



SAFEGUARDING & PROTECTING CHILDREN & VULNERABLE ADULTS POLICY

Astrid Academy of movement & BG aims to promote a positive health and safety culture, and to ensure the health and safety of everyone involved in the sport. We aim to achieve the highest standards of welfare.

Anyone who provides or delivers gymnastics activity in the club, has a duty of care towards young people and needs to ensure that they offer a protective and child-friendly environment that gives parents reassurance that their children will be happy and safe.

Our Welfare Officer has the designated responsibility for safeguarding. The Welfare Officer plays a key role supporting child-centred practice and ensuring robust safeguarding arrangements are in place in the club. The welfare of children [*anyone under the age of 18 yrs.*] or anyone deemed to be a vulnerable adult is paramount.

All children, regardless of ability, age, disability, sexual orientation, parental status, race, religion or belief or socio/economic background have a right to be protected from abuse.

Safeguarding children and vulnerable adults is everyone's responsibility – every individual within the organisation, must play their part in ensuring the sport is safe.

We will respond to child protection and poor practice concerns, liaise with BG, other agencies and local statutory organisations as required and we will ensure iAM staff are able to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children, young people or vulnerable adults.

We will ensure that all our staff complete SPCA every 3 years.

Ensure iAM staff have appropriate pre-recruitment checks and ensure staff have the appropriate coach qualifications to the level of the skills being coached.

We will support whistleblowing and take steps to ensure members, their parents / carers and others feel able to raise concerns without fear of negative repercussions.

Working in partnership with iAM to ensure poor practice is addressed and any required remedial action is taken.

Astrid Academy of Movement Welfare Officer

Cressida Castling is our lead welfare officer and has overall responsibility for safeguarding.

The welfare officer will:

Guide the iAM Management Committee and Coaching Team to plan, prioritise and implement the various safeguarding responsibilities and activities.

Develop a skilled and competent safeguarding workforce within the club.

Ensure young people and their parents /carers are consulted and where appropriate fully involved in decisions that affect them.

Liaise with outside agencies and local statutory organisations as required.

Maintain confidentiality in relation to concerns and referrals, and share information only on a 'need to know' basis.

Attended BG approved SPCA training and Time to Listen Courses [*every three years*].

Hold minimum bronze BG membership and undertake a DBS check.