



How to stay out of the dock

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In a situation like Danny's

- The police will be called
- The pool will be closed
- Statements will be taken
- Information will be demanded and seized
- Experts will be engaged to help the courts
- Legal teams will put their cases together
- There will be a court case
- Evidence will be given

Who comes under the spotlight?

- The casualty
- People with the casualty
- The lifeguard
- Management
- Reception
- The organisation

Why the witch hunt?

- Everyone is hurting
- “Someone must be to blame...”
- To ensure there was no negligence
- To prevent it happening again

Who investigates what happened?

- Police
- HSE/Local authority EHO
- Solicitor
- Expert witnesses

Experts who may be called

The role of the expert is to advise the court in their specialist areas:

- Drowning experts
- Lifeguarding / pool management experts
- Swim teaching body experts
- Medical experts

What are they looking for?

- Deviation from good practice
- Evidence of failings
 - Commissions
 - Omissions
- Extraordinary circumstances
- The story of what happened

What do they look at?

- The records
- The procedures
- What happened on the day

What can you do as a lifeguard?

- Participate in training
- Keep up to date
- Chase training and keep own records
- Be familiar with the PSOP
- Follow procedures
- Be aware of & inform management of risks
- Challenge management failures

What can you do as management?

- Get it right!
- Protect your staff!
- Keep meticulous records
- Challenge your bosses!
- Accept that the buck should stop here!

As a receptionist?

- Know and understand the PSOP
- Understand your role
- Attend training
- Follow procedures

The organisation?

- Corporate responsibility
- It depends upon your role
- Keep them informed with good advice
- Never let money overrule safety
- Follow best practice
- Monitor what happens
- Keep records

**Effective lifeguarding doesn't
start and stop on poolside!**

**Effective lifeguarding
is a management
responsibility**

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Where does it start?

With risk assessment!

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Management responsibility

- Determine the method of operation
- Assess the risks – take informed view
- Amend the method in response to the risk assessment
- Put procedures in place
- Select and train staff
- Supervise and monitor performance
- Keep meticulous records

What is a risk assessment?

- It is a analysis of what can go wrong
- Who will be affected
- And how they will be affected
- An identification of not just the risk but the scale of the risk
- The starting point of good management

Its purpose is...

- To eliminate or remove risks
- Substitute something less harmful
- Guard or barrier against the risk
- Put procedures in place to control risks
- To be able to give warnings
- To protect against risks

For instance.....

Eliminate

Identify and get rid of:

- Sessions where there are extreme risks
- Equipment which is dangerous
- Excessively slippery surfaces/slopes
- Poor practice

Substitute

Identify and replace:

- A harmful chemical with a less harmful chemical
- A dangerous piece of equipment
- A dangerous practice

Guards or barriers

Identify and protect against:

- Barriers between access and 1.2m pool
- Railings around possible falls/heights
- Lifeguards
- Locked doors when pool not manned

Procedures

Systems and methods of work:

- Zoning of the pool
- Lifeguards working as a team
- Admission policies
- Child protection policies
- Reactions to an incident
- Pool plant operation

Warnings

Identify risks and inform those at risk:

