**Merton Schools’ Swimming and Water Safety Charter**

Working Document: Last Updated and Agreed September 2024

**Aim**

This Charter seeks to support Merton Primary Schools and the main operator for Merton’s public swimming pools, Greenwich Leisure Limited (GLL) to ensure Merton students have the best opportunity to become confident and safe swimmers.

Our key priorities are for all our primary school students to be able to;

* be safe in and around water
* progress their swimming ability through an engaging, progressive and enjoyable swimming curriculum

**Background**

Merton School Sport Partnership set up a School Swimming Strategy Group in 2012 which consisted of Merton Head Teachers, MSSP Staff, Merton PE Coordinators and GLL Staff. The group was set up due to the low number of children recorded as being able to swim before they left primary school in the Borough (estimated at 31% of Primary School children being able to swim 25m when they left school in 2010/11).

The Group provided a forum for schools to communicate more effectively with GLL regarding swimming provision and worked to raise the profile of swimming across Merton Primary Schools and improve the outcomes for Merton students. This was addressed through:

* The addition of swimming development as a specific target within the MSSP Partnership Plan
* Including swimming as a question in the Merton School Sports Mark Award survey
* The development of the new Borough Swimming Gala
* The promotion of school staff training to support swimming
* The production and promotion of the guidance document which supported schools to optimise their swimming curriculum provision to improve progress for students

Following on from the set-up of this strategic group, MSSP have continued to meet regularly with the GLL Aquatic Team to further address the challenges and barriers faced within school swimming. From September 2016 – July 2022 MSSP secured funding from the Wimbledon Foundation to coordinate and provide free Top Up Swimming for 10 schools per year in the more deprived areas of the borough. This approach proved a real success with students progressing much more in the smaller groups and through more intensive sessions than they had during their typical year of school swimming, with lessons once a week.

**Intensive Model**

During the pandemic the local pools were closed which meant many children did not receive their school swimming lessons in the expected year group. When the pools reopened, GLL implemented their new intensive model. This model had proved successful with the Top Up Programme and prior to the pandemic, was the preferred model to be delivered for all school swimming. Pupils that were soon to be leaving primary school were prioritised in the new allocation of school swimming slots. The GLL framework continued to focus on water safety and pupils achieving the national curriculum outcomes.

**Merton School Swimming Development Group**

In order to meet our aims around school swimming and water safety, the Merton School Swimming Development Group was set up. The Group welcomed the 2017 National Swim Group’s ‘Review of Curriculum Swimming and Water Safety Lessons’ and the Recommendations that followed and have ensured that, where appropriate, these also align with our Charter. We are pleased that our Merton Pools are now using the most current GLL Scheme of Work, which supports more active and engaging lessons in the water and utilises their new Assessment Criteria. The Scheme of Work links well to the National Curriculum PE Swimming Programmes of Study for KS1/2 and to the Government’s reporting requirements for the Primary PE and Sport Funding.

**Objectives**

To achieve our aims the Charter has set clear objectives which build upon the work of the Merton School Swimming Strategy Group and the national ‘Recommendations to ensure all children leave primary school able to swim’. These objectives may be amended as the group see fit to best meet the current priorities of the Charter.

Objective 1: **Improve and optimise Merton schools’ access to public swimming pools**

Objective 2: **Ensure all students make good progress and enjoy their curriculum swimming lessons and learn to be safe in and around the water**

Objective 3: **Raise the profile of the importance of swimming and water safety with schools and with parents**

**Working Together**

The Merton School Swimming Strategy Group consists of:

* Two representatives from GLL Local and Regional Management team
* Managers from each of the 3 Merton Pools
* One nominated Merton Head Teacher
* One representative (Management) from the Merton School Sport Partnership
* One representative from LB Merton’s Leisure Department

This group work together voluntarily to achieve the aims of this Charter.

