



- **SAFE SPACE POLICY – LEISURE CLUB**
 - **OBJECTIVE** – Maintaining a safe space We are committed to providing an environments where our team, members and guests can respect each other and feel safe
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Summary of Terms

Sexual Harassment is unwanted conduct of a sexual nature whether it is verbal, non-verbal or physical. We ask that all guests and members remain aware of this definition and pay particular attention of personal behaviour towards other club users, especially those using facilities alone

Tone policing is defined as someone critiquing the tone an individual uses when making an argument as opposed to the content they speak. We remind all of our valued guests and members that if you disagree with the language or tone of another user, this is reported to our team and your disagreement not directed at the other user.

Bullying is defined as persistent behaviour which is intended to hurt another either physically or emotionally: verbal, non-verbal or physical behaviour that is intimidating, degrading, offensive or malicious and undermines the confidence and self-esteem of the recipient. Our leisure club will not tolerate any form of this and users will be asked to leave immediately. Should anyone experience such actions, please alert one of our team immediately.

Diving & Horseplay which includes anyone diving or plummeting into the pool, plus physical horseplay between individuals in the pool and pool areas. These things are not allowed within the leisure club areas both as physical protection to others around.

Use of Changing Rooms must remain a comfortable place at all times. We remind all to be respectful of each other especially in these areas. We also ask all parents to use their own best judgement when taking children into a changing room with them. Though we do not pre-determine the gender of any child we recommend a maximum of 5 years old changing with a parent and after this either changing solo or in our family changing room.

Seeking Assistance may be done directly with one of our staff or in a discrete manner. Anyone who requires a private conversation with one of our team may ask to speak to **Mrs Smith** at the reception at which point our trained staff will recognise the need to take you somewhere private for a conversation.