



## CHANGING ROOM POLICY

### Introduction

The aim of this policy is to provide coaches, managers, parents and players with 'safe practice protocols' regarding conduct in changing rooms for the safeguarding of children. Whilst this list is not exhaustive it will serve as a basic guide. Where additional, specific, guidance is needed at club level this should be sought from the club's Safeguarding Officer, and referred up through the EIHA's regional and national Safeguarding structure as required.

Clubs are expected to operate changing room facilities with a common-sense approach and protect the dignity of all players using the newly adopted 'HAD' assessment. Does this situation I am faced with cause 'Harm, Alarm or Distress' to a team or player within the changing room.

### Policy

All children and young people (players) using changing rooms will be supervised by two members of Club staff who have current enhanced DBS disclosures. The supervision can be from inside or outside of the changing room, with the door remaining open. From season 22/23 off ice officials will be required to be registered with the EIHA as a Coach, Manager, DSL, RDSL or off-ice official and visibly display their EIHA badge at all time.

Children should be supervised at all times within changing rooms or around public areas of rinks.

In terms of skins being on or off whilst changing, this is a policy decision at club level to be agreed by the EIHA Safeguarding Director. It is good practice that players who identify as female, change in a separate changing rooms (not public toilet), to those who identify as male and those who identify as gender fluid may make their own decisions as where to change. Where separate gender changing rooms are chosen not be used by the players, skins must be worn at all time in the changing rooms – skins are defined as cycling shorts or leggings no shorter than mid-thigh and vests or

t-shirts that cover the chest are down to the waist. Players cannot walk around outside of a changing area in their underwear which includes bras., this also applies to mix gender changing rooms.

Junior players who chose to shower must not do so in a changing room area where their team mates are present of a different gender– officials must not be in a changing room while players are showering, but can stand at the door with the door closed.

Overly loud music in changing rooms is not conducive to providing a safe and friendly environment for children especially those who have sensory needs. Inappropriate music must not be allowed in the presence of players this includes music with words or connotations that are considered: homophobia, racist, sexist or swearing.

Separate facilities much be made available for mixed gender teams if they are requested.

In line with the EIHA's Transgender Inclusion Policy, the following approach will be taken with regards to transgender players and staff: 'Players and staff must be accommodated according to the gender role in which they are living full time. We recognise that this may present difficulties arising from others feeling uncomfortable with an unfamiliar situation. In these circumstances education and awareness raising must be implemented by the club to avoid any discrimination, exclusion or isolation taking place.'

Parents do not have an automatic right to be present in the changing room without the express permission of the team manager.

If a young person is uncomfortable changing, no pressure should be put on them to change. No young person will ever be required to share changing facilities if they do not feel comfortable to do so. However, clubs are expected to explore why a player is not comfortable and make reasonable changes to support them being able join their team in a changing room.

Adult staff (e.g. coaches, physios, match officials, other volunteers) must not change or shower at the same time using the same facility as the players.

It is preferable that players do not change in public places, such as skate hire areas or seating areas within arenas.

Whilst every effort should be made to accommodate safe changing spaces for young people it may be necessary for establishments to offer a mutually agreed changing space. This should be in accordance with the points raised earlier. In changing spaces players must be protected from harm, embarrassment and ridicule from the public and opposition team and under no circumstances remove skins top or bottom.

In the event of a child having to return to the changing room through injury or exclusion from the game they should be accompanied by their parent or guardian and a member of the EIHA registered supervisory team (Coach, Manager, off-ice support).

It is not acceptable for junior players under the age of 16 to share changing facilities with adult teams unless given separate changing times. A common-sense approach should be deployed for under 18 players. All players under 18 fall within child safeguarding protocols.

Where a member of a Junior team will turn 18 during the season all other team members will be required to sign a Changing Room Consent Form.

In the case of mixed aged teams or Junior players 'playing up' in adult teams, the Club must have consent from parents/guardians that their child can share a changing room with adults. A responsible person should be present at all times to monitor the welfare of the young person. Reference should also be made to the Playing Up Policy.

Mobile phones and other devices with recording or photographic capabilities should not be used in the changing rooms where children are under the age of 18. Players should leave devices with their parent or guardian.

The EIHA is committed to regular review of its policies and procedures. Overall responsibility for this policy and its implementation lies with:	
Adopted on	
Last reviewed	