



Calverton Gymnastics Club

Health and Safety Policy

Calverton Gymnastics Club

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Park Road East
Calverton Business Park
Calverton
Nottingham
NG14 6LL

info@calvertongymnastics.co.uk

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[Calverton Gymnastics Club Facebook Page](#)





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Health and Safety Policy Statement

Health, Safety and Welfare Statement

In the mindset of Calverton Gymnastics Club, the terminology of 'Health', 'Safety', and 'Welfare' bring the following outcomes:

Health = The physical and mental build which keeps our bodies 'alive and kicking'.

Safety = The internal feeling our mind and body has when being in a specific situation.

Welfare = The upkeep of both our Health and Safety through maintaining certain human needs.

Through the dedicated commitment of our family of staff, we all ensure that the above outcomes are not only achieved but excelled by:

- Planning for every type of risk through assessments on both equipment and activities
- Create to maintain safe, fun, energetic, and healthy environments for all
- Provide experienced and additionally qualified staff throughout all activities
- Prevent incidents from happening, although where they do happen promote instant recovery through supported pathways
- Continue to develop all gymnasts through preparations, progressions, support (where needed) in the safest and most up to date / researched methods

The doors at Calverton Gymnastics Club are open to all, no matter their race/ religion/ age/ gender/ sex/ sexual orientation/ disability/ ability, just as the great sport of Gymnastics is for All.

Club Details

| | |
|----------------------------|--|
| Club Name: | Calverton Gymnastics Club |
| Club Address: | Park House Park Road East Calverton Business Park Calverton Nottingham NG14 6LL |
| Directors (Owners): | Miroslav Tevekeliyski (Miro) Liudmila Zatenshchikova (Mila) |
| Welfare Officer: | Joanne Duggan |
| Safety Officer: | Jack Duggan |
| Covid Officer: | Liudmila Zatenshchikova (Mila) |

Safety of Gymnasts

Calverton Gymnastics Club strives to ensure that every gymnast has the most enjoyable and progressive experience during every one of their sessions at the club. To achieve this, they must ensure they are safe in several keyways:

- **Code of Conduct** – This document has been devised as a single page document for gymnasts of all ages. This is a compact and precise document containing information how the gymnast, no matter their session type, is to behave etc. in and around the gym to ensure there and others safety. The Code of Conduct can be found within the gym and also on the [Calverton Gymnastics Club website – Policies page](#).
- **Jewellery** – Within sport in a general, this is a big thing that children through to adults like to wear despite the risks of injury. British Gymnastics have their policy of [Health and Safety Guidance – Safe Coaching – Section 1.9 Body Piercing and Adornments](#) to which jewellery is to be removed to where possible, and where not possible to be discussed with a coach of if it will exceed their risk assessment with the aid of tape.



- **Welfare** – The welfare of our gymnasts is paramount, as is all our members, to which there are avenues which they can discuss anything they feel they wish to, including:
 - **Coach** discussion after the session with another adult present
 - Contact with the **Welfare Officer**
 - Contact with the **Directors/Head Coaches**
 - Contact with the **Regional Welfare Officer**
 - Contact with **British Gymnastics**

Each of these methods are done under private discussion although with the intension that further action will be taken to ensure that the safety of what is said has been taken seriously.

The Parents/Adult signing up will receive welcome emails which will contain a Welcome Pack which will also point them towards to the Calverton Gymnastics Club website – Welfare page to which they will find the full details regarding welfare and reporting.

These details are also summarised and put onto posters around the gym too.

- **Dress code** – Within the welcome emails and throughout the gymnasts gymnastics journey at the club they will be continuously informed of the type of clothing they will be required during different times of the year, the most common being shorts and T-shirt. Below is a table which contains some key times of year and other key factors for dress to support gymnasts achieve maximum potential through their dress code.

