



## **KINGSBRIDGE KINGFISHERS SWIMMING CLUB**

### **Child Protection Policy**

#### **Policy Statement**

Kingsbridge Kingfishers Swimming Club (the Club) has a duty of care to safeguard all children involved in the Club from harm. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. The Club will ensure the safety and protection of all children involved in the Club through adherence to the ASA Child Protection in Swimming Procedures and Guidelines adopted by the Club (attached).

A child is defined as a person under the age of 18 (The Children Act 1989).

#### **Policy Aims**

The aim of Kingsbridge Kingfishers Swimming Club Child Protection Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst in the care of the Club;
- Allowing all staff and volunteers to make informed and confident responses to specific child protection issues.

#### **Selection, Induction and Training**

Kingsbridge Kingfishers Swimming Club recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children.

- All volunteers and staff are required to fill in a membership form and fill in a CRB check form.
- The job requirements and responsibilities are clarified.
- All volunteers and staff should sign up to the Club's Code of Ethics.
- Child protection procedures are explained to all volunteers and staff and training needs identified.
- Coaching Staff are required to attend a recognised 3-hour good practice and child protection awareness training workshop.
- Non-coaching staff and volunteers are required to complete recognised awareness training on child protection.
- All relevant personnel will receive a copy of the ASA Child Protection in Swimming Procedures and Guidelines, which informs them what to do if they have concerns about the behaviour of an adult towards a child.

#### **Responding to Allegations or Suspicions**

It is not the responsibility of anyone working within Kingsbridge Kingfishers Swimming Club, in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However,

there is a responsibility to act on any concerns through contact with the appropriate authorities. The Club assures all staff/volunteers that it will fully support and protect anyone who in good faith reports his or her concern that anyone is or may be abusing a child.

Every effort will be made to ensure that confidentiality is maintained for all concerned. Information will be handled and disseminated on a need to know basis only and that information will be stored in a secure place with limited access to designated people in line with the Data Protection Act 1998.

Any suspicion that a child has been abused should be reported to the Club Welfare Officer who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.

The Club Welfare Officer will ensure that all child protection concerns of an urgent nature are referred to either the local Social Services Department or the Police and that all child protection concerns (both urgent and non urgent) are notified to the ASA Legal Affairs Department within 3 days.

### **Internal Enquiries and Suspension**

Should the alleged abuser be a member of staff or a volunteer in the Club, then the Club Welfare Officer will make an immediate decision about whether to temporarily suspend the individual accused of abuse pending further police and social service enquiries.

Irrespective of the findings of the social services or police enquiries the Club Disciplinary Committee will follow the ASA Guidelines for Handling Internal Club Disputes when assessing all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. The welfare of the child should remain of paramount importance throughout.

### **ASA Swimline**

Kingsbridge Kingfishers Swimming Club will publicise the ASA Swimline (0808 100 4001) which is for anyone involved in swimming, including children and young people who think that a child may be at risk.