

CALVERTON AND BINGHAM SWIMMING CLUB

SAFEGUARDING POLICY STATEMENT

Everyone at CABSC is committed to providing an environment that is accessible, inclusive and safe for people of all ages and backgrounds.

In order to achieve this CABSC agrees to adopt and implement the policies and procedures of Wavepower 2024 in full (put in link).

CABSC recognises the need to continuously improve to create a positive culture for all members.

All those who work or volunteer directly with children and adults must ensure that:

- Members are treated with dignity and respect;
- good practice is promoted, in order to reduce the possibility of abusive situations occurring;
- they continually reflect upon their own coaching, supervisory style, philosophy and practices to ensure the safety and wellbeing of Members at all times, and encourage others to do the same;
- they know and understand Swim England's Safeguarding Policies and Procedures contained in Wavepower 2024.
- they always work appropriately and openly with children and adults in the Organisation;
- they are an excellent role model, which includes not smoking or drinking alcohol in the company of children;
- they always put the wellbeing, health and safety of a Member before all other considerations, including the development of performance;
- they build a balanced relationship based on mutual trust, which empowers Members, including children and adults, to share in the decision-making process; and
- they refer and address safeguarding concerns appropriately.

In addition, coaches and teachers must:

- keep their technical skills and qualifications up to date;
- complete a Disclosure and Barring Service (DBS) with Barred List check upon commencing a new post and update that check at least once every three years;
- complete the Swim England Safeguarding course before commencement of the role and attend a refresher course after three years;
- have open and regular communication with parents/guardians of child Members; ensure that activities are appropriate for a Member's age, maturity, experience and ability;
- promote honesty, teamwork and a good sporting environment;
- follow Swim England guidance on coaching children and adults;
- follow the guidance from their awarding body relating to coaching/teaching children and adults; and
- have respect for, and encourage, Members having a life outside of aquatics, and account for such where necessary.

Swim England coaches, teachers, officials and helpers must not:

- take children or adults at risk to their home or other secluded places where they will be alone. This includes changing room cubicles;
- engage in rough, physical or sexually provocative games;
- ever use physical force on a child or adult, for example hitting or slapping a Member;
- share overnight accommodation with a child or adult at risk;
- allow or engage in any form of inappropriate touching;
- make sexually suggestive remarks to children or adults at risk;
- reduce a child or adult at risk to tears as a form of control;
- use physical exercise or any form of humiliation as a punishment to a Member, for example making a Member perform sit ups or press ups on poolside in front of their peers;
- allow Members to use inappropriate language or behaviour unchallenged;
- allow allegations made by a Member to go unrecorded, or not acted upon;
- abuse their position of power or trust with children or adults;
- resort to bullying tactics or verbal abuse;
- cause a child or adult at risk to lose self-esteem by embarrassing, humiliating or undermining the individual;
- spend excessive amounts of time with one Member to the detriment of the squad/team;
- do things of a personal nature for children or adults at risk that they can do for themselves;
- engage in a sexual, including online or non-contact in nature, relationship with a child aged 17 or under; and
- give a lift to, or otherwise transport, an individual child (unless they are a family member)

To support the development of our safe and positive culture CABSC will:-

- Appoint a welfare officer with the necessary skills and training as outlined by Swim England who will take a lead in dealing with all safeguarding matters raised within CABSC.
- Ensure that the welfare officer's name and details are known to all staff, members and parents of members.
- Provide all members of the organisation to raise concerns in a safe and confidential manner if they have concern about a child's welfare.
- Ensure that appropriate confidentiality is maintained in line with the best interests of the child
- Ensure that all papers relating to safeguarding matters are held in a safe and secure manner.

Approved Nov 2024

Date for review Nov 2027

Author. Welfare officer