

# Welsh Triathlon Performance Return to Training Phase 1



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#### 1 Introduction

Welsh Triathlon is committed to working with Welsh Government, Sport Wales, and the Welsh Sports Association (WSA) to enable the safe return on elite sport.

Athlete and staff health and wellbeing has always been a priority and is at the centre of our plans and processes in a return to training.

The guidelines and processes outlined in this document will have to be adaptable and responsive due to the government advice around COVID-19, as such these guidelines will be regularly reviewed in accordance with that advice.

#### 2 Purpose of this Document

The purpose of this document is outlining the measures and guidance Welsh Triathlon has put in place to allow us to support the resumptions of our performance programs in Phase 1.

All Welsh Triathlon guidance will be updated as per Welsh Government guidelines when they are made available or as soon as possible thereafter.

These guidelines will apply to Wales only and currently relate to our phase 1 return to sport.

In phase 1, venue-based training delivery will be limited to elite/world class athletes. There will be an agreed standard method of operation for all staff and athletes to follow.

#### 3 Elite Athlete Definition

Elite refers to individuals who are nominated by their national governing body, but only those governing bodies who nominate for Olympic, Paralympic or Commonwealth Games for representation by Great Britain of Wales.

In relation to Welsh Triathlons performance programmes, athlete eligible to access venue-based sessions in phase 1 will be limited to those named on the Welsh Triathlon Performance Program (WTPP).

Being named on the WTPP does not guarantee access to venue-based training and total numbers of athletes supported at phased one will be determined by,

- Facility capacity
- Medical provision capacity
- Athletes being aged 17+

Athletes named on British Triathlons World Class Program will fall under British Triathlon's Return to Elite Training Guidance.

In phase 2 the eligibility for the opportunity to access venue-based training will be extended to include athletes named on the National Triathlon Performance Centre Wales (NTCW) squad.

# 4 Risk Assessment and Risk Mitigation

In depth risk assessment and risk mitigation processes are been put in place in conjunction with the facility providers. (Appendix A & B)

The remainder of this document sets out the risk mitigation steps taken by

Welsh Triathlon to enable the safe return to venue-based training.

#### **5 Designated Contacts**

COVID-19 Officers: Beverley Lewis (CEO), Louis Richards (Head of Performance)

The role of the Covid-19 officer is to be responsible for oversight of the Covid-19 risk assessments, ensuring the necessary level of risk mitigations are in place and that sports and any partners/host can adhere to their guidance responsibilities within local context of the environments involved.

COVID-19 Medical Officer: Dr Thom Philips

Although not exhaustive, the key responsibilities of the Medical Officer are to (a) Lead on ensuring any suspected or confirmed COVID-19 cases are managed in line with the sports COVID-19 case management protocols and current government guidance, (b) Have medical oversight of the return to training of any athletes with suspected or confirmed cases of COVID-19, (c) Support the COVID-19 Officer with any medical aspects of the risk assessment and mitigation process. The COVID-19 Medical Officer will work closely with the COVID-19 Officer, who will be responsible for reviewing the daily screening/monitoring information provided by the PDMS athlete AER application, and where applicable, report any issues or suspected cases to the Covid-19 Medical Officer for oversight.

COVID-19 Site Specific Officer: Louis Richards (Head of Performance), Vicky Johnston (Development Coach)

There will also be a Welsh Triathlon Sport Specific Venue COVID-19 officer on duty for all training sessions to help ensure compliance with standards in each facility and to oversee the screening procedures. In addition, the facility operator will appoint a facility COVID-19 officer/s, whose roles and responsibilities will be clarified as part of the Facility Risk Assessment.

#### 6 Opt-in Process

All athletes and staff identified under the definition of 'elite' will need to voluntarily opt in to returning to training. Additionally, they may opt out at any point during the process or once they have resumed training.

The aim of the opt-in process is to

- 1. To ensure athletes& staff have understood:
  - The sport specific risks and mitigations
  - The training site protocols in place
  - 2. To ensure athletes & staff:
    - Are physically and mentally well enough to engage in the specific daily training environment they operate in
    - Have actively and with full understanding of potential consequences agreed to engage in Phase One return to training

Athletes & staff will be informed that there is no pressure to return to the daily training environment and that they can continue to train & work from home if that is their preference. If they wish to opt out following

reviewing the documentation and having the conversations with the COVID-19 Officer, they can do so by speaking to the Head of Performance.

Athletes & staff, should be aware that they are able to 'opt-out' of any organised training environment at any time without prejudice or future ramifications.

The opt in process is detailed in appendix C

#### 7 Managing Vulnerable People

As part of the opt in process staff & athletes will be asked to declare any COVID-19 vulnerability for both themselves and their household in 1:1 meeting.

Where required and additional 1:1 meeting with COVID-19 Medical Officer will enable further discussion of the associated risk and subsequent action required which will be in line with government advice on clinically vulnerable individuals.

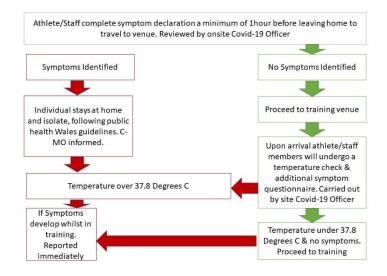
Athletes or staff deemed 'clinically extremely vulnerable' will be required to continue to follow Government advice. This currently includes maintaining 'shielding' and therefore, any such individuals will not return to organized training outside of the home.

# 8 Mitigation and operating procedures.

All athletes and staff should make sure they are up to date with any recent update's advice and guidance from Welsh Government, Public Health Wales, or Welsh Triathlon.

To minimise the risk of spreading COVID-19 athletes & staff will be

required to adhere to strict protocols when attending an organised training session.



- Prior to each session athletes, coaches, staff must
  - Complete their COVID-19 screening questionnaire before leaving for the session
  - Coaches must send athletes a session plan & briefing at least 24 hours prior to the session
- Athletes & staff must ensure they adhere to all social distancing rules when travelling to the training venue
- Training venue arrival
  - Pre session COVID-19 screening questionnaire & temperature check administered by the COVID-19 Site specific officer
- During training
  - Social distancing rules always observed
  - Session delivery and design to enable compliance with social distancing
  - No pre session briefing at the venue
  - Athletes & staff will not be able to share any equipment & therefore must bring their own.
- Post session
  - Leave the facility immediately and do not congregate outside the facility after training.

Each venue will have its own access and egress routes clearly marked and communicated prior to attendance. These can be found in Appendix B

Detailed session protocol will be further explained to athletes & staff

at the initial briefing and can be found in Appendix D.

#### 9 Managing Covid-19 Cases

If an athlete or staff member develop any suspected COVID-19 symptoms whilst at the training facility or are identified as a contact of a known case they should inform the onsite COVID-19 Officer and leave the training facility immediately and return home.

Any athlete, coach or member of staff experiencing/displaying and COVID-19 symptoms, must not attend any training sites and must self-isolate for a minimum of 7 days even if symptoms are mild in line with Public Health guidelines and inform the COVID-19 Medical officer.

Those that live in the same household with someone who has symptoms consistent with COVID-19 must self-isolate for a minimum of 14 days (or 7 days after they develop any symptoms).

As per Public Health guidelines, athletes, coaches, and support staff should not leave home if they or someone they live with experiences any of the following symptoms:

- A high temperature
- A new, continuous cough
- A loss, or change to, sense of small or taste

# 10 Return to training following Covid-19

Athletes who have experienced even mild symptoms, have experienced prolonged fatigue and/or shortness of breath will be guided through a phased return to training as outlined

in appendix E. Athletes must be encouraged not to hurry their return and reassured that a slow recovery is common

Staff returning to the training environment from isolation due to suspected COVID-19 or other COVID-19 related reasons must gain medical clearance from their GP or occupational health practitioner before returning to the environment.

#### 11 Review

The COVID-19 Officer will review the guidelines in place with the coaching team and venue on a weekly basis. Any updates will be communicated.

Staff & athletes can raise concerns &/or questions at any time.



