

DOCUMENT CONTROL

DOCUMENT AUTHOR

The author of the Child Safeguarding & Protection Policy is the RGA Management Team.

DOCUMENT LOCATION

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DOCUMENT HISTORY

The following versions of the document have been produced.

Version	Description of Change	Date
V1.0	Draft	11/2019
V1.0	Baselined document (Final)	01/2018
V2.0	Updated	01/2021
V2.0	Reviewed with no changes	08/2022
V2.0	Reviewed with no changes	08/2023

DOCUMENT APPROVALS

The following individuals have been identified as approvers of the Child Safeguarding & Protection Policy.

Name	Role	Date
Salme Naylor	Director of Coaching	08/2023
Melanie Sanders	Operations Manager	08/2023
Kate Fitzgibbon	GfA Manager	08/2023
Chris Brockbank	Board member	08/2023

RGA Safeguarding & Protecting Children and Vulnerable Adults Policy

RGA operates a child protection policy in line with British Gymnastics Codes of Ethics and Conduct, the Department of Health's guidelines 'Working Together to Safeguard Children', 'Every Child Matters', and Pan London Child Protection procedures.

The Association subscribes to the principles of safeguarding and protecting children and vulnerable adults and aims to ensure that anyone participating at our gymnastics club is able to do so in a safe and child friendly environment. The welfare of children (anyone under the age of 18 years) or anyone deemed to be a vulnerable adult is paramount.

All children, regardless of ability, age, disability, sexual orientation, parental status, race, religion or belief or socio/economic background have a right to be protected from abuse.

Safeguarding children and vulnerable adults is everyone's responsibility- every individual within the organisation, must play their part in ensuring the sport is safe.

A "child-centred approach" gymnastics provision will better meet the needs of children if it is informed by a clear understanding of the needs and views of children.

Under the Human Rights Act, RGA has to weigh up the individuals rights to equality and the right to an impartial and fair hearing against the rights of a child who discloses causes for concern.

There will always be a person on site who is first aid trained.

Responsibilities

The Association will promote the highest standards and will:

- Promote the welfare of members and the importance of safeguarding
- Ensure that everyone understands their roles and responsibilities in respect of safeguarding
- Ensure robust systems are in place to manage any concerns or allegations
- Respond to child protection and poor practise concerns
- Liaise with BG, other agencies and local statutory organisations as required
- Ensure RGA staff are able to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children, young people or vulnerable adults
- Ensure RGA staff complete BG training every 3 years
- Ensure RGA staff have appropriate pre-recruitment checks.
- Ensure staff have the appropriate coach qualifications to the level of the skills being coached
- Support whistle blowing and take steps to ensure members, their parents/ carers and others feel able to raise concerns without fear of negative repercussions
- Work in partnership with BG to ensure poor practise is addressed and any required remedial action is taken

RGA Welfare Officer

RGA has a number of welfare officers, Chris Cason is the lead welfare officer and has overall responsibility for safeguarding. Chris can be contacted by phone or email welfare@richmondgymnastics.co.uk or Tel: 07973 533769

The Welfare Officer will promote the highest standards and will:

- Guide the RGA Management Committee and Coaching Team to plan, prioritise and implement the various safeguarding responsibilities and activities
- Develop a skilled and competent safeguarding workforce within the club
- Ensure young people and their parents/ carers are consulted and where appropriate fully involved in decisions that affect them
- Liaise with outside agencies and local statutory organisations as required
- Maintain confidentiality in relation to concerns and referrals, and share information only on a “need to know” basis
- Attended BG approved SPCA training and Time to Listen course (every 3 years)
- Hold minimum bronze BG membership and undertake a DBS check

Bullying

RGA recognises that in some cases bullying may occur and all coaches and officials are trained in recognising signs of this and will take appropriate action and rigorously enforce anti-bullying strategies.

RGA has a full Coaching, Health and Safety and Child Protection Policy, which can be viewed via the office or request via Chris Cason.

Equality and diversity

Richmond Gymnastics subscribes and adheres to British Gymnastics principles of equality of opportunity and strives to ensure that anyone participating in gymnastics is able to do so in an environment free from any form of discrimination, victimisation and harassment.

Mental Health

RGA recognises that during difficult times children may suffer from anxiety/depression.

Further useful information can be found on the NSPCC web site:

<https://learning.nspcc.org.uk/child-health-development/child-mental-health>

The RGA Safeguarding and Protecting Children and Vulnerable Adults Policy will be regularly reviewed by the Trustees and updated as necessary.