



**SANDBACH  
GYMNASTICS  
FOUNDATION**

**SAFEGUARDING &  
EQUITY POLICY**

**2021 – 2025**

**Peter Aldous / Tracy Cooper**

Updated November 2021

# WORKING GROUP

Board Members      Peter Aldous  
                                 Tracy Cooper

Welfare                Julie Wright – Trustee  
                                 Julia Betteley – Club Welfare Officer  
                                 Danni Cwiklinski – Club Welfare Officer

Trustees                Ken Danskin  
                                 Julie Wright  
                                 Bill Forrest  
                                 Mark Wilson

## SAFEGAURDING POLICY STATEMENT

Our organisation 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 British Gymnastics requirements. 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, social-economic background, all children:

1. Have a positive and enjoyable experience of sport at Sandbach Gymnastics in a safe and child centered environment
2. Are protected from abuse whilst participating in gymnastics or outside of the activity

We acknowledge that some children, including disabled children 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

## WHAT WE WILL DO

As part of our safeguarding policy, we will:

- promote and prioritise the safety and wellbeing of children and young people
- value, listen to and respect children
- ensure robust safeguarding arrangements and procedures are in operation
- adopt safeguarding best practice through our policies, procedures, and code of conduct for staff and volunteers
- 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
- provide effective management for staff and volunteers through supervision, support, training, and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently
- ensure appropriate action is taken in the event of incidents or 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
- record and store information securely, in line with data protection legislation and guidance

- prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- appoint a nominated safeguarding lead for children and young people, a deputy, and a lead trustee member for safeguarding
- develop and implement an effective online safety policy and related procedures
- share information about safeguarding and good practice with children and their parents via leaflets, posters, group work and one-to-one discussions
- make sure that children, young people, and their parents know where to go for help if they have a concern

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

This 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 partnership, UK Sport and or home country sports councils and British Gymnastics
- as a result of any other significant change or event

The children's act defines a child or young person as anyone under the age of 18 years. We also will act to protect vulnerable adults.

Under the Human Rights Act Sandbach Gymnastics must weigh up the individuals' rights to equality and the right to

an impartial and fair hearing against the rights of a child who discloses causes for concern.

Sandbach Gymnastics has strict regulations for coaches and all coaches are qualified at appropriate BG levels.

There will always be a minimum of 2 coaching staff on duty at one time.

Sandbach Gymnastics promotes good practice between coach and gymnast and has guidance for the parent or guardian of gymnasts.

Sandbach Gymnastics accepts their duty of care towards young people and is committed to providing a safe place for all gymnasts

Sandbach Gymnastics recognises that in some cases bullying may occur and all coaches and officials are trained in recognising signs of this and will take appropriate action and rigorously enforce anti-bullying strategies.

Sandbach Gymnastics has a full Coaching, Health and Safety and Child Protection Policy, which can be viewed online or on request from the centre

All Child Protection enquires should be address to: -

Julia Betteley [CWOSandbach@gmail.com](mailto:CWOSandbach@gmail.com); or

Danni Cwiklinski [CWOSandbach@outlook.com](mailto:CWOSandbach@outlook.com)

# PHOTOGRAPHY

It is not the intention of Sandbach Gymnastics to prevent parents from taking pictures of their children but rather to ensure photographic practices are carefully monitored to allow the authorities to act if inappropriate imagery is circulated and to deter anyone with undesirable intentions.

Sandbach Gymnastics adopts the BG policy statement for the use of filming via, camera, video or mobile phone at all competition or events.

Any parent, amateur or professional photographer or any person using picture recording equipment must provide the club with all relevant details and have the permission of the club.

## COACHING HEALTH, SAFETY and CHILD PROTECTION POLICY'S

Designated club welfare officer: -

Julia Betteley [CWOSandbach@gmail.com](mailto:CWOSandbach@gmail.com)

Danni Cwiklinski [CWOSandbach@outlook.com](mailto:CWOSandbach@outlook.com)

are responsible for: -

Lodging all allegations and referrals of such nature & complying with the guideline 'Working Together to Safeguard Children'

Responding and dealing with such matters, reporting them on to the designated agencies.

Sandbach Gymnastics recognises its duty of care to members, employees and affiliated bodies and is committed to providing the appropriate support and guidance to enable these matters to be addressed.

The coach and provider owe a general duty to the participants and others to exercise reasonable care for their safety and wellbeing in both training and competition.

The health & safety of each participant is paramount. This includes ensuring the equipment and facilities are safe.

The coach must have the competence and experience for the role he or she is performing.

The coach must be fully qualified insured and licensed

The coach must carry out coaching duties with reasonable skill and care in accordance with BG codes of practice and ethics.

The gymnast must be mentally and physically prepared for the level of participation.

Suitable well-maintained apparatus & equipment must be provided.

Best coach practices must be always employed.

# HEALTH & SAFETY POLICY

Anyone in coaching owes a duty of care to those being coached. This is particularly relevant where children are concerned because the law will consider the coach to be acting as a reasonable parent (*in loco parentis*). A general duty of care is owed to the participants to exercise reasonable care for their safety both in training & competition. The duty of care commences from the point of receipt of the child to the point of return to the parent or guardian and the duty of care is not transferable. Additionally, where coaching is undertaken for business purposes legal health & safety at work requirements must be met.

The criteria for creating a safe environment include:

The health & safety of each participant is paramount. This includes ensuring the equipment and facilities are safe.

The coach must have the competence and experience for the role he or she is performing.

The coach must be fully qualified insured and licensed

The coach must carry out coaching duties with reasonable skill and care in accordance with BG codes of practice and ethics.

The gymnast must be mentally and physically prepared for the level of participation.

Suitable well-maintained apparatus & equipment must be provided.

Best coach practices must be always employed.



# EQUITY POLICY

Sandbach Gymnastics advocates that the coach & facility provider must always comply with principles of good, moral, and ethical frameworks and exemplary standards of conduct.

Sandbach Gymnastics subscribes to the principles of equity and is committed to ensuring that these principles are implemented through the following policy:

All participants must respect the rights, dignity and worth of every human being and their right to self determination

Participants will be treated fairly and equally within the context of the activity regardless of gender, age, sex, ethnic origin, religion or political persuasion or disability.

Participants will be treated fairly and equally within the context of the activity regardless of gender, age, sex, ethnic origin, religion or political persuasion or disability.

Equity must permeate throughout strategic and developmental plans.

An equal professional service must be provided for all participants and discrimination through race, sex, or disability must not be tolerated.

Sexual and racial harassment or discrimination will be prohibited.

# COMPLAINTS PROCEDURE

Sandbach Gymnastics is committed to providing a quality service to its members and the complaints procedure will ensure a fair and consistent solution to complaints or allegations.

## PRINCIPLES

The complaints procedure will be implemented on receipt of complaints or allegations against a coach, official, individual member, or the club.

## PROCEDURE

A copy of the complaint's procedure is available for download on our website, [www.sandbachgymnastics.com](http://www.sandbachgymnastics.com)

## POLICY ADOPTED

February 2022