# Appendix A- Welsh Triathlon Risk Assessment & Mitigation in relation to Welsh Government Guidelines for Elite Sport Return to Training Guidance

Welsh Triathlon, Return to Training Risk Assessment

#### RA. 01.01

Document Name: WT COVID 19 - NTPCW

Date Created: 9<sup>th</sup> June2020

6 Inevitable	6		12		18		24			30		36		
5 Frequent	5		10		15		20			25		30		
4 Occurs Monthly	4		8	12			16			20	:	24		
3 Occasional	3		6	9		12				15		18		
2 Very rare	2		4	6		8			10			12		
1 Unlikely	1		2		3	4				5		6		
Likelihood/ severity	1 Nuisance		2 Minor		Assistance required	4 Ho	spital	ised	5 Fa	atality	6 Multip	le Fatality		
High Risk	Intolerable	Me	edium Risk		Tolerable- loc	Tolerable- look to		ok to Lov		Low R	isk	Tolerab	ole- Monito	r for
					reduce	uce						change		
Effected persons	Employees	X	Visitors		Contractors X			X Public			Other			

Subject Area	Risk / Effect	To Whom	Severity rating x	Existing control Measures	Severity rating x	Action required
Hazards- Any item,			likelihood =		likelihood = Risk	where risks are
substance or condition			primary risk based		with existing	not adequately
with the potential to						
cause harm						



			on no o	controls				contr SxL=F	ol meas	sures	controlled/Furt her comments
Athletes returning to WT coached sessions when they do not feel prepared to do so.	Negative effect on mental-health/wellbeing	Athletes and staff	5	3	15	•	All athletes to opt in to training prior to returning to venue/coached activities. WT opt in process to be completed before any coached sessions take place Athletes to see risk assessments for each venue prior to opting in Athletes to be made aware of training environment protocols prior to opting in and to view the relevant venue video on venue protocols All athletes to have a personal discussion regarding returning to a coached environment prior to opting in - discussion to be recorded Athletes to be made aware of who they can contact regarding any concerns regarding coached training Athletes to be made aware that they can opt out of coached training sessions at any time and how they can do this	5	2	10	National COVID 19 Officer- LR/BL  WT on-site COVID 19 officer - LR  Venue COVID 19 Officer - TBC



Staff returning to coaching athletes face to face when they do not feel prepared to do so	Negative effect on mental-health/wellbeing	Athletes and staff  Athletes and	5	3	15	•	All staff to opt in to coaching prior to returning to coaching any sessions Staff to see all risk assessments before opting in Staff to be made aware of training environment protocols prior to opting in and to have watched the relevant venue video on venue protocols Staff to have a personal discussion with their line manager regarding returning to a coached environment prior to opting in Staff to be made aware that they can opt out of coached training sessions at any time and how they can do this Staff to be made aware of who they should contact if they have any concern regarding the operation of the training environment	5	1	5	National COVID 19 Officer - BL/LR  WT on-site COVID 19 officer - LR  Venue COVID 19 Officer - TBC
Social distancing during travel to the training venue	virus due to lack of social distancing	staff				•	Athletes and staff to confirm that they can socially distance during their travel to and from the training venue		1		
Athletes entering the training environment when they are unwell	Transmission of virus	Athletes and staff	5	3	25	•	Athletes to take temperature at home before leaving for training. If above 37.8 they	5	1	5	COVID site officer (WT) to be on-site for



					•	do not leave home and they should follow NHS guidelines Athletes to complete WT daily athlete questionnaire before leaving home and submit via the on-line portal Non completion = no aces to coached session. COVID medical lead to be informed of any issues and a decision made regarding whether the athlete can travel to training Temperature checks for all				all sessions & be responsible for temp check, enforcing social distancing
						athletes to take place in a designated area prior to entering the venue. If temperature above 37.8 athletes to return home and follow NHS Guidelines				
Staff entering the training environment when unwell	Transmission of virus	Athletes and staff	5	3	•	Staff to take temperature at home before leaving for training. If above 37.8 they should not attend training. Staff to complete WT daily staff questionnaire before leaving home and submit via the on-line portal Non completion = no aces to coached session. COVID medical lead to be informed of any issues and a decision made regarding whether the	5	1	5	COVID site officer (WT) to be on-site for all sessions & be responsible for temp check, enforcing social distancing



						•	staff member can travel to training  Staff not to leave home if any significant issues raised and to follow NHS guidelines regarding isolation  Temperature checks for all staff to take place in the pool entrance area prior to entering the pool. This will be done by a WT nominated member of staff. If temperature above 37.8 staff to return home and follow NHS Guidelines				
Social distancing	Transmitting of virus lack of social distancing (2mts minimum).  Infection through droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been	Staff, athletes, household	5	4	25	•	Before facility is opened the FM/H&S compliance checklist must be competed and signed off by the relevant H&S department.  Refer to Social Distancing Guidance; Covid-19  Pre and during training protocols explained to athletes prior to the start of any coached training  Nominated temperature checker to wear appropriate PPE  2-meter (3 steps) distance to be adhered to at all times	5	2	10	Venue protocols video to be shown to all athletes  Individual changing areas (2m apart) marked out for athletes  Minimum staffing to be used (2 coaches to each 8 swimmers max)



and a start of the	Г	
contaminated		both inside and outside of
with respiratory		the training venue.
secretions and		Athletes and staff to remain
then touching		outside of the venue
their own mouth,		reception area prior to
nose or eyes		entering for a temperature
		check
		Hand gel to be used on entry
		to the venue
		Limited number of users in
		the facility at one time.
		Maximum capacity to be
		calculated by venue and
		actual user numbers to be
		agreed by venue and WT
		Athletes informed of social
		distance guidance and the
		expectation that they will
		adhere to these guidelines in
		the training venue.
		Changing rooms to be closed
		and athletes to use allocated
		individual training areas
		Athletes to adhere to the
		COVID 19 session protocols
		during sessions
		Social distancing `enforcer'
		to be in place to assist
		coaches to monitor the above
		during sessions
		Coaches to send athletes the
		training session in advance



	and no group briefings or
	and no group briefings or
	debriefs to take place
	Social distancing must be
	maintained at time during
	the session. Ensure session
	set up and delivery allows for
	this
	Facility usage timetables
	agreed to limit cross-over of
	groups.
	Athletes to be assigned a
	`training pod' and to only
	train in that group for WT
	coached sessions
	Designated walkways
	indicated by tape on the
	floor and signage.
	All facility users and staff
	informed of revised facility
	protocols to facilitate social
	distancing.
	Users required to wipe
	shared equipment down after
	use with multipurpose spray
	provided
	Additional signage to be used
	to inform users not to enter
	venues if they have
	symptoms
	If guidance not being
	followed staff to escalate to
	a senior member of the team



						•	on the day. (security if required) Athletes to be made aware of the route to report any concerns they have regarding the conduct of coached session/the venue Athletes to increase the amount of times they wash their hands (20 seconds each time) and catch coughs and sneezes in tissues Hand sanitiser available to all athletes for frequent use and regular breaks to allow them to wash their hands for 20 seconds. Vulnerable workers will be supported in working from home				
Social distancing - Staff	Transmitting of virus lack of social distancing (2mts minimum).  Infection through droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been	Staff, User, household	5	4	25	•	Pre and during training protocols explained to staff prior to the start of any coached training, including their shared responsibility to ensure that the athletes adhere to the guidelines Staff temperature checks to be in place for all staff prior to access to the venue. This is to be done in the foyer area of the venue by a WT nominated staff member. No	5	2	10	



contaminated	access to be allowed to the
with respiratory	venue for those with
secretions and	temperatures above 37.8 and
then touching their	staff to be sent home and to
own mouth,	follow NHS guidelines
nose or eyes	
	Nominated temperature
	checker to wear appropriate
	PPE and record all
	temperatures
	All staff to complete the WT
	online questionnaire each
	day before coming in to
	work.
	Staff to work in set teams
	with specific `athlete pods' to reduce the circle of
	people they come in contact
	with.
	Coaches to send athletes the
	training session in advance
	and no group briefings or
	debriefs to take place
	Coaches to operate sessions
	in accordance with the WT
	session protocols for COVID
	19
	Staff should work side by
	side, or facing away from
	each other, rather than face
	to face where possible
	Employees to increase the
	amount of times they wash
	their hands (20 seconds each
	נוופוו וומווטז (בט זפנטווטז פמנוו



						•	time) and catch coughs and sneezes in tissues Hand sanitiser available to all staff for frequent use and regular breaks to allow them to wash their hands for 20 seconds. Vulnerable workers will be supported in working from home				
Staff PPE	Transmitting of virus lack of social distancing (2mts minimum).  Infection through droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been contaminated with respiratory secretions and then touching their own mouth,	Staff, User, household	5	4	25	•	Disposable gloves, aprons and face mask must be worn when carrying out temperature checks Face mask must meet minimum rating of KN95 Temperature checker to have read the wearing and disposal of PPE procedure before returning to the workplace Shields in place for front of house reception desks. Staff only use their own stop watches and not to share equipment	5	2	10	



	nose or eyes					
Staff health	Transmitting of virus lack of social distancing (2mts minimum).  Infection through droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been contaminated with respiratory secretions and then touching their own mouth, nose or eyes	Staff, User, household	5	4	25	<ul> <li>Staff to report any symptoms to their line manager</li> <li>Staff to read though follow the NHS guidelines for return to work and communicate with WT HR department regarding their safe return to work post illness</li> <li>Thermometers available to carry out temperature checks in the reception area</li> <li>If a member of the team is sent home due to displaying symptoms venue are to be informed and the area they worked in is to be disinfected</li> </ul>
Cleaning (venue)	Transmitting of virus lack of social distancing (2mts minimum).	Staff, User, household	5	4	25	<ul> <li>Cleaning to be carried out by venue staff after each designated session</li> <li>Daily tasks amended to include additional COVID 19 cleaning tasks</li> </ul>