***Contractual Information:*** *GLL are contracted by Merton Council to manage and run the Council Leisure Centres: Canons, Morden and Wimbledon. MSSP and the nominated Head Teacher/Merton Primary Schools have no authority over the Service Level Agreement and contractual obligations between LB Merton and GLL.*

**Key Commitments and Actions of the Group**

These may be added to or amended as the group sees fit and the Charter develops:

1. All representatives will meet at least biannually, as a minimum, to agree on development planning and actions to support our objectives. MSSP Manager and GLL Community Manager to meet more often as required.
2. GLL will provide attainment data from school lessons annually, in order for us to improve and better focus our planning (see appendix).
3. MSSP will provide schools’ Year 6 attainment data from the Merton School Sports Mark survey annually.
4. GLL will liaise with the Group before updating and developing the pool timetables year on year.
5. MSSP will consult with schools over the winter term and represent them to ensure that those with the highest needs are prioritised and that slots area allocated taking into account the following multiple factors: *age of students, weather/time of year to walk, FMS/Index of Multiple Deprivation score, distance from school, method of transport, SEND, ability levels, SATS week (Yr 6) and schools’ timetable demands such as lunch time, residentials and trips.*
6. We will agree to the roles of the School Staff and Swim Instructors within the lessons ensuring all parties are well informed and understand their contribution to the child’s development.
7. GLL will provide an annual update for all school staff and instructors to induct them to their role and get the most from all adults supporting school swimming.
8. We will endeavour to seek funding and tailor our strategies to support children in more deprived areas and underrepresented groups to access the opportunities they need.
9. We will review and improve our approach to diversity across school swimming in order that all our stakeholders, both children and adults, and all their protected characteristics, feel better represented, consulted, safe, empowered and supported within the swimming programme.
10. GLL will request and monitor the diversity data of swimmers to identify any trends and to seek better ways to support any groups that are not progressing to their potential, addressing any inequality.
11. We will work together to ensure a good quality PE Swimming Curriculum is delivered (via termly lesson observations), in the best possible format and address any concerns around quality of provision.
12. We will survey PE Co’s, school staff and students to obtain feedback and support our ongoing review and improvement of lessons and timetabling.
13. We will provide annual updates/information sharing opportunities for schools at the MSSP PE Coordinator Conference in September and links to other training opportunities for school staff.

**Guidance for School Swimming**

The PE National Curriculum in England (2014) states that all schools must provide swimming instruction either in key stage 1 or key stage 2 .

In particular, pupils should be taught to:

1. Swim competently, confidently and proficiently over a distance of at least 25 metres
2. Use a range of strokes effectively [for example, front crawl, backstroke and breaststroke]
3. Perform safe self-rescue in different water-based situations

The National Swim Group have developed a Guide for Primary Schools which has been published by Swim England. This document can be found on our website [here](https://mertonssp.org.uk/wp-content/uploads/2022/10/Curriculum-Swimming-and-Water-Safety-a-guide-for-primary-schools.pdf) and provides schools with a comprehensive guide for teaching Swimming and Water Safety at KS 1 or 2. Below are some key elements taken from the Guide which may help Merton schools to consider the best format for their school swimming programme.

*‘Across the country more pupils swim in Years 3, 4, and 5 than any other year group. Some schools provide additional swimming lessons for those pupils who, towards the end of Year 6, have yet to meet the national curriculum requirements in full (‘Top-up swimming’).*

*…While there is no set number of lessons that should form a curriculum swimming and water safety programme, it is important that sufficient time is given to ensure all pupils meet, or exceed, the full national curriculum requirements. A number of different models are used (see below), and factors such as pupils’ abilities, timetable and resources may impact on the decision.*

***Programme models***

*• The same pupils could attend weekly sessions for a full academic year.*

*• Pupils from one year group could attend for half a year and then again in the next academic year.*

*• Pupils could swim during the same term in each of the three consecutive years.*

*• Intensive programmes with daily lessons have been found to work well, particularly for pupils in Year 5 and Year 6 who are in danger of not meeting the national curriculum requirements (these vary from 10-15 days).’*

**GLL’s Current Intensive Programme in Merton**

In Merton, the three pools; Canons, Morden and Wimbledon all provide an intensive timetable to enable better progress and confidence for pupils.

* 10 x 1-hour lessons daily - over a 2 week period
* Consistent Instructors (where possible – this is the aim for all lessons)
* Teacher pupil ratio 1:10 (beginner) 1:12 (intermediate) 1:14 (advance)
* Quicker progression / better attainment

**Top Up Swimming**

Top Up Swimming is recommended for those children who were unable to achieve the NC requirements at the end of their standard school swimming lessons.

