

Mer-Fin Swim Ltd	Residual Risk Assessment of: Swimming lessons Area: Albrighton Hall & Spa pool						Carried out by: Amy Bridges		
Full review date: September 2026	Review date: Ongoing as required (amendments in red) (amendments since last review in green)	Specialist assessment needed: N/A *In case of emergencies, team members are required to pull the RED emergency cord near the jacuzzi, where a lifeguard will respond to assist.							
Assessment of Risk									
What are the Risks/Hazards?	Likelihood			Severity			Risk		
	L	M	H	L	M	H	L	M	H
Swimmers entering poolside unsupervised	X				X		X		
Risk of drowning/injury to swimmers & team members – SEN swimmers		X				X	X		
Depth of water		X			X		X		
Slips/Trips/Falls		X			X			X	
Training/Qualifications	X			X			X		
Non-swimmers/ weak swimmer and swimmers with disabilities	X				X			X	
Dunking, fighting, bullying, gymnastics, acrobatics, and boisterous games	X				X		X		
Hypothermia from cold water		X				X	X		

Risk/Hazard	What measures are in place?
Swimmers entering poolside unsupervised	• Parents are asked to wait with swimmers until their instructor is ready to start the lesson. • Team members to remind parents to keep children safe and supervised until their lesson starts.
Swimmers at risk of injury/drowning	• Safety instructions are reiterated to the swimmers before entering the pool by the teacher. • Swimmers are not to enter the water unless an instructor or dedicated assistant is present and ready to receive them. • Instructor to check the register prior to swimmers entering the water. • Instructor to ensure non-swimmers are using appropriate floatation aids whilst swimming or, when practicing unaided swimming, that they are fully supervised by in-pool team members. • Ratios are kept to a maximum of 2:1. • Children have access to the appropriate required swimming aids for their age and ability. • In-pool teaching team & poolside teaching team members to always supervise swimmers in their class. • Swim Teachers to teach age/ability-suitable activities to their class.

• Team member at risk of harm	• Swimmers are to be placed in the most suitable ratio class for their needs & abilities. • Where required for a complex needs SEN swimmer in a 1:1 lesson or 2:1 lesson of the same family – a parent/guardian may be required to assist the swimmer during the lesson from the water. • Teachers to not physically support if there is a risk of injury to themselves as a result. This does not override lifesaving support in the event on an emergency. • Teachers are to tie long hair up to reduce risk of hair pulling. • Teachers are not to wear any jewellery (at any time when teaching) due to the risk of injury to swimmers and themselves. • Physical support without floatation equipment must only be used in shallow water and where there is no risk of harm to the teacher. Where potential harm has been identified a parent/guardian will be required to assist the swimmer during the lesson from within the water. This does not override lifesaving support in the event on an emergency.
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SEN swimmers • Swimmer at risk of harm and/or drowning	• SEN swimmers are to be placed in the most suitable ratio class for their needs. • Where required for a complex needs SEN swimmer in a 1:1 lesson, or 2:1 lesson of the same family – a parent/guardian may be required to assist the swimmer during the lesson from the water. • SEN swimmers are to be placed with confident team members who desirably have experience of SEN swimmers or a complimentary qualification/CPD. • Swimmers to use suitable floatation aids for their age and ability where this is not possible, physical support is acceptable with parent/guardians' approval and if the swimmer poses no risk of harm to the teacher. • Physical support without floatation equipment must only be used in shallow water. • Teachers are to report to management about any potential safety issues so these can be addressed with parents/carers and to enable individual risk assessments to be written where applicable.
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Depth of water • Risk of swimmer jumping or diving into deep/shallow water.	• Depths displayed in large print around the pool. 1m-1.2m. • Team members are to always supervise swimmers during the lesson. • Parents/carers to supervise children who are not in lessons/whilst waiting for their lesson to start.
Slips/Trips/Falls • Swimmers/parents/team members tripping on poolside equipment. • Slipping over on poolside due to water on the floor.	• Team members to ensure that all lane ropes and equipment are stored safe, the poolside is clutter free, and enforce the 'no running' rule. • Communication for the venue to parents via their online portal in Swimphony regarding slippery poolside floor.
Training/Qualifications	• All unsupervised teaching team members to hold a Swim England qualification or equivalent. • There must be at least one teacher or team member present who is over 18 years old if under 18's are also present and working. • Team members who are undergoing teacher-training are to be supervised by a fully qualified Swim England level 2 or equivalent team member. • All team members over the age of 16 have a valid DBS certificate. • In-pool/dry-side assistants are supervised by a team member who is over 18 years old if they do not hold Swim

	England or equivalent qualifications or are under 16 years old.
Non-swimmers, weak swimmers, and swimmers with disabilities Higher risk swimmers more likely to receive injury or be at risk of drowning	- Children with disabilities are placed in an appropriate class, where they can receive suitable supervision and attention. - Sections of the pool with an appropriate depth are used, considering the swimming abilities of the swimmers. - Parents are required to make team members and the swim school aware of any medical conditions via Swimphony prior to their first lesson. - Teachers are to report to management about any potential safety issues so these can be addressed with parents/carers and to enable individual risk assessments to be written where applicable. - Parents are required to make team members/swim school aware of any new medical conditions via email and on their Swimphony portal. - Parents are required to bring any medication along to each lesson.
Dunking, fighting, bullying, gymnastics, acrobatics, and boisterous games	- Swimming instructors to always reinforce pool rules. - Swim teachers to teach water safety and pool rules as part of lessons.

• Injury caused through participating in non-allowed activities	• Where appropriate, assistants are to support swimmers who require additional supervision. • Swimmers actively breaking pool rules and creating safety risk are to sit out of lessons and team members to reiterate rules before allowing them to continue the lesson. • Teachers are to report to management about any behavioural issues so these can be addressed with parents/carers and to enable individual risk assessments to be written where applicable.
Hypothermia from cold water	• Albrighton Hall Spa is to contact Mer-Fin Swim in advance where the pool temperature has fallen below a safe and comfortable level (28 degrees Celsius). • Where the pool temperature is below a safe and comfortable level (28 degrees Celsius) all lessons will be cancelled.