



Thanet Gymnastics Club - Safeguarding Policy

1. Purpose of the Policy

This policy sets out how Thanet Gymnastics Club safeguards children and adults who take part in our activities. It confirms our commitment to protecting individuals from abuse, neglect, and harm while respecting their rights, choices, dignity, and independence.

2. Policy Statement

Thanet Gymnastics Club has a zero-tolerance approach to abuse or neglect. Safeguarding is everyone's responsibility. We are committed to safe, inclusive, and effective practice and to Making Safeguarding Personal

We will:

- 1 Promote the welfare and wellbeing of children and adults
- 2 Empower individuals to make informed choices and be involved in decisions
- 3 Take all safeguarding concerns seriously and act promptly
- 4 Work in partnership with statutory and community agencies
- 5 Be open, transparent, and accountable in our safeguarding actions

3. Safeguarding Adults

Safeguarding adults means protecting an adult's right to live safely, free from abuse and neglect, while supporting choice, control, and independence.

An adult at risk is someone aged 18 or over who has care and support needs and may be unable to protect themselves from harm.

4. Key Safeguarding Principles

1 Empowerment: Supporting people to make their own decisions.

2 Prevention: Acting early to reduce risk of harm.

3 Protection: Supporting those most at risk.

4 Partnership: Working with other organisations.

5 Accountability: Being transparent and responsible.

5. Roles and Responsibilities

Safeguarding Lead: Manages concerns, referrals, and records and liaises with external agencies.

Staff, Coaches, Volunteers: Must follow this policy, attend training, and report concerns immediately.

Management Committee: Ensures safeguarding systems are in place and reviewed.

6. Safe and Effective Working Practices

The club will ensure safer recruitment, appropriate supervision, clear codes of conduct, regular training, and a safe environment for all participants.

7. Recognising Abuse and Neglect

Possible indicators may include unexplained injuries, changes in behaviour, distress, withdrawal, poor attendance, neglect, or disclosures of harm.

8. Responding to Concerns - Respond, Report, Record

Respond: Listen, reassure, take seriously, and do not promise confidentiality.

Report: Inform the Safeguarding Lead immediately. Contact emergency services if there is immediate danger.

Record: Write clear, factual records including dates, times, and the individual's wishes.

9. Making Safeguarding Personal (MSP)

Safeguarding is person-led and outcome-focused. Individuals will be involved in decisions about their safety wherever possible. Their wishes, preferred outcomes, and consent will be recorded.

10. Mental Capacity and Referrals (Adults)

Adults are assumed to have capacity unless assessed otherwise. Where an adult has capacity, their decisions will be respected. Referrals may still be made where

others are at risk, a crime has occurred, or a person in a position of trust is involved.

11. Safeguarding Children

A child is anyone under 18. The welfare of the child is paramount. Children will be listened to, recorded, and heard, and action will always be taken in their best interests.

12. Possible Signs of Abuse in Children

Signs may include physical injuries, emotional distress, sexualised behaviour, neglect, or disclosure of abuse.

13. Confidentiality and Information Sharing

Information will be shared on a need-to-know basis. Confidentiality cannot be promised where someone is at risk.

Anonymous allegations will be assessed and managed appropriately.

14. Managing Disclosures

Listen carefully, do not investigate, reassure the person, explain next steps, and report immediately to the Safeguarding Lead.

15. Allegations and Complaints

Concerns about staff, volunteers, or officials will be managed through safeguarding procedures. Allegations involving a person in a position of trust will be referred to appropriate authorities.

16. Training and Awareness

All staff and volunteers will receive safeguarding training and ongoing support to maintain good practice.

17. Prevention

The club promotes a strong safeguarding culture, early identification of concerns, and continuous improvement.

18. Key Agencies

Kent County Council Safeguarding Services, Kent Police, NSPCC, Local Authority Designated Officer (LADO), and Emergency Services (999 in immediate danger).

19. Policy Review

This policy will be reviewed annually or following any safeguarding incident or change in legislation