

CHILD PROTECTION AND SAFEGUARDING POLICY 2026

Company – Pure Gymnastics Club

Head Coach – Claudia Harris

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Safeguarding and Welfare Officer – Katie Hall, the person responsible at our gymnastics club for managing child protection and safeguarding. They are the person to report to at any time.

PURPOSE AND AIM OF POLICY STATEMENT

Safeguarding is everyone's responsibility, and it is important that organisations work together to protect people who need help and support.

At Pure Gymnastics Club, we believe that everyone has the right to participate in gymnastics in an environment which is safe and secure, free from threat and non-accidental violence regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.

We are committed to safeguarding and protecting all our gymnasts from abuse; particularly children whose safety and wellbeing is central in everything we do. Child Protection is part of safeguarding and promoting welfare but is specifically the work done to protect specific children who are suffering or are likely to suffer, significant harm.

The Children Act 1989 enshrines in law the key principle that the welfare of children is paramount. Article 19 of the United Nations Convention on the Rights of the Child provides the right for all children to be safe from violence.

Pure Gymnastics Club has an explicit duty to safeguard and protect children from abuse as defined in the Children Act 2004.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England and Wales. A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection.

The framework for safeguarding children in England and Wales is set out in the statutory guidance Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children HM Government. The guidance applies explicitly to sports organisations and to anyone working within these organisations, whether paid or a volunteer and states in Chapter 2 (page 72 paragraph 63); "There are many sports clubs and organisations including voluntary and private sector providers who deliver a wide range of sporting activities to children. Some of these will be community amateur sports clubs, some will be charities. All should have the arrangements described in this chapter in place and should collaborate to work effectively with the safeguarding partners as required by any local safeguarding arrangements. Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and

how to make a referral to local authority children's care or the police if necessary."

AIM OF POLICY 1.1

The overall aim of this policy statement is:

- to ensure that everyone can take part in gymnastics class without fear of harassment and abuse. To achieve this aim, everyone must understand their role and responsibility for preventing and responding to harassment and abuse concerns, including where the abuse may be occurring outside the gymnastics environment.
- to protect children and young people who take gymnastics classes at Pure Gymnastics Club from harm. This includes the children of adults who use our service.
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Pure Gymnastics Club, including senior managers and gymnasts.

PURPOSE 2.1

The policy interprets for the gymnastics community any relevant legislation and statutory guidance for safeguarding children and adults at risk to ensure, as a minimum, that we all comply with all applicable legal responsibilities.

The key objectives of the policy are to:

2.2 Ensure everyone in Pure Gymnastics Club understands that any form of non-accidental violence is unacceptable and should not be tolerated.

2.3 Ensure everyone knows what to do if they are concerned about someone's welfare and promote a culture where everyone feels able to raise concerns without fear of recrimination.

2.4 Ensure an appropriate and co-ordinated response to any incidents of abuse within or connected to participation in gymnastics in the UK in line with any relevant statutory framework.

2.5 Ensure that everyone in Pure Gymnastics Club understands their responsibility to report concerns relating to the welfare of a child or adult at risk that relate to an individual or environment outside gymnastics.

2.6 Ensure appropriate safeguarding arrangements are in place to protect gymnasts and other participants when participating in a Pure Gymnastics Club event.

2.7 Implement effective measures that minimise the likelihood of incidents of harassment and abuse

POLICY STATEMENTS 3.1

We believe that everyone has the right to participate in gymnastics in an environment free from non-accidental violence regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.

3.2 We believe that children and young people should never experience abuse of any kind

3.3 Pure Gymnastics Club recognises our duty of care for our gymnasts and our wider responsibility for the welfare of all members. We believe that the wellbeing of children should be at the centre of everything we do and recognise the need to ensure that we have a responsibility to promote their welfare.

3.4 We accept our responsibility to ensure that we have effective safeguarding arrangements in place and respond appropriately to any incidents of harassment, abuse and poor practice that arise relating to the activity they provide. All staff must ensure that any suspected abuse of children or adults at risk are reported to the Police and/or Children's or Adult Services in line with the applicable reporting procedure and in line with local arrangements.

DEFINITIONS 4.1

Child/children Anyone who has not yet reached their 18th birthday. 'Children' therefore means 'children and young people'.

