

SAFEGUARDING POLICY

Addictive Fitness

January 2023

Our Safeguarding Policy:

This policy applies to all instructors and assistants working on behalf of Addictive Fitness.

Addictive Fitness believes that:

- The welfare of children is vital
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- All instructors and assistants working for Addictive Fitness have a responsibility to report concerns to the child protection officers; Karen Gaunt or Gail Robinson

Policy Statement:

Addictive Fitness has a duty of care to safeguard all children and young adults (under the age of 18 years) on our classes and workshops from harm. All children have a right to protection and the needs of disabled children and others who may be particularly vulnerable must be taken into account. Addictive Fitness will ensure the safety and protection of all children through adherence to the Child Protection guidelines.

Policy Aims:

The aim of the Addictive Fitness Child Protection Policy is to promote good practice:

- Providing children, young people and adults with appropriate safety and protection whilst in the care of Addictive Fitness
- Allow all instructors and assistants to make informed and confident responses to specific child protection issues promoting good practice

Addictive Fitness will encourage the following:

- Always working in an open environment (e.g. avoid private or unobserved situations and encouraging an open environment i.e. no secrets)
- Treating all young people/disabled people/adults equally, and with respect and dignity
- Always putting the welfare of each young person first, before winning or achieving goals
- Building balanced relationships based on mutual trust which empowers children to share in the decision making process
- Making pole and aerial fun, enjoyable and promoting fair play
- Ensuring that spotting /physical support is provided openly and care is taken, it is difficult to maintain hand positions when the child is constantly moving. Young people should always be consulted when physical support is required, and their agreement gained
- Keeping up to date with the technical skills, qualifications and insurance required
- Parents should be present wherever possible
- Giving enthusiastic and constructive feedback rather than negative criticism

- Recognising the developments/ needs and capacity of young people and disabled adults – avoiding excessive training or competition and not pushing them against their will
- Securing parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment
- Keeping a written record of any injury that occurs, along with the details of any treatment given

Practice Never to be Sanctioned:

Addictive Fitness Instructors/Assistants should never:

- Engage in rough, physical or sexually provocative games, including horseplay
- Allow or engage in any form of inappropriate touching
- Allow children to use inappropriate language unchallenged
- Make sexually suggestive comments to a child, even in fun
- Reduce a child to tears as a form of control
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon

Guidelines for use of photos and videos:

Addictive Fitness will adhere to the following Rules and Guidelines:

- Images of children posted online or in printed matter must have parental consent first
- Anyone with any complaints about images posted can speak to the child protection officer; Karen Gaunt, and the images will be removed
- Anyone concerned about inappropriate use of images can report the matter to the child protection officer and procedures will be followed to report the matter to the appropriate authority
- Parents who wish to take photographs or film at a class/workshop are to avoid inappropriate or intrusive photography of other children
- Any child or parent who has concerns regarding inappropriate or intrusive photography must report their concerns to the Addictive Fitness child protection officer who will act in the same manner as they would with any other child protection concern

Recruitment and Selecting Instructors and Assistants:

Addictive Fitness recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children. The following should be checked:

- All instructors/assistants should have a valid Disclosure and Baring Service check (DBS Check, formerly known as a CRB)
- Evidence of identity (passport or driving licence with photo)

Responding to Suspicions or Allegations:

It is not the responsibility of anyone working for Addictive Fitness to take responsibility or to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities.

Addictive Fitness will assure all instructors/assistants are fully supported and protected, who in good faith reports his or her concern that a colleague is or may be abusing a child.

If there is a complaint made against an instructor/assistant there may be three types of investigation:

1. A criminal investigation
2. A child protection investigation
3. A disciplinary or misconduct investigation

The results of the police and child protection investigation may well influence the disciplinary investigation.

Suspected Abuse:

Any suspicion that a child has been abused by an instructor/assistant should be reported to one of the child protection officers who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.

Action to help victims and prevent bullying :

- Take all signs of bullying very seriously
- Encourage all children to speak and share their concerns
- Help the victim to speak out and tell the person in charge or someone in authority
- Create an open environment
- Investigate all allegations and take action to ensure the victim is safe
- Speak with the victim and the bully/ies separately
- Reassure the victim that you can be trusted and will help them, although you cannot promise to tell no one else
- Keep records of what is said (what happened by whom, when etc)
- Report any concerns to one of the child protection officers

Action towards bullies:

- Talk with the bully/ies explain the situation and try to get the bully/ies to understand the consequences of their behaviour
- Seek an apology to the victim/s
- Inform the bully's parents
- Insist on the return of borrowed items and that the bully/ies compensate the victim
- Impose sanctions as necessary
- Encourage and support the bully/ies to change behaviour
- Inform all appropriate members of the action taken
- Keep a written record of action taken