| | Boys | Girls |
|-------------------------------------|---|---|
| Generally, e.g. mild weather | Any of the following: <ul style="list-style-type: none"> • Shorts • Joggers • T-shirt • Leotard • Gym shoes | Any of the following: <ul style="list-style-type: none"> • Shorts/ leggings • Joggers • T-shirt • Leotard • Gym shoes |
| Hot weather | Any of the following: <ul style="list-style-type: none"> • Shorts • T-shirt* • Vest* • Leotard • Gym shoes | Any of the following: <ul style="list-style-type: none"> • Shorts/ leggings • T-shirt* • Vest* • Crop tops* • Leotard • Gym shoes |
| | *Please ensure these are not revealing of private areas for safeguarding of both the gymnast and coaches | |
| Cold weather | Any of the following: <ul style="list-style-type: none"> • Shorts • Joggers • T-shirt • Jumper (no zip/pockets) • Leotard • Gym shoes | Any of the following: <ul style="list-style-type: none"> • Shorts/ leggings • Joggers • T-shirt • Jumper (no zip/pockets) • Leotard • Gym shoes |
| Squad training session | Minimum: <ul style="list-style-type: none"> • Shorts • Training leotard Ideally: | Minimum: <ul style="list-style-type: none"> • Shorts/ leggings • Training leotard Ideally: |



| | | |
|------------------------------------|---|---|
| | <ul style="list-style-type: none"> • Shorts • Training leotard • Loops and gloves • Own chalk box and chalk (no shared chalk allowed) <p>Optional</p> <ul style="list-style-type: none"> • Longs • Gym shoes | <ul style="list-style-type: none"> • Shorts • Training leotard • Loops and gloves • Own chalk box and chalk (no shared chalk allowed) <p>Optional</p> <ul style="list-style-type: none"> • Longs • Gym shoes |
| Competition | <p>Minimum:</p> <ul style="list-style-type: none"> • Shorts • CGC T-shirt <p>Ideally:</p> <ul style="list-style-type: none"> • Shorts • CGC leotard • Loops and gloves • Own chalk <p>Optional</p> <ul style="list-style-type: none"> • Longs • Gym shoes | <p>Minimum:</p> <ul style="list-style-type: none"> • Shorts/ leggings • CGC T-shirt <p>Ideally:</p> <ul style="list-style-type: none"> • Shorts • CGC leotard • Loops and gloves • Own chalk <p>Optional</p> <ul style="list-style-type: none"> • Longs • Gym shoes |
| | <p>Note for both Competition and Training equipment such as the loops and gloves/ chalk can be purchased from various online sports stores such as https://gymnasticplanet.com/</p> <p>Within the Welcome Pack you will find a recommended 'crib sheet' for purchases for gymnasts – this can be found on the Calverton Gymnastics Club website – Policies page.</p> | |
| Long hair | Must have bobble or other method to tie hair up | |
| Long fingernails | No fake nails or similar to which the nail length is longer the fingertip (will cause risk of injury to both gymnast and coach) | |
| Glasses (or sports glasses) | <p>Where possible for the glasses not to be worn due to the nature of falling off, although where the need for glasses is too great due to vision then the coach will assess each individual skill with the gymnast on a individual basis to ensure they are both comfortable completing the skill with/without the glasses.</p> <p>If sports glasses are available (wrap to the head) this would be great, although the cost of these are not always affordable which is acceptable/ understandable.</p> | |

All of the above is in line with the [British Gymnastics Health and Safety Guidance – Safe Coaching](#) and within the [British Gymnastics Policy for the participation of trans people in gymnastics competition](#)



Note: All clothing should allow a full range of movement from each joint movement. Where an item of clothing is restricting a joint, it will prohibit any training opportunity within sessions due to the restrictions, this can cause injury to the gymnast and/or the coach.

Safety of Parents, Carers, Guardians, and Spectators

Spectators are a key function of sport in many ways as they aren't only the people who watch the sport, they are also the people that support the build up to it also through the needs of their gymnast(s) and then supporting the club within the many different asks i.e. fundraising etc. Therefore, many of the Spectators of the sport are the Parents, Carers, and Guardians of the Gymnast's participating within the sport.