CHILD ABUSE GUIDELINES NSPCC

The NSPCC has a written document which outlines the requirements for professionals reporting child abuse in the United Kingdom. To read this information, please follow the link below:
<https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse>

The keeping children and young people safe contains a practical guide to the law relating to child protection. The site also provides a publication entitled: "What to do if you're worried a child is being abused". This publication has been developed to assist practitioners to safeguard and promote the welfare of children. It sets out the process for safeguarding children. It is aimed at those who come into contact with children and families in their everyday work.

ROLES AND RESPONSIBILITIES OF STAFF

Everyone at Pure Gymnastics Club shares an objective to help keep children, young people and vulnerable adults safe, this document should be issued to all staff and other people who are likely to have contact with children as part of their work with us. Copies of the policy will be held by the Child Protection Officer. We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous
- experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

The above guidelines apply to:

1. A situation involving children and young people up to age 18, whether or not accompanied by adults.
2. At Pure Gymnastics Club we also recognise that vulnerable people of any age will benefit from similar safeguards. Wherever guidelines refer to children, this broader meaning applies.
3. All staff and volunteers working within our organisation or on our premises. In the case of contractors and consultants it is incumbent upon the SWO to ensure that they are made aware of these guidelines.

Find out more about the below on the [NPSCC](#) website:

- [safeguarding children who come from Black, Asian and minoritised ethnic communities](#)
- [safeguarding d/Deaf and disabled children and young people](#)
- [safeguarding LGBTQ+ children and young people](#)
- [safeguarding children with special educational needs and disabilities \(SEND\).](#)

CODE OF CONDUCT AND BEHAVIOURS

Any coaches working at Pure Gymnastics Club must always observe the Coach's Code of Conduct as well as the following requirements where children, young people or similarly vulnerable people are concerned:

DO:

1. Behave professionally
2. Listen to gymnasts
3. Treat everyone with respect
4. Communicate at an appropriate level
5. Be aware of policy and procedures
6. Report any suspicions within our guidelines
7. Be aware, approachable and understanding

DO NOT:

1. Harm a child or frighten a gymnast
2. Touch inappropriately
3. Use inappropriate language, threaten, shout or be aggressive
4. Force a child to do something they do not want to do
5. Mistreat, demean, ignore, or make fun of, show favouritism to any one individual or groups of individuals
6. Let a gymnast expose him/herself to danger
7. Make racist, sexist or any other remark which upset or humiliate
8. Take photos of gymnasts without permission

You have a strict duty never to subject any gymnast to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

We will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- appointing a nominated SWO for children and young people, a lead for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: ico.org.uk/fororganisations]
- sharing information about safeguarding and good practice with children and their families via leaflets, posters, website, group work and one-to-one discussions
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints, grievance and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns
- Making sure our staff members are carefully selected.
- Ensuring all staff members have sought appropriate training in issues of child protection.
- Ensuring all staff members undergo an Enhanced Criminal Records Bureau Disclosure.
- Establishing and maintaining an ethos where children and young people feel secure and are encouraged to talk, and are listened to.
- Taking all reasonable steps to ensure the health, safety and welfare of any child or vulnerable adult in contact with us.

- Not physically, emotionally or sexually abusing any child or vulnerable adult in contact with us.
- Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from putting any child or vulnerable adult in a situation in which there is an unreasonable risk to their health and safety.
- Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from physically, emotionally or sexually abusing any child or vulnerable adult.
- Reporting to the Principal any evidence or reasonable suspicion that a child or vulnerable adult has been physically, emotionally or sexually abused in contact with us or anyone in our organisation.
- Referring to statutory authorities all incidents reported to the Child Protection Officer.

ADMISSION PROCEDURES

At Pure Gymnastics Club a register of names, telephone numbers, next of kin and contact addresses and telephone numbers for emergencies will be kept.

PHOTOGRAPHING AND FILMING CHILDREN

At Pure Gymnastics Club our policy states that photographs and filming of gymnasts might be taken and reproduced for class aids and general marketing purposes as the default position. If a parent or carer does not want their child to be photographed under any circumstances they must advise in writing by opting out on the registration form.

