

DORKING SWIMMING CLUB. CHILD PROTECTION POLICY.

Wavepower 2016-19 is the Amateur Swimming Association (ASA) Child Safeguarding Policies and Procedures publication, which replaces all previous versions. The ASA has produced Wavepower to assist in safeguarding and protecting all children in aquatics.

Dorking swimming club (DSC) wish to make all parents, coaches and volunteers aware that Wavepower must be adopted by all ASA affiliated aquatics clubs and organisations. Wavepower offers practical guidance and information on mandatory requirements and good practice. The full document can be read here:

<http://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

Safeguarding Children in Dorking Swimming Club

Dorking swimming club aim to provide an appropriate environment that is tailored to the needs and requirements of all children. DSC believes that all children involved in its organisations have the right to stay safe and have fun. Swimming develops physical skills, self-esteem and the ability to be a team player, as well as providing an opportunity to achieve individual success. Dorking swimming club aim to provide a competitive aspect at whatever level undertaken, giving each individual a sense of achievement and satisfaction from taking part.

The welfare of children is everyone's responsibility and everyone involved with the club-committee member, coach, official, parent, and children themselves - can help. Everyone at Dorking Swimming Club needs to feel that any concerns will be listened to and dealt with in a fair and equitable manner. We have a club welfare officer with lead responsibility for dealing with any concerns about the protection of children. The name of and method of contact for our club welfare officer can be found on the club's website.

The term child/ children/ young person refers throughout to all young people under 18years.

Key Safeguarding Principles:

- The welfare of the child is, and must always be, paramount.
- It is every child and young person's right to be protected from abuse irrespective of their age, gender, faith or religion, culture, ethnicity, sexual orientation, background, economic position, disability or level of ability.
- Allegations of abuse or concerns regarding children will be treated seriously and will be responded to swiftly and appropriately.
- DSC recognises the responsibilities of the statutory agencies and is committed to complying with the Local Safeguarding Children Board (LSCB) procedures and the statutory guidance Working Together to Safeguard Children (Gov.uk 2015 and updates 2017) <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- Confidentiality will be maintained appropriately at all times and the child's safety and welfare must be the overriding consideration when making decisions on whether or not to share information about them

- DSC will support all adults involved in the club to understand their roles and responsibilities with regards to safeguarding and protecting children in the sport.
- DSC will provide training and education to all adults involved in the club to be aware of, and understand, what best practice is and how to manage any child welfare concerns they identify or are informed of.
- DSC actively promotes the resources of Kidscape, the national anti-bullying charity and has adapted the Wavepower anti-bullying policy to support our commitment to preventing and dealing with bullying in our club. <https://www.kidscape.org.uk/>
- DSC ensures that they follow the most up-to-date CPSU Duty of Care document: <https://thecpsu.org.uk/resource-library/2013/duty-of-care/>

Safe Recruitment

It is DSC's responsibility, through good recruitment practice, to ensure that those who are deemed to be unsuitable to work with children are not allowed to do so in our club. The Disclosure and Barring Service (DBS) is an important, but not sole, part of safe recruitment.

DSC promotes and follows good practice in terms of recruitment of staff and volunteers by:

- ◆ Following the ASA Safe Recruitment Policy for staff that work with children.
- ◆ Appointing and training one or more welfare officer(s) in line with Wavepower 2016-19 recommendations.
- ◆ Ensuring staff and volunteers who have access to children at the organisation are DBS checked in accordance with ASA policy. Wavepower 2016-19 section 2.1
- ◆ Ensuring individuals have training as required for the role undertaken.
- ◆ Ensuring all relevant individuals who work directly with children attend an approved safeguarding children in sport course.
- ◆ Having a Code of Conduct for all teachers, coaches, poolside helpers, members and parents and following the ASA Code of Ethics.
- ◆ Ensuring equal opportunities for all.

Club Welfare Officer

The welfare officer is the lead person in an organisation from whom advice and guidance can be sought in safeguarding matters. The role of club welfare officer is a formal role within the club's management committee. Ideally, they will be the first point of contact for staff, volunteers, parents and children when welfare issues are identified.

DSC is responsible for ensuring that the welfare officer is provided with appropriate training to fulfil their role and responsibilities. The welfare officer will use the Wavepower 2016 document to guide them to plan, prioritise and implement the various safeguarding activities that are necessary to protect children within DSC and keep up to date with changes in this policy.

While the welfare officer has specific duties, they do not have sole responsibility for safeguarding children or promoting good safeguarding practice.

The name of and method of contact of our club welfare officer can be found on the club's website.

DSC recognises that all possible risk cannot be removed and concerns will continue to be raised regarding child safeguarding or welfare.

Abuse

At DSC all individuals who hold a position of trust in the organisation should be aware of signs of abuse.

Defining abuse

- Any person may abuse or neglect a child by inflicting harm or by failing to act to prevent harm.
- The abuser may be a member of the child's family, a stranger, an acquaintance, or an institution.
- The abuser may be an adult or a child; recent reports show that peer abuse is increasing, specifically in the area of bullying.

For further information on signs, effects and forms of abuse please refer to Wavepower 2016 (section 2.1 p30-35)

Swimline Telephone 0808 100 4001

The ASA Swimline Child Protection helpline is a freephone helpline that anyone involved in aquatics can contact for help and advice on any child safeguarding issue.

On contacting Swimline, callers are asked to leave their contact details and a brief description of their concern. The caller will be contacted within 48 hours by either a Swimline volunteer or by the ASA Child Safeguarding Team.

Callers also have the opportunity to transfer straight through to the NSPCC helpline should they require immediate assistance. NSPCC Child Protection Help Line 0808 800 5000.

Swimline volunteers are qualified and experienced professionals within child protection. They have direct involvement with the ASA at club and county level, and have vast experience of child safeguarding within the ASA.

Whistleblowing

The concept of whistleblowing is important in any organisation that is committed to maintaining appropriate levels of safeguarding and good practice. Whistleblowing allows individuals to raise the alarm on any potential incident of poor practice or misconduct by members and employees.

Dorking swimming club is committed to developing a culture that is safe and encourages all those involved in the club to raise concerns of poor and/or unacceptable practice, breaches in safeguarding and/or incidents of abuse.

For further information on whistle blowing please refer to Wavepower 2016 (section 2.1. p36 and p37)

This policy was adopted by the DSC Committee November 2019.