Fire Outhors!	droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been contaminated with respiratory secretions and then touching their own mouth, nose or eyes				12	<ul> <li>Wear disposable or washing-up gloves and aprons for cleaning.</li> <li>Using a disposable cloth, first clean hard surfaces with warm soapy water. Then disinfect these surfaces with the cleaning products as supplied.</li> <li>Frequently clean and disinfect objects and surfaces that are touched regularly, using your standard cleaning products. (Particular attention to toilets, grabrails in corridors and stairwells and door handles)</li> <li>All disposable cleaning equipment once finished with must be double bagged, then stored securely for 72 hours before being thrown away in the regular rubbish.</li> </ul>
Fire - Outbreak	Burns, fatalities	Staff, users	6	2	12	<ul> <li>Refer to relevant venue fire risk assessment</li> <li>Prior to opening:</li> <li>Fire alarms system to be tested</li> <li>All exits inspected</li> <li>All firefighting equipment inspected and</li> </ul>



Fire - Staff	Burns, fatalities	Staff, users	6	2	12	<ul> <li>If faults found, they are to be reported though the university reporting system</li> <li>All venue staff to be fire marshal trained</li> <li>All staff to be familiar relevant EAP for the facilities</li> <li>Radios and pages in place to alert other members of the team</li> </ul>
First Aid	General first aid	Staff, users	4	2	8	<ul> <li>First aid kit and AED checked prior to opening.</li> <li>All venue staff first aid trained (FAW or NPLQ)</li> <li>New First aid guidance to be followed</li> <li>All accidents reported using the venues reporting procedure</li> </ul>
Building ventilation	Infection through droplets from individuals which could be inhaled Infection through touching a surface, object, or the hand of an infected person that has been contaminated with respiratory secretions and	Staff, User, household	5	4	25	<ul> <li>All building ventilation has been assessed by the venue facility management team.</li> <li>Guidance has been taken from the venue Health and Safety department and recommendations applied</li> <li>Where possible building ventilation systems are running 24/7</li> <li>Anyone showing any Covid-19 symptoms should self-isolate. This mean that anyone in the</li> </ul>



then touching their own mouth, nose or eyes			workplace should be asymptomatic  • Screening in place for staff and athletes  • Low levels of occupancy kept to.		

#### Ongoing Review of Risk Assessment

Signature	Position	Date	
	COVID 19 Officer	9 <sup>th</sup> June	2020

### Appendix B- Venue Risk Assessments & Risk Mitigation

Name:	Welsh Triathlon	Facility:	Regional Pool and Tennis Centre, NISV
Date Plan Completed:	02/07/2020		
Covid Officer Newport Live	Neil Sargeant	Contact Number	01633 656757 07814 707566
Welsh Triathlon Covid Officer	Louis Richards	Contact Number	07860 695287

#### **Section 1– Introduction**

The World Health Organisation declared the Coronavirus (COVID-19) a Global Health Emergency on the 30th January 2020 and Pandemic on 11th March 2020. Newport Live are taking all reasonable, proportionate steps in accordance with published guidance, to respond to the current (known) risks associated with the virus and will consult with you on a regular basis should any changes in guidance be made.

The health, wellbeing and safety of our colleagues and users remains our priority and we have considered what we need to do to ensure we can return to facilities and activities as safely as possible whilst adhering to Government, Medical and Industry guidance.

We appreciate that the situation is fast changing and consider it vital that the sharing of this information to comply with Welsh Government <a href="https://gov.wales/health-protection-coronavirus-restrictions-wales-regulations-2020-amended">https://gov.wales/health-protection-coronavirus-restrictions-wales-regulations-2020-amended</a> Health Protection regulations 2020 as updated 20<sup>th</sup> June 2020. These will be reviewed every 3 weeks between Newport Live and Welsh Triathlon to ensure compliance with changing regulations.

The following Normal Operating Procedure has been produced in conjunction with Welsh Triathlon officers to enable a safe Return to the Water for Welsh Triathlon Elite Athletes to outline the specific measures and processes which have been agreed in line with Welsh Government guidance for Elite athlete training.

Section Two - Procedure for Welsh Triathlon Staff and Elite Athletes to follow when using the South East Wales Regional Swimming Pool and Tennis Centre, Newport International Sports Village, Newport, NP19 4RA.

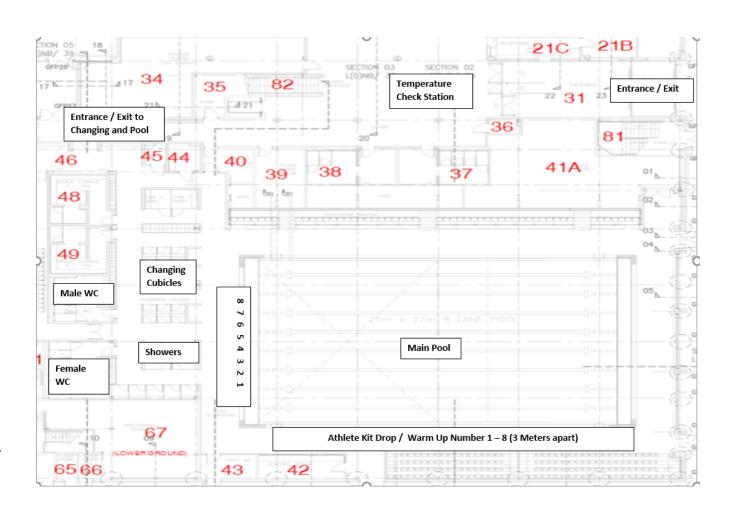
- Welsh Triathlon protocol will require all staff and athletes to be screened for symptoms prior to attending the facility.
- Welsh Triathlon Staff and Athletes will be the only users in the building during their training sessions.
- Upon arrival all visitors will enter the building via the automatic main entrance doors and maintain social distancing whilst completing a temperature check at the "Temperature Check Station" Located in the Café area.
- Hand washing and sanitiser is available at multiple locations throughout the facility.
- Once the Welsh Triathlon Sport Specific COVID Officer has confirmed that Athletes and Staff have a safe temperature Athletes will be permitted to proceed to the Main Pool Changing Rooms in order to get change.
- Doors to the changing rooms will be wedged open to prevent contact with door handles
  or the need to hold doors for one another. Doors will be closed once everyone has
  entered Pool area.
- Athletes will proceed to their numbered (pre allocated by Welsh Triathlon) changing cubicle and change. Their belongings will be placed into the plastic box provided and taken to their floor marked pre-pool area.
- The Newport Live Lifeguard will be positioned on the opposite side of the pool from the Athletes and Welsh Triathlon staff. They will be in situ during the pre-pool, pool and after pool activities.
- Athletes will then proceed to their pre pool warm up zone (demarcated on the floor and the same number as their changing cubicle) on poolside at 3 meter spacing.
- Before Athletes enter the water, they will be required to shower (maintaining social distancing) using the touchless poolside Showers.
- Athletes will have a dedicated lane number which will be the same number as their changing cubicle and pre pool warm up area i.e. Number T1 cubicle = T1 pre pool area = Swimming Pool Lane 1. The use of these zones will remain unique to the athlete throughout the whole duration of Welsh Triathlon return to training under current Coronavirus regulations.
- Athletes will enter the water from opposite ends of the pool in alternate lanes.
- Welsh Triathlon Coaching and Medical Team will manage the training sessions.
- Athletes will be able to access toilets during and after the sessions.
- Athletes will return to their individual cubicles to change prior to leaving
- Facility staff will wedge exit doors from Swimming Pool open once again for exit and close once everyone has exited.
- Facility staff will clean down all used areas ready for the next session with appropriate chemicals.

<u>Please note – should any Welsh Triathlon Staff or Athletes become unwell during any session they must report this to Newport Live dedicated Covid Officer on site and a follow up report will be shared with Neil Sargeant so that any follow up actions can be taken.</u>

There is a plan of the building on the last page of this document.

Newport Live Covid Officer	Neil Sargeant	Welsh Triathlon Lead Officer	Louis Richards
Signed	1.	Signed	
Date:	02/07/2020	Date:	06/07/2020

Thank you for helping us to keep you and our facility safe



#### **Booking & confirmation procedure**

Newport Live operates an electronic booking process where forms are completed online and returned by email. During the Coronavirus Health Protection regulation period, the acceptance of the booking and confirmation will only be confirmed by the Newport Live Covid 19 Officer and Chief Executive. Confirmations will be sent via email once all Risk Assessments in line with Sport Guidelines (World, UK and or Wales National Governing Body and professional bodies) are concluded and Return to Training Guidance group review and feedback concluded and any recommended actions taken.

#### **Hours of access**

Newport Live Staff will open at 7.00am and close the facility at 2.30pm to enable cleaning, required building and swimming pool checks and all normal operating procedures to be carried out.