While being part of the club through the above functions, Calverton Gymnastics Club wishes to ensure your safety and welfare is maintained also through the following key approaches:

- **Code of Conduct** – While this document is a little more detailed than the Gymnasts' version. It contains more detail how each Parent, Carer, Guardian, and Spectator within general training must behave and support the needs of the Gymnast and the Club to allow an efficient relationship and progression of development through learning in a safe and enjoyable environment. The Code of Conduct can be found within the gym and also on the [Calverton Gymnastics Club website – Policies page](#).
- **Welfare** – The welfare of all our members is paramount, to which there are avenues which they can discuss anything they feel they wish to, including:
 - **Coach** discussion after the session with another adult present
 - Contact with the **Welfare Officer**
 - Contact with the **Directors/Head Coaches**
 - Contact with the **Regional Welfare Officer**
 - Contact with **British Gymnastics**

Each of these methods are done under private discussion although with the intension that further action will be taken to ensure that the safety of what is said has been taken seriously.

The Parents/Adult signing up will receive welcome emails which will contain a Welcome Pack which will also point them towards to the Calverton Gymnastics Club website – Welfare page to which they will find the full details regarding welfare and reporting.

These details are also summarised and put onto posters around the gym too.

Note: While sometime it can be difficult, we would like to encourage all our members to take a subjective approach to situations, and not to let a subjective view take over as this can lead to discomfort for the gymnast despite your best interests. Calverton Gymnastics Club has an open door policy for you to come and discuss any concerns to which to try and resolve in the most appropriate method to suit our situation as we are all individuals with slightly different needs and strengths. Thank you.

- **Dress code** – Please do not be alarmed Calverton Gymnastics Club is not providing many requirements for Parents, Carers, and Guardians when spectating. The requirements are quite common (then one specific):
 - No smoking on the grounds/car park
 - [Pre-warning] It can get cold in the gym/spectating areas during the winter months despite the heating systems (all gyms across the country are like it)
 - If you are required to come in the gym for any reason, please remove any outdoor shoes
 - During events within the gym, please ensure you do not wear any type of high heel as this can damage the flooring



Safety of Staff (All)

Staff at Calverton Gymnastics Club are not just formed in the shape of a 'Coach' as they are formed as volunteers, cleaners, administrators, directors, etc. to which every member of staff is treated as family and as equal. While there is a hierarchy to ensure business is achieved, the formalities are done through trust and respect of each member of staff.

Therefore, there are a few key points for all Staff to ensure they are aware of/ follow/ achieve/ succeed in to ensure that both they succeed as an individual while also empowering the family at Calverton Gymnastics Club also:

- **Code of Conduct** – There is a detailed document for the Coaches, Judges, and Volunteers to follow as part of their specific roles with Calverton Gymnastics Club. As each of these roles are putting them in a position of both power and vulnerability therefore we wish to ensure they are able to protect themselves through their actions as well as protecting others, while achieving the results of their role. The Code of Conduct can be found within the gym and also on the [Calverton Gymnastics Club website – Policies page](#).
- **Jewellery** – Within sport in general, this is a big thing that children through to adults like to wear despite the risks of injury. British Gymnastics have their policy of [Health and Safety Guidance – Safe Coaching – Section 1.9 Body Piercing and Adornments](#) to which all jewellery is to be removed when hands on coaching is being applied and when distanced coaching is applied it is acceptable for the minimal jewellery (e.g. wedding ring etc.) although this is still down to the discretion of the coach as 'hands on coaching' can happen at any time if not careful – therefore it would fall on their insurance if something was to happen and they had to step in to support with jewellery on.
- **Welfare** – The welfare of all our staff is paramount, without the staff the gymnastics would not be delivered to the members as without the members there would not be any gymnastics. Therefore, there are avenues which they can discuss anything they feel they wish to, including:
 - Contact with the **Welfare Officer**
 - Contact with the **Directors/Head Coaches**
 - Contact with the **Regional Welfare Officer**
 - Contact with **British Gymnastics**Each of these methods are done under private discussion although with the intention that further action will be taken to ensure that the safety of what is said has been taken seriously. The Parents/Adult signing up will receive welcome emails which will contain a Welcome Pack which will also point them towards the Calverton Gymnastics Club website – Welfare page to which they will find the full details regarding welfare and reporting. These details are also summarised and put onto posters around the gym too.
- **Dress code** – When representing Calverton Gymnastics Club, the Member of Staff is to ensure they are wearing the following:
 - CGC T-shirt
 - CGC vest (female only)
 - CGC jacket (if have one)
 - Suitable bottoms to role
 - Suitable footwear (typically trainers)
 - Long hair tied up
 - Nails no longer than fingertips
 - Jewellery (as per above)

The only role which the clothing is very prescribed is the Judges, as they must follow that of the competition which they are judging at (this will be prescribed within the Competition Handbook).



