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| **Sample In-Service Training: Lifeguard Empowerment** |
| **Introductions and Updates** | *5 Min.* | Introduce new staff and take roll.  |
| **Define Lifeguard Empowerment**  | *10 Min.* | Define empowerment and lifeguard role beyond just rescues and emergency response. (Use article as basis to, “What is lifeguard empowerment?”)Lifeguard led portion of presentation where an assigned guard discusses specific time when they were unsure of their role to intervene in unsafe behavior. (A guard should be chosen ahead of time and asked to present.)Guard intervention is encouraged. * Recognize guards that have displayed/exemplified empowered techniques in the past.

Define your organizations support structure to backup guards. CEO, directors, other aquatic staff are available to support guards and their actions to keep the pool/waterfront safe. |
| **Discuss Scenarios** | *15 Min.* | Describe different situations where guards needs to engage members/guests/campers who are practicing unsafe behaviors in the pool.* Breath holding techniques or training
* Parent not supervising children
* Pool/waterfront closure because of unsafe activity
* Staff members not properly supervising
* Breaking pool/waterfront rules (non-swimmer in deep water, leaving prescribed swim zone, unsafe play, etc.)

Discuss how lifeguards should handle member/guest/camper refusal to follow lifeguard directives and when to involve aquatic supervisor to step-in. Ask guards to think of their own scenarios that they have experienced at their pool/waterfront or heard from other guards.If a supervisor is needed to intervene, discuss with guards the best way to contact leadership while maintaining proper supervision of the pool. (This process will change depending on number of guards and protocols put in place by leadership.)   |
| **Practice Empowered Lifeguarding** | *15 Min.* | Role-playing conversations and discuss outcomes. * Split up into groups and use practice scenarios to demonstrate how a lifeguard should respond to keep people safe.
	+ **Scenario 1** – Day camp is using the pool/waterfront for afternoon swim time and all of the campers are playing in waist-deep water. Some counselors are in the pool engaging with kids, but several are sitting on the pool deck talking. What should you do?
	+ **Scenario 2 -** An older man walks into the pool with a weight belt. He sits on the side of the pool and lets you know he is practicing for a deep-dive competition in a few weeks and will be using your pool to train. He lets you know not to worry if he is down for a few minutes at a time, he assures you that is completely normal. What should you do?
	+ **Scenario 3 -** The man from the previous scenario ignores your warnings, continues to get in the water, and begins to dive. What should you do?
	+ **Scenario 4** – A swim coach is telling her high school swimmers to hyperventilate before starting 50-meter training. He is encouraging them to hold their breath to increase stamina. What should you do?
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| **Debrief Empowered Lifeguard Actions** | *10 Min.* | Discuss how the guards felt standing up to members/guests. What are some strategies that worked and what did not work?What was it like to respond to an individual that was unwilling to listen to your warnings? |
| **Wrap Up**  | *5 Min.* | Answer any lingering questions and deliver expectations for guard empowerment and intervention.* **Expectations**
	+ Guards should be ready to jump in the pool at any moment
	+ Guards should feel comfortable speaking with members/’guests/campers of all ages to maintain a level of safety while at the pool/waterfront. Guards are in-charge of individuals in the pool and on the pool deck; their safety is the only priority.
	+ Guards will come to leadership for assistance. Leadership staff will support guards in implementing all safety rules.
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