7.00am Arrival of Welsh Triathlon Staff

7.15am Arrival of athletes

9.45am Welsh Triathlon staff and athletes to leave

#### Facility numbers based on government guidance

Newport Live will provide a minimum of 3 members of staff at any time to support the return to training for Welsh Triathlon. They will work in isolated teams to reduce transmission across teams and provide business resilience.

Welsh Triathlon will have 6 athletes and up to 3 members of staff on any given day. Therefore, there would be a maximum of 9 individuals in the facility at any one time.

This falls well below maximum occupancy levels for the building, no government guidance has been agreed or published on maximum occupancy levels for such buildings. The agreed operating procedure is well within the guidance being developed for the facility and next stage operation of Swimming Pools by Swim England, UK Active and other stakeholder organisations.

#### Travel to and from venue

Welsh Triathlon protocols provide guidance on travel for their athletes and staff.

Newport Live staff will travel independently to the facility.

#### **Car parking**

The is a 275-space car park available at the front of the facility. Staff will travel individually and park with spaces between each vehicle in the car park. Welsh Triathlon will provide guidance to athletes and staff to park vehicles leaving a minimum of one space between

vehicles when parking. Parking for disabled athletes are provided to the front left of the building and marked accordingly.

#### Access and Egress arrangements including the process to follow

Welsh Triathlon protocols include a temperature check upon arrival at the facility before proceeding through to the changing rooms. If the temperature of the athlete or staff member is above 37.8°c Welsh Triathlon will not permit access for the athlete or member of staff. Welsh Triathlon protocols

Newport Live protocols will ensure that colleagues will self-assess prior to coming into work and providing service to Welsh Triathlon, they will not access the building if they present with any symptoms of Coronavirus and will be replaced by another Newport Live colleague.

Should any Newport Live colleagues have any symptoms of Coronavirus out of work or when in the workplace the Government guidance will be followed accordingly. https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested

#### Rules of facility use

The standard rules for use of the facility and associated use for sport and physical activity remain in place as per the terms and conditions and the appropriate pool side signage. The only rules to recognise which are now different are those relating to social distancing, handwashing as per government guidance together with Welsh Triathlon guidance to athletes and their staff.

#### **Equipment protocol**

This is covered in the Welsh Triathlon protocols. Newport Live will not be providing any equipment besides the following:

Anti-turbulence / wave lanes ropes within the pool.

Back stroke flags above the Pool at 5 meters from either end.

All other pool equipment has been removed from poolside and placed in storage.

#### Changing, hand washing, sanitising stations, and toilet facilities

Handwashing and sanitising products are available throughout the facility and are covered within the Welsh Triathlon protocols.

Athletes will be provided with a personal changing cubicle which they will have sole and exclusive use of during any visit to the facility and will be cleaned prior and after use each day.

Toilet facilities will be cleaned prior to and after use with handwashing and sanitisation products available for use before and after use.

#### **Training and COVID Induction**

Newport Live staff have received training and COVID induction virtually and will have on site briefing prior to Welsh Triathlon training commencing on Monday 13<sup>th</sup> July 2020.

The topics covered include - opening and closing procedures, Normal Operating Procedures & Risk Assessment updates, Physical and Social distancing rules, Cleaning procedures & Personal Protective Equipment, Personal Hygiene guidance, First Aid procedures & Personal Protective Equipment, Emergency Action Plan procedures.

Welsh Triathlon have completed athlete/staff briefings covering all of these aspects.

#### Reporting procedures for facility staff to report COVID illness

Newport Live Staff have been briefed and will be questioned each day to confirm their health prior to attending work. They are aware to report to the on site COVID Officer and Newport Live COVID officer should they personally feel unwell, display symptoms, become aware of a family member feeling unwell or displaying symptoms or if they are contacted by track and trace scheme.

# Reporting procedures for Welsh Triathlon Staff and Athletes to report COVID illness

As detailed in the Welsh Triathlon Protocols there is medical screening of staff and athletes.

#### **Reporting procedures for Newport Live to report COVID illness**

Newport Live will continue to report using Human Resources and Line Management following <a href="https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested">https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested</a> and utilising Occupational Health advice and taking Operational actions as required for employee replacement, cleaning and any associated actions. The Newport Live Covid 19 Officer will be responsible for Newport Live and statutory reporting procedures.

#### **COVID** officer for facility / Elite

Newport Live's Operations Director (Neil Sargeant) will undertake the role of COVID Officer. Welsh Triathlon (Louis Richards) will undertake the role of COVID Officer.

#### **Safeguarding and Wellbeing**

Welsh Triathlon protocols and policies will be followed and have been included within athlete briefings and 1-1's with Welsh Triathlon coaches. There is no change to the Newport Live Safeguarding policies and procedures, and we continue to follow the All Wales Safeguarding Procedures and compliance with Welsh Triathlon guidance and policies.

#### **Cleaning and waste disposal**

Cleaning of the facility is carried out prior to and after any usage and appropriate disposal has been considered within the facility risk assessments. Staff are trained in handling all waste materials appropriately and associated use of PPE.

#### **Blood or body fluid spills**

Newport Live utilise fluid spills kits as part of their normal operation. These are available an will be used as required on each site.

#### First aid reporting procedures

Newport Live use an online reporting platform for first aid incidents supplied by Right Directions (UK Leisure based Health and Safety Consultancy). Anyone member of staff or facility user such as Welsh Triathlon should report any accident, incident or near miss to the Leisure Operations Officer who will complete the appropriate report using the online reporting platform.

#### **CPR**

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Newport Live Staff will provide first aid cover should the need arise in line with the revised guidance and training issued by the Royal Life Saving Society. A defibrillator is located at the Reception of the Pool and Tennis Centre and guidance from RLSS And Resuscitation Council UK will be used, and Newport Live employee re-induction will include updates and revised guidance from these organisations.

https://www.rlss.org.uk/pages/news/category/coronavirus-disease-covid-19

https://www.resus.org.uk/media/statements/resuscitation-council-uk-statements-on-covid-19-coronavirus-cpr-and-resuscitation/covid-community/

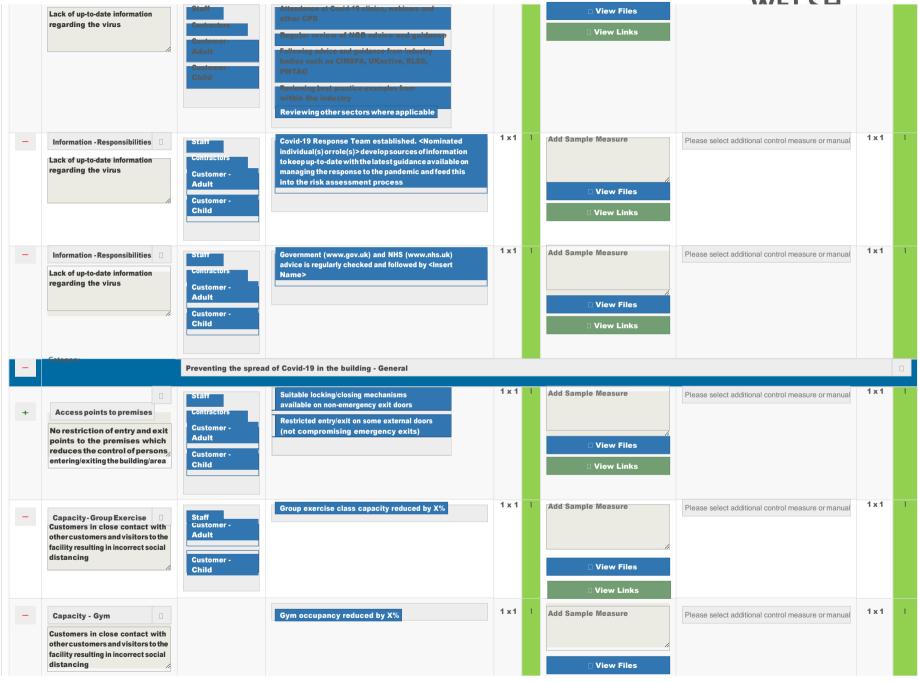
#### **RIDDOR Guidance**

Any instance of work related COVID 19 will be reported by the Newport Live Covid Officer in line with Newport Live policy and revised HSE Guidance. https://www.hse.gov.uk/coronavirus/riddor/index.htm

