

Rothwell Amateur Swimming Club

Safeguarding Policy

Rothwell Amateur Swimming Club (RASC) recognises that, as a voluntary organisation and the nature of the work that we undertake, we need to make every effort to help ensure the safety of children and vulnerable persons in the context of our work.

RASC acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable persons and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and regulatory body requirements. For the purpose of this policy, RASC follows the guidance and procedures set by the Swim England, under the brand name Swim England.

The policy recognises that the welfare and interests of children and vulnerable persons are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children and vulnerable persons:

- have a positive experience of when coming into contact with teachers and volunteers in a safe environment
- are protected from RASC's activities where reasonably practicable

RASC acknowledges that some children, including disabled children and young people or those from ethnic minority communities and other persons can be particularly vulnerable and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy, RASC will:

- promote and prioritise the safety and wellbeing of children and vulnerable persons
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and vulnerable persons.

- ensure appropriate action is taken in the event of incidents/concerns of welfare and support provided to the individual/s that raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment/voluntary services of unsuitable individuals through the use of the Disclosure Barring Service.
- ensure robust safeguarding arrangements and procedures are in operation and subject to regular review.

The policy will be widely promoted and are mandatory for everyone involved in activities undertaken by RASC whom will come into contact with children and vulnerable persons. Failure to comply with the policy will be addressed without delay and may ultimately result in formal proceedings from the organisation.

DBS clearance

All volunteers where there is likely to be contact with children and vulnerable persons, RASC will ensure that those persons undertake Disclosure Barring Service checks to ensure they have been vetted. This will allow RASC to ensure that those with convictions that may deem them to be unsuitable to work within areas with children and vulnerable persons are excluded from RASC activities.

Where convictions, spent or otherwise are flagged through the DBS service, the committee will meet to consider whether historic or unrelated to child/ vulnerable person convictions will be accepted. The committee decision will be final.

Training

All volunteers will be required to undertake Child Protection and Safeguarding Courses. The course provider at this time is Northamptonshire Sports, including the provision of the Time to Listen course.

Comprehensive Tool Box Talks on safeguarding vulnerable children and persons will be delivered at Committee meetings by the Child Welfare Officer on a twice yearly basis. The Tool Box talks act as useful reminders and updates to Safeguarding and are provided by Swim England.

Reporting

RASC will endeavour to ensure all volunteers report any incidents through to the Child Welfare Officer at the earliest opportunity.

Where an issue has been raised and the Child Welfare officer is not immediately available, volunteers must ensure the following is undertaken:

1. Speak to the child/ parent who has raised a concern in an informal setting, away from other persons with a 2nd volunteer where possible.
2. Do not take notes at the time of the discussion, so to ensure a child/ vulnerable person does not feel they are being interviewed.
3. Advise the child/ parent that you will do all that is possible to assist, however do not make promises and advise them the least amount of people will be informed about the discussion.
4. After the meeting, make notes of the discussion and forward them to the Child Welfare Officer.

The Child Welfare officer will also follow the above process, and will formally record the discussion and any notes in the Welfare Officer's book.

The Child Welfare Officer may also seek the advice of the Welfare Officer designated lead at the Swim England.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Swim England.
- as a result of any other significant change or event.

In implementing this Safeguarding policy, we seek to work with our volunteers and partners (Swim England) in ensuring that the safeguarding of children and vulnerable persons is supported and maintained wherever possible in accordance with section 11 of the Children's Act 2004 and the Safeguarding Vulnerable Groups Act 2006.

