

Version	1
Adopted On	08.2016
Last Review	12.2024
Next Review	12.2026

Health and Safety Policy

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Foreword

Scottish Wrestling (SW) is committed to achieving high standards of health and safety throughout its member clubs and recognises that wrestling could potentially involve risks to the health and safety of its participants and others affected by its activities.

The SW is accordingly committed to taking all reasonably practicable steps to prevent, control or guard against such risks and their possible effects. The SW therefore endorses the objectives set out below and the procedures for their implementation with a view to eliminating or controlling such risks and to creating and maintaining a healthy and safe environment at its member clubs and at wrestling related activities.

Overall Accountability and Responsibility for Health and Safety lies with the Board of the SW.

1. Objectives

- 1.1. To comply with the requirements of all relevant legislation and codes of practice.
- 1.2. To formulate and maintain health and safety directives which clearly set out the measures to be taken to safeguard wrestlers and others affected by wrestling activities.
- 1.3. To ensure adequate and competent supervision of all activities carried at all SW member clubs.
- 1.4. To maintain and develop effective systems of communication which inform SW member clubs and participants about relevant health and safety matters.
- 1.5. To identify, assess and eliminate or control hazards which present a risk to wrestlers and other persons and possible damage to and loss of property or equipment.
- 1.6. To establish a written competition safety policy in relation to facilities, equipment, wrestlers, officials and members of the public for use at all competitions.
- 1.7. To keep and maintain accurate records of accidents, injuries and known exposure to health and safety risks.
- 1.8. To regularly review at all levels the effectiveness of the health and safety policy.
- 1.9. To take all practical steps to ensure adherence to this policy by all member clubs, coaches, officials, volunteers and other persons acting on behalf of the SW or who attend its clubs or functions.

2. Responsibilities and Organisation

- 2.1 The Board of the SW is ultimately responsible for the Association's health and safety programme through authorising and supporting its implementation.
- 2.2 Nation and Region Boards/Committees are responsible to the Board of the SW for the proper implementation of this policy in the Nations and Regions of the Association.
- 2.3 Club officials and coaches shall have primary responsibility for all aspects of health and safety at clubs under their control.
- 2.4 All members of SW Clubs must be made aware of their responsibility to co-operate in implementing the Health and Safety Policy by taking responsibility for the care of themselves and others who may be affected by their activities and abiding by the rules and regulations made by the SW and by member clubs.

3. Organisation of Member Clubs

- 3.1 Under the terms of health and safety law, all sports clubs are responsible for the welfare and safety of their members including officials, volunteers and visitors. The term 'duty of care' is used to describe legal obligations of a service provider (e.g. your club) to its customers (e.g. club members). In the context of young people, duty of care includes protecting those under the age of 18 from harm, as covered by the Children Act 1989 (in the case of Scotland under the age of 16). You therefore have a legal obligation to consider the duty of care owed to your junior members.
- 3.2 In order to protect young people, as well as coaches and volunteers working with them, it is important to raise awareness of child protection issues and adopt the recommended practices of the SW (See SW Child Protection Policy).
- 3.3 All member clubs should:
 - a) nominate a person responsible for the welfare of young people
 - b) ensure that all volunteers recruited to work with young people are screened through references, PVG checks and self-declaration forms
 - c) develop Codes of Conduct for coaches, officials and volunteers
 - d) carry out regular risk assessments
 - e) ensure your club coach is SW approved - Level 2
 - f) ensure that your club operates at all times with a qualified first-aider present (NSMI trained)
 - g) establish accident reporting procedures
 - h) keep attendance record (including record of medical conditions)
- 3.4. It is essential that member clubs have adequate insurance, which covers all club members (including volunteers) and all club activities. The SW offers member clubs a package of insurance, which covers all aspects of civil liability providing clubs and members are currently registered with the SW.
- 3.5. In order to ensure that member clubs are appropriately administered and regulated it is recommended that clubs establish a club constitution outlining the functions of the club, the procedures for membership, meetings, committees, control of finances, discipline and appeals procedure.
- 3.6. It is also essential that member clubs adopt an Equity policy statement, which could be incorporated within the club constitution or elsewhere.

4. SW Membership

- 4.1 In order to obtain the benefits and services of the SW (including insurance) member clubs must obtain annual affiliation (1st January –31st December)
- 4.2 Member clubs should ensure all club officials, coaches and volunteers having direct contact with children or young persons must be registered with the SW either individually or en bloc. This is to ensure that the aforementioned become subject to SW policies and procedures as defined.
- 4.3 All coaches of member clubs must be individually registered with the SW.
- 4.4 All athletes participating in wrestling activities outside their own club must be individually registered with the SW.
- 4.5 All other club members must be either individually registered or registered by bloc membership with the SW.

