



Safeguarding and child protection policy statement



Introduction:

Sandford Parks Lido (SPL) set in the heart of Cheltenham attracts an average of 150,000 visitors per season. Sandford Lido Limited is the charity set up to preserve and protect the Lido, creating an environment that enhances the health and wellbeing of our community, the charity is overseen by a Board of Trustees.

Deliverers and commissioners of all sport and leisure facilities and activities have statutory responsibilities to ensure that children and young people are safe when accessing their services. Working Together to Safeguard Children (HM Government 2018) makes it clear that safeguarding is everyone's responsibility, it sets out what organisations in England must do to safeguard all children and young people under the age of 18. This is summarised in the diagram below and includes having clear safeguarding policies in place which include how to respond to concerns about children's welfare in line with Local Safeguarding Partners requirements.

Organisations should have in place arrangements reflecting the importance of safeguarding and promoting the welfare of children:



Working Together to Safeguard Children (2018) Section 2.3

Adapted by the NSPCC's Child Protection in Sport Unit from Working Together to Safeguard Children (HM Government 2018) © Crown copyright 2018

Most leisure facilities will have to respond to child welfare concerns, these include:

- Concerns about unaccompanied children, for example parents' contact details and children's medical information being unavailable in the event of an emergency, or physical harm from inappropriate use or access to equipment
- Illegal or inappropriate photography of children, often within changing facilities
- Inappropriate behaviour by staff, parents and other young people

- Targeting of activities for children by adults or others with the intention of grooming or abusing children
- Unsafe practice by individuals hiring facilities

The purpose and scope of this policy statement:

We aim to create an environment that enhances the health and wellbeing of our community. SPL is primarily a public open-air swimming facility. The site offers a 50m heated main pool, heated children's pool and paddling pool set in four acres of landscaped grounds. In addition, there is a café, play equipment, changing rooms, outdoor sauna, toilets and a public car park. SPL offers group and individual swimming lessons, sporting events and activities, and offers outdoor theatre and cinema events. SPL is also hired by local organisations/clubs to provide various activities for children and young people such as canoeing, swimming and water polo. We also provide opportunities for individuals to book children's parties. We are continually diversifying our activities and events to provide a wide variety of opportunities.

The purpose of this policy statement is:

- to protect children and young people who come to SPL from harm, both within the facility and in the wider community
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to safeguarding and child protection

This policy applies to everyone working on behalf of SPL, including senior managers and the board of trustees, paid staff, volunteers, seasonal workers, students, third party hirers and visitors.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them
- children should have a positive and enjoyable experience at SPL, in a safe and child centred environment

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- 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 and young people are additionally vulnerable because of the impact of previous experiences, their level of dependency or other issues. We recognise the additional needs of children from minority ethnic groups and children with disabilities/impairments and the barriers they may face, for example with communication or the impact of discrimination
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

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

- listening and respecting them
- appointing a designated safeguarding lead and a member of the Trustee board who takes lead responsibility for safeguarding at the highest level in the organisation
- having detailed safeguarding and child protection procedures
- ensuring children, young people and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern
- making sure all staff and volunteers understand and follow the safeguarding and child protection procedures
- requiring clubs and organisations hiring our facilities to sign and agree to follow a code of conduct, ensuring that they agree to, and understand their safeguarding responsibilities
- 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
- building a safeguarding culture where staff, volunteers, and children and other visitors know how they are expected to behave and feel comfortable about sharing concerns
- 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 and whistleblowing measures in place
- ensuring that we provide a safe physical environment for children, young people, staff and volunteers, and all visitors by applying health and safety measures in accordance with the law and regulatory guidance

Where there are any concerns about a child's or young person's safety and wellbeing, information will only be shared with people who need to know. Procedures are clear about what should be shared and who with. Everyone must share any concerns they have about a child, even if they ask you not to.

Legal Framework:

The policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. In England, the Department for Education (DfE) provides the key statutory guidance for anyone working with children and young people: Working together to safeguard children (DfE, 2018). This sets out how organisations should work together to keep children safe.

Supporting documents:

This policy statement should be read alongside SPL's policies, procedures, guidance and other related documents, including:

- Reporting and responding to concerns about a child or young person

- Responding to concerns about a member of staff or a volunteer
- Recording concerns and information sharing
- Contact details to enable action to be taken
- Child protection records retention and storage
- Codes of conduct for staff and volunteers
- Behaviour codes for children and young people
- Entrance policy and guidance for parents
- Photography and sharing images guidance
- Safer recruitment
- Online safety
- Code of conduct for clubs and associations/ third-party hirer safeguarding responsibilities
- Missing child procedures
- Managing complaints
- Whistleblowing
- Administering First Aid to children
- Induction, training, supervision and support
- Role description for the designated safeguarding officer role
- Staff and volunteers aged 16-18 – guidance for managers
- Safeguarding and Equalities, Diversity and Inclusion policy

Contact details:

SPL Designated Safeguarding Officers Contacts:

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NSPCC Helpline: 0808 800 5000

This policy statement came into force on 10th February 2020

We are committed to reviewing our policy and good practice annually.

Signed: *C Billington-Wood* [Trustee lead for safeguarding and child protection)

Date: 10th February 2020