

Good Practice Guidance Getting Changed for PE & Sport

The Green Room Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safeguarding the rights of others is the most noble and beautiful end of a human being - Gibran

Various relevant documents were taken into consideration during the drafting of this guidance: 'Education Act' (2002), 'Working Together to Safeguard Children' (2006 & 2010 & 2015 & 2018), 'Children Act' (1989) and 'Safeguarding Children and Safer Recruitment in Education' (2012). Keeping Children Safe in Education September (2020, revised 2023)

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Owner: DH/WCF/KBT/CAS

Date Created	Date 1st Review Due	Date Reviewed	Version	Next Review Due
March 2014	March 2015	April 2015	2	April 16
		October 16	3	October 17
		January 2018	4	January 19
		January 2019	5	January 20
	Emergency Coronavirus Review	June 2020	6	June 2021

	GRK Review	January 2021		
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	Overall Review	January 2021	7	January 2022
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Rationale

1.1 Being in a state of undress can cause some children to feel vulnerable, particularly those who have experienced abuse, and cause them to misunderstand or misinterpret the actions of an adult.

1.2 Changing for PE can cause anxiety for some students, can influence their perception of the subject and determine whether it is an enjoyable and positive experience. The concern caused by changing can influence a student’s participation and lead to a variety of avoidance strategies.

1.3 For staff there can be confusion and/or worry about supervision and how it accords with safer working practice. There can be a tension between the need to ensure that bullying or teasing does not occur and the risk of being accused of acting inappropriately or even being perceived as someone who might pose a sexual risk to children.

Principles

2.1 Adults must always change or shower privately; never in the same space as children.

2.2 It is recommended practice that students should change for PE, particularly when the exertion rate will necessitate a change of clothing for reasons of hygiene.

2.3 Provisions should make adequate and sensitive arrangements for changing which take into account the needs of students from different religions, beliefs and cultural backgrounds.

2.4 Particular consideration might need to be given to, and alternative arrangements made (where possible) for, the requirements of individual students with needs relating to sexuality or sexual orientation.

2.5 All students should be treated fairly and with respect for their privacy and dignity.

2.6 Designated single sex changing rooms or areas should be used.

2.7 Students who express disquiet or concern about the behaviour of a member of staff should be listened to and appropriate enquiries conducted by the Head of Provision.

2.8 Allegations about a member of staff, from any source, must be reported promptly to the Head, who will act in accordance with the provision’s procedures. (See Complaints Procedure).

Should the member of staff remain in the changing room?

3.1 This judgement will be based on the age and developmental needs of the students but there should not be an assumption that adults need to remain in the room in order to maintain good behaviour. This can also be achieved by being in close proximity and students being aware of it. They should also know that adults will enter the room if necessary - in response to a disturbance, for example.

3.2 It is often possible to leave the door of designated changing rooms slightly ajar; their layout makes it unlikely that the occupants can be seen in this way.

3.3 If there is a need for adults to enter the room it is recommended they should alert students to this by announcing it to give them the opportunity to cover up.

3.4 All adults, but particularly those of the opposite sex, should avoid just standing in the changing room watching students, or repeatedly going in and out without good reason.

3.5 A code of behaviour should be established with all students so they are clear about expectations about their conduct whilst they are unsupervised.

What if students need assistance with getting changed

4.1 Students of all ages should be encouraged to be as independent as possible; adults should consider prompting and giving verbal help/encouragement before they offer assistance.

What about when off-site changing rooms are used, such as at a public swimming pool or Leisure Centre.

5.1 The principles detailed above still apply.

5.2 It is not appropriate for provision swimmers to share changing facilities with members of the public. For instance, individual cubicles are acceptable, but the member of staff should know where the students are, ideally all blocked together.

5.3 Members of staff should supervise or assist students of the same sex.

This policy is approved by the CEO of The Green Room Foundation

Date

CEO