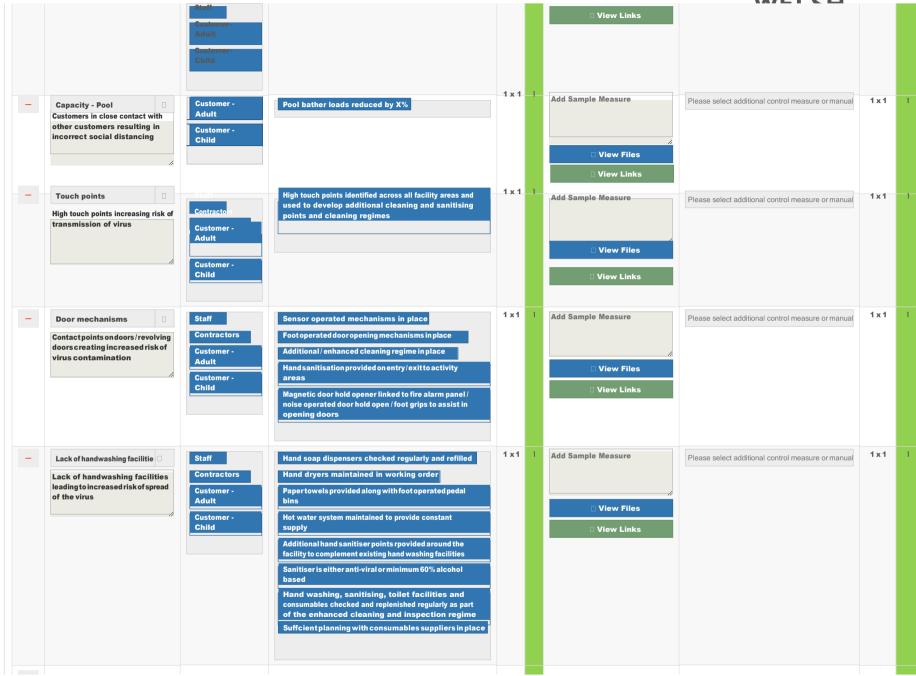


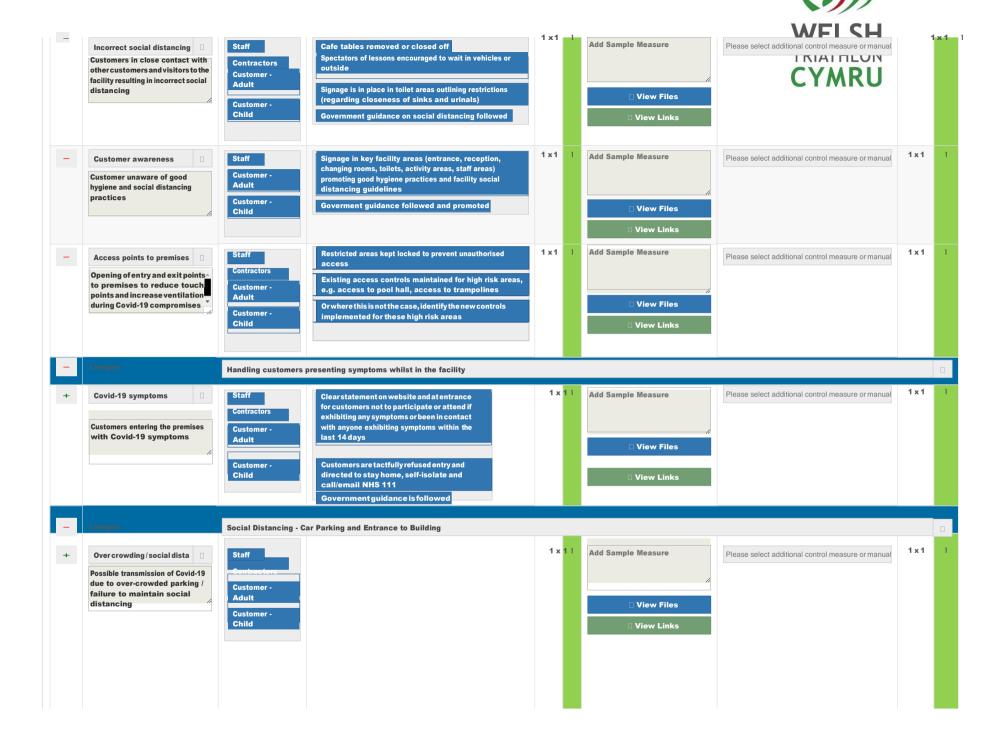
TRIALHLON Powered By **CYMRU** Covid-19 (Coronavirus) Pandemic -Safe **Right** Directions Operation - Building/Facility General **Location of Activity** Assessors Name Date of Assessment **Next Review Date** Throughout facility **Enter Name** 09-06-2020 09-06-2021 QMS/Work Instructions **Hazard Risk Rating** Names of Employees Consulted Please select a instruction or manually write it Please select a employee or manually write it Training/Qualifications Required to Complete this Activity Personal Protective Equipment (PPE) Required to Complete this Activity **VERY LOW** Please select a qualification or manually write it Please select a equipment or manually write it Legislation, guidance and information used in support of this assessment Other Risk Assessments Cross Referenced Covid-19 (Coronavirus) Pandemic - Safe Operation - Staff & Staffng Areas **Potential Risk Rating** Covid-19 (Coronavirus) Pandemic - Safe Operation - Activities **VERY LOW** Insignificant Very Unlikely Very Low Risk 1 - 2 No action required 1 The risk rating indicates the level of 2 Minor 2 Unlikely response required to Monitor be taken when adding 3 Moderate 3 Possible Medium Risk 8- 12 **Action required** actions to the improvement plan Major Likely **Urgent Action** If the Risk Rating is 15 or more and no further control measures are practicable, add the risk to the H&S Risk Register. Control Measures Measures In Place Implemented Keeping up to date with offcial guidance Category Add Sample Measure Information Please select additional control measure or manual