SOCIAL MEDIA

Pure Gymnastics Club may use pictures of gymnasts on social media (Facebook, Instagram, Website), this is our default position and is utilised for general marketing purposes. A parent/carers can opt out of this by ticking the relevant box on the registration form, and/or by speaking with the SWO. Any pictures taken by staff members will be done so by prior permission, both from the parent/carers on the registration form and by verbal consent with the gymnast at the time; we will also endeavour to speak with relevant parents/carers at the time. These pictures will only be used as teaching aids or for marketing purposes officially through Pure Gymnastics Club and will be deleted immediately after use. No staff member will keep photographs of gymnasts on their phones. It's our policy for staff's personal social media sites not to befriend any gymnast below 18 years of age on social media sites whilst they are taking part in classes within our school. Contact may be made between gymnasts or parents/carers and staff via social media to discuss matters to do with gymnastics classes only, but we would rather this was done face to face or via email. Staff may befriend parents/ carers of gymnasts on personal social media sites, this is done at their own risk. Official Pure Gymnastics Club social media sites that are public, are open to all gymnasts and parent/carers

WHAT TO DO IF AN ACCIDENT HAPPENS

Depending on your judgment of the situation, go to the scene immediately if possible and/or summon First Aid assistance and/or contact the emergency services. With children it can be

hard to assess whether they have been injured or the extent of the seriousness of an injury. If you have any doubt about this, you should err on the side of caution and contact the emergency services. Even if a child is accompanied and you think an accident is not being treated seriously enough, get medical assistance on your own initiative if necessary. All accidents should be reported in the Health and Safety manual.

FIRST AID

All staff members are first aid trained. Unless there is good reason, First Aid should not be administered without the permission of the child's parent/carer or accompanying adult. A child cannot give consent.

If the parent/carer is not at the premises, obtain their phone number and try and make contact. However, if a child is alone and seriously injured or unconscious, the situation will need to be dealt with immediately and the teacher will act loco parentis.

If at all possible, treatment should only be given by a trained First Aider. Provided this does not in itself put the child at risk, always try to administer First Aid with another adult present. Always tell the child exactly what you are doing and why.

Unless it is irrelevant, ask the child if they use medication (e.g. for asthma, diabetes, and epilepsy) or have any allergies. Some children have allergic reactions to stings. For minor injuries, you may not offer any medication, including antiseptics or pills of any kind.

If you have any doubts about helping someone to use their own medication phone the emergency services.

Any treatment should be as little as necessary without threatening the child's wellbeing.

If a child comes to you for comfort because of a minor accident or fright, it is acceptable with the Code of Behaviour to hold their hand or put your arm around them. Just ensure:

- You know about any injury and do nothing to make it worse;
- Physical contact is what the child wants, and the kind of contact between you is appropriate to their age and stage of development;
- You do your best to stay in sight of other adults.
- If a child needs a doctor or hospital, call the emergency services.
- It is nearly always best to stay with them and wait for the ambulance.
- You should only take the risk of bringing in the child yourself if the emergency services ask you to do so because of exceptional circumstances

APPROPRIATE PHYSICAL CONTACT IN GYMNASTICS CLASS

Teaching gymnastics is a physical activity and a coach will sometimes need to make physical contact with a gymnast to show an idea or to correct the gymnast's position.

This can include:

- Lifting
- Adjusting arms, legs, rib cage, hips, feet, hands
- Moving one gymnast in relation to another

Where contact is needed, we will remain sensitive to the gymnast's wishes and put their welfare first. In all cases, we will say why and how we will be correcting the gymnast's position before making any contact. We encourage gymnasts to report any concerns.

Use of Photographs and Film of Gymnasts

We recognise that taking images of gymnasts in our care may not always be appropriate and that some gymnasts and parents/carers may not want images taken at any time.

Therefore, before taking images of a child or young person, we will:

- Make clear to the gymnast and parent/carer where and when the image will be taken;
- Clearly identify the person who will be taking the image;
- Explain how the image will be used, e.g. whether it will be posted on social media or printed to be displayed at the school;
- Seek written agreement from parents/carers that images can be taken of their child.

Where we have publicly displayed images at our school or on social media, parents/carers and gymnasts may withdraw their permission at any time. In such cases, the images will be removed as soon as is reasonable and without question. We ask that any parent/carer wanting to take photographs or film at our events only do so with our prior permission. Permission will only be granted on the agreement of all present.