GLL offer the Top up as 5 x 1-hour sessions over one week.

Top up swimming needs to be completed as soon as possible after the standard lessons as progress is lost if the sessions are too far from the original course.

Students should be encouraged to continue to practise their swimming in the long term.

**Primary PE and Sport Premium Funding**

[PE and sport premium for primary schools - GOV.UK (www.gov.uk)](https://www.gov.uk/guidance/pe-and-sport-premium-for-primary-schools)

*‘Any use of the PE and sport premium must be in accordance with the terms outlined in the conditions of grant document. This means schools must use the PE and sport premium to:*

* *build capacity and capability in the school and make sure that improvements made to the quality of PE, sport and physical activity provision now are sustainable and will benefit pupils joining the school in future*
* *develop or add to the PE, sport and physical activity that the school provides*

*Schools can also use the PE and sport premium to raise attainment in primary school swimming and water safety by funding top-up swimming sessions for those pupils that do not meet national curriculum requirements after they’ve completed core swimming lessons.*

*Examples of what schools should pay for from their* ***staffing budget*** *(not from the Primary PE and Sport Premium funding) include:*

* *subsidising core staffing, such as PE subject leaders or external coaches who are engaged in repeated annual initiatives*
* *funding the cost of a teaching assistant or apprentice to deliver PE lessons instead of primary teaching staff*

*Schools receive separate funding for the national PE curriculum. An example that falls under this is swimming and water safety lessons and any associated costs, other than additional top-up lessons for pupils who have not been able to meet the national curriculum requirements.*

*Schools must also publish the percentage of pupils within its year 6 cohort in the 2023 to 2024 academic year who met the national curriculum swimming and water safety requirements. We collect this as part of a school’s PE and sport premium reporting requirements even though the funding can only be used to provide additional support for pupils failing to meet the curriculum standards.’*

Schools should provide attainment data for year 6 pupils from their most recent swimming lessons. This may be data from lessons in previous years, depending on the swimming programme at the school. Schools must keep attainment data from swimming lessons in years 3 to 5 to be able to report this accurately in year 6.

With the available local pool space and schools’ resources, GLL expect schools to have provided at least 10 hours of curriculum swimming before targeting pupils for ‘Top Up Swimming’ programmes. Top Up lessons for those children that haven’t yet met the National Curriculum expectations could then be funded by the Primary PE and Sport Premium.

**Role of School Teachers and Swimming Instructors within School Swim Lessons**

The Group believe that by communicating well together, the swim instructors and school teachers can make a real difference to the progress made by students during their lessons. As such we would recommend that all swim instructors and teachers/school staff involved in the lessons follow the guidance below and work together to make optimum use of the time that the children have for their lesson.

**School Teachers / Staff**

* Read through the school guidance document provided by your pool in advance of the lessons.
* Ensure a swimming educational visit risk assessment has been carried out and your school swimming policy is in place. Consider the changing facilities and male/female staff, how children will be escorted to the pool side.
* Where possible, undertake training to support school swimming lessons.
* Prepare the children by delivering the classroom pre swim lesson as provided by GLL and MSSP (available to download from our website: https://mertonssp.org.uk/swimming/)
* Inform the instructor/pool manager of any children with additional educational needs or disabilities and discuss an individual teaching plan for those students in advance of the lessons. School needs to provide additional 1:1 support.
* Ensure children are ready on time, quiet (it’s hard to teach over any noise/echo in the pool) and well behaved.
* Meet and greet the instructor on poolside.
* Take on board briefing and learning objectives/teaching points for the lesson.
* Support by taking the register alongside instructor.
* Manage behaviour throughout.
* Provide assistance/support to instructor, encourage children and reinforce instructors coaching points, positioning yourself at key points around the pool area during the lesson. *Ensure you do not change coaching points or make up your own. Allow the session to be led by the instructor at all times and follow their plan as directed.*
* It’s not a requirement, but if you do feel confident to, you may wish to support students from within the water if the instructor agrees it will benefit nervous children. *GLL can provide training on this to ensure safeguarding protocols are met.*
* Ask the instructor to highlight the progress that children are making or those particularly struggling and note this on the register. Provide additional support and encouragement to those children that are less confident and/or are making slower progress.
* Ask if you can support by working on anything in the classroom in preparation for next session.
* Ensure the lesson is positive and active for all abilities, challenging both higher abilities and less experienced swimmers. If you have any constructive feedback for the instructor, please pass this on as soon as possible.
* Complete an evaluation form for the Pool to support the improvement and development of GLL school swimming lessons.
* Ensure all attainment data is passed on to your PE coordinator. Consider Top Up Swimming lessons for those children who haven’t met the NC expectations at the end of their standard school swimming programme.
* Celebrate the progress made by all children, even when they haven’t met the NC expectations they will still have made their own progress.
* Pass on certificates to the students.

