

CHILD PROTECTION POLICY - Fortitude Ilminster

1. Introduction

1.1 Fortitude Ilminster (hereafter referred to as the Club) recognises the need to ensure that all young persons who visit and engage with the club have a right to have their human rights being respected and will do everything possible to ensure the physical and psychological health and safety of such young persons. The club will also ensure that all young people's equality and diversity is respected, with no tolerance for discrimination of any kind.

1.2 This Child Protection Policy is written and prepared with the above statement in mind and as a means of giving guidance to all in respect of how to achieve the above by providing a secure and safe environment for all young people to flourish in and feel comfortable.

1.3 This Child Protection policy will be applicable to any child or young person who is a member of Fortitude Ilminster whilst on club premises, or other places where the club has control over and to any child or young person who is a member of the club whilst away from the club but under the supervision of club personnel. The policy will equally apply to any other young person whilst on club premises, or other places where the club has control over and to any child or young person who is under the supervision of club personnel.

1.4 For the purpose of this policy a child or young person is anyone who is under the age of 18 years of age at the commencement of each carnival season (1st September). All references to child or young person or any person under 18 shall be construed accordingly.

2. The Club

2.1 . The Club will appoint a Child Protection Officer (safeguarding officer) to implement and oversee this policy.

2.2 . This will be an appointed post and not an elected officer. The club will appoint a person who is suitable for the role and has an understanding of these issues.

2.3 The club will ensure relevant support is given to this officer.

2.4 The welfare of the child is, and must always be, paramount to any other considerations.

2.5 All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.

2.6 Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children.

2.7 Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed in relation to their participation in Fortitude.

3. The Safeguarding Officer

3.1 The appointed officer will be responsible for the implementation of this policy. It will be the officer's duty to ensure that this policy is reviewed at the end of each performance season and to recommend and implement any necessary changes.

3.2 The officer will be responsible to ensure action as lined out in this policy is undertaken as and when necessary and this will be reviewed at each committee meeting.

3.3 The Safeguarding officer will update the committee as to any outstanding safeguarding issues at the monthly committee meeting including personnel who have failed to complete their DBS checks.

The Club Safeguarding Officer is Kirsty Carlos, contact details as below:-

Tel: 07503841757

Email: kirsty@fortitude-ilminster.co.uk

If you witness or are aware of an incident where the welfare of a child has been put at risk you must, in the first instance, inform the Club Safeguarding Officer.

If an incident involves the Club Safeguarding Officer you should inform the Club secretary

3.4 The safeguarding officer will consider all safeguarding reports and act accordingly:

- If following consideration, the allegation is deemed to be about the poor practice the safeguarding officer will deal with it as a misconduct issue and liaise with the committee as well as the Class leader.

- Where the concerns are for a named adult who is believed or suspected of endangering the physical or mental health of any child or young person's then the safeguarding officer will ensure that all information and action taken and reasons for action taken will be recorded in written form and will be available to any subsequent investigating body. The safeguarding officer will, at the earliest opportunity, tell the child's parent/carer unless this would heighten any risk to the child and report the matter to social services for their consideration and direction.
- Where the concerns are in relation to a specific named child or young person's the person receiving the complaint will inform the club safeguarding officer immediately, who will start to make enquiries and take the necessary action. All information and action taken and reasons for action taken will be recorded in written form and will be available to any subsequent investigating body.
- It is the club's safeguarding officer's responsibility to report any safeguarding issues as soon as possible.

4. Fortitude Coaches

4.1 . Each class will be supervised by a Coach with a recognised current DBS check, those without will not be able to coach without supervision from someone with DBS clearance until they have complied with completing their DBS.

4.2 . Each coach will have read, understood and agreed to be governed by the clubs code of ethics and conduct for all coaches and committee members

4.3 Each class will have at least one coach who is first aid qualified.

4.4 Each age group will have a manager responsible for the class, The manager will also have a good working knowledge of this policy and will be the first person to be contacted if there are any concerns about any young person in their class. This should then be discussed with the Safeguarding officer before any action is taken unless immediate action is required. If immediate action is required then the police or Children's Social care should be contacted for professional advice if a child is at risk of immediate harm.

