

SAFEGUARDING POLICY

1. Policy Statement

This policy is for use across Tynemouth Squash Club and is to be observed by all staff, volunteers and consultants working with children, young people, and adults at risk. This policy is fully supported by Tynemouth Squash Club and its management team. If you have any questions in relation to this policy or require any clarification, please approach Safeguarding Officer, Tom Allan.

Tynemouth Squash Club acknowledges the duty of care to safeguard and promote the welfare of children, young people, and adults at risk, and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and England Squash requirements.

Tynemouth Squash Club aims to ensure that all children:

- a. Have a positive and enjoyable experience of sport at Tynemouth Squash Club, in a safe and child centred environment regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background; and;
- b. Are protected from abuse whilst participating in squash or outside of the activity.

Tynemouth Squash Club understands that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

The welfare and wellbeing of children and young people is of paramount importance and it is the duty of all adults working within Tynemouth Squash Club, to safeguard the welfare of children and young people by creating an environment that protects them from harm. Tynemouth Squash Club will review this policy on an annual basis. All staff, volunteers and consultants are required to make themselves aware of any changes once implemented.

Tynemouth Squash Club may also review this policy in the following circumstances;

- a. Changes in legislation and/or government guidance
- b. As required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and England Squash
- c. As a result of any other significant change or event.

This policy together with the appropriate safeguarding procedures will be widely promoted and are mandatory for everyone involved in Tynemouth Squash Club. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

4. Policy Guidelines

Tynemouth Squash Club and everyone working within Tynemouth Squash Club recognise that it is their duty to observe this policy and the good practice guidelines set out below. This policy absolutely applies to volunteers as well as paid members of staff.

Tynemouth Squash Club will:

- a. Promote and prioritise the safety and wellbeing of children, young people and adults at risk.
- b. Ensure robust safeguarding arrangements and procedures are in operation.
- c. 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, young people and adults at risk.
- d. Ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.
- e. Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.
- f. Respond to all suspicions and allegations of abuse, swiftly and appropriately, ensuring effective links with relevant agencies in all matters regarding safeguarding and child protection.

- g. Prevent the employment or deployment of unsuitable individuals.
- h. Work in partnership with other organisations (as necessary), children, young people, adults at risk and their parents, guardians or carers.
- i. Treat all children, young people and adults at risk equally and with respect and dignity.
- j. When necessary, request written parental consent for pictures, photographs, images or videos which involve children.
- k. Ensure that when social media is involved with young people that it will be used carefully and appropriately.

12. Recruitment and employment

A robust recruitment process is required for all adults working or volunteering with children, young people and adults at risk regardless of whether they are involved in a regulated activity or not. Following the requisite recruitment checks, this policy will be introduced to all staff and volunteers of Tynemouth Squash Club in line with the new starter induction. These checks will be in the form of DBS checks.

In addition, it is recommended for all those working or volunteering with children, young people and adults at risk in Tynemouth Squash Club complete appropriate levels of introductory and ongoing safeguarding training.

13. Supervision & Training

Tynemouth Squash Club will provide training and resources to encourage the knowledge and development of staff and volunteers in relation to safeguarding training. There are currently no formal qualifications for safeguarding and protecting children in sport. However, there are different levels of training available.

14. Whistleblowing

It's important that people within Tynemouth Squash Club have the confidence to come forward to speak or act if they're unhappy with anything. Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their sports organisation.

The NSPCC has a whistleblowing advice line to support professionals who have concerns about how child protection issues are being handled in their own or another organisation.

15. Complaints

In order to ensure we develop an open culture where children and staff feel able to express any concerns, we have a procedure for dealing with complaints from a child, worker, volunteer, parent or carer. This is linked to the organisation's complaints procedures, ensuring the provision of support and advocacy for the people involved.

16. Key Contacts

Safeguarding Officer: Tom Allan

Call: 07803051803

Email: thomasallan@me.com

17. Reporting and Monitoring template documents

An 'Incident Reporting Form' can be found in the 'Safeguarding Section of the club's website. See Appendix 1 for a template Safeguarding Reporting Procedure Flowchart.

18. Legislation, Regulations and Statutory Guidance

- Working Together to Safeguard Children 2018
- Children Act 1989
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Human Rights 1988
- Sexual Offences Act 2003
- Data Protection Act 2018
- GDPR Digital Code

Tynemouth Squash Club

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CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

1. About the behaviour of the organisation's staff member or volunteer (e.g. allegation about a coach or officer's behaviour towards a child)

