



CHELMSFORD HOCKEY CLUB

Changing Room Policy

The aim of this policy is to provide coaches, managers, parents, players, officials and visitors with a clear understanding of the Club's stance on changing before and after matches and training sessions.

For the avoidance of doubt it should be noted that the Club has no control over the provision of changing facilities at away games, which means that some of the measures described in this policy may not be practical or possible. In such cases all parties should use common sense to apply the policy as best they can.

This policy is informed by best practice guidance from England Hockey. This list is not exhaustive and may be subject to change to reflect changes in legislation or particular circumstances that may arise.

It is the responsibility of all members or visitors to the club to report any unacceptable behaviour and to challenge any action which contravenes England Hockey's Code of Ethics and Behaviour. Any reports of unacceptable behaviour or action should also be reported to the club's Welfare Officer.

GENERAL

- For senior matches, and some junior matches, at Chelmer Park changing rooms are usually allocated and displayed on a TV monitor at the entrance to the changing room corridor. The whiteboard inside the entrance may sometimes be used as an alternative to the TV monitor. Players should only use the changing room allocated to their team. In the event that all six of the club's changing rooms are occupied it is possible to use the adjoining Chelmsford City Council changing rooms, and this policy also applies to those changing rooms.
- Neither children nor adults are permitted to change in public places, such as the clubhouse and meeting room.
- If players choose not to change/shower after playing/training then they are expected to wear a tracksuit over their playing kit before entering the clubhouse lounge. This is in the interests of hygiene and courtesy to other users of the clubhouse lounge.
- The use of mobile phones, cameras and video recording devices in changing areas is expressly forbidden.
- Mixed gender teams must have separate male and female changing rooms or arrange to use them at different times.
- Disabled players and/or their parents/carers will be consulted in deciding how, if applicable, they wish to be assisted to change. While Chelmsford HC welcomes disabled players, and will do what they practically can to assist, parents/carers may also be required to provide assistance in certain cases. Parents/carers will be required to provide full consent to any support or assistance required.

JUNIOR TEAMS

- All players aged 12 and under should arrive in kit ready to play/train and return home in their kit after training or matches.
- Whilst the majority of junior teams do not use the changing rooms, if any U14s or U16s teams do then adults and young leaders (under 18) working with junior teams, including volunteers, coaches, umpires or staff, should not change or shower at the same time when using the same changing room as young players. They should change at home or at a different time from the junior team.
- Ideally the meeting room would be used for team talks but if changing rooms are used as a de facto meeting room, the coach must be accompanied at all times by at least one other adult of the same

gender as the team. Where practical the club will try to ensure there is a good gender balance between coaching and management staff to facilitate this policy in practice. All adults must be suitably dressed.

- Adults should not offer to do tasks of a personal nature which a young person could do for themselves, unless requested to do so by a parent/guardian. Though, young people may need assistance with tying laces, fitting of goal keeping equipment/helmets, etc. In such cases suitably DBS checked adults should ensure that another DBS checked adult is present.

YOUNG PLAYERS IN SENIOR TEAMS

- If young players play for adult teams, they and their parents must be informed of the club's policy on changing arrangements prior to the player playing their first game
- Players under 18 must not shower and change alongside senior players. They should come dressed and ready to play and shower and change at home.
- If young people need to shower or change, young people should have access to separate showers/changing facilities with room for privacy, where possible. Where this is not possible, young people will not be able to shower or change and should do so at home.
- Ideally the meeting room would be used for team talks but if you are using a changing room for a meeting before or a debrief following a game, ensure that all parties have been informed and are suitably dressed.
- Any adult in a team or working with a young person including volunteers, coaches, managers, umpires or staff must not change or shower at the same time as, or in front of, a young person when using the same facility.
- Always use appropriate language and behaviour around young people. Don't use 'banter' as an excuse.
- Adults should not offer to do tasks of a personal nature which a young person could do for themselves, unless requested to do so by a parent/guardian. Though, young people may need assistance with tying laces, fitting of goal keeping equipment/helmets, etc. In such cases suitably DBS checked adults should ensure that another DBS checked adult is present.

YOUNG PLAYERS AT HOLIDAY CAMPS

- During Easter and Summer camps we typically use the changing room toilets to ensure lots of children can go to the toilet at the same time and avoid taking lots of time away from the pitch. In these situations two DBS checked adults or young leaders will accompany the children to the changing block and wait in the lobby for the children.

TRANSGENDER AND TRANSITIONING PEOPLE

- Conversations with the transitioning / transgender person and, if they are under 18, also with their parents or carers around the use of changing rooms should take place including the Welfare Officer and another committee member. These conversations should consider the young person's feelings and preferences, privacy, practical arrangements such as leaving the person unsupervised, if they are under 18, and the risk of bullying or unwanted behaviour. Other people using the same space should also be consulted and their views considered by the Welfare Office and committee member before decisions on changing are agreed.
- Reasonable adjustments should be made, including, but not limited to, separate changing spaces or differing times for changing.

- Adult trans or transgender players should not use the same changing facilities as under 18s unless there are separate cubicles. If this cannot be avoided due to the nature of the facility adults should come ready changed for their hockey activity.