



# Hitchin Swimming Club



## Child Protection Policy

All children have the right to have fun and stay safe. Involvement in sport promotes physical and mental wellbeing, develops physical and social skills, builds self-esteem and affords unique experiences and life skills. Hitchin Swimming Club believes the welfare of the child is paramount.

It is every child'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. The Children Acts 1989 and 2004, as amended by the Children and Social Work Act 2017 and the Government document "Working Together to Safeguard Children 2018", are clear that safeguarding children is the responsibility of all, including those who are employed or volunteer with children in whatever capacity.

Hitchin Swimming Club practises safe recruitment: all employees and volunteers are required to provide references, attend interview and complete satisfactory Disclosure and Barring Service (DBS) check prior to joining and are expected to complete recognised child safeguarding training within 3 months of starting. All members are bound by the principles and responsibilities contained within Wavepower 2020-2023 to ensure effective safeguarding is applied at all times and will act in accordance. Any allegation of abuse or concern will be treated seriously and responded to swiftly and appropriately, including collaboration with local and National agencies where appropriate.

Confidentiality will be maintained at all times and the child's safety and welfare the overriding consideration when making decisions on whether or not to share information about them. All child data will be handled in accordance with the club Privacy Policy.

Effective child safeguarding puts the child at the centre of all actions taking into consideration their individual needs and wishes. Hitchin Swimming Club pledges to be; vigilant and curious when a child expresses concern or shows distress, to provide a respectful and receptive environment where concerns are actively acknowledged, recorded, and addressed in an appropriate and timely fashion, to adhere to the principles and practises as set out by Swim England, NSPCC CPSU and national legislation.

The club welfare officer will be responsible for ensuring the child receives; adequate advocacy to allow their views to be heard, the necessary support to engage in and understand the due process, and to provide a consistent point of contact.

Hitchin Swimming Club will support all members to understand their roles and responsibilities with regards to safeguarding and protecting children against all forms of abuse and discrimination.

Katie Marshall

Welfare Officer

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