**Swimming Instructors**

* Meet and greet school teachers on poolside.
* Provide brief explanation of lesson plan and learning objectives/teaching points. Write the key LOs and TP’s on a whiteboard for each lesson, this will support learners and staff to be sure of the objectives and how to achieve them throughout the lesson. It’s very helpful to have these written down especially in a pool environment which can be harder to hear in.
* Ask teachers to take the register with you.
* Find out (in advance) from the teacher if there are any children with additional educational needs or disabilities and if there are any strategies used at school to better support their development.
* Ask teachers to support behaviour management as well as encouraging throughout the lesson.
* Highlighting best places to be positioned on poolside to support students with encouragement and feedback regarding key teaching points.
* Work together at the end to note down progress against the register and identify those students that may need extra feedback and support to progress.
* Let the teacher know if anything can be worked on in the classroom in preparation for the next lesson.
* Ensure the lesson is positive and active for all abilities, challenging both higher abilities and less experienced swimmers. If you have any constructive feedback for the school teacher, please pass this on.
* Ensure all attainment data is completed thoroughly and passed on to school. Promote Top Up Swimming lessons for those children who haven’t met the NC expectations at the end of their standard school swimming programme. Send link to certificates for all students.

**Measuring Progress and Target Setting**

Schools receive a copy of the students’ progress and attainment results at the end of every intensive block of lessons.

The results include the start and end distance they could swim unaided on their front and back, the GLL school swim level (Purple, Red, Amber, Green, Blue) and the three key outcomes for KS2 PE Curriculum Swimming:

1. To swim competently, confidently and proficiently over a distance of at least 25m
2. Use a range of strokes effectively (3 strokes at GLL Green level)
3. Perform safe self-rescue in different water based situations (GLL Green Level)

**Attainment Levels in Merton**

Data from our Merton School Sports Mark Survey suggests the following levels of 25m distance attainment of year 6 students across Merton state primary schools:

* 2023/24 - **55%**
* 2022/23 - **56%**
* 2021/22 – Covid-19 Pool / School Closures, data not collected
* 2019/20 – Covid-19 Pool / School Closures, data not collected
* 2018/19 - **63%**
* 2017/18 - **59%**
* 2016/17 - **61%**
* 2015/16 - **63%**
* 2014/15 - **63%** *(several schools did not provide data this year)*
* 2013/14 - **67%**
* 2012/13 - **61%**
* Merton School Swimming Development Group and Charter established
* 2011/12 – **31%** *(data provided by GLL)*

*N.B – the figures above may not be overly accurate, with some schools not able to provide attainment data in certain years. Prior to 2021, schools often provided data for the year group that swam that year rather than year 6’s.*

The data suggests that there was an improvement in school swimming after the Development Group was set up in 2012. It also suggests that the attainment levels have declined since the Covid-19 pandemic and the cost of living crisis.

The Group are concerned that almost half of our year 6 students cannot swim 25m when they leave primary school. We are aware that schools in the East of the borough tend to have lower attainment than those in the West. This highlights that those schools and students may face more challenging barriers and inequalities around learning to swim and accessing pools out of school time. The Group intend to work with local Partners across the leisure, community and education sectors to identify these barriers and to address this together.

**Compliments**, **Concerns and Complaints**

It is vital that all parties are quick to raise any concerns regarding both the school swimming provision and schools internal management of this service. By dealing with concerns or complaints quickly we will avoid escalation and resolve issues. Schools are asked to complete an online evaluation survey at the end of each block of lessons. GLL and MSSP also survey School Staff and PE Co’s annually around their students experience of school swimming and the timetabling process etc.

