

Tidal Swim Club: Safeguarding Policy



Date of Assessment: 01/02/2025

Assessor Name: Michael Brackstone, Director and DSL

Reviewed By: Niamh Wilkinson Director and CEO

Next Review Date: 01/02/2026

1. Introduction

Tidal Swim Club is committed to ensuring the safety, well-being, and protection of all its members, particularly young swimmers, within a safe and supportive environment. This safeguarding policy aims to provide clear guidance to staff, volunteers, swimmers, and parents/guardians on the procedures and actions necessary to safeguard children and vulnerable individuals involved in the club's activities.

2. Objectives

- To prevent harm, abuse, and exploitation of young swimmers and vulnerable individuals.
- To create a safe and positive environment for all members, where everyone feels valued, respected, and supported.
- To ensure that all staff and volunteers understand their roles and responsibilities in safeguarding young swimmers.
- To outline the procedures for reporting and responding to concerns of abuse or neglect.

3. Scope

This policy applies to all members, staff, volunteers, and contractors involved with Tidal Swim Club, including those who have direct contact with children and vulnerable individuals during club activities, events, or competitions.

4. Principles of Safeguarding

- **Respect and Dignity:** Treat all children, young people, and vulnerable adults with respect and dignity.
- **Zero Tolerance to Abuse:** Tidal Swim Club has a zero-tolerance approach to any form of abuse or misconduct.
- **Promotion of Well-Being:** The club is committed to promoting the well-being of all its members and ensuring their emotional, physical, and social development.
- **Empowerment:** Children and vulnerable adults will be encouraged to voice concerns and report any issues without fear of retaliation.

5. Roles and Responsibilities

5.1 Safeguarding Officer

Tidal Swim Club has appointed a designated Safeguarding Officer (Michael Brackstone) who is responsible for overseeing all safeguarding issues and ensuring that this policy is implemented effectively. The Safeguarding Officer will be the primary contact for any safeguarding concerns and will ensure that appropriate actions are taken when a concern is raised.

5.2 Coaches, Volunteers, and Staff

- Ensure that all young swimmers are treated with care, respect, and dignity.

- Be aware of the club's safeguarding policy and follow the procedures when responding to safeguarding concerns.
- Attend safeguarding training and remain up to date with relevant policies and legislation.
- Report any concerns about the welfare of a child or vulnerable adult to the Safeguarding Officer immediately.

5.3 Parents/Guardians

- Parents/guardians are encouraged to communicate openly with the club and keep the club informed of any concerns they may have regarding their child's safety or well-being.
- Parents/guardians must adhere to the club's code of conduct and ensure that their child is aware of the importance of safeguarding and safety during training sessions and competitions.

6. Procedures for Reporting Concerns

6.1 Reporting Safeguarding Concerns

Any concerns regarding the welfare of a swimmer, whether observed during training, at events, or in other circumstances, must be reported immediately to the designated Safeguarding Officer. The report will be handled confidentially and in line with the club's safeguarding procedures.

Concerns may be related to:

- Physical abuse
- Emotional abuse
- Sexual abuse or exploitation
- Neglect
- Bullying, harassment, or discrimination

6.2 Confidentiality

Confidentiality will be maintained at all times, except where there is a risk of harm to a child or vulnerable adult. Information will only be shared on a need-to-know basis and in accordance with relevant laws and policies.

6.3 External Reporting

If the Safeguarding Officer believes that a child or vulnerable adult is at risk of significant harm, they will report the concern to the relevant authorities (e.g., local children's services or the police) in line with local safeguarding procedures.

7. Safe Recruitment and Training

- All coaches, staff, and volunteers will undergo a rigorous recruitment process, including background checks (e.g., Disclosure and Barring Service (DBS) checks or equivalent) before being allowed to work with children or vulnerable individuals.
- All staff and volunteers will undergo safeguarding training, including recognizing the signs of abuse, reporting procedures, and creating a safe environment for children.

8. Code of Conduct

The Tidal Swim Club has developed a Code of Conduct, which all members, staff, and volunteers are expected to follow. This includes:

- Treating all individuals with respect and fairness.
- Maintaining appropriate boundaries with swimmers.
- Ensuring that there is no physical, emotional, or verbal abuse.
- Not using inappropriate or abusive language.
- Not engaging in any form of discriminatory behaviour.
- Not engaging in physical contact with swimmers unless necessary for their safety or well-being.

9. Training and Education

Tidal Swim Club will provide ongoing safeguarding training for all coaches, staff, volunteers, and members. This will include:

- Basic awareness of safeguarding principles.
- Recognising signs of abuse or neglect.
- Responding appropriately to disclosures.
- Understanding the importance of maintaining a safe, supportive environment.

10. Review and Monitoring

This Safeguarding Policy will be reviewed annually or in response to any incidents or changes in legislation or best practice guidelines. Regular audits will be conducted to ensure compliance with the policy, and improvements will be made where necessary.

11. Conclusion

Tidal Swim Club is committed to providing a safe and supportive environment for all its members. By working together, we can ensure that children, young people, and vulnerable adults involved in the club's activities are protected from harm and are able to enjoy swimming in a safe, fun, and welcoming environment.

Sign-Off

Assessor Name: Michael Brackstone Director and DSL

Signature: M.Brackstone

Date: 01/02/2025

Reviewed By: Niamh Wilkinson Director and CEO

Signature: N.Wilkinson

Date: 01/02/2025