

Club FAQ's – COVID-19

Update 1: 17th March 2020

Given the Government's latest advice on 16th March against 'public gatherings', should we be training?

Having further reviewed the guidance announced in Boris Johnson's announcement on 16th March, it is our, and Swim England's, interpretation that club activity falls into the 'public gathering' category, and therefore we strongly advise clubs to consider cancelling or postponing activity – including events – until the end of May.

Will Clubs have to pay for booked pool time?

Clubs should consult their pool operator directly to establish what the operator's policy is on this. Clubs should also have a copy of their contract for hire in place and this should be checked in conjunction with any conversation with pool operators to understand the individual contractual position.

Do Coaches have to be paid if they are self-employed?

This will depend on the contractual agreement in place with each member of staff (where they are contracted employees, or whether they are self-employed). Clubs should consult ACAS guidelines to establish whether self-employed coaches are entitled to pay if the government restricts work. We expect the government to provide updated advice on employment and pay if they decide to implement restrictions on group activity.

If Coaches are insured and they are self-employed, would their insurance cover them for pay?

Coaches who have their own employment insurance, whether that is through the Institute of Swimming or with another insurer, should contact their insurer to establish whether they are entitled to claim in these circumstances.

Do Clubs have to pay Coaches if they are on contract?

This will depend on the contractual agreement in place with each member of staff (whether they are contracted employees, or whether they are self-employed). Clubs should consult ACAS guidelines to establish whether their Coaches are entitled to pay if the government restricts work. We expect the government to provide updated advice on employment and pay if they decide to implement restrictions on group activity.

Do Clubs have to refund for lost training time?

Clubs should implement their own policies for refunds in the event of cancellation of training.

If parents pay monthly for their training fees, can the parents refuse to pay?

Clubs should implement their own policies for dealing with cancellation of training, and may wish to consider whether they can implement a sustainable policy on 'freezes' of fees in the event of self-isolation by families.

There are some Clubs that do not have a huge amount in reserves, will there be help for them to survive?

Swim England London will work with Clubs to assist with advice on sustainability. IT should be noted that in the event of government restricting group activities, the whole sport will be under

pressure, and Clubs should therefore take steps now to ensure sustainability, including contacting pool operators and insurers as per the above guidance in point (1).

Will a Club be liable to pay for lanes if they stop training whilst the pool is still open?

If Clubs have a contract hire in place with pool operators, and there is no advice from the Government to restrict group activities, it is extremely likely that pool operators will enforce the terms of the contract for hire and Clubs will be liable for the cost of any contracted time. Clubs should therefore take steps now to establish the position with their pool operators, by contacting their local pool management teams in writing. We strongly recommend that Clubs follow the advice issued by the government, and Swim England, at all times.

If Clubs have organised a gala, does the Club have to refund entry fees in the event of cancellation?

This will depend on what Clubs have written in to their event conditions, and Clubs should revisit their conditions now to understand and clarify their position, and consider writing in cancellation refund clauses into their conditions going forwards.

Is it safe to swim?

The Pool Water Treatment Advisory Group (PWTAG) has consulted with Public Health England who have told PWTAG: "We have checked with our national leads who confirm that coronavirus would be inactivated at the levels of chlorine used in swimming pools". Public Health opinion is that it is generally safe to go swimming at this time. **Water and the chlorine within swimming pools will help to kill the virus.** PWTAG advise that users of swimming pools should shower before entering the pool, and shower upon leaving the pool, and observe normal good public hygiene practices.

Useful Links

Swim England London: <http://www.londonswimming.org/>

Swim England Covid-19 Update: <https://www.swimming.org/swimengland/coronavirus-review/>

PWTAG: <https://www.pwtag.org/>

NHS Coronavirus Advice: <https://www.nhs.uk/conditions/coronavirus-covid-19/>

UK Government Coronavirus Response and Advice: <https://www.gov.uk/government/topical-events/coronavirus-covid-19-uk-government-response>