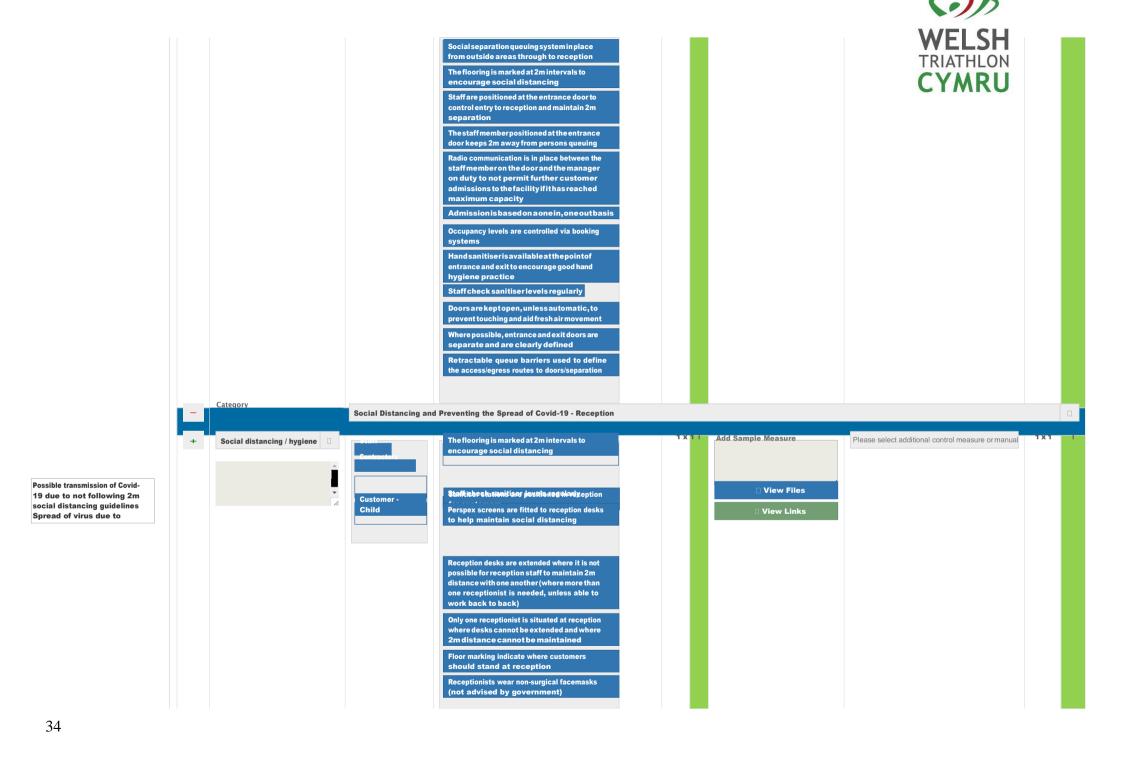








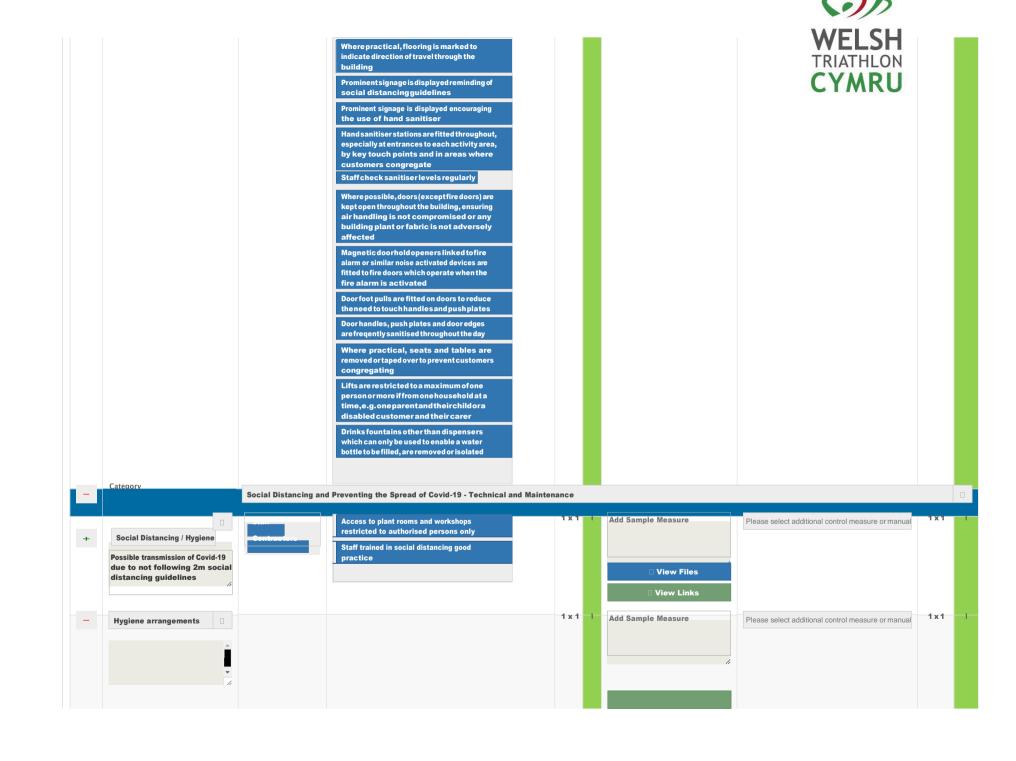




Receptionists wear gloves (not advised by government)





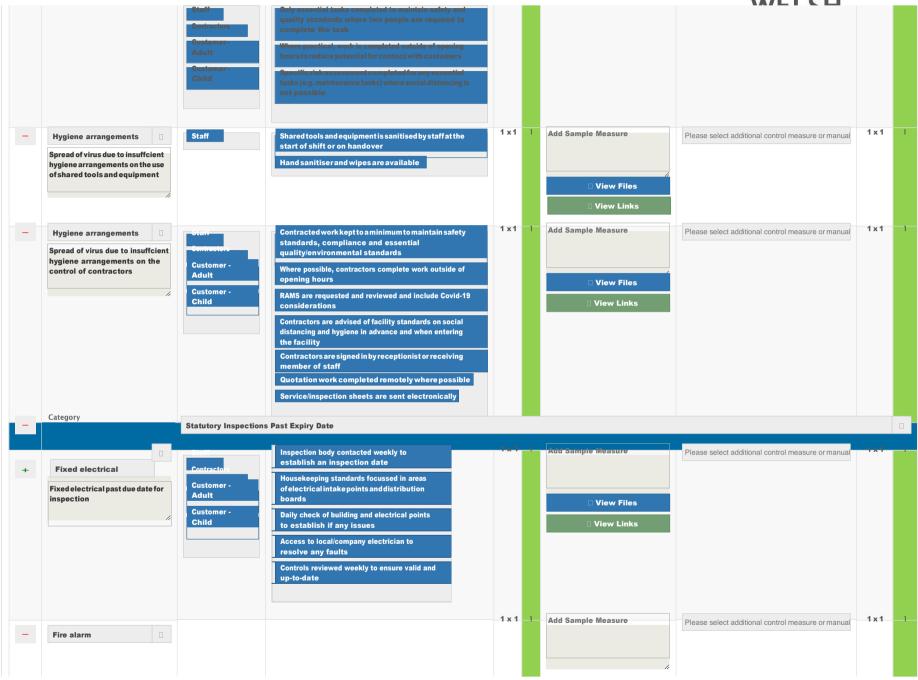


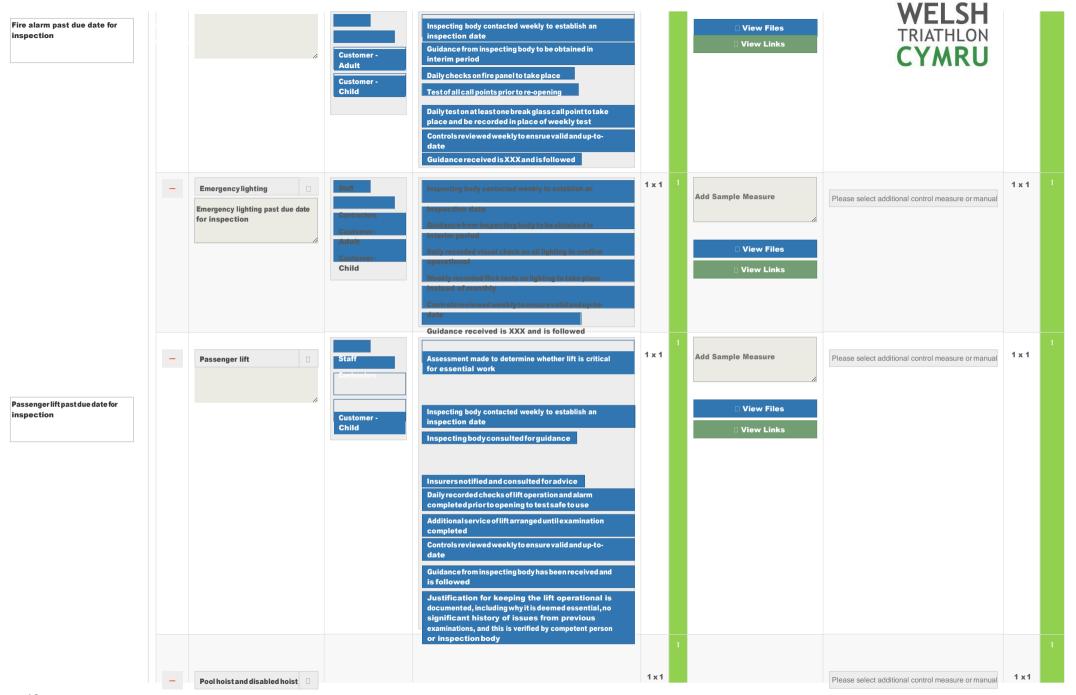
Spread of virus due to insuffcient hygiene arrangements in plant rooms and technical areas and through

