



Splash Into Swimming
Turn Your Splashing Into Swimming

‘Splash into Swimming’ Swim School PTSD Policy

1. Introduction

Splash into Swimming is committed to promoting the mental health and well-being of all individuals involved in our programs, including staff, volunteers, and participants. This PTSD (Post-Traumatic Stress Disorder) Policy outlines our commitment to supporting individuals who may be affected by PTSD and ensuring that appropriate measures are in place to address their needs effectively.

2. Understanding PTSD

Post-Traumatic Stress Disorder (PTSD) is a mental health condition that can develop after experiencing or witnessing a traumatic event. Symptoms may include flashbacks, nightmares, anxiety, depression, and avoidance of reminders of the traumatic event. PTSD can affect individuals differently, and its impact can vary in severity.

3. Policy Statement

Splash into Swimming recognises the importance of understanding and responding to the needs of individuals affected by PTSD with sensitivity and compassion. We are committed to creating a supportive environment where individuals feel comfortable seeking help and where appropriate support measures are available to assist them in managing their condition.

4. Key Principles

4.1 Awareness and Education: We provide information and training to staff and volunteers to increase awareness and understanding of PTSD, its symptoms, and its impact, enabling them to recognise signs of distress and respond appropriately.

4.2. **Confidentiality and Privacy:** We respect the privacy and confidentiality of individuals affected by PTSD, ensuring that their personal information is handled sensitively and shared only on a need-to-know basis.

4.3. **Supportive Environment:** We foster a supportive and non-judgmental environment where individuals feel comfortable discussing their experiences and seeking help without fear of stigma or discrimination.

4.4. **Reasonable Adjustments:** We make reasonable adjustments to accommodate the needs of individuals affected by PTSD, including modifications to programs, schedules, or environments, where necessary, to minimise triggers and promote well-being.

4.5. **Referral and Signposting:** We provide information and guidance on accessing appropriate support services, including mental health professionals, counselling services, and peer support groups, and facilitate referrals as needed.

4.6 **Risk Management:** We assess and manage any risks associated with PTSD, including the potential impact on the individual's ability to participate in our programs safely, and take appropriate action to mitigate these risks.

5. Roles and Responsibilities

5.1. **Management:** Management is responsible for ensuring that appropriate support measures are in place to assist individuals affected by PTSD and promote a culture of understanding and support within the organisation.

5.2. **Staff:** All staff have a responsibility to be aware of the signs of PTSD, to respond sensitively to individuals who may be affected, and to signpost them to appropriate support services.

5.3. **Learners and Families:** Learners affected by PTSD are encouraged to communicate their needs to staff and volunteers, to seek support when needed, and to participate in decisions regarding their involvement in our programs actively.

6. Training and Awareness

We provide training to staff and volunteers on PTSD awareness, including information on recognising signs and symptoms, responding sensitively, and signposting individuals to appropriate support services.

7. Review and Monitoring

This PTSD Policy will be reviewed annually and updated as necessary to reflect legislation, guidance, and best practice changes.

We monitor the effectiveness of support measures and interventions for individuals affected by PTSD and take corrective action as needed to improve outcomes.

8. Contact Information

Mental Health Support Officer: Marion Bryant

Contact Number: 07707 368548

Email: info@splashintoswimming.co.uk

9. Review Date

This PTSD Policy was last reviewed on 15th April 2024. It will be reviewed again on or before 15th April 2025.

Signed:

A handwritten signature in black ink, appearing to read 'M Bryant', with a horizontal line underneath.

Marion Bryant
Owner of Splash into Swimming
15th April 2024