

CHILD PROTECTION POLICY

Harefield Gymnastics & Dance is committed to ensuring that those working with children adopt the best practice to ensure the health, safety and welfare of all participants and staff

The club will endeavour to promote the highest standards of care for all members, staff and officials by:

- The adoption of the BG Health, Safety and Welfare guidelines
- The adoption of the BG guidelines for the Protection of Children
- The appointment of a Welfare Officer, Anita Bedwell (Child Protection Officer) to whom grievances or complaints can be made confidentially
- The overall responsibility for safeguarding lies at the most senior level of the organisation, namely Natasha Maxwell, Director of Coaching
- Ensuring that confidentiality is maintained in relation to concerns and referrals and information is only shared on a 'need to know' basis in line with BG Confidentiality and Information Sharing Guidance
- Ensuring that staff are suitably trained in Child Protection and Health, Safety and Welfare issues
- Ensuring that coaches and officials have been screened to confirm their suitability to work with children which will include the disclosure and barring service (DBS)
- Ensuring that best coaching practice guidelines are followed at all times
- Ensuring that grievances or complaints are dealt with promptly and in accordance with the grievance procedures
- Ensuring that a minimum of two responsible adults are present at all training sessions or events
- Ensuring that the participants and/or parents are aware of the purpose of videoing, filming or photography during training or events and follow BG and Club guidelines and GDPR principles are upheld
- Having a zero tolerance level of poor practice, bullying or any potential form of abuse