☐ View Files

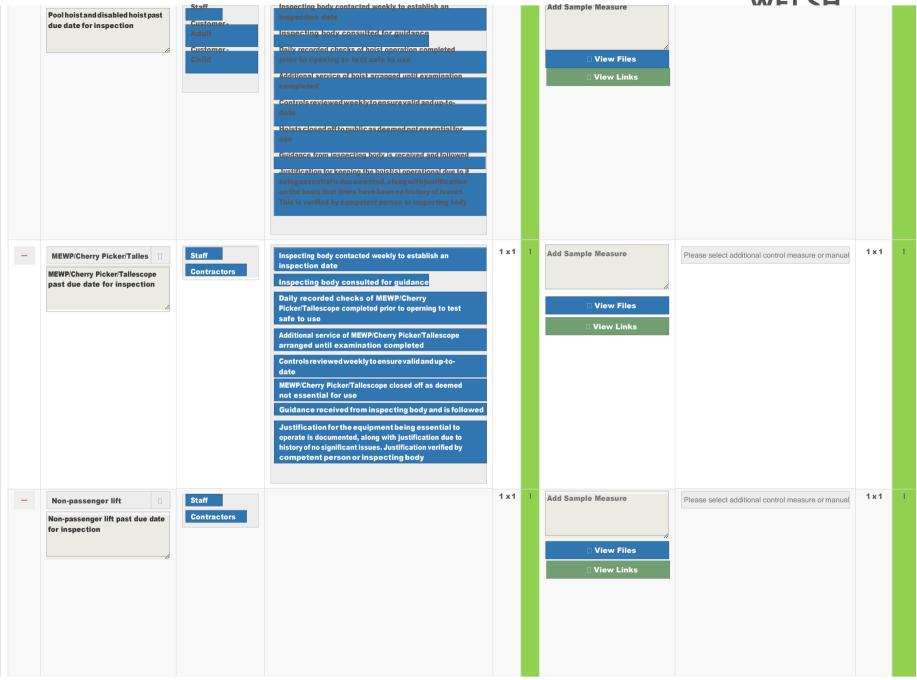




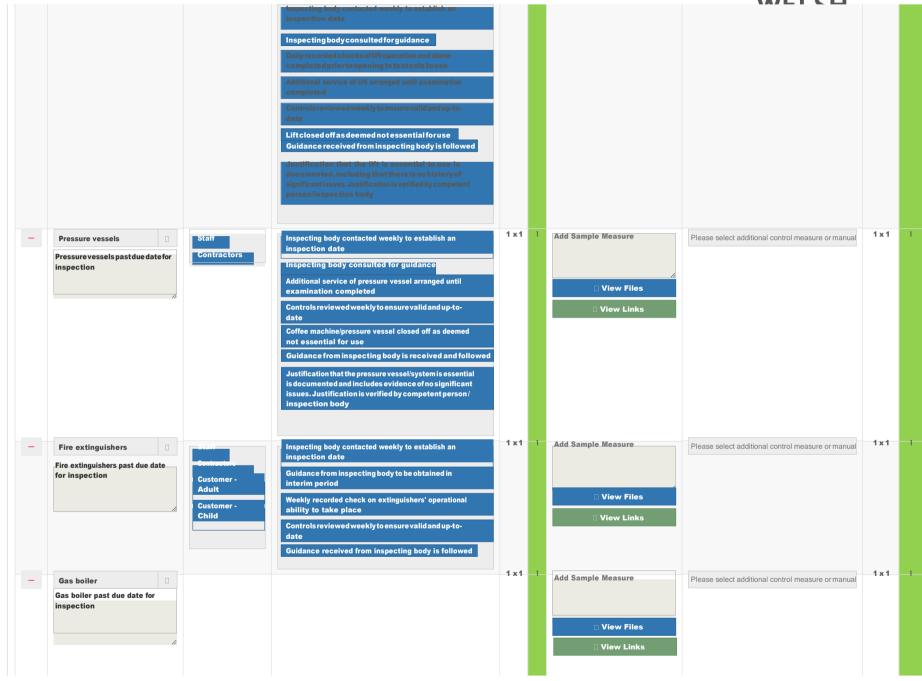
















Re-starting of water system and potential for release of legionella bacteria

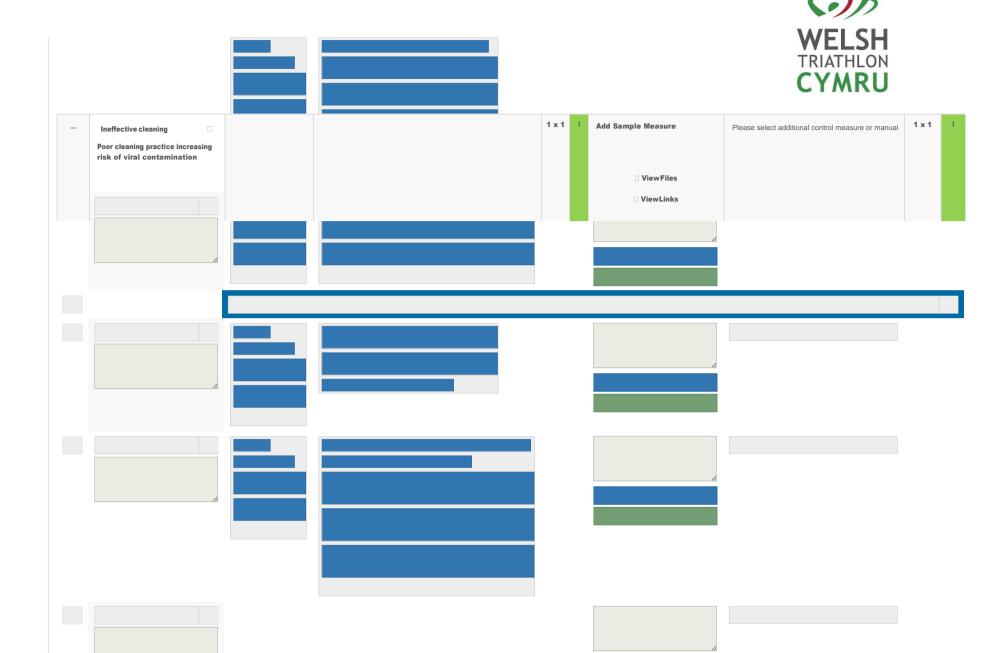
WELSH TRIATHLON CYMRU

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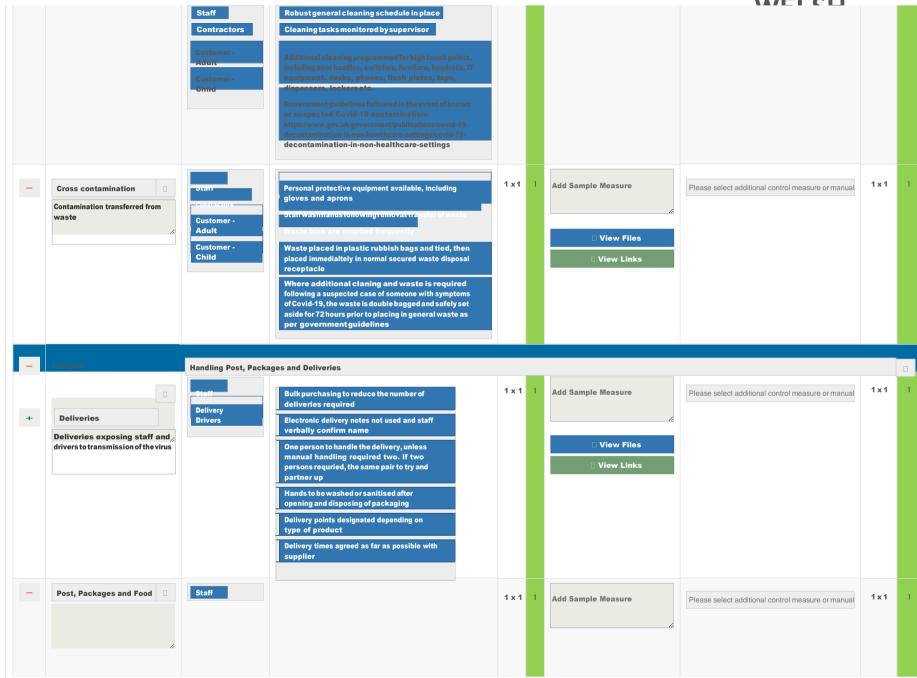
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		Staff Contractors Customer- Adult Customer- Child	Flushing regime maintained during closure  Temperature checks maintained during closure  PWTAG guidance followed on close down and re-commissioning of boilers  System cleaned, disinfected and re-commissioned by external competent contractor or competent staff member  Samples taken and tested for legionella, with results satisfactory, prior to re-opening						
-	Swimming/spapool  Swimming / spa pool return to  operation	Staff Customer- Adult Customer- Child	Pool water monitoring completed during close down PWTAG guidance followed throughout and on re- opening Samples taken and tested for legionella, with results satisfactory, prior to re-opening	1 x 1	1	Add Sample Measure  □ ViewFiles □ ViewLinks	Please select additional control measure or manual	1 x 1	1
_	Category	Cleaning and Waste							
+	Cleaning staffng  Reduced levels of cleaning staff available increasing risk of being able to provide adequate cleaning services	Staff Contractors Customer- Adult Customer- Child	Additional multi-skilled staff trained and rostered to carry out cleaning tasks Restriction of areas available to staff/public to reduce facilities to be cleaned Business continuity plan in place	1 x 1	1	Add Sample Measure	Please select additional control measure or manual	1 x 1	1
-	Untrained staff  Untrained staff using new cleaning substances and equipment introduced as part of the revised Covid-19 cleaning regime	Staff Contractors Customer- Adult Customer- Child	COSHH assessments for all staff have been undertaken Work instructions for all tasks in place  All staff who complete cleaning duties are trained in the use of new substances and tasks as part of their return to work training  Only staff trained in safe methods and use of substances carry out cleaning tasks, including the use of mechanical cleaning equipment  Staff are trained to wash their hands prior to placing PPE on and wash their hands again after removing their PPE	1 x 1	1	Add Sample Measure	Please select additional control measure or manual	1 x 1	1







Handling post, packages and food



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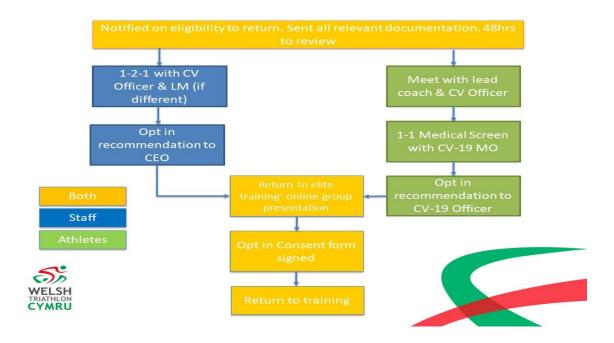
View Links

-	Category	Lost and Found Property	Work instructions in place  Personal protective equipment provided for handling items if required  Government guidelines followed: https://www.gov.uk/government/publications/guidance-to-employers- and-businesses-about-covid-19/guidance-for-employers-and-businesses- on-coronavirus-covid-19  Handsarewashedorsanitisedafterhandlingpostor packages					
+	Lost and Found Property  Spread of virus due to insuffcient hygiene arrangements	Staff	Found property, apart from valuables, is bagged up and secured  Personal clothing such as underwear and swimwear is disposed of  Valuables are bagged up and placed in a safe  Staff will not access property other than	1	Add Sample Measure    View Files   View Links	Please select additional control measure or manual	1x1	1
			valuablesforatleast72hoursafterfinding  Staff handling lost property to wash or sanitise hands immediately after touching					

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## Appendix C- WT COVID-19 Staff & Athlete Opt-In Consent Statement



Welsh Triathlon is firmly committed to supporting our staff & athletes to make a positive transition back to organised group activity. As an organisation that aims to put people first, we are asking staff & athletes to opt-in to return to venue based session delivery if they are comfortable to do so after having reviewed the risk assessment and training environment protocols that are in place for each training venue that they will access.

