

Safeguarding Policy

The following documents have been prepared in conjunction with:

STA Safeguarding Children, Young People and Vulnerable Adults Policy

NSPCC (Child protection in sport unit)

STA Safeguarding Update (2018)

HM Government guidance (March 2015)

A copy of STA Policy is available online: www.sta.co.uk/policies/safeguarding-policy/

These safeguarding procedures stem from the following principles:

The child's welfare is the first consideration. Services should be based on an understanding of children's needs and views.

All children and adults have the right to stay safe and be protected from abuse.

Swimming and aquatics is and should remain, accessible to all, regardless of age, gender, faith or religion, culture, ethnicity, sexual orientation, background, economic position, disability or level of ability.

Statement of Principles

Adams Aquatics seeks to provide a safe, secure and positive environment in which children and adults can learn to swim and develop their full aquatic potential.

Adams Aquatics is committed to a value system within which children and adults are entitled to be treated with respect and understanding so that they may participate in any activity without fear of intimidation. Any behaviour which undermines this is unacceptable.

Adams Aquatics seeks to ensure that those acting on behalf of the Swimming School actively listen to children and act appropriately on information received in order to ensure that a safe, secure and positive outcome is provided. This also relates to any allegations or reports of historic abuse.

All children have a right to feel secure: to be able to trust without fear, and to expect protection from adults in positions of care and responsibility. They also have a right to take part in activities in an environment that does not subject them to cruelty or create unhappiness.

Adams Aquatics will promote the positive aspects of sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.

Adams Aquatics will respect the spirit of sport adhering to the rules and laws in and out of the pool, incorporating the concept of friendship and respect for others.

All bullying is unacceptable. All victims of bullying will be treated in a supportive manner. Bullying may be defined as the intentional abuse by power of an individual or group with the intent and motivation to cause distress to another individual or group. It may be physical, sexual, verbal, racial, emotional, psychological, digital (on-line) or based on 'difference' in nature. It may occur frequently or infrequently, regularly or irregularly, but it will be taken seriously even if it has only occurred on one occasion. Safeguarding children is everyone's responsibility. (The Children Acts 1989 and 2004/Working Together to Safeguard Children – Department of Education, 2015). This includes everyone who works with children.

Allegations against staff and who to contact

Allegations against staff may be sent to Adams Aquatics by email at debbie@adamsaquatics.co.uk

Verbal allegations may be made by phone on 07714 917531.

Adams Aquatics seeks to address any allegation as soon as possible.

What Happens Next?

You will receive acknowledgement of your contact within 5 working days. You may be contacted to make sure that we have understood your allegation properly.

You will receive a response to your allegation within 14 working days of its receipt and in all cases, an allegation will be given full and fair consideration.

If however as a result of your allegation disciplinary proceedings are taken against a member of staff, an internal procedure will apply. You will be informed that disciplinary proceedings have taken place, but as these proceedings are confidential, you will only be informed of the details or outcome of matters outside of this procedure.

If a criminal offence is alleged then the police will be informed.

Monitoring and review

This policy and its procedures will be reviewed annually to ensure it remains fit for purpose and reflects the type of health and safety issues which may arise and how these are managed.

The next date for review will be 19th August 2020.