



## Safeguarding and Child Protection Policy

The Swim Surgery acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and STA Swimming Teaching Code of Practice (attached below).

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children

- have a positive and enjoyable experience of swimming at The Swim Surgery in a safe and child centred environment.
- are protected from abuse whilst participating in swimming lessons.

The Swim Surgery acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy The Swim Surgery will:

- promote and prioritise the safety, wellbeing and welfare of children and young people.
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.
- prevent the employment/deployment of unsuitable individuals.
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in The Swim Surgery. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

### **Principles**

The Swim Surgery adopts the principles that:

- The child's welfare is paramount.
- All children whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Anyone under the age of 17 years (Scotland under 16 years) should be considered a child for the purpose of this document.

Working in partnership with parents/guardians is essential for the protection of the children.

## Procedure in the event of any concerns

Southern Swim Schools staff are not responsible for determining if child abuse is taking place. However, they do have a responsibility to report concerns so that appropriate agencies can then make inquiries and take any necessary action to protect the child. [The Swim Surgery](#) welfare officer is Julia Spacey. For training courses the safeguarding officer is Lynn Goring-Crook

## What to do if there are concerns:

### Recording and Information

**The Swim Surgery Safeguarding Officer is Lynn Goring-Crook – In the following the ‘person in charge’ refers to her. Should Lynn Goring-Crook not be available please contact Jeremy Evans or Helen Turnbull. They would then assume the positions of ‘the person in charge’.**

1. There is always a commitment to work in partnership with parents or guardians where there are concerns about their children. Therefore, in most situations, it would be important to talk to parents or guardians to help clarify any initial concerns. For example, if a child seems withdrawn, they may have experienced bereavement in the family.
2. However, there are circumstances in which a child might be placed at even greater risk were such concerns to be shared, e.g. where a parent or guardian may be responsible for the abuse or not able to respond to the situation appropriately.
3. In these situations, or where concerns still exist, any suspicion, allegation, or incident of abuse must be reported and recorded to the person in charge as soon as possible.
4. It is the responsibility of the person in charge to inform the social services department without delay. If a person in charge is not available, the person discovering or being informed of the abuse should immediately contact the social services department or the police. **If you are not sure about what to do, you can contact STA Child Protection Officer, Rebecca Ayton on 07817 640 189 or email [childprotection@sta.co.uk](mailto:childprotection@sta.co.uk) or NSPCC 08005005000 (24 hour service).**

### **What to note and report:**

- The nature of the allegation
- A description of any visible bruising or other injuries
- The child’s account, if he or she can give them, of what has happened and how any bruising or other injuries occurred
- Any times, dates, or other relevant information
- A clear distinction between what is fact, opinion, or hearsay.

Reporting the matter to the police or social services department should not however be delayed by attempts to obtain more information. Once an allegation or concern has been raised with the police, social services or the NSPCC then the concern must be passed on to STA through the Child Protection Officer. Wherever possible, referrals telephoned to the social services department should be confirmed in writing within 24 hours. A record should also be made of the name and designation of the social services member of staff or police officer to whom the concerns were passed, together with the time and date of the call, in case any follow-up is needed.

### Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and [The Swim Surgery](#)

- as a result of any other significant change or event.

**Created: October 2018 by Lynn Goring-Crook  
Version 1.1 updated October 2018 Lynn Goring-Crook**

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**Contact Details:**

**Safeguarding officer – Lynn Goring-Crook  
lynn.goring-crook@theswimsurgery.com  
07860 193995**

**STA Child Protection Officer – Rebecca Ayton  
childprotection@sta.co.uk  
07817 640 189**

**NSPCC (24 hours)  
08005005000**

**IN AN EMERGENCY CALL THE POLICE ON 999**

**Google your local MASH for contact details.**