



Safeguarding Policy

Purpose

Fish 2 Water provides opportunities for individuals of all ages to discover, participate and improve their swimming ability and confidence in the water. Sessions are held at several locations and include both pools and open water venues.

Fish 2 Water acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults. Fish 2 Water is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

Policy

This policy recognises that the welfare and interests of children and vulnerable adults are paramount in all circumstances. Fish 2 Water recognises that certain groups of people are more susceptible to forms of abuse this aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex, or sexual orientation, socio-economic background, all learners (children and adults):

- Have a positive and enjoyable experience of learning in a safe environment
- Are protected from abuse whilst participating or attending in sessions, events, or courses

As part of our safeguarding policy Fish 2 Water will:

- Promote and prioritise the safety and wellbeing of children and vulnerable adults
- 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 vulnerable adults
- Ensure appropriate action is taken in the event of incidents/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
- Prevent the employment/deployment of unsuitable individuals
- Ensure robust safeguarding arrangements and procedures are in operation.
- Ensure appropriate action is taken in the event of incidents or concerns of abuse and provide support 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.
- Adopt and implement STA and Swim England / Wavepower Child Safeguarding Policy and Procedures in full.
- Recognise that all children participating in activities regardless of their age, gender, race, faith, sexual orientation and ability have the right to enjoy their involvement in our sports in a safe environment and be protected from harm.
- Ensure that all individuals who work or volunteer with children in our organisation provide a positive, safe and enjoyable experience for children.
- Appoint a designated safeguarding officer with the necessary skills and training as outlined in Wavepower who will take the lead in dealing with all child safeguarding matters raised within the organisation.

- Ensure that the designated safeguarding officers' name and contact details are known to all staff, members and parents/guardians of members that are under 18.
- Ensure that all individuals who work with children in the organisation have undertaken the appropriate training, have had the relevant DBS checks and adhere to Wavepower and the Regulations of our sports.
- Ensure that all individuals who will be working or will work with children in either a paid or voluntary role have been recruited in accordance with the Safe Recruitment Policy contained in Wavepower.
- Ensure that all individuals who work with children in the organisation have received the appropriate training for their role and been provided, understand and adhere to the requirements of the Codes of Conduct and Wavepower.
- Provide all members of the organisation and parents/guardians of members under 18 with the opportunity to raise concerns in relation to a child's welfare in a safe and confidential manner.
- Ensure that all child safeguarding matters, whether they be concerns about child welfare or protection, are dealt with appropriately in accordance with the guidance for reporting and action in Wavepower.
- Ensure that confidentiality is always maintained and in line with the best interests of the child.
- Ensure all information relating to child safeguarding matters are held safely and securely.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Fish 2 Water sessions or events. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring and Review

Fish 2 Water will regularly review this policy and the procedures for any improvements as part of our quality assurance requirements. This will ensure it is fit for purpose, reflects the services and training we deliver to our learners and we provide services and courses which are relevant to the requirements of individual needs. Regular reviews will ensure that we are adhering to our quality policy statement.

The policy will be reviewed a year after development and then annually, or in the following circumstances:

- Changes in legislation and/or government guidance
- As a result of any other significant change or event.
- As required by the Local Safeguarding Board, UK Sport and/or Home Country Sports Councils and Ofsted

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