

Protection of children and vulnerable adults policy

Haverhill Gymnastics Club takes its responsibilities for the welfare of all participants very seriously and has high expectations of all its members and coaches in this respect. All young people and vulnerable adults have a right to be protected from abuse of any kind whether this involves adults or peers.

Coaches will be working with children and young adults who are potentially vulnerable and easily influenced, therefore it is essential that all coaches are aware of their responsibilities. The Club will ensure that all coaching staff are aware of these responsibilities through the provision of training and mentoring, and by providing information and support.

The Club adopts the British Gymnastics recommendations in the recruitment of all employees and volunteers including ensuring that all coaching staff in contact with young people are checked by the Criminal Records Bureau on a regular basis (*this is recommended to be every two years*) and asking them to declare any past convictions.

The Club will hold records of all qualifications and references for its employees and will display a named photograph of all employees in the foyer of the Club so that they can be easily identified.

The Club will respond to allegations concerning any member of the Club and will implement appropriate reporting, disciplinary and appeals procedures as required. This may include contacting external bodies such as British Gymnastics, Local Safeguarding Children Board, Social Services, the Police etc as necessary.

The Club coaches are in close and regular contact with the gymnasts and are therefore in a prime position to notice changes in behaviour or worrying marks and bruises and to hear the children talking about experiences which may give cause for alarm. Recognising and coping with suspicions of child abuse is a stressful experience but everyone should understand that their first responsibility is to the child. Coaches will be encouraged to be aware of the signs of abuse and the correct reporting procedures.

Confidentiality is crucial and the Club will make sure that as few people as possible are involved in reporting suspicions.

Furthermore the Club will endeavour to respect and promote the rights, wishes and feelings of all participants regardless of age, sex, ethnic background, religion or ability.

In addition to the above the Club adopts the British Gymnastics Code of Ethics and Conduct, Health, Safety and Welfare Policy and Child Protection Policy and Procedures.