- Signs
- Notices
- Leaflets
- Audible warnings
- Instructions

Protective equipment

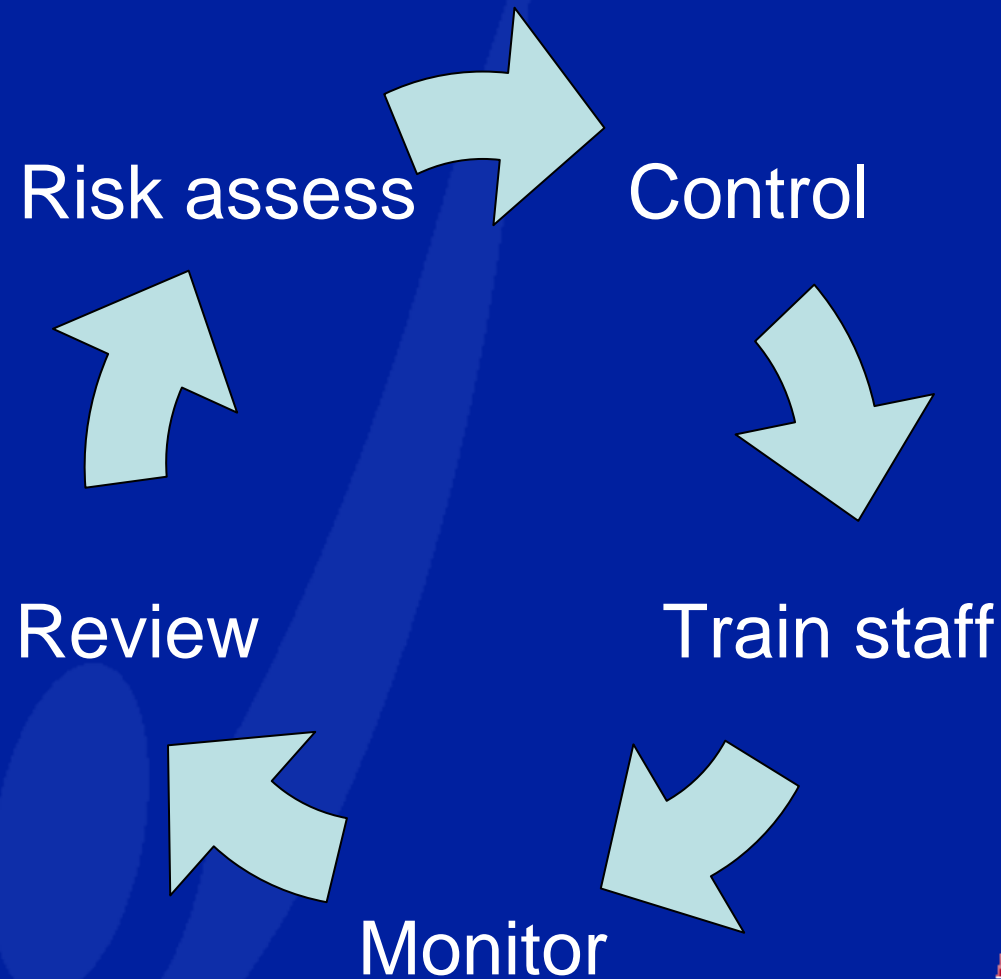
Identify risks and use personal barrier:

- Plant room PPE
- Expired air mouth protection
- Protective gloves and apron
- Waterproof dressings

Who does the risk assessment?

- Competent person
- Someone who knows what the risks are
- Someone with the authority for change
- It might be a lifeguard with management

A systematic holistic approach



In the light of the identified risks, develop or amend PSOP

NOP – example in HSG 179

- How things are done
- Spell out performance standards
- Detail safe systems of work

EAP – as per HSG 179

- All reasonably foreseeable emergencies
- Specify exactly who does what/ when

Then train the staff

- Familiarise with NOP & EAP
- Train regularly for both
- Plan and record training
- Retrain for changes
- Get staff to sign off records
- Monitor

Record keeping

- Dated & numbered pages
- Signed for
- Kept at hand
- Kept up to date
- Old records / previous procedures kept

Training records

- Personal & organisational records
- Who delivered the training
- What they covered
- When training took place
- The competency achieved
- Any follow up required

Other records

- Incidents
- Accidents
- Complaints
- Pool water test results
- Chemical treatment
- Maintenance
- Health surveillance
- Working hours
- Issue of instructions
- Equipment tests
- Spot monitoring
- Cleaning

Ensuring good practice

- Staff reflect their perception of the employer's attitudes
- Resources need to be allocated
- Use persuasion rather than compulsion
- Do not accept second best

Monitoring & review

- To a plan
- Familiarity with previous findings
- Use a check list
- Record findings
- Quantify where possible
- Follow up on any serious findings

In summary

- Good planning & management protects
- Apply H & S principles to everything
- Have a systematic approach to H & S
- Identify and control risks
- Train staff to do their jobs safely
- Keep meticulous records
- Monitor & review

Be aware

It could happen to you

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Thank you for your attention

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