

Kingfisher Squash Club Safeguarding and Welfare Policy

Date: October 2