Equipment Safety Risks

Equipment checks are done at the following times:

| Type of check: | What checking for: | Completed when: | Completed by: |
|-------------------------------|---|---|---------------|
| Daily safety check | <ul style="list-style-type: none"> Anything out of the ordinary All working order (nothing is broken/ damaged/ loose) | Daily – Start of day/ first opening | Lead Coach |
| Weekly safety check | <ul style="list-style-type: none"> Anything out of the ordinary All working order (nothing is broken/ damaged/ loose) All chains, bolts, clips etc. are all in place and good condition All matting, app with cloth is in good condition and padding sufficient | Weekly – As part of a walk around checking everything when the gym is quiet | Head Coach |
| Monthly safety check | <ul style="list-style-type: none"> Anything out of the ordinary All working order (nothing is broken/ damaged/ loose) All chains, bolts, clips etc. are all in place and good condition All matting, app with cloth is in good condition and padding sufficient All hand apparatus, weights etc. are in good working condition | Monthly – As part of a deeper check when the gym is quiet | Head Coach |
| Annual risk assessment review | <ul style="list-style-type: none"> Are all potential risks highlighted? Are all potential hazards covered? Have all appropriate actions been/ being taken to reduce risk? Have any new 'further actions' been highlighted? | Annually (or if anything moves/changes) – Reviewing the equipment as part of a formal check | Director/s |
| Manufacture check | <ul style="list-style-type: none"> Are all the branded equipment fit for purpose? Are there any actions to be taken? | Annually – As per Governing Body/ Manufacture requirements | Manufacture |

For detailed equipment checks please see the equipment maintenance check sheets.

Safe Coaching Practices

Gymnastics coaches are like gold dust and not only do we look after them, they look after us and our sport in many ways. Here are Calverton Gymnastics Club we employ, hire, and retain suitably trained staff to undertake all coached sessions.

Every gymnastics session is programmed on a progressive development programme that is working towards SMARTER aims to ensure that every gymnast, volunteer, coach, and judge all achieve their optimum within their gymnastics journey. All sessions are led by a minimum of a recognised and insured British Gymnastics Level 2 (or above) Coach who may have Assistant Coach(es) with them who may seem somewhat younger in age at times although they are at the start of their learning journey. There will always be a minimum of two adults within the gym.

Note – Anyone can become a gymnastics coach through the education pathway that British Gymnastics have set out, no matter your age or previous experience. If you are interested, please enquire with the lead coach for further details.

As within any job, some Coaches within the gym are more experienced or qualified or both and will support sessions across the whole gym to help share their knowledge, although this will not shade away from the focus of their session. The Coaches qualification hierarchy for British Gymnastics goes through a accumulative process of Level 0 (ASC), Level 1 (Assistant Coach), Level 2 (Lead Coach), Level 3 (Head Coach), Level 4 (Senior Head Coach), Level 5 (Performance Coach). From this the ratio of gymnasts is 1 Coach to 8 Gymnasts on focused sessions, this is what Calverton Gymnastics Club aim to maintain their sessions at, whereas within low risk/impact activities Lead Coaches are able to take up to 16 gymnasts although this is avoided where possible, this follows the [British Gymnastics Safe Coaching Practices Policy](#).

British Gymnastics education system provides the knowledge and experience to all our coaches on the different coaching techniques to which they continuous keep up to date with new techniques through CPD opportunities through British Gymnastics and other mediums. All our coaches will ensure they coach within their qualification allowance and to the recommended practices by British Gymnastics, which as times and science progress these may change – therefore you may see techniques of skills being taught change over time, to which this will be explained to your Gymnast(s) as it happens to reduce any confusion where possible.

