saving award;
- a relevant First Aid certificate.

Role of Support Personnel

Support personnel will:

- comply with all aspects of this policy;
- adhere to health and safety arrangements;
- be aware of risk assessments undertaken;
- be in charge of allocated children in the changing rooms and on the walk back to school;
- ensure these children understand and follow instructions;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

Safeguarding: Supervision of Changing Rooms

When pupils are changing or showering, school personnel will:

- establish a code of behaviour;
- ensure boys and girls change in separate single-gender designated changing rooms;

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- ensure female school personnel will supervise girls and male personnel boys;
- treat all children fairly and with respect for their privacy and dignity;
- ensure the needs of pupils with disabilities and children from different religions, beliefs, cultural backgrounds and gender identity are accommodated;
- leave the door of designated changing rooms slightly open;
- not remain in the changing room in order to maintain good behaviour;
- position themselves in close proximity to the changing rooms with pupils being aware of this;
- announce when they are entering the changing room thereby giving enough time for pupils to cover up;
- ensure support personnel are in place in order to assist pupils with additional needs;
- encourage pupils of all ages to be independent as far as possible;
- ensure bullying or teasing does not take place;
- avoid any physical contact;
- avoid any visually intrusive behaviour;
- avoid remaining in the room for any length of time;
- not change in the same room as the children;
- not shower with the children;
- ensure pupils do not share changing rooms with members of the general public when attending a leisure centre or public swimming facility;
- report all incidents to the Executive Headteacher or to the Designated Safeguarding lead.

Role of Pupils

Pupils will:

- shower after every swimming lesson;
- be encouraged to work in partnership with the school by making decisions and exercising choice in relation to their educational programme;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- liaise with the school council;
- take part in questionnaires and surveys.

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- provide their child with appropriate clothing and footwear;
- work in partnership with the school;
- comply with this policy for the benefit of their children;
- be asked to take part in periodic surveys conducted by the school;

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website;
- the Staff Handbook;

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- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- meetings with school personnel;
- communications with home such as weekly newsletters and of end of half term newsletters;

Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:
 - ☐ All aspects of this policy
 - ☐ ASA Swimming Charter
 - ☐ National Curriculum in England: physical education programmes of study
 - ☐ Health and Safety in the Curriculum
 - ☐ Equal opportunities
 - ☐ Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implication.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)

Linked Policies

- Accidents and Emergencies
- Disclosure and Barring Service Checks
- Health and Safety
- Health and Safety - Responsibilities
- Medical and First Aid
- Risk Assessment
- Safeguarding and Child Protection

Headteacher:		Date:	
Chair of Governing Body:		Date:	