**Safeguarding Concerns**  
If at any point the concern relates to a Child Protection (CP) issue, schools or GLL should follow their own CP procedures and may at any time contact the Children and Families Hub (020 8545 4226) or the Police directly if they suspect imminent danger. MSSP’s Safeguarding website page can be found here: https://mertonssp.org.uk/safeguarding-and-child-protection/

The general concern and complaints process for Schools and GLL should be as follows:

**School has concern or complaint about swimming programme**

* If appropriate speak to the instructor directly and considerately when children are not present (unless imminent danger). This should be followed up in writing. Or contact the pool’s Duty Manager if unable to approach the instructor directly.
* If schools feel they have not resolved the issue they should contact the Centre Manager via email or in person as soon as possible after the incident and follow this up in writing:

[morden@gll.org](mailto:morden@gll.org)

[wimbledon@gll.org](mailto:wimbledon@gll.org)

[canons@gll.org](mailto:canons@gll.org)

* If the matter is relating to a member of staff you may wish to contact the London Borough of Merton’s Local Area Designated Officer [LADO@merton.gov.uk](mailto:LADO@merton.gov.uk)
* If the school would like MSSP or the Nominated Head Teacher for Swimming to support this process through the Merton School Swimming Development Group they are welcome to copy in or contact Nicola Ryan, Director MSSP [ryann@harrismerton.org.uk](mailto:ryann@harrismerton.org.uk) or Ro Maybury, Head Teacher, Abbotsbury Primary School, [headteacher@abbotsbury.merton.sch.uk](mailto:headteacher@abbotsbury.merton.sch.uk).
* If it is still not dealt with effectively, schools should go through GLL’s complaints process <https://www.better.org.uk/contactus>
* The contract to manage Merton Pools is agreed by Leisure Services at LB Merton, they may also be contacted if an issue is not resolved after this stage.

**Email**: denise.alleyne@merton.gov.uk

**Website**:<https://www.merton.gov.uk/council-and-local-democracy/complaints-compliments-and-comments>

**GLL Instructor or Pool Manager has concern or complaint about the school’s internal management of this service or pupil behaviour**

* If appropriate speak to the school staff directly and considerately when children are not present (unless imminent danger). This should be followed up in writing.
* Alternatively contact the Head Teacher of the school.
* If GLL staff feel they have not resolved the issue they may follow the school’s complaints procedure which will be available on their website.
* If GLL staff would like MSSP to support this process through the Merton School Swimming Development Group they are welcome to copy in or contact Nicola Ryan, Director MSSP [ryann@harrismerton.org.uk](mailto:ryann@harrismerton.org.uk) or Ro Maybury, Head Teacher, Abbotsbury Primary School, [headteacher@abbotsbury.merton.sch.uk](mailto:headteacher@abbotsbury.merton.sch.uk)

**Useful Documents with Guidance for Schools**

All documents can be downloaded on the Merton SSP website [here](https://mertonssp.org.uk/swimming/)

• Pre-Swimming Classroom Lesson for Children Sept 2019 Final.pdf

• BETTER School Swimming Levels Expected Standards (v2) Nov 19.pdf

• GLL School Swimming Prospectus.pdf

• GLL Primary Scheme of Work – 30min Lessons Oct 19.docx

• Curriculum Swimming and Water Safety – a guide for primary schools.pdf

• Curriculum Swimming and Water Safety – primary school support materials.pdf

• Swim England Curriculum Swimming and Water Safety Review Group Report 2017.pdf

• Merton Primary Schools’ Swimming and Water Safety Charter Oct 2022

• Merton Schools Swimming Strategy V4 September 2012.pdf

**Action Plan, Revised Jan 2024**

As actions are completed they may be added to the charter as an agreed commitment/action in the longer term.

