



003

Issue No. 03
Date: 01/05/11
Page No. 1 of 5

The Purpose

The purpose of this policy is to ensure that all Swimmers, Members, Coaches, Team Managers, Volunteers and Parents are aware of the Child Protection Policy within REN 96 Swim Team.

The Scope

The Child Protection Policy applies to all Swimmers within REN 96 Swim Team within the following categories:-

A Young Person means anyone under 18 years old (referred to as “young people”).

A Child means anyone who has not yet reached the official age at which they may leave school, just before or just after their 16th birthday (this is often referred to as the minimum school leaving age (MSLA)).

Club Child Protection Policy Statement

We, REN 96 Swim Team, believe that good practice at the Club is as follows:-

1. The welfare of children is everyone’s responsibility, particularly when it comes to protecting children from abuse. Everyone at REN 96 Swim Team – Swimmers, Members, Coaches, Team Managers, Volunteers and Parents can help. Swimming can provide an excellent opportunity for children to learn new skills, become more confident and maximize their own unique potential. Children and young people have a lot to gain from swimming where their natural sense of fun and spontaneity can blossom in a positive sporting environment. REN 96 Swim Team will place the needs of the child first and winning and competition second.
2. The underlying principles with respect to Child Protection are that:
 - The child’s welfare is the first consideration.
 - All children, regardless of age, any disability they have, gender, racial origin, religious belief and sexual identity have a right to be protected from abuse.
 - Children and young people must be treated with integrity and respect.
 - Children and young peoples’ programmes and competitions will be relevant to their ages and stages of development.
3. REN 96 Swim Team is committed to following the current Scottish Swimming Child Protection Guidelines. All our Coaches and Volunteers are Members of Scottish Swimming.



003

Issue No. 03
Date: 01/05/11
Page No. 2 of 5

4. The Club:

- Aims to create an enjoyable environment, where young people have the right to be safe, secure and free from threat.
- Acknowledges that young people have the right to be treated with respect and for their concerns to be listened to and acted upon.
- Will aim to ensure that junior members have specific programmes designated for them, with adequate supervision.
- Is committed to ensuring that all Coaches and Volunteers complete a Self Declaration Form in relation to Child Protection.

- Is committed to ensuring that all Coaches have the relevant qualifications.
- Is committed to ensuring that all Coaches complete an Enhanced Disclosure Form.
- Provides clear, comprehensive and, easily understood procedures for dealing with complaints, including allegations of abuse and requests for help and support on a confidential basis.
- Is committed to an equitable recruitment and selection policy for Coaches.
- Will always emphasise fair play.

Code of Conduct/Practice

Please refer to REN/P/001 – Code of Conduct.

Recruitment Procedure

Please refer to REN/P/005 – Recruitment & Selection Procedure.

Definitions of Child Abuse

In Scotland child abuse is defined as follows:

‘Children may be in need of protection where their basic needs are not being met, in a manner appropriate to their age and stage of development, and they will be at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s) or other relative(s), or a carer (ie the person while not a parent who has actual custody of the child). This definition includes placing children at risk through something a person has done to them or something a person is failing to do for them. For those working in the field of child care and protection the definition gets broken down further into categories of abuse, namely; (i) Emotional Abuse (ii) Physical Injury (v) Non-Organic Failure to Thrive (iii) Physical Neglect (iv) Sexual Abuse. These categories are not mutually exclusive.

Identifying and Managing Bullying

Bullying may be seen as particularly hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying can take many forms including:-



Issue No. 03
Date: 01/05/11
Page No. 3 of 5

- Physical eg hitting, kicking, theft
- Verbal (including teasing) eg racist remarks, spreading rumours, threats or name-calling
- Emotional eg isolating a child from the activities or social acceptance of the peer group
- Harassment eg using abusive or insulting behaviour in a manner intended to cause alarm or distress
- Children may be bullied by adults, their peers and in some cases by their families

REN 96 Swim Team will not tolerate bullying.



Issue No. 03
Date: 01/05/11
Page No. 4 of 5

Dealing with Allegations and Concerns

Any allegations and concerns regarding bullying will be treated very seriously and appropriate action will be taken by REN 96 Swim Team.

Disciplinary Procedures

Please refer to REN/P/001 – Code of Conduct.

Photographs, Video and Filming

Please refer to REN/P/004 – Photographing, Videoing and Filming Policy.

Whistleblowing Policy

Where an individual comes forward to report, whistle blow, their concerns regarding a child protection issue, appropriate action will be taken by REN 96 Swim Team ensuring confidentiality at all times.

Trips Away

Please refer to REN/P/001 – Code of Conduct.

Legal Framework

This policy is written with due regard to Scottish Executive Guidelines, Scottish Office Guidelines and Disclosure Scotland.

Club Child Protection Officer Details

Name : Eilidh James
Contact No. : 07905456635 (Mobile)

Club Contact Details

Club Office: Johnstone Swimming Pool, Ludovic Square, Johnstone PA5 8EE
Telephone: 01505 337000
Email: ren96@btconnect.com
Website: www.ren96.com

Affiliated to Scottish Amateur Swimming Association and supported by Renfrewshire and East Renfrewshire Councils.

The Scottish Amateur Swimming Association, National Swimming Academy, University of Stirling, Stirling FK9 4LA

Telephone: 01786 466520
Email: info@scottishswimming.com

REN 96 SWIM TEAM



PROTECTION POLICY

003

Issue No. 03
Date: 01/05/11
Page No. 5 of 5

Procedure No. REN/P/

Website: www.scottishswimming.com