



Berkhamsted Gymnastics Club

Safeguarding Policy

Version number	Date published /reviewed	Revisions made
1.0	15/07/2019	
2.0	09/05/2021	Branded and document checked
3.0	03/06/2023	Removal of safe trips policy – no longer relevant. Removal of links and directing members to website where all policies are kept up to date.

Introduction:

Berkhamsted Gymnastics Club (BGC) recognises that all children and young people have a right to protection and that the welfare of children, young people and vulnerable adults is paramount. BGC acknowledges their duty of care to safeguard and promote the health, safety and welfare of children, young people and vulnerable adults by ensuring safeguarding practice reflects and complies with best practice and **British Gymnastics (BG)** policies (which are updated regularly based on changes to legislation).

Berkhamsted Gymnastics Club commits to:

- Adopting the British Gymnastics health, safety and welfare guidelines which are listed below and shown on our website.
- Ensuring staff and volunteers understand their roles and responsibilities in respect of safeguarding and are 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.
- Appointing a Welfare Officer to whom grievances or concerns can be made confidentially in person, via welfare@berkhamstedgymnastics.co.uk or by calling 07947 396 630

- Encouraging an open environment where gymnasts, staff, volunteers and parents can raise any concerns without fear of negative repercussions.
- Ensuring that any grievances or concerns are dealt with promptly and in accordance with the **BGC Grievance and Complaints Procedure**
- Ensuring appropriate action is taken in the event of incidents/concerns of abuse and support will be provided to the individual/s who raise or disclose the concern. For more information refer to: **BGC Reporting Welfare Concerns**
- Preventing the employment/deployment of unsuitable individuals by screening, checking references and obtaining criminal record disclosure as appropriate. For more information refer to British Gymnastics Safeguarding Children: Safe Recruitment Policy.
- Having a zero-tolerance policy of poor practice, bullying or any other potential form of abuse. For more information refer to: **BGC Anti-Bullying Policy**
- Recognising that certain children are more vulnerable and that all children regardless of age, gender, ethnicity, ability or disability, religion or beliefs, sexual orientation, parental status or socio/economic background have a right to be protected from abuse. For more information refer to BG Equality Policy.
- Ensuring that the participants and parents are aware of the purposes of videoing, filming or photography during training or events. For more information refer to: **BGC Photography and Video Policy**
- Ensuring that all coaches, members and parents are aware of the Club Codes of Conduct including social media guidelines. For more information refer to: **BGC Codes of Conduct**

Further Information:

The relevant British Gymnastics Safeguarding policy consists of the following documents which are on our website:

Safeguarding and Protecting Children Policy
 Safeguarding Children: Safe Environment
 Safeguarding Children: Safe Recruitment
 Social Networking Guidelines

The relevant British Gymnastics Health, Safety and Welfare policy consists of the following:

Health, Safety & Welfare Policy for Clubs & Affiliated Organisations
 Health & Safety Guidance: Safe Participation
 Health & Safety Guidance: Coaching Practise