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| **Objective 1. Improve and optimise school access to public swimming pools** | | | |
| **Action** | **By Whom** | **By When** | **Outcome** |
| 1. Review and confirm bookings together, year on year to ensure priority needs are met for Merton state schools’ slots.   Schools were allocated permanent annual slots based on the surveys sent to them in Jan 2023. NR worked with Sam to devise the three pool timetables to best meet the needs of schools and to reduce the stress of booking on a first come first serve basis. This also supported the pools and reduced admin time and costs for them.  Schools were allocated one hour slots for their priority year group, at 12-1, 1-2 or 2 – 3 for their 10 consecutive weekdays.  Considerations:   1. Distance from pool and how they have to travel to and from pool and the potential weather at different times of the year. 2. Need for the children – those that are less likely to have swum with parents or had lessons out of school. Schools that find it harder to get parents to support travel etc. Consider SEND, age and time of year as well. 3. Preference for each school and best times to suit their curriculum and school programmes. 4. Merton state schools to get priority booking over non Merton or independent schools 5. Schools will target one year group with top up if needed for a one week block as an extra option.   Ongoing time line:   * Nov – NR contact schools to ask for any feedback for discussion at the Swim Dev mtg * Nov/Dec - NR&EB develop the following academic year’s timetable blocks/calendar * Jan - Pools confirm timetables for Merton state schools to fit new dates and any change in need from the schools. Meet with NR/EB to double check all ok * Mid Jan – schools emailed if any specific changes to their slot * End Jan – all schools emailed individually by Pool Mangers with allocated slot for the following academic year and any price changes. Schools must confirm they accept this slot. CC NR and EB into all emails. * February – all timetables agreed for following year   GLL will send contracts/invoices out to the schools 3 weeks before the sessions begin (this is to avoid them becoming debtors on the GLL finance system). | All | March 2024 |  |
| 1. Ensure consistent approach from GLL management across all pools with regards to assessment data, certificates, engagement of school staff during lessons.   Evidence via evaluations from all schools lessons, observations of instructors by management | GLL | Ongoing – Evaluations  Report data Aug 2024 |  |
| 1. GLL review safeguarding protocols at each Pool site. Including entry, changing rooms, contact with the public, whistleblowing and GDPR. Ensure all information is passed onto schools to help with their own RA. EB looking at developing videos to help reassure students and staff prior to starting lessons. | GLL | Aug 2024 and ongoing |  |

