



## **Child Welfare Policy**

The welfare of children is the Club's primary concern.

The Club will adopt and abide by Y Plant, Swim Wales' child protection policy.

All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, or religious belief have the right to be protected and have their rights, wishes and feelings respected and promoted.

To this end, the Club will:

- promote the health and welfare of children by providing opportunities for them to take part in swimming safely;
- promote and implement appropriate procedures to safeguard the well-being of children;
- recruit, train and support its coaches, helpers and volunteers to safeguard and protect children and to minimise risk to themselves;
- ensure that DBS checks are in place for all coaches/volunteers;
- require parents to abide by our policies and rules to protect children;
- respond to any allegations of misconduct or abuse of a child in line with the Swim Wales' Y Plant child protection policy;
- review policies and procedures on a regular basis, and at least annually.

Everyone has the responsibility to report any concerns regarding child welfare to the Welfare Officer. It is the Club's responsibility to liaise with Swim Wales and act where necessary after taking advice from Swim Wales and/or Social Services and Police.

All incidents of alleged poor practice, misconduct or abuse will be taken seriously and responded to quickly and professionally. The Club will maintain confidentiality in all cases.

All personal data will be processed in accordance with the Data Protection Act 1988.

Nick Trigg and Jayne Lawrence are our Welfare Officers; their role is to provide advice and guidance to all parents, swimmers, coaches and volunteers in matters relating to the safety and welfare of children. They will liaise with Swim Wales and other governing bodies and agencies in matters relating to the safeguarding of children. They should be your first point of contact if you have any questions regarding child welfare or if you wish to report any concerns. Their contact details are on the Club noticeboard.

***The club is committed to providing a caring, friendly and safe environment for all of our members, so that when they participate in club activities, they do so in a relaxed and secure atmosphere.***

To ensure this, we have implemented and promoted policies and procedures to safeguard the well-being of both children and adults, in order to protect them from abuse of any kind.

Our aim is to make sure that these policies and procedures are known to everyone involved with the club – swimmers, coaches, committee members, volunteers and parents/guardians – and that all individuals are aware of their responsibility to adopt and abide by our Club welfare policies.

***If there is a breach of the Club's policies***

The Club's Welfare Officer will act to investigate any such incident (in line with the recommended policy) and will implement any necessary disciplinary and appeals procedures. Any incidents of alleged poor practice, misconduct or abuse will always be taken seriously and responded to swiftly. Our Welfare Officer and committee members will ensure that confidentiality is maintained at all times during any investigation into breaches of the Club's policies

***If you want to discuss an issue with our Welfare Officer,*** please contact one of them on their mobile number, or they will try to be available on club nights in the viewing area for a chat.