Safeguarding Vulnerable People Policy

POLICY STATEMENT

We at Templemore are committed to good practice which protects vulnerable people[1] from harm. Staff and volunteers accept and recognise their responsibility to provide an environment which promotes safety at all times. To achieve this we will:

- Develop an awareness of the issues which may lead to harm.
- Create an open environment to allow those who need to, to talk.
- Adopt people centred and democratic coaching styles.
- Adopt safeguarding guidelines through codes of conduct for members and all adults working at the club. Adult workers include coaches, parents and volunteers.
- Ensure careful recruitment, selection and management procedures. These procedures will include regular support and supervision is provided to staff/volunteers.
- Ensure complaints, grievance and disciplinary procedures are included in our constitution.
- Share information about concerns with those who need to know.
- Provide information as required to the management committee.
- Ensure good and safe working/playing practices.
- Be involved in training made available through the various agencies and strengthen links with these agencies.
- Keep Safeguarding policies under regular review (every three years minimum).
- Have procedures relating specifically to bullying, away trips, transport, use of photography and communication through texting or social media forums.

Date Agreed by Club Management Group September 2021

Date for Review September 2024

EQUALITY STATEMENT

- This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport Northern Ireland definition of sports equity:

"Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."

- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

[1] The term vulnerable people includes children, young people and adults deemed vulnerable.

- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

CONFIDENTIALITY STATEMENT

We will never promise to keep secrets. However, information of a confidential nature will only be communicated on a "need to know" basis, with the welfare of any person always remaining paramount.
Considerations of confidentiality will not be allowed to override any person's rights to be protected from harm.

ANTI-BULLYING POLICY STATEMENT

Bullying is not an accepted behaviour. Bullying will be dealt with seriously both in regards to the behaviour exhibited and the reasons for the behaviour.

SAFEGUARDING PROTECTION OFFICERS

Templemore Aquatic Sports Club	:	Iain McGonigle
Templemore Triathlon Club	:	Muriel O'Neill, Peter kelly

SAFE RECRUITMENT PROCEDURES FOR COACHES

- Coaches are carefully selected, trained and supervised. The office bearers of the club committee must vouch for new coaches.
- All Coaches with unsupervised access to vulnerable persons shall undergo an AccessNI check every 4 to 5 years.
- **ALL** Coaches and Volunteers must agree to abide by the club's Safeguarding Policy.

HEALTH AND SAFETY GUIDELINES

This club are committed to ensure the safety of all members by completing a risk assessment for activities and endeavouring to provide first aid treatment for injury, accidents and cases of ill health during coaching sessions or at competitions.