4.5 All personnel will be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegation. They should:

- Always work in an open environment,(e.g. avoiding private or unobserved situations)
- Treat children and young people equally, with respect and dignity
- Put the welfare of each child or young person first.
- Maintain a safe and appropriate distance with performers.

- Build balanced relationships based on mutual trust which empowers children and young people to share in the decision making process.
- Promote fair opportunities.
- Ensure that if any manual/physical support is required, it should be provided openly and according to guidelines provided.
- Involve parents/guardians wherever possible.
- Ensure that at tournaments or residential events, adults should not enter children's or young people's rooms or invite children or young people to their rooms.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Avoid excessive training.
- Secure parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- Request written parental consent if club officials are required to transport young people in their cars.

Practices to be avoided

The following should be avoided except in EMERGENCIES. If cases arise where these situations are unavoidable they should occur with the full knowledge of the Child Protection Officer or the child's parent/guardians. All club personnel should:

- Avoid spending excessive amounts of time alone with children or young people away from other adults.
- Avoid taking children or young people to their homes where they will be alone with the child or young person.
- Texting or messages young people privately on social media.

Practices never to be sanctioned

Personnel will never:

- Engage in rough, physical or sexually provocative games, including horseplay.
- Share a room with a child or young person.
- Providing alcohol to children or allowing its supply
- Allow or engage in any form of inappropriate touching or unnecessary physical contact with a child.
- Allow children or young people to use inappropriate language unchallenged
- Reduce a child to tears as a form of control/humiliating children
- Allow allegations made by a child to go unchallenged or unrecorded.
- Do things of a personal nature for a child that they can do for themselves.
- Invite or allow children or young people to stay with you at your home unsupervised.
- Using changing facilities at the same time as young people

- Making sexually explicit comments or sharing sexually explicit material
- Having an intimate or sexual relationship with any child developed of being in a 'position of trust'
- If any of the above occur it will be reported immediately to a colleague and recorded and the child or young person's parents or guardian will be informed.

5. Parents/carers

5.1 It is required that all parents who have young person's as members of Fortitude Ilminster supply all relevant information to club officials as required and is necessary for the club to be able to adequately care for and respond to the needs of the individual.

5.2 If a parent does not wish for their child to be photographed and their image used on any media this needs to be indicated on the registration form in the appropriate section.

5.3 . Parents are encouraged to enjoy the hospitality of the club whilst there and to respect and obey the club rules. 5

.4 Parents/carers will be encouraged not to use threatening or abusive language and/or behaviour whilst young persons are present.

5.5 If any parent has a complaint or concern about any aspect of the club they are encouraged to contact the designated safeguarding officer or other committee member if the problem cannot be resolved.

6. Young persons under the age of 18

6.1 Any young person on club premises who is under the age of 18 or is a member of Fortitude Ilminster is requested to conform to the following rules:

- Respect yourself
- Respect other people
- Respect other people's property

7. Visitors and others over the age of 18

7.1 All visitors to Fortitude Ilminster or any other persons over the age of 18 are asked to respect the contents of this policy in respect of young children and young persons and conduct themselves accordingly whilst children and young persons are present.

8. Bullying Action if bullying is suspected Fortitude Ilminster will:

- Take all signs of bullying very seriously
- Encourage all children and young people to speak and share their concerns with someone in authority
- Investigate all allegations and take actions to ensure victims are safe.
- Speak with the alleged victim and bullies separately
- Reassure the alleged victim that they will be helped
- Document what is said
- Report concerns to the safeguarding Officer
- Talk with the alleged bully/ies and aim to get them to understand the consequences of their actions
- Seek an apology once proven
- Inform all parents/guardians
- Document all information
- Review the situation to ensure the bullying does not continue.

9. Breaches of this code

9.1 Where a breach of this code is identified it will be reported immediately to the safeguarding officer for immediate action.

9.2 If the concerns are in relation to the safeguarding officer the information will be passed on to the appropriate and nominated individual.

10. Confidentiality

- All information provided from any source to the club for the purpose of complying with this child protection policy will be kept confidential and will only be disclosed to a person who has a need to know and who needs information to ensure the health and safety of the young person.