



Camden Swiss Cottage Swimming Club is committed to a club environment in which all members participating in its activities have a safe and positive experience.

In order to achieve this Camden Swiss Cottage Swimming Club (CSCSC) agrees to:

- a) Adopt and implement the Swim England Wavepower 2024 policies and procedures in full.
- b) Recognise that all swimmers participating in the club (regardless of age, gender, race, religion, sexual orientation, ability or disability) have a right to enjoy their involvement in swimming and be protected from harm and be in a safe environment.
- c) Ensure that those individuals, who work at the club (paid or voluntary), whether it be with children and/or adults at risk, provide a: positive, safe and enjoyable experience for CSCSC members.
- d) Appoint an independent* Club Welfare Officer (CWO) with the necessary skills and training as outlined by Swim England. The CWO will take the lead in dealing with all child safeguarding matters raised within the club.
- e) Ensure that the Club Welfare Officer's name and contact details are known to all staff, members and parents of members and be available to discuss issues of concern on matters of safeguarding and deal with such concerns appropriately and in line with Wavepower 2024 guidance.
- f) Ensure all those persons who work with children in the club have undertaken the appropriate training and relevant DBS (formerly CRB) checks and adhere to the required practices for safeguarding children as outlined in Wavepower 2024.
- g) Ensure that all individuals recruited for both voluntary and paid roles in the club activities have been recruited through the safer Swim England recruitment procedure outlined in Wavepower 2024.
- h) Ensure that all individuals who work with children and/or adults at risk in the club have the appropriate training, agreed to club policies and codes of conduct including to adhere the guidance outlined in Wavepower 2024.
- i) Provide all club members with the opportunity to raise concerns in a safe and confidential manner if they have a concern about a child's welfare or safeguarding. The CWO's contact details are published on the CSCSC website for non-members and/or members (including the members area) to access, as well as communicating these contact details to new members in a welcome email.
- j) Ensure that all child safeguarding matters, whether they be concerns about child/adult at risk welfare or safeguarding, are dealt with appropriately in accordance with the guidance for reporting and action in Wavepower 2024.
- k) Ensure that confidentiality is maintained appropriately and in line with the best interests of the child/adult at risk.
- l) Ensure all papers/reporting relating to club safeguarding matters are held in a safe and secure manner.

* It is mandatory that the appointed Welfare Officer is not related to, or in a close relationship with, either the Chair or any coach/swimming teacher of CSCSC.



Local addendum to national safeguarding policies

Name of local organisation: Camden Swiss Cottage Swimming Club
Address in Camden: Swiss Cottage Sports Centre, Adelaide Rd, London NW3 3NF
Name of the affiliated national organisation/association: Swim England
Address of head office: Swim England, SportPark, 3 Oakwood Drive, Loughborough, Leicestershire LE11 3QF.

About the local organisation:

The club offers a wide range of competitive and non-competitive swimming training for children and adults provided by qualified swimming coaches. All coaches who have any engagement with children are required to have a valid DBS check, sign an annual DBS agreement and undertake regular safeguarding training and renewals in line with Swim England’s Wavepower policies. Coaches on occasion, may have some physical contact with children during demonstration or technique correction. Parents/carers are not present (pool side) during the training sessions. However, the Club recognises some parents choose to take a volunteer role within the Club, these roles never require officials or volunteers to have one to one contact/access to any swimmer/child.

Details of the national organisation/association’s safeguarding policies:

Wavepower 2024

<https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

Name and contact details of the local designated officer:

Caren Chang at welfare@camdenswimming.co.uk

Name and contact details of the local deputy designated officer: n/a

Statement

We recognise the importance and necessity of safeguarding children at CSCSC. We will follow the safeguarding policies of Swim England whilst ensuring that where action needs to be taken to protect a child, appropriate referrals will be made to Camden’s children’s services including directly to the Local Authority Designated Officer (LADO) and Metropolitan Police.

Local procedures for dealing with concerns

Staff and volunteers who have concerns about the welfare of a child or have concerns about the behaviour or suitability of another member of staff or volunteer should raise these concerns with the local designated officer or their deputy in the first instance.

In the event that concerns about a child’s welfare or concerns about or allegations made against a member of staff or volunteer need to be acted on, the designated officer will notify the National Safeguarding Officer (Tel: 01509 640 252, Email: joanne.garey@swimming.org) in accordance with the national policy.

Where a referral is to be made to the local authority, this will be the responsibility of the local designated person in line with Camden’s safeguarding procedures. Contact details for referral are:

Children and families contact service (concerns about a child’s welfare)	<p>Tel: 020 7974 3317 (9am to 5pm)</p> <p>Out of Hours Tel: 020 7974 4444</p> <p>Email: LBCMASHadmin@camden.gov.uk</p>
Camden LADO (to report an allegation or concern about a staff member of volunteer)	<p>Tele: 020 7974 4556</p> <p>LADO@camden.gov.uk</p>

We will follow the following Camden procedures:

- London Child Protection procedures

<https://www.londoncp.co.uk/>

- Camden Safeguarding Children Partnership *Managing allegations against staff and volunteers*

<https://cscp.org.uk/professionals/managing-allegations-against-staff-and-volunteers-lado/>