
WARRINGTON SWIMMING and WATER POLO CLUB POLICY DOCUMENTS and STATEMENTS

1 Background

Under Swim England Law and as part of the submission by the Warrington Swimming and Water Polo Club for SwimMark accreditation the Warrington Swimming and Water Polo Club is required to publish to all its members the management and operational policies of the club. The requirement is further reinforced by the affiliation of the Warrington Swimming and Water Polo Club to ~~the~~ Swim England and to Swim England North West Region.

For information to Club members the current policy statements under which the Warrington Swimming and Water Polo Club will operate from 2020 are as follows:

2 Child Safeguarding Policy and Code of Ethics

The Club is not required to formulate its own separate policy for Child Safeguarding as it is a condition of Swim England Regulation 241.13 and Club Constitutional Rules 2.4.1, 2.4.2 and 2.4.3 that the Club and all the members of the club shall adopt the Swim England Child Safeguarding Procedures and shall recognise that the welfare of children is everyone's responsibility.

The provisions of Swim England Regulation 241 are applicable to Adults at Risk and those working with them in the sport of swimming, open water swimming, artistic swimming, diving and water polo in the same way as they apply to children or young persons and those working with them.

The degree of compliance of the club with all these requirements is examined as part of the two-year SwimMark accreditation submission. The continued compliance with the requirements is agreed on an annual basis when the Club submits SwimMark annual review documents.

The Swim England Child Safeguarding Regulation 241 is given in full in the Club Handbook and on the Club website. The Swim England procedure for dealing with child safeguarding is given in the Swim England Handbook and on the Swim England website. The Swim England Child Safeguarding Policy Statement as adopted by the Warrington Swimming and Water Polo Club is given in Appendix A below. The required Duty of Care by Swim England members and clubs as part of the Child Safeguarding Policy is Section 2.1 page 20 of the Swim England Wavepower Document 2020 – 2023 and the policies and guidance relating to the Club is in Section 2.4 of the Swim England Wavepower Document 2020 – 2023 (see paragraph 8 below). The club also operates by the Swim England Code of Ethics that is given as Annex 1 to the Club Constitutional Rules

3 Whistle Blowing Policy

The Club does not have a separately stated whistle blowing policy as the club as part of the SwimMark accreditation procedure has agreed to adopt the Swim England Whistle Blowing Policy. In addition, all members of the club are volunteers and as such they are not prevented by the club or any Governing Body Constitutional Rules, by the Members Code of Conduct or by any Role Description from informing either the club or a body inside or outside of the Swim England of any situation they may wish to bring to their attention. A copy of the Swim England whistle-blowing policy is given in Section 2.1 page 39 of the Swim England Wavepower document.

Standard procedures are in place by the Warrington Borough Council, by Livewire and by all the organisations to which the club is affiliated to allow complaints to be made or to refer actions and disputes to them. A condition of Swim England Law 3.1.1.1 is that the Region is responsible for managing the sport within the Region while Swim England General Regulation 64.1.2 makes the Swim England Board responsible for the focus and direction for the sport and for the activities of clubs and their members. Both the Swim England Board and the North West Region Management Board therefore have a responsibility for the good governance of clubs and their members and for dealing with

issues presented to them by an individual member or by an affiliated club or organisation regarding the activities and responsibilities of members or organisations affiliated to Swim England

4 Guidelines on Confidentiality and Information Sharing

The Club operates within the guidelines set down by the Swim England in the Swim England Wavepower document. Swim England Wavepower guidelines on confidentiality and information sharing are given in Section 2.1 page 37 of the Swim England Wavepower document

5 Equality and Diversity Policy

The club diversity policy is specifically stated in Club Constitutional Rule 2.2.1 where the Club is committed to treating everyone equally within the context of its activity and with due respect to the differences of individuals. It shall not apply nor endorse unlawful or unjustified discrimination, and shall act in compliance with the protections afforded by the Equality Act 2010. The club ensures that equity as stated in the club rules and is incorporated in all aspects of its activities.

In addition, the Club is committed by the requirement of Club Constitutional Rule 2.2.2 to implement the Swim England Equality policy which recognises and adopts the Sport England definition of Sports Equality. The policy is given on the Swim England website, [Diversity and Equality Policies](#) and is published in the Swim England Wavepower document

6 Anti-Bullying Policy and other Abuse

The Club Codes of Conduct for Club Members ensures that all of the coaches, officials, committee members, swimmers, players and their parents sign up to and follow the Anti-Bullying Code. The Swim England Policy and the Club Policy is that bullying, abuse or harassment of any individual is not allowed or tolerated. The activities undertaken by individuals or collectively by the members of the coaching staff that are considered inappropriate under the description are given in Section 2.4 page 59 of the Swim England Wavepower document.

There are wide a range of types of abuse that can be encountered, and these are summarised in Section 2.1 page 29 of Wavepower

7 Guidelines on Handling Internal Disputes

The Swim England have produced guidance on internal disputes, and these as part of the annex to the club constitutional rules.

8 Other Relevant Policies with Wavepower 2020 – 2023 pages

The following are important policies and guidance, and can be accessed via the Swim England website to the appropriate page numbers as listed.

Section 2.4

Concerns regarding a young person self-harming	75
Contextual Safeguarding	79
Changing Room Policy	80
Guidance on child abuse images/indecent images of children	82
Swim England Photography Guidance	86
Online contact and communication with children	89
Guidance on the use of social networking	92
Guidance on lane sharing between adults and children	96
Guidance for young people and adults training and competing together in water polo	98
Missing Child Policy	100
Late Collection of Children Policy	101
Transport Policy	102
Supervision of members when away from the organisation	103

Appendix A
Warrington Swimming and Water Polo Club
Safeguarding Policy Statement

The Warrington Swimming and Water Polo Club is committed to providing an environment in which all children participating in its activities have a safe and positive experience.

In order to achieve this Warrington Swimming and Water Polo Club agrees to:

- Adopt and implement Wavepower the Swim England Child Safeguarding Policy and Procedures in full.
- Recognise that all children participating in activities regardless of their age, gender, race, faith, sexual orientation and ability have the right to enjoy their involvement in our sports in a safe environment and be protected from harm.
- Ensure that all individuals who work or volunteer with children in our organisation provide a positive, safe and enjoyable experience for children.
- Appoint a Welfare Officer with the necessary skills and training as outlined in Wavepower who will take the lead in dealing with all child safeguarding matters raised within the organisation.
- Ensure that the Welfare Officers' name and contact details are known to all staff, members and parents/guardians of members that are under 18.
- Ensure that all individuals who work with children in the organisation have undertaken the appropriate training, have had the relevant DBS checks and adhere to Wavepower and the Regulations of our sports.
- Ensure that all individuals who will be working or will work with children in either a paid or voluntary role have been recruited in accordance with the Safe Recruitment Policy contained in Wavepower.
- Ensure that all individuals who work with children in the organisation have received the appropriate training for their role and been provided, understand and adhere to the requirements of the Codes of Conduct and Wavepower.
- Provide all members of the organisation and parents/guardians of members under 18 with the opportunity to raise concerns in relation to a child's welfare in a safe and confidential manner.
- Ensure that all child safeguarding matters, whether they be concerns about child welfare or protection, are dealt with appropriately in accordance with the guidance for reporting and action in Wavepower.
- Ensure that confidentiality is always maintained and in line with the best interests of the child.
- Ensure all information relating to child safeguarding matters are held safely and securely.