



## **Kingfisher Swim School Safeguarding Policy- April 2024**

The safeguarding of Kingfisher Swim School swimmers is a priority for our teachers and other staff. Participants are entitled to lessons run in a safe environment regardless of ability, gender, race, religion and disability. Kingfisher Swim School acknowledges and adheres to the guidance from Swim England. We expect teachers, parents and swimmers to understand their responsibilities. Thus ensuring participants safety at our facilities before, during and after their lessons.

### **What is Safeguarding?**

This definition for Safeguarding Children is taken from the Government Document “Working Together to Safeguard Children 2023” and is “The action taken to promote the welfare of children and protect them from harm”

The actions are defined as:

- Protect a child from maltreatment.
- Prevention of impairment to a child’s physical, mental health and development.
- Ensuring children grow up in circumstances consistent with provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

Child Protection is part of the safeguarding process, it focuses on protecting children who are identified as suffering or likely to suffer significant harm.

Source- Swim England.

### **What is Kingfisher Swim School's responsibility?**

The Children Act 1989 and 2004 and the Government Document "Working Together to Safeguard Children 2023" are clear that safeguarding children is the responsibility of everyone. These documents detail responsibility to safeguard children in Kingfisher Swim School's care.

In summary, Kingfisher Swim School will;

- Ensure all lessons are based on the needs and interests of the swimmer
- Will share our concerns with others who need to know and assist in any referral process
- Will ensure that all employees who have suspicion that a child may be suffering, or may be at risk of suffering significant harm, are aware of the need to refer such concerns to the designated person, who will refer on to Children's Services in accordance with the procedures issued by the LAs Safeguarding Children Board. Employees will also be aware that they are able to refer such matters directly if they feel the need to
- Safeguard the welfare of children whilst in a Kingfisher Swim School lesson, through positive measures to address bullying, especially where this is aggravated by sexual or racial factors, disability or special educational needs (please see anti bullying policy for more information)
- Will act swiftly and make appropriate referrals where an allegation is made that an employee of Kingfisher Swim School has committed an offense against a child, harmed a child, or acted in a way that calls into question their suitability for working with children
- Challenging any inappropriate or dangerous behavior exhibited by participants, parents or teachers
- Where teachers are with a child, lessons are to be carried out in accordance with teachers' qualification and training. Where physical contact is required in order to

assist a child, contact will be followed in accordance with the Swim England teachers qualification and training guidance

- Lessons will be taught in an open environment. Parents or carers are to supervise children during lessons by being present on the poolside
- Teachers or other parent/guardians are not permitted in designated changing room whilst in use by other children (other than their own) and/or parents/carers
- Wherever possible, additional consent must be obtained from parents/carers before emergency first aid or medical treatment is sought. However, this shouldn't unnecessarily delay the administering of any treatment required
- Level 2 teachers appointed will be DBS checked
- There will always be a member of staff present in every lesson who has attended safeguarding training and possess a safeguarding certificate

This list is not exhaustive. These principles are reviewed and updated if necessary on a regular basis.

### **Responding to disclosure, suspicions or allegations**

- Employees and volunteers are not required to investigate suspicion; if somebody believes that a child may be suffering, or may be at risk of suffering significant harm, they must always refer such concerns to the designated person, who will refer the matter to the relevant Children's Services
- To this end, employees and volunteers will follow the procedures upon receipt of any information from a child, or if any person has suspicions that a child may be at risk of harm, or if anyone observes injuries that appear to be non-accidental, or where a child makes a direct allegation, or implies that they have been abused, makes an allegation against a member of staff
- They must record what they have seen, heard or know accurately at the time the event occurred, and share their concerns with the designated person and agree actions to take
- Kingfisher Swim School will ensure that all employees are familiar with the procedures for keeping a confidential written record of any incidents
- Where any employee fails to report their concerns, this may be dealt with as a disciplinary matter
- If you have a question or concern regarding child welfare, be it poor practice or possible abuse, this should be reported to the following:

- **Kingfisher Activities Welfare Officer-** Clare Fox-  
[welfare@kingfisheractivities.co.uk](mailto:welfare@kingfisheractivities.co.uk)
- **Childline – 0800 1111;** or
- **NSPCC helpline – 0808 800 5000**

Kingfisher Swim School's Welfare officer can liaise directly with the governing body and or the Police. Confidentiality will be maintained at all times and only disseminated on a need to know basis.

### **Confidentiality**

- Kingfisher Swim School will ensure that all data about its customers is handled in accordance with the requirements of law and any national and local guidance
- Any employee who has access to sensitive information about a child or the child's family must take all reasonable steps to ensure that such information is only disclosed to those who need to know
- Regardless of the duty of confidentiality, if any employee has reason to believe that a child may be suffering harm, or be at risk of harm, their duty is to forward the information without delay to the designated person

### **Allegations against Employees**

If anyone makes an allegation that any employee of Kingfisher Swim School may have:

- Committed an offense against a child
- Placed a child at risk of significant harm
- Behaved in a way that calls into question their suitability to work with children

The allegation will be dealt with in accordance with national guidance and agreements. The designated person will handle such allegations. The designated person will gather information, and report these immediately to the LA.

### **Photographing Children**

- We understand that parents like to take photos of or video record their children. This is a normal part of family life, and we will not discourage parents from celebrating their child's success
- Kingfisher Swim School will not allow others to photograph or film children during a Kingfisher Swim School activity without the parent's permission

- Kingfisher Swim School will not allow images of children to be used on our website, publicity, or press releases, without express permission from the parent, and if we do obtain such permission, we will not identify individual children by their full name
- Kingfisher Swim School cannot be held accountable for photographs or video footage taken by parents
- Employees of Kingfisher Swim School may take photographs of children whilst engaged in Kingfisher Swim School activities for teaching purposes; for assessment purposes or as a means of celebrating success within Kingfisher Swim School
- Mobile phones are not permitted in the toilet or changing areas

### Useful links

- **The Children Act 1989, Children Act 2004 and other legislation**

<https://learning.nspcc.org.uk/child-protection-system/england>

- **NSPCC**

Telephone- 0808 800 5000

<https://learning.nspcc.org.uk/safeguarding-child-protection>

- **Wavepower the Swim England Child Safeguarding Policy and Procedures**

<https://www.swimming.org/swimengland/about-swim-england/safeguarding/>

- **Working Together to Safeguard Children 2023**

[https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working\\_together\\_to\\_safeguard\\_children\\_2023\\_-\\_statutory\\_guidance.pdf](https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf)

- **Swimline the Swim England/NSPCC Child Protection Helpline**

Telephone - 0808 100 4001

- **NSPCC Child Protection in Sport Unit**

Telephone- 0116 366 5580 Email- [cpsu@nspcc.org.uk](mailto:cpsu@nspcc.org.uk)

- **Childline**

Telephone- 0800 1111

<https://www.childline.org.uk>