In accordance with Government guidelines "Welsh Government's Sport, Recreation and Leisure: Guidance for a phased return document", this process asks you to opt-in to return to a WT Training location. If you consider, having reviewed all of the material provided to you, and having discussed it with the Covid Officer, that you cannot or should not opt-in, please inform the Head of Performance, and you should continue to work/train from your home environment only.

As part of this process we will ask you to confirm whether you consider yourself and/or those who you live with to be vulnerable or extremely vulnerable. The reason the WT needs to collect this information is so that we can:

- Take steps to protect these employees/athletes (or those who they live with), who are at a higher risk of severe illness from COVID-19.
- Signpost these employees/athletes to further advice and support; and/or
- Advise these employees/athletes not to work/train from anywhere but their home until formally notified otherwise.

You will be asked to complete the following questions on a WT COVID-19 Consent Form for each location that you visit for work.

• Which location are you wishing to 'opt-in' to working/training from?

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- If you and/or those who you live with are deemed vulnerable or extremely vulnerable, please discuss this with the COVID-19 Officer. You may be required to undertake further risk assessments prior to working/training from anywhere but your home, but we will discuss this with you on a case-by-case basis. Therefore, please confirm on the COVID-19 Consent Form:
- Are you or anyone in your household deemed vulnerable or extremely vulnerable?

If you answer "YES" or "PREFER NOT TO ANSWER" to the above vulnerability question and you still opt-in, having satisfied yourself that the risks are mitigated and having read this form, you must discuss this with the Head of Performance and you should continue to remain working/training from your home only, unless you have been given approval to do otherwise in writing. If your vulnerability status changes you must immediately change your vulnerability status via this online form and inform and discuss this change with the Covid Officer

- I confirm that I have been provided and have read and understood the Risk Assessment for the WT training location that I am planning on returning to, and the details of the mitigating actions that I, others and the WT employees must take. If I am due to be working across two environments within the same location I confirm that I have also been provided and have read and understood the Risk Assessment.
- I confirm that I have been provided with and have read and understood the WT Performance Support Protocol, which gives further specific details about the mitigating actions that I must take.
- I confirm that I have discussed with my Line Manager or other nominated individual about my return to work at an WT training location, and that any concerns raised regarding my vulnerability status, my current personal / home circumstances, the WT Performance Support Protocols or other relevant matters have been discussed, worked through and resolved to my satisfaction.
- I confirm that I have discussed with the WT COVID-19 Officer for the WT location that I am planning to return to work at (or with another WT site COVID-19 Officer if I am a WT COVID-19 Officer myself), the WT Risk Assessment that has been carried out and the mitigating actions that I, others and the WT must take to reduce those risks, and that any concerns raised have been discussed, worked through and resolved to my satisfaction.

#### AND

- I understand and accept what is required from me in respect of the mitigating actions.
   I also understand that I can raise any questions or concerns, at any time, with the nominated COVID-19 Officer appointed for each location I am planning on returning to.
- I understand that if I need support of any kind I should contact the Head of Performance in the first instance, and that there are other places that I can go to for support, via NHS 111 or my local GP.

- I understand that I will be notified of any significant changes to the Risk Assessment and Mitigation Actions for each location that I am working at. Also, If I identify a risk that I will raise this with the COfficer
- I understand that I may, at any time, decide that I can no longer opt-in to working/training within the training environment or any specific location, provided I have a reasonable basis for doing so. If I do make such a decision, I undertake to immediately contact the Head of Performance to discuss this, as well as to log this decision via this online form. I understand that this may be shared with the relevant WT COVID-19 Officer to provide any advice and guidance necessary.

This form does not amount to a legal waiver by the Welsh Triathlon of any of its obligations to you, nor does it constitute a legal waiver by you of any of your rights as an employee/athlete. WT will notify its staff/athletes when it considers it appropriate to discontinue this process, in line with all relevant Government guidance and regulation.

Having been provided with an opportunity to ask questions, I accept and understand the information provided to me and can confirm the statements set out above. I also confirm that I am willing and able to return (opt-in) to the specific training / work environment that I have selected above.

Please complete this on the WT online COVID-19 Consent form.

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WT can process the above information on the basis of our legitimate interests as an employer to comply with statutory obligations under the Health and Safety at Work etc Act 1974. This data will be stored by and accessible by HR and your Line Manager, used for the required purposes only, and kept for as long as is necessary. This has been designed in line with existing processes for handling sensitive employee information and in light of relevant Government and regulatory guidance. For further information, including contact details of the WT Data Protection Officer and your privacy rights, please see the full WT Employee Private

### Appendix D- Attending Training Protocol

#### **Attending Training Protocol (ATHLETES & STAFF)**

#### **Prior to Leaving**

Ahead of attending any WT organised session both athletes and staff <u>must</u> have completed the following protocol no later than 60min before the start of the session.

- Completed wellness questions via AER App (athletes) & online portal (staff).
- Thoroughly wash hands before leaving home
- Travel along or with members from your household

If there is a noticeable change in your daily monitoring measures and or you start to experience symptoms of COVID-19 you must report this immediately to the COVID-19 officer (Louis Richards) and not attend any sessions until instructed it is safe to do so.

#### **Venue Arrival**

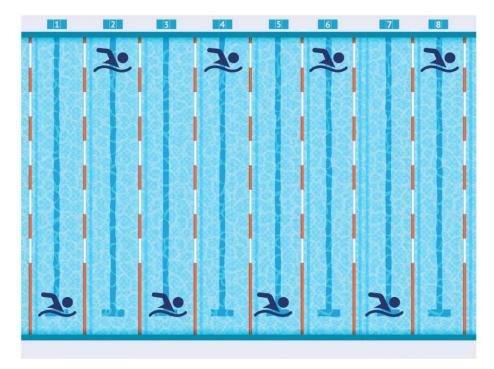
Once you have arrived at the venue you will need to;

- Sanitise hands as you enter the building
- Proceed to pre session screening where the onsite COVID-19 officer will take a non-contact temperature check and ask you to verbally complete the wellness questions

### **Session Preparation**

- Make your way to pool side maintaining the 2m social distancing
- Dry side change in allocated space (numbered 1-8)
- Any pre session activation etc can be done in your allocated space
- Prior to entering the pool shower using the non-contact showers
- Venue entry video HERE

- Enter the lane number that corresponds to your dry side allocated space
- Lane entry will be from alternative ends (diagram below)
- Only use your own equipment
- Swim up and down the middle of your lane



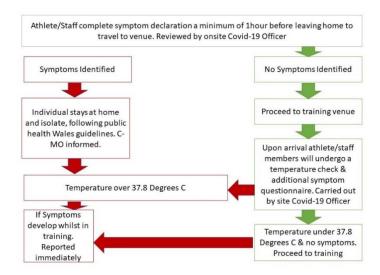
#### **Post Session**

- Exit the pool and change in allocated dry side space
- Leave the venue as soon as possible

### Other

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- Toilets will be available at the venue entrance as well as in the vicinity of the pool
- If you would like a changing cubicle, make the COVID-19 Officer (Louis Richards) aware and we will work with the venue to provide this.



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# Appendix E- Medical return to training post COVID-19 Guidance

#### Medical Advice for Triathletes around Management of Coronavirus

- Please follow the latest NHS advice re: Covid 19 and social distancing/self-isolation. <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/">https://www.nhs.uk/conditions/coronavirus-covid-19/</a>
- Athletes should be following social distancing advice and **NOT** arranging to meet with friends for running or cycling.
- Strict hand hygiene throughout, particularly when going to the supermarket or whilst at work.
- Stay hydrated and well fuelled.
- If you are currently using asthma inhalers then make sure you are taking them as prescribed, particularly the preventer inhalers
  (for example Symbicort, Seretide or Qvar).
- If you have symptoms of Coronavirus, try and avoid anti inflammatory medicines; take paracetamol for a fever or muscle aches.

#### Signs and symptoms of coronavirus

Temperature of more than 37.8 New persistent dry cough Headache Muscle and joint pain Extreme fatigue

Advice correct as of 27/3/2020

If you develop symptoms of coronavirus there are specific guidelines on safely returning to exercise

Symptoms for 5 days – return to training after 14 days
Symptoms for 10 days- return to

If you have symptoms then it is important that you rest completely for 14 days from the onset of symptoms But if your symptoms last for longer than a week, then you need a clear 7 days of being symptom free before return to training

This is very important as some patients have had heart muscle inflammation due to the virus, which presents after initial symptoms have settled and then led to a rapid deterioration and

becoming very unwell.

