



WAVENEY GYMNASTICS CLUB

104 Notley Road

Lowestoft

NR33 0UG

01502 501419

www.waveneygymnastics.org

admin@waveneygymnastics.org

Safeguarding Policy

Waveney Gymnastics Club (WGC) is committed to ensuring that those working with children adopt the best possible practice to ensure the health, safety, and welfare of the participants and staff.

WGC will endeavor to promote the highest standards of care for all members, staff, and officials by: -

- The adoption of British Gymnastics Safeguarding Policy and Procedures.
Download File: <https://bit.ly/37VBIYd>
- The appointment of a Welfare Officer to whom grievances or complaints can be made confidentially.
- Ensuring that coaches and officials have been screened to confirm their suitability to work with children. This will include a criminal record check through Disclosure & Barring Service where appropriate.
- Ensuring that the best coaching practice guidelines are followed at all times.
- Ensuring that grievances or complaints are dealt with promptly and in accordance with the grievance/complaint procedure.

Inspiring Children

- Ensuring that there is a minimum of two responsible adults at all training sessions.
- Ensuring that the participants and parents are aware of the purposes of videoing, filming or photography during training or events.
- Having a zero-tolerance level of poor practice, bullying, or any other potential form of abuse. All staff must be aware of safeguarding children. Staff at WGC receive training in Safeguarding and are informed of their professional responsibilities.

All staff must share any concerns they have about a child's welfare with the Club Welfare Officer as soon as possible.

The Club Welfare Officer should be the first point of contact for any concerns that relate to a member of the club by either emailing welfare@waveneygymnastics.org or by calling 07901805317

Club Welfare Officers:

- Anne Ayers
- Alison Davies
- Alex Row
- British Gymnastics Reporting Safeguarding Download File: <https://bit.ly/2HBN1EK>

Reviewed January 2023



WAVENEY GYMNASTICS CLUB

104 Notley Road

Lowestoft

NR33 0UG

01502 501419

www.waveneygymnastics.org

admin@waveneygymnastics.org

Safe Recruitment Policy

WAVENEY GYMNASTICS CLUB adopts the British Gymnastics Safe Recruitment policy.

This includes:

- Job description that makes reference to the responsibility for Safeguarding and promoting the welfare of children
- Person specification ensuring specific reference is made to suitability to work with children
- Application form, which contains appropriate safeguarding sections
- DBS checks and up to date qualifications in relation to the job role

Equity Policy

WAVENEY GYMNASTICS CLUB (WGC) is committed to exemplary standards of conduct through the principles of equity and good moral and ethical frameworks.

WGC adopts and abides by the Equality Act 2010.

The club will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating, and management.

The club will ensure that all members and staff adhere to the following equity principles:

- All persons must respect the rights, dignity, and worth of every human being
- All individuals must be treated fairly and equally regardless of gender, age, ethnic origin, religion or political persuasion, or disability
- Equity must permeate throughout strategic and development plans
- An equal professional service will be provided for all participants and discrimination through race, gender or disability will not be tolerated

Sexual and racial harassment and discrimination will be prohibited.

Bullying & Harassment Policy

Waveney Gymnastics Club (WGC) does not accept any forms of bullying or harassment. Everyone should be treated with dignity and respect and as such WGC will not tolerate bullying or harassment, whether intentional or not.

We take bullying and harassment very seriously and these types of offences could lead to you being banned from the club and in some instances may lead to being reported to Regional Welfare Officers, British Gymnastics officers and/or the Police.

This policy is designed to prevent bullying and harassment and to deal with any cases that may occur. Each member has a duty to observe and apply this policy at all times.



WAVENEY GYMNASTICS CLUB

104 Notley Road

Lowestoft

NR33 0UG

01502 501419

www.waveneygymnastics.org

admin@waveneygymnastics.org

Bullying & Harassment Policy Continued

Definitions

Bullying - repeated less favorable treatment of a person by another or others. Bullying can take the form physical, verbal and non-verbal conduct.

Some examples include:

- Threatening behaviour
- Insulting and or spreading malicious rumours
- Victimisation or exclusion
- Constant criticism
- Making derogatory remarks

Bullying does not include - Differences of opinion, non-aggressive conflicts and problems in relations.

Harassment - Unwanted conduct that has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them.

This can be related to sexual orientation, disability, age, gender, religion or belief, race, and others.

A person may be indirectly harassed. For example, a person may be harassed by racial comments about a different ethnic group if they create an offensive environment for that person.

Thus

- If you would not do or say it in front of your family, friends, or others, don't do it, don't say it.
- If you wouldn't want your actions to be subject to media reporting, don't do it, don't say it.
- If in doubt don't do it or say it.

WGC is responsible for dealing with and reporting any behaviour which is offensive or intimidating and taking corrective action.

Each member has the right to attend the Centre and be part of the activities without being subject to any forms of bullying or harassment.

Informal procedure

In some cases, it may be possible to rectify matters informally. Sometimes people are not aware that their behaviour is unwelcome and an informal discussion can lead to a greater understanding and an agreement that the behaviour will stop.

If you think that you may be the victim of bullying and/or harassment you should immediately inform one of the club's welfare officers who will investigate the allegations before deciding on the correct approach.

WGC takes all complaints very seriously and will endeavor to deal with each issue promptly, confidentially and adequately.

If a resolution at this stage has been unsuccessful WGC will pass the complaint onto either a regional welfare officer, BG welfare officer or in more serious cases the police.