Safe Working Environment

Calverton Gymnastics Club is a business that has many different layers to it to provide the most effective service to it, despite only being a small business, currently. Each of these layers is patrolled by different personnel to ensure the safety of all the users, to which these responsible personnel may change or be of multiple people during cross over times, although there will always be a hierarchy of responsibility to ensure the safety within Calverton Gymnastics Club.

Such responsibilities are:

| Area | Person responsible |
|----------------------|--|
| Whole business | Directors |
| Individual sessions | Session coach(es) |
| Opening/closing | Lead Coach(es) |
| Building maintenance | Organising fixing/replacing – Directors Reporting breakages etc. – Everyone Daily checks etc. – See Equipment Safety Risks section |
| Tidying the gym | Coaches Volunteers and Gymnasts maybe asked to assist the Coaches under direct supervision |
| Heating system | Lead Coach(es) |



Note: The above table is a demonstration of responsibilities, whilst Health and Safety is the responsibility of everyone, particular to report it to the person in charge on the day whom will risk assess all activities to see if it is safe to continue/follow through with any activities that are planned/unplanned.

Accidents, Incidents, and First Aid

Gymnastics is sport which is planned thoroughly and despite the amount of planning, things still can go wrong and cause distress to multiples of people, not just the initial injured person. Therefore, Calverton Gymnastics Club wish to provide the most appropriate and quality support to those in their time of need if something is to go wrong.

Initial stage to keep people safe

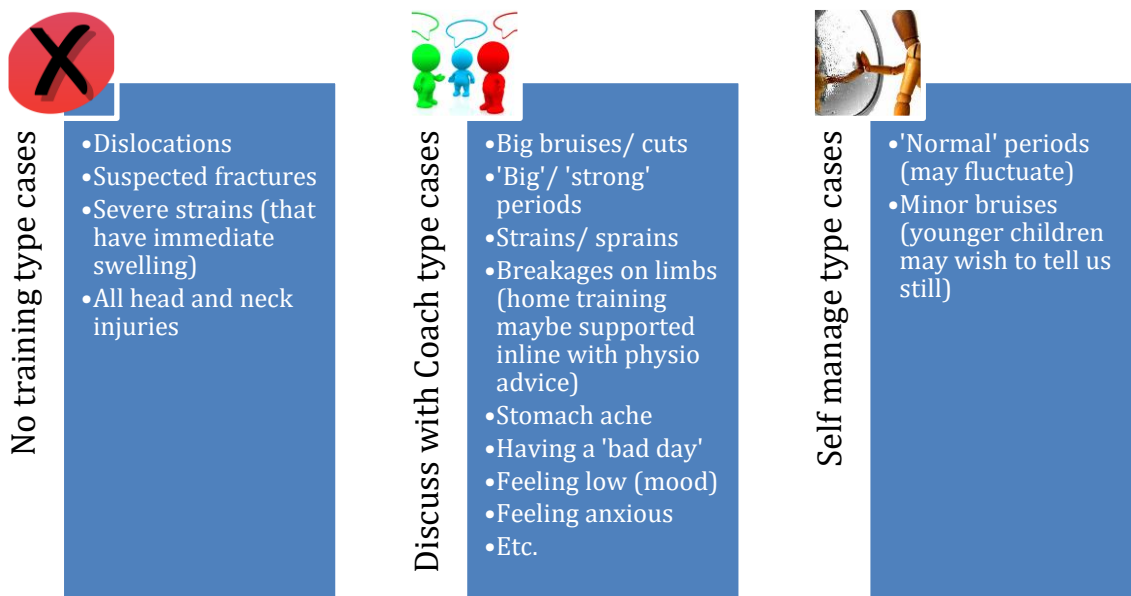
An initial process to keep everyone safe is that of providing detailed information within their induction of the facility and ensuring they have seen and agree to their role Code of Conduct (see initial sections of this Policy for details).

Part of preparing for activities is that of the Coaches being appropriately trained/ qualified/ upskilled within their role, the First Aid boxes all being fully stocked and checked on a weekly basis, and then all sessions being planned in advanced.

Promoting your recovery in an incident

While 'injuries' can come in all types and sizes, to which some are unseen and unknown too until it is too late, these are commonly the mental injuries which our mind/bodies can absorb during sport and daily life.

