



Safeguarding Policy

Version 1.2 – April 2023

Introduction:

Pivotal Gymnastics (PG) recognises that all children and young people have a right to protection and that the welfare of children, young people and vulnerable adults is paramount. PG acknowledges their duty of care to safeguard and promote the health, safety and welfare of children, young people and vulnerable adults by ensuring safeguarding practice reflects and complies with best practice and British Gymnastics (BG) policies (which are updated regularly based on changes to legislation).

Pivotal Gymnastics (PG) will promote the highest standards of care for all members, staff and officials by

- Adopting the British Gymnastics health, safety and welfare guidelines
<https://www.british-gymnastics.org/documents/departments/membership/safeguarding-compliance/safeguarding-and-protecting-children/5727-safeguarding-and-protecting-children-policy-1/file>
- Ensuring staff and volunteers understand their roles and responsibilities in respect of safeguarding, through supervision, support, training and quality assurance measures, to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- Appoint a Welfare Officer to whom grievances or concerns can be made confidentially in person: Gemma Cole - gemma@headoverheelsgymnastics.co.uk
- Ensuring an open environment where gymnasts, staff, volunteers and parents can raise any concerns without fear of negative repercussions.
- Ensuring appropriate action is taken in the event of incidents/concerns of abuse and support will be provided to the individual/s who raise or disclose the concern.
- Preventing the employment/deployment of unsuitable individuals by screening, checking references and obtaining criminal record disclosure as appropriate. For more information refer to: https://www.british-gymnastics.org/images/2014.08.14-Safe-Recruitment_SG--Protecting-Children_V1.0_2014_FINAL.pdf
- Creating and maintaining an anti-bullying environment, including having a zero-tolerance policy of poor practice, bullying or any other potential form of abuse. For more information refer to: <https://www.british-gymnastics.org/documents/departments/membership/safeguarding-compliance/welfare-officer-support/2844-managing-challenging-behaviour/file>

- Recognising that certain children are more vulnerable and that all children regardless of age, gender, ethnicity, ability or disability, religion or beliefs, sexual orientation, parental status or socio/economic background have a right to be protected from abuse.
- Ensuring that all coaches, members and parents are aware of the Club Codes of Conduct including social media guidelines.
- Ensuring any data collected will be held in line with our privacy policy. We are legally obliged to pass on personal information to the relevant authority if we thought a child, young person or vulnerable adult was at risk