



# LINKS GYMNASTICS

## SAFEGUARDING POLICY

This policy has been created in line with British Gymnastics Policies and safeguarding for children and young people.

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<b>Notes (any changes made to previous document):</b>	



## Links Gymnastics (Berkshire) Ltd

### Safeguarding Policy

#### **Responsibilities**

Links Gymnastics thrive to ensure children, young people and vulnerable adults are protected and kept as safe from harm whilst participating in any of our activities. We endeavour to promote the highest standards of care for participants and will:

- Provide and implement procedures to safeguard the well-being of all participants and protect them from abuse.
- Respect and promote the rights, wishes and feelings of all participants.
- Adopt good practice in recruitment, training and supervision of all employees and volunteers and provide guidance to parents and carers.
- Require all employees, to adopt a 'Code of Ethics and Conduct' Health, Safety and Welfare and the Child Protection Policy and Procedure.

#### **Guidance and Legislation**

The policy and procedures reflect the framework outlines in the Department of Health document "Working Together to Safeguard Children 1999", which applies to England and Wales. The following legislation is core to all procedures within this policy:

- The Children Act 1989
- The Police Act 1997
- The Protection of Children Act 1999
- The Criminal Justice and Court Services Act 1995
- The Human Rights Act 1998
- The Data Protection Act 1994 & 1998

#### **Implementation Procedures**

The purpose of this plan is to safeguard the welfare of the participants in all of our activities. The implementation of this shows how Links Gymnastics will work towards the 'Standards for Child Protection in Sport' developed by the NSPCC Child protection in Sport Unit and endorsed by Sport England and the Sport's minister.

## Monitoring Procedures

Links Gymnastics Child Protection Policy and Procedures will be regularly monitored, and a full policy review will take place yearly. The following solutions may also evoke a review of the policy:

- A disclosure or investigation within Links Gymnastics.
- As a result of any changes in legislation
- As a result of any changes in governance of the sport
- Following a procedural review as a result of a significant case.

## Safe Recruitment

Most coaches, officials and volunteers are committed, dedicated people who are motivated to work within the sport for commendable reasons. However, it is important that all steps are taken to ensure that unsuitable people with an inappropriate motivation are prevented from working with children. The following procedures should be adapted and applied consistently when appointing a coach, volunteer or official in either voluntary or paid work.

## Allegations against staff

An allegation may involve a member of staff. Child abuse can and does occur outside the family setting. Although it is a sensitive and difficult issue, child abuse has occurred within a sporting situation. It is critical that everyone involved in the activities recognises this possibility and takes seriously any allegations made against them.

## Taking the appropriate Action

It is sometimes difficult to distinguish between what may constitute abuse and what may be poor practice, but the following guidelines may help to select the appropriate course of action. Where an allegation has been received, a disclosure has been made or a club employee has observed behaviour that has caused them concern. Clubs should consider what is the appropriate course of action.

## Types of investigation

Where a complaint of abuse is made there may be three types of investigation:

- Criminal
- Child Abuse
- Disciplinary or Misconduct



The Disciplinary or misconduct procedure is conducted by Social Services, or Police investigation.

### **Issues of Poor Practice**

If, following consideration, the allegation is clearly poor practice, then the club and the Welfare Officer can deal with it as misconduct issue.