



For Healthy Hearts & Happy Minds

Jumping Beans Safeguarding Policy and Procedures

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

At Jumping Beans (JB) we are committed to safeguarding and protecting all our members 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.

The overall aim of the policy is to ensure that everyone can take part in gymnastics 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. 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.

JB accepts our responsibility to implement robust arrangements and procedures to safeguard and protect our participants and will:

- Provide effective leadership to promote and implement the policy and minimise incidents of harassment and abuse.

- Develop a skilled and competent safeguarding workforce.

- Develop and implement standards of conduct that establish appropriate behaviours and boundaries for individuals in positions of trust and athletes.

- Develop and implement appropriate training to recognise, identify and respond to signs of harassment and abuse.

- Ensure children and their parents, adults at risk and other athletes are consulted and, where appropriate, fully involved in decisions that affect them.

- Implement appropriate practices for sharing information, where it is necessary to protect a child or adult at risk with relevant statutory agencies and other stakeholders, including relevant gymnastics organisations.

- Ensure any suspicions and allegations involving abuse of a child or adult at risk are reported in line with the applicable statutory guidance and where it relates to a JB member, take action in accordance with JB Complaints and Disciplinary Procedures.



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Provide appropriate support to the individual(s) involved in incidents or concerns, and, including the person who reported the concern.

Ensure that confidential, detailed and accurate records of all concerns are maintained and securely stored.

Ensure robust safeguarding arrangements are in place for all JB activities.

Develop and implement safe recruitment procedures to prevent unsuitable individuals from being appointed to positions of trust and responsibility.

Having due regard for our legal duty to refer to Disclosure & Barring Service (DBS) or other Home Country equivalent where appropriate and necessary.

Everyone

It is essential that everyone involved in gymnastics is fully aware of the early signs of abuse and understands the appropriate steps to report these concerns. All members must comply with JB policy and applicable standards of conduct and specifically not engage in, allow, condone, or ignore incidents of harassment and abuse and be supportive of other participants who report concerns. Anyone who has reason to believe that a child or adult at risk has or is experiencing abuse has a duty to report it to the relevant statutory authority and to JB where the abuse is connected to their role in the sport. Failure to comply with the policy and associated procedures will be investigated and may ultimately result in disciplinary action against the individuals concerned.

Procedures for Reporting

This document sets out the steps that should be followed where there is concern that a child, adult at risk or athlete who is taking part in gymnastics activity may be at risk of or is experiencing abuse or neglect.

Concerns may arise following

- A disclosure from a child or adult.
- Direct or reported observations of possible abuse, neglect, suspicious behaviour or poor practice, including those of colleagues.
- Significant changes in an individual's behaviour, appearance, attitude or relationship with others.
- Reports from external agencies or individuals.

Safeguarding allegations fall into two categories Gymnastics related i.e. allegations about a member or someone who is in a position of trust in the sport or external to the sport i.e. allegations that involve someone who is not connected to the sport, e.g. a concern that someone is being abused or neglected by a family member who is not involved in gymnastics. Concern may relate to a current situation or to non-recent events and may be about allegations or disclosures of abuse or poor



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practice by an individual.

SAFEGUARDING RESPONSIBILITIES

All staff and volunteers in gymnastics need to be aware of their safeguarding responsibilities and ensure that children and adults in their care are kept safe and must report concerns and understand when it is appropriate to make a referral to the local authority, social services or the police. It is important to remember that some children and adults are unable to recognise or share concerns and are more reliant on adults with whom they are in contact to be alert to the possibility that they may be experiencing harm in some area of their lives.

RESPONDING TO A DISCLOSURE

If an individual discloses a concern, it is important that they are provided with appropriate support and guidance but in a way that does not jeopardise any potential investigations. Appendix 1 provides guidance on how to respond if an individual makes a disclosure that they have been abused. Where a member of staff or volunteer receives information about a safeguarding concern, they should explain to the individual to whom it relates that they have a responsibility to share the concern with the appropriate Welfare Officer or manager. It is important to reassure the individual, who may be fearful of any repercussions and provide appropriate support to help them understand why it is necessary to share this information.

Monitoring & Review

The policy will be annually monitored and a full policy review will take place every three years. A policy review may also be conducted in response to any of the following occurrences

- Changes in legislation or guidance.
- Changes in governance of the sport.
- Changes in the nature or size of British Gymnastics.
- A procedural review taking place following a significant case.



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Appendix 1

Responding to a Disclosure From a Child If a child indicates that he/she is being abused, or information is received which gives rise to concern that a child may be being abused, the person receiving the information should

- Stay calm and ensure that the child is safe and feels safe.
- Listen carefully to what is said and actively listening.
- Explain that it is likely the information will have to be shared with others – do not promise to keep secrets.
- Allow the child to continue at his/her own pace. - Keep questions to a minimum to ensure a clear and accurate understanding of what has been said.
- Reassure the child that they have done the right thing in disclosing the information.
- Show and tell the child that what he/she says is being taken seriously and recognise any difficulties inherent in interpreting what the child says.
- Tell the child what will be done next and with whom the information will be shared.

Record in writing what was said using the child's own words as soon as possible. The following information should be recorded:

- Place, date time of disclosure.
- Place, dates and times of incidents.
- Any names mentioned.
- To whom the information was given.
- Information that is fact, (hearsay or opinion should be noted as such, but nevertheless passed to the relevant statutory agency).

Ensure the record is signed and dated and provided to the relevant statutory agency and JB. If the child indicates that he/she does not wish others to be informed about the allegation, carefully and tactfully explain the reasons why it may be in the interests of everybody if the matter is referred to the appropriate person or department, (i.e. Children's Social Care). Similar discussions should also be held regarding informing the child's parent(s) or guardian, as long as they are not the subject of the disclosure.

The person to whom the disclosure is made is presented with a great responsibility and it is advisable, if there is any uncertainty, to seek advice on how to deal with the issue, from Children's Social Care, NSPCC .



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Actions to Avoid

- Dismissing the concern.
 - Ridiculing or being judgemental of the information being disclosed.
 - Panicking.
 - Allowing shock or distaste to show.
 - Probing for more information than is offered (this could be construed as leading a child)
 - Making promises that cannot be kept, such as agreeing not to tell someone else
 - Speculating or make assumptions.
 - Approaching the person who is the subject of an allegation or suspicion, (this may put a child or young person at further risk and/or jeopardise a criminal investigation)
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- Conducting a personal investigation of the case.
 - Making negative comments about the accused person. Irrespective of whether the person receiving the information personally believes what has been said, they must always report the disclosure.