See the chart below for the type of injuries which to understand that can cause further damage if you continue with sport and those which can promote improvement also:



As demonstrated within the above diagram, there are many types of injury, although all of which we encourage to discuss with the session coach or other staff in the gym i.e. Welfare Officer to ensure you promote your recovery but also to ensure you continue your development of gymnastics in the best possible pathway – even if this is time off from the gym!

First Aiders



The following people are current appointed First Aiders at Calverton Gymnastics Club, where possible there will always be at least one these people on-site:

| | | |
|--------------------------------|---------------------|-----------------|
| Miroslav Tevekeliyski (Miro) | | Director |
| Liudmila Zatenshchikova (Mila) | | Director |
| Jack Duggan | First Aid at Work | Coach |
| Jessica Harrison | Emergency First Aid | Coach |
| Tyla Curtis | | Coach |
| Jo Duggan | | Welfare Officer |

British Gymnastics support

British Gymnastics offer a range of support for Gymnasts and Coaches as part of their membership package.

The [British Gymnastics insurance for Gymnasts](#) contains a set of benefits, see link for details.

The British Gymnastics Safeguarding and Compliance Team are available during office hours (you can leave messages also) by calling 0345 129 7129 or you can contact them via email – safeguarding@british-gymnastics.org.

Also, a great free service that is included is the 24hour counselling helpline that DAS provide as part of the British Gymnastics membership – **DAS Counselling Helpline 0117 934 2121**

Coaching disability gymnasts

When a gymnast starts the club they will go through a Calverton Gymnastics Club sign up process to access their session although they will also be asked to complete various fundamental questions regarding if they are a disability gymnast and about their disability. If you wish to proceed to, the following form (supported by their medical professional) you can complete the below form to enable their disability to be registered with British Gymnastics formally.

Form to be completed – [Disability Classification Form](#)

This form enables a jump start to their gymnastics journey, particular if they wish to enter competitions later once, they are more established within the club and within themselves.

At Calverton Gymnastics Club there are many different adaptations which can be/ have been made for Disability Gymnasts, to which all are done on an individual basis, as will any new adaptations need to be taken as their situations develop/change or any new Disability Gymnasts join the club. Some of the adaptations to the club can be made instantly and some do take time, although with the communication with the individuals and their Parents, Carers, and Guardians this can be achieved as much as reasonably practicable – sometime funding maybe needed although this may just mean an initial hold while it is gained before we get started.

Fire Safety and Emergency Procedures

Calverton Gymnastics Club has a Fire Risk Assessment completed on an annual basis to which highlights any issues and equipment that is needed in and around the gym to ensure the safety of everyone.

Where you feel there could be any further safety improvements please email them into Calverton Gymnastics Club at info@calvertongymnastics.co.uk

You can find the Emergency Evacuation Policy in the club and on the [Calverton Gymnastics Club website – Policy page](#).



Data Protection (GDPR)

Calverton Gymnastics Club has a Privacy Policy located on the [Calverton Gymnastics Club website – Policy page](#) to which you are able to access. This brings to the point which the uses of your personal data once sign up with Calverton Gymnastics Club and how it is kept secure.

Please remember that Calverton Gymnastics Club endorses the [British Gymnastics – Photography Policy](#).

To which Calverton Gymnastics Club will keep to the following when using any imagery (photo/ video) from sessions in the club:

- No live streaming will be done
- Only those who have provided consent through [LoveAdmin](#) system will be used in the imagery
- Imagery will only be used to help inform and promote the session through the approved clubs' streams of communication
- Will avoid any poor imagery and show the best in your gymnasts to which will share with you, particularly through [Calverton Gymnastics Club – Facebook page](#)

Remember anyone can Opt Out of any marketing and consent to imagery being used through their [LoveAdmin](#) account.

