

Idsall Gymnastics.

Version	Summary of Changes	Date
1	Agreed by coaching and welfare staff.	15 Apr 18
2	Table added to document to highlight changes and published to website.	15 Apr 18

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SAFE GUARDING AND PROTECTING CHILDREN POLICY.

INTRODUCTION.

1. The intention of this document is to outline the policies, guidelines and procedures that Idsall Gymnastic Club (IGC) have adopted/implemented for the protection of all club members whilst participating in gymnastics activities.
2. It should be noted that, IGC will endeavour to promote the highest standards of care for all participants and will:
 - a. Provide and implement procedures to safeguard the well-being of all participants and protect them from abuse.
 - b. Respect and promote the rights, wishes and feelings of all participants.
 - c. Adopt good practice in recruitment, training and supervision of all employees and volunteers and gymnasts, and provide guidance to parents and carers.
 - d. Require all staff members to follow British Gymnastics' (BG) Health, Safety and Welfare Policy and associated Child Protection Policies and Procedures.
 - e. Respond to all allegations and concerns, and implement the appropriate disciplinary and appeals procedure.

CLUB POLICIES.

3. Child protection is of paramount importance for all activities within IGC, not only to provide the best possible protection for children in gymnastics, but also to avoid allegations of poor practice and to ensure the safety of staff and participants. IGC will endeavour to comply with the all applicable supplementary policy and guidance and accept responsibility for identifying and responding to any deficiencies or weaknesses in its arrangements for safeguarding and promoting welfare of children
4. In line with BG guidelines, IGC has adopted/implemented the following policies, guidelines and procedures:
 - British Gymnastics Safeguarding and Protecting Children Policy.
 - British Gymnastics Safeguarding Children: Recognising & Responding to Abuse & Poor Practice.
 - British Gymnastics Safeguarding Children - Safe Environment.
 - British Gymnastics Safeguarding Children - Safe Recruitment.
 - British Gymnastics Good Practice Guidelines on the use of Social Networking Sites.
 - British Gymnastics Equality Policy.
 - British Gymnastics Health, Safety and Welfare Policy

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NOTE: IGC will promote the above policies to all club members and parents to show the club's continuing commitment to a safe environment.

5. In addition to the above BG policies, IGC have implemented the following guidelines and procedures:

- a. We operate an open-door policy where all legitimate concerns can be raised without fear of victimisation or reprisal.
- b. We have designated people to deal with child protection and welfare issues (*Julie Cole/Ann-Marie Kinnersley*) and have ensured these people undergo DBS disclosure and receive appropriate training.
- c. We offer our full support to those who report concerns regarding suspicious or poor practice and fully endorse the BG Whistle Blowing Procedure as stated in British Gymnastics *Safeguarding Children: Recognising & Responding to Abuse & Poor Practice*.
- d. Written records of any poor practice or child protection related incidents and accidents, with corresponding actions taken, are retained within a secure environment, ensuring confidentiality is maintained in relation to concerns and referrals and information is only shared on a genuine 'need to know' basis in line with *BG Confidentiality and Information Sharing Guidance*;
- e. We ensure that parents and gymnasts are kept appropriately informed about child protection procedures and are aware of behaviour that is not acceptable and how they can help to keep themselves safe.
- f. We have established a club Complaint and Grievance and Gymnast Discipline Procedure through which complaints or concerns can be voiced and dealt with confidentially, complying with BG reporting guidelines. In addition, any serious matters of discipline can be effectively and fairly dealt with.
- g. We have established an Anti-bullying Policy and ensure that this policy is promoted widely to all parties.
- h. Parents are requested for written consent for participation in gymnastics activities. In addition, parents are requested to provide and maintain in a current and accurate state:
 - i. Contact details
 - ii. Photography consent – *in line with current BG guidelines*.
 - iii. Medical information including any rescue medication details.
 - iv. An agreement for IGC to act 'in loco parentis' in an emergency.

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- i. All coaches, assistants, officials and volunteers are screened according to the current BG guidelines ensuring we comply with the *BG guidance on Safe Recruitment* to prevent unsuitable people from obtaining, or remaining in, positions of trust or responsibility;
- j. All coaches, assistants, officials and volunteers are provided with the opportunity of regular training and CPD, ensuring all parties are aware of best practices. Child Protection training is updated every three years, and all staff have access to advice on child protection, safeguarding and promoting the welfare of children through the Club Welfare Officer;
- k. The Head Coach and Welfare Officer provide regular Monitoring opportunities to provide feedback regarding staff training needs and issues such as poor coaching practice.
- l. Coaches are encouraged to observe exponents of good coaching practice.
- m. IGC ensure, to the best of their ability, that every effort is made to prevent situations where an adult is alone with a child or group of young people, ensuring that there are at least two responsible adults present at training sessions.
- n. All coaches/volunteers, gymnasts and parents are expected to cooperate and abide by their relevant codes of conduct.
- o. IGC will work in partnership with BG to ensure poor practice is addressed and any required remedial action is taken. *NOTE - It is not the role of Club Officials to investigate possible abuse or neglect.* However, IGC understand they have a key role to play by referring concerns about those issues to Children's Social Care Services and/or BG and providing information for police investigations.

Review

6. This policy will be reviewed annually and checked for any amendments to current regulations and BG policy. Additional guidance may be sought from Agility UK (Training and Consultancy) Ltd, the organisation engaged by British Gymnastics to provide health and safety management advice to gymnastics clubs and with guidance supplied by British Gymnastics.

Signature:	 Original signed	Date:	15 Apr 18	Review date.
Name:	Katie Hulme	Position:	Head Coach	