



Safeguarding Policy

Brooks Swim School Ltd delivers swimming lessons to children and adults and is committed to providing an environment in which anyone who swims with us has a safe and positive experience. We are also committed to practise that protects swimmers from any form of abuse: physical, emotional, sexual abuse or neglect. We have based our procedures on Swim England's Safeguarding document 'WavePower' which can be found here [Wavepower | Safeguarding for Swim England clubs \(swimming.org\)](#) and Swim England's Equality and Diversity Policy, which can be found here [Inclusion Hub - Swim England \(swimming.org\)](#)

Our commitment:

- Protect participants from any discriminatory behaviour and recognise that all participants have the right to enjoy swimming with us in a safe environment protected from harm. This is regardless of age, gender, faith, race, disability, religion or cultural beliefs.
- Have a Welfare Officer- Daisy Brooks- who is known to both team members and parents. The Welfare Officer will take the lead in dealing with all child safeguarding matters raised within Brooks Swim School Ltd, and regularly completes Swim England's Safeguarding Training.
- Create an environment where all team members of Brooks Swim School Ltd have the opportunity to raise concerns about a child's welfare in a safe and confidential manner, and where all allegations of abuse are treated seriously.
- Ensure that all safeguarding matters are dealt with appropriately in accordance with the Welfare Officers training. We will share information about concerns with agencies which need to know, including children's services, and involve parents and children appropriately.
- Ensure confidentiality is maintained and in line with the best interests of the person at risk.
- Ensure all information relating to safeguarding matters are held safely and securely.

- Ensure that all Brooks Swim School Ltd team members have undergone an enhanced DBS check and are safe to work with children and vulnerable adults.
- Provide training for team members so they are aware of this policy and their duties in safeguarding children they work with. This is including, but not limited to, providing team members with information on signs to look out for, types of abuse and how to manage and report a safeguarding concern.
- Review our policy and good practise at regular intervals.

Team member expectations:

- The swimmer's wellbeing is the priority of all team members.
- Team members will respect swimmers and everyone they work with.
- Team members agree to follow Swim England's Code of Conduct (found in Wavepower) and Swim England's Code of Ethics.
- Team members are aware of their ethical and legal obligations including their duty to report any safeguarding concerns to the welfare officer and are to follow Safeguarding training.
- Team members treat any concerns or information they have with confidentiality and respect.

Photography/Mobile phone use

- Photographs and videoing of swimming lessons is not permitted.
- Photography / video calls are not permitted in changing areas.

Contact Details:

If there are any concerns at all about the welfare of a swimmer, in the first instance contact the Welfare Officer:

Brooks Swim School Ltd Welfare Officer: Daisy Brooks

Contact: brooksswimschool@outlook.com or 07925 976881

Alternative Contacts

Swim England's Swimline: **0808 100 4001**

Swim England's National Safeguarding Officer: **01509 640252**

NSPCC: **0808 800 5000**

If concerns are immediate and/or life threatening social services or the police should be contacted directly.

Updated: *February 2024*

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