Legionella

Legionellosis is a collective term for diseases caused by legionella bacteria including the most serious Legionnaires' disease, as well as the similar but less serious conditions of Pontiac fever and Lochgoilhead fever. Legionnaires' disease is a potentially fatal form of pneumonia and everyone is susceptible to infection. The risk increases with age, but some people are at higher risk including:

- People over 45 years of age
- Smokers and heavy drinkers
- People suffering from chronic respiratory or kidney disease
- Diabetes, lung, and heart disease
- Anyone with an impaired immune system

Legionella is found in water systems that are not maintained in a sufficient manner. Most commonly you would catch legionella from inhaling/ drinking the water droplets which contain the disease, to which Calverton Gymnastics Club minimises this risk in a range of ways:

- Do not have any showers
- Flush all systems daily – sinks, toilets
 - This is recorded as part of the daily maintenance record
- Electric fans in the gym
- Electric heaters in the gym (not water-based systems)
- Annual water test completed

Covid-19

During the of 2020 the pandemic of Coronavirus broke out Worldwide and hit everyone hard, to which everyone had to and still will for many days within the future need to adapt to survive on a personal, business, and health, social & wellbeing level.

To support Calverton Gymnastics Club's members and staff the club adapted (continues to) through the hardened times and with Government guidance through the [Gov.uk ongoing updates](#) and our governing body – British Gymnastics providing ongoing updates through emails and website/social media update, the club is managed surviving – and of course most of all with the support from the members and staff.

To continue provide guidance on Covid-19, Calverton Gymnastics Club have devised a temporary Policy and Code of Conduct which in some cases overrides some policies and, in most cases, enhances the policies which are in place. This can be found on the [Calverton Gymnastics Club website – Polices page](#).

Events and Trips

British Gymnastics are the governing body for the great sport of gymnastics who have endorsed many events at Calverton Gymnastics Club and those events which gymnasts from the club have attended. To ensure the safety of all those involved in the events (build up, travel to/from, and during the event), Calverton Gymnastics Club places great respect into the respective roles whom are in a position of responsibility although the club does take direct ownership for the safety of everyone involved in all formats.

Therefore, the following processes are taken/put into place to ensure the safety of all:

- Event planning program with qualified, knowledgeable, and experienced staff
- Event Policy and Spectator Policy
- Risk Assessments completed and reviewed as appropriate
- Code of Conduct for Event Visitors and Spectators published on the [Calverton Gymnastics Club website – Polices page](#)
- Covid-19 policy/program put into place to support the recent/current pandemic
- Use of the British Gymnastics Comp in a Box product – aligning to all event legislation requirements

Each event that Calverton Gymnastics Club either hosts or attends will be published on the [British Gymnastics website – Find an Event calendar](#) to which is public accessible.

Accessibility Policy

At Calverton Gymnastics Club we take your privacy seriously and will ensure your personal information is kept secure. We provide gymnastics activities and are registered with British Gymnastics who govern the sport and offer competitions

Calverton Gymnastics Club strives to be as accessible to all no matter what attribute such as race, gender, and disability. Access to the club is via step free single-entry doors that make an alert-alarm sound upon opening, this gains entry to the drop off and there is the same type collection door opposite the entrance door, however the exit does have a step down therefore anyone requiring same level egress can do so via the access route.

Our viewing galleries/ waiting rooms are located in various places to the building, one being inside ground floor, one being outside ground floor, and the last being first floor inside – this being accessed via a single flight of stairs.

There is a large toilet/changing on the ground floor (note this is not a disabled toilet e.g. handrails etc.) with another changing area on the ground floor. There are more single toilets on the first floor.

As how we coach, we will endeavour to accommodate all people, to allow them to participate and view the activities where possible.



Monitoring

The policy will be reviewed a year after development and every three years thereafter, or in the following circumstances:

- Changes in legislation and/or Government guidance
- Country Sports Councils and British Gymnastics
- As a result of any other significant change or even

Where appropriate, some of the characteristics of this policy may be amended to suit the above four criteria, due to the severity/nature, although these will be temporary, and the original Policy will resume ASAP. Where any incident seems to be prolonged longer than a year, then a new Policy will be put into place and therefore reviewed annually until a more settled time appears.

Reviews

| Completed review date: | Reviewed by: (name and position) | Signed off by: (name and position) | Next review date (estimate): |
|------------------------|-------------------------------------|---------------------------------------|---------------------------------|
| August 2020 | Jack – Coach Miro – Club Manager | Miro – Club Manager | Summer 2021 |
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