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| **Objective 2: Ensure students make good progress and enjoy their curriculum swimming lessons and learn to be safe in and around the water** | | | |
| **Action** | **By Whom** | **By When** | **Outcome** |
| 1. Reinforce - HTs to support the agreement of the ‘Role of school staff’ within Swimming lessons. GLL to provide feedback to School HT for any school staff that may need more support or encouragement to be more actively involved in the lesson. | RM, MSSP | Ongoing  Sept 2024 |  |
| 1. Ensure GLL staff are encouraging school staff to support the lesson where they can. GLL to provide ongoing training and support for Instructors to ensure they feel confident to take on this role and to oversee its effectiveness within lessons and report back to group. | GLL | Ongoing  Report from observations by Aug 2024 |  |
| 1. Ensure lessons are fun and engaging for all students with maximum time spent in the water, utilising a games based approach to swimming as recommended by Swim England and the new GLL SoW. Evaluations to be utilised by GLL and given to staff/children to complete at the end of each block. Feedback can contribute to the group’s planning.   GLL to select 2 schools per pool to gather pupil voice around how they found the lessons. EB and NR to develop questions to support this process. | GLL | Aug 2024 and ongoing |  |
| 1. Ensure standards of teaching meet GLL and Ofsted expectations and are effectively monitored/observed to ensure quality control across all pools. All instructors to have a least one lesson observation per year by GLL. Feedback from evaluation and school feedback email/survey to be considered. | GLL | Ongoing – all instructors observed at least once per year  Report to group in Nov/Dec 2024 |  |
| 1. Develop resources or make use of Swim England resources (flash cards) to support instructors and teachers with swimming technique and learning objectives. Develop picture cards for stroke coaching points – to support all learners (in particular for those children with different communication needs and EAL) and the supporting school staff. | GLL | Aug 2024 | *Original target from 2019 not yet completed.* |
| 1. Develop additional training and information sharing opportunities for schools at the MSSP PE Coordinator Conference in September/July. Provide links to Swim England training opportunities via PE Coordinators. Emma to look at developing a short workshop for school staff supporting the children during swimming.   [Swimming training for teachers | Develop Your School Swimming Teachers](https://www.swimming.org/schools/school-swimming-training/) [cpd@swimenglandqualifications.com](mailto:cpd@swimenglandqualifications.com) | GLL / MSSP | Bi annually  Ongoing |  |
| 1. Data for each pool will be collated, all schools and MSSP to receive electronic assessment data around progress at the end of each term and that this is used to review and improve the overall programme and the lessons. All Merton data to be consolidated by GLL for the purpose of the Charter to support improvement of programme.   *Further data provided by schools for year 6 achievement on their MSSM award with MSSP* | GLL  MSSP | Annually  August 2024 |  |
| 1. Encourage schools to identify those children that have made less progress and require targeted Top Up Swimming to guarantee their safety and progress | MSSP GLL | After each block |  |
| 1. Review our approach to equality, diversity and inclusion across school swimming in order that all our stakeholders, both children and adults, and their protected characteristics, feel better represented, consulted, safe, empowered and supported within the swimming programme.   Actions to include:   1. NR/EB- complete **Equality Impact Assessment** for School Swimming by August 2025 2. EB - Develop and implement registers and process where schools can include **EDI data** sets that can correlate with progress and attainment 3. Group - Analyse progress against specific groups to notice any trends and areas to improve 4. Group - Develop actions to improve approach 5. EB/GLL - Research the challenges that underrepresented groups may face when accessing and enjoying swimming at school. Conducted some student and teacher voice sessions to understand the challenges or issues and look at solutions. 6. EB/GLL - Develop training for workforce to address any challenges and raise awareness. Follow GLL company EDI Review to cover school swimming as well. Utilise Flex Online CPD platform which includes EDI training. 7. EB/NR – Adapt plan to include strategies to improve access and engagement with under-represented groups 8. EB/NR - Update this plan as progress is made. | GLL & MSSP | 1. April 2025 2. Sep 24 – Aug 2025 3. Dec 2024 – Aug 25 4. Aug 2025 5. Dec 2024 – Aug 25 6. Dec 2024 – Sept 25 7. Dec 2025 8. Ongoing |  |
| 1. Make use of EDI data alongside attainments levels and IMD data to identify trends and establish which groups may be facing more barriers to learning to swim in school and in the community and work with them to find out why. Work with LBM Leisure and councillors to address the inequality and look at solutions and additional funding to support those children/groups. | LBM BoS  Education, GLL  MSSP - All sectors | Dec 24 – Aug 25 |  |

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| **Objective 3: Raise the profile of the importance of swimming and water safety with schools and parents** | | | |
| **Action** | **By Whom** | **By When** | **Outcome** |
| * 1. Promote guidance documentation from GLL, NGBs and the National School Swim Group to schools to support them in their approach to school swimming. Add links to MSSP website and promote via communications to schools and PE Conference. | MSSP | Update website by Aug 2024 Ongoing |  |
| * 1. Utilise MSSP Conferences and MSSM to promote importance of swimming and recommendations. Use the MSSM award to reward schools for actively promoting the importance of swimming and water safety to students and parents. | MSSP | Annually ongoing |  |
| * 1. Continue to deliver and publicise the Schools’ Gala. Where MSSP budget permits, use Morden Pool for one of the heats but Kings schools for other heat and final as no charge. | MSSP | Annually |  |
| * 1. GLL to consider options/timetable spaces for schools to use the pool for Intra School Aqua Festivals where students can take part in fun water competitions as part of their school programme. This may help re-engage students who completed their swim programme in previous year/s at school. | GLL | TBC |  |
| * 1. Promote GLL swimming community programme to all schools and secure funding to support low income households.   Promote the BOS free swimming via MSSP network. | GLL | Before each school holiday break |  |
| * 1. Promote GLL ‘‘Water Safety Week’’ to schools and MSSP. EB to develop assemblies and a road show – targeting schools with lowest attainment and engagement. | GLL | Annually in June |  |
| * 1. Engage with schools to promote out of school opportunities for children. | GLL | Before each school holiday break |  |
| * 1. Utilise the Top Up Programme to target parents of less able swimmers with guidance on importance of swimming and water safety. Provide promotional leaflets for children to take home. *Can BoS funding and marketing help to promote this and the free swimming programme?* | GLL | At end of each Top Up block |  |