

Swim Wales Training and Development New and Expectant Mothers Policy

DOCUMENT STATUS

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Original Document produced	August 2019
Review Date	Annually

DOCUMENT CONTROL INFORMATION

Change History		
Version	Date	Details of changes
V2	02/04/2020	Amendments to existing policy

Summary

This document considers practical safety precautions for learners who are expectant or new mothers, i.e. women who have given birth in the last six months or who are breast feeding.

No two pregnancies are the same and therefore new and expectant mothers should always seek medical advice regarding their suitability to attend training courses prior to enrolment.

Tutors need to take account the individual's capability to carry out the tasks associated with all aspects of the course work they are attending with regard to their safety and without risk to their health.

Hazards

All tutors must conduct a risk assessment of the hazards that new and expectant mothers may face and be proactive through their course delivery to ensure they are managed or reduced. Typical hazards may include:

- Abdominal impact
- Manual handling
- Posture/time on poolside
- Pressurised atmospheres
- Vigorous exercise
- Dehydration
- Noise
- Course hours
- Rest areas
- Heat

Action

Swim Wales has a legal duty to protect new and expectant mothers from hazards and the possible consequences whilst attending a training programme. Tutors must conduct a thorough risk assessment and devise appropriate safe working practices in conjunction with the needs of the learner. Remembering that every case should be treated individually

and that existing risk assessments in place at the delivery site need to form part of the risk reduction strategy.

The following risk assessment needs to be completed for all courses where applicable. Swim Wales will inform the tutor prior to the course starting if any learners have indicated that they are a new mother or expectant mother. The form needs to be returned to Swim Wales (by the learner) at least 2 weeks prior to the course start date and subsequently by the tutor in advance of the course commencing.

Notes for learner

Your tutor will complete a risk assessment in line with your individual needs prior to the course starting, based on questions 1 – 15 below. You are required to complete questions 14 and 15 at least two weeks prior to the course starting and to submit them accordingly in line with the Swim Wales terms and conditions. You may also comment on any other questions if you think it relevant – especially questions 4, 5, 8 and 9.

If you have any concerns regarding your attendance on the course please contact us on

Swim Wales Training swimwales-training@swimming.org or Tel: 01792 513580

HAZARD: Injury to New and Expectant Mothers

PERSON(s) at RISK:

SUBJECT AREA:

Identify the tasks the learner will be expected to undertake during the programme

Expected date of birth or actual birth of child

Questions

Is there a risk to the new or expectant mother (or her child) through?

1. Manual handling and lifting?

If yes, give details

Hazard rating – high/medium/low (please circle)

2. Incorrect use of equipment?

If yes, give details

Hazard rating – high/medium/low (please circle)

3. Exposure to heat?

If yes, give details

Hazard rating – high/medium/low (please circle)

4. Conditions on programme (e.g. standing on poolside, posture on poolside, water based activity)?

If yes, give details

Hazard rating – high/medium/low (please circle)

5. Hours on programme?

If yes, give details

Hazard rating – high/medium/low (please circle)

6. Exposure to hazardous substances?

If yes, give details

Hazard rating – high/medium/low (please circle)

7. Excessive noise

If yes, give details

Hazard rating – high/medium/low (please circle)

8. Abdominal impact

If yes, give details

Hazard rating – high/medium/low (please circle)

9. Physical activity (on poolside or in the water)

If yes, give details

Hazard rating – high/medium/low (please circle)

10. Dehydration

If yes, give details

Hazard rating – high/medium/low (please circle)

11. General teaching/coaching environment?

If yes, give details

Hazard rating – high/medium/low (please circle)

12. Lack of a quiet rest area?

If yes, give details

Hazard rating – high/medium/low (please circle)

13. Any other risk areas appropriate to the learner

If yes, give details

Hazard rating – high/medium/low (please circle)

14. Is there a history of illness that could affect the pregnancy, mother or unborn baby?
Details to be completed by the learner

Details

Hazard rating – high/medium/low (please circle)

15. Has the new or expectant mother received any specific instruction(s) by her GP or hospital relating to limiting any involvement on the programme? Details to be completed by the learner

Details

Hazard rating – high/medium/low (please circle)

Any other observations

RECOMMENDATIONS FOR RISK REDUCTION

Action	By When?	By Whom?	Date Completed

Signed: (Tutor) Name

Date:

Course (Date, venue, level):

Date received by Swim Wales:

Received by and signature:

Date:

Monitoring and review of the policy

This policy and its procedures will be reviewed annually to ensure that it remains fit for purpose and reflects the types of reasonable adjustments or special consideration that may arise, and how access arrangements are managed in accordance with the requirements of Equalities Law.

The next policy review will take place in March 2022

Swim Wales Training & Development

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www.swimwales.org