

TSSL Safeguarding Policy

Introduction

As a provider of leisure services, Tring Sports Centre is committed to safeguarding and promoting the welfare of all our colleagues and everyone who uses our services. We recognise our duty of care to maintain a safe environment. To ensure this, Tring Sports Centre has developed this policy and the associated procedures to comply with our obligations, relevant legislation, and guidance. These measures are in place to effectively address any concerns that may arise.

Children and adults have contact with Tring Sports Centre in various ways. For example, they attend our clubs, use our sports facilities, hire our venues and attend birthday parties. We prioritise safety and enjoyment during every interaction, ensuring that everyone has a positive experience.

We are dedicated to safeguarding all individuals who use our services, so they can develop and thrive in a safe environment. We work with people who use our services in a way that values and respects them and ensures that we listen to their views and concerns. Colleagues who work for Tring Sports Centre are also entitled to support, and we recognise that some colleagues may have additional wellbeing needs, for example, due to their personal experiences or being under the age of 18.

All individuals working for or on behalf of Tring Sports Centre have a responsibility to identify safeguarding concerns. This includes issues that may pose a risk to children or vulnerable adults from family members, members of the public, or the behaviour of colleagues and others. This policy and procedure aim to protect everyone associated with Tring Sports Centre and to uphold the organisation's good reputation.

Scope

The policy and procedure apply to everyone working at Tring Sports Centre, whether they are paid or unpaid. All staff members need to be familiar with this policy and understand the appropriate steps to take if they have any concerns about an individual. This policy and procedure will be provided during the induction process.

Equality & Diversity

The welfare of all our service users is of utmost importance. Every child and adult, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, identity, or any other differences, has the right to equal protection from all forms of harm or abuse.

In doing our work and in overseeing safeguarding at Tring Sports Centre, we will uphold these principles and we will:

1. Prioritise the safety and welfare of both children and adults above all else.
2. Guarantee that all individuals, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, identity, or any other differences, have the right to equal protection from all forms of harm or abuse.
3. Take all suspicions and allegations of harm seriously and respond swiftly and appropriately according to these procedures.
4. Collaborate with other agencies to address safeguarding concerns; share information appropriately when necessary; involve those affected by the concern and their parents or caregivers as appropriate, and store safeguarding information securely.
5. Support colleagues by:
 - Offering training and supervision to ensure colleagues can safeguard individuals and protect themselves from allegations that may arise due to misunderstandings or poor practices.
 - Providing access to the employee assistance program and Occupational Health for colleagues who may need support.
6. Ensure high standards of professionalism and practices that reassure and instill confidence in our customers.
7. Regularly review our safeguarding practices and encourage a culture of learning and improvement. This policy and procedures will be updated annually or more frequently if needed, based on experience, learning, or other changes. The updated policy and procedures will be distributed to all colleagues.
8. Ensure safe recruitment of colleagues by taking all necessary steps and conducting checks in line with our recruitment and selection policy.
9. Confirm that all hirers, including clubs, have basic safeguarding measures in place and are aware of Tring Sports Centre's responsibilities as outlined in the safeguarding policy and procedures.

If you have an immediate safeguarding concern, please contact the Duty Manager, in confidence, in the first instance, 01442 953895.

This policy statement is supported by the Code of Conduct of The Ridgeway Learning Partnership.

Approved on behalf of the TSL Board