5. Training Venues

- 5.1 Training venues should be of adequate size taking account of wrestling training activities and the number of athletes engaged in such activities.
- 5.2 The height of the ceiling of such venues should be sufficient to avoid any danger of accident when an athlete is thrown.
- 5.3 Adequate lighting must be in place to ensure wrestling activities are performed only in a well-lit area.
- 5.4 All unused and unnecessary equipment should be safely stored away from the training area.
- 5.5 The training area must be well ventilated with climate control systems serviceable and usable.
- 5.6 Fire escape and prevention systems must be in place and in working order.
- 5.7 Signs must be affixed and illuminated identifying exits, fire exits, changing rooms and other appropriate areas and facilities.
- 5.8 All training sites should be inspected before each training session to assess possible health and safety risks. Any risk identified should be immediately made known to the person responsible for the facility.
- 5.9 Officials of member clubs should always be aware of and adhere to rules governing health and safety already in place at the facility rented or otherwise loaned to them.

6. Wrestling Mats

- 6.1 The SW strongly recommends that member clubs use only UWW approved wrestling mats.

- 6.2 Wrestling mats must always be of a type, which can be firmly secured together. Mats with gaps or mats which easily become parted present an immediate danger to athletes and coaches alike.
- 6.3 The surface of mats must be smooth and in good condition in order that they do not present any risk or danger to practising athletes or coaches.
- 6.4 It is recommended that wrestling mats be disinfected before each and every session in order to prevent the spread of germs and disease.
- 6.5 All practising athletes and coaches should be encouraged not to transgress on the wrestling area with outside footwear. All athletes and coaches should be encouraged to change from outside footwear to wrestling boots or trainers away from the matted area before encroaching upon the matted area.
- 6.6 Wall mats must be installed in training rooms where walls, radiators or other objects protrude near the matted area so as to protect practising athletes and coaches from injury.
- 6.7 No person should be allowed to sit on the mats (especially children) during wrestling practice by others.

7. Handling of sports equipment for wrestling

- 7.1 Storage: Any equipment stored should be stable, accessible and secure. Whether the equipment area is an alcove, lockable or designated area of a gym, it must be kept clean, tidy and regularly inspected.
- 7.2 Maintenance: Equipment maintenance records must be kept up to date. Apparatus should be physically inspected at least monthly and visually checked each time before use. The defective item must be clearly labelled and any fault should be reported immediately to the person responsible for the venue or equipment. Qualified personnel should then remedy the fault.
- 7.3 Equipment use: Under the Manual Handling (Operations) Regulations 1992 and the amendments in regulation 4/33 2002, all manual handling operations should take account of:
 - Risk assessment
 - Physical suitability of operators
 - Training and education to perform the task
- 7.4 Size, weight and strength: All young persons can be involved in some aspect of equipment handling but coaches/staff must be careful to allocate tasks according to athletes/pupils size, weight, experience and strength.
- 7.5 Supervision: Athletes/pupils should be prevented from putting out equipment without the direct supervision of a coach or member of staff. Athletes/pupils should be trained to a level that is appropriate to helping coaches or staff. What is 'appropriate' will vary and depends on the risk profile of the club/school etc. As with any form of training it is important that this is not treated as a one off exercise, refresher training may be necessary.

- 7.6 Final positioning of any equipment: Particular care should be taken that equipment is not too close to walls or other obstructions. The direction of movement of athletes/pupils on or around the activity will also be important.

8. Changing Rooms

- 8.1 Member clubs must have separate changing rooms for males and females including separate toilet facilities and showers.
- 8.2 Adequate and proper supervision should be maintained at all times when athletes are present in changing rooms.
- 8.3 Changing room showers and toilets should be well maintained and cleaned daily after use.
- 8.4 All coaches and athletes must be encouraged to shower after each training session.

9. Coaches

- 9.1 All member club coaches must be SW approved – Level 2 before they are considered competent to conduct a training session unsupervised.
- 9.2 All member club coaches SW approved – Level 1 must at all times be supervised by a Level 2 coach during training.
- 9.3 An optimum athlete/coach ratio should be approximately 10:1 or fewer, or as laid down in the “Playing Programme”.
- 9.4 All SW approved coaches must be aware of and must accept the SW coaches Code of Conduct.
- 9.5 All SW approved coaches are required to undertake NSMI first-aid training.
- 9.6 Should be a positive role model for athletes at all times.
- 9.7 Project an image of health, cleanliness and functional efficiency.
- 9.8 Should not smoke during training or competition.
- 9.9 Should not consume alcohol before or during training and competition.
- 9.10 Be aware of the physical needs of athletes, especially those still growing, ensuring that training loads and intensities are appropriate.
- 9.11 Ensure that the activities, training and competition programmes they advocate and direct are appropriate for the age, weight, maturity, experience and ability of the individual athlete.
- 9.12 Promote the welfare and best interests of their athletes.
- 9.13 Recognise the rights of all athletes to be treated as individuals.
- 9.14 Recognise the rights of all athletes to confer with other coaches and experts.

- 9.15 Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).
- 9.16 Must take action if they have concerns about the behaviour of an adult towards a child or young person.
- 9.17 Promote the positive benefits to society of the sport of wrestling.
- 9.18 Encourage dialogue between coaches, athletes, parents, officials and volunteers in order to create an alcohol and drug free environment for athletes.
- 9.19 Encourage the adoption of an equity policy, which respects the rights, dignity and worth of every person and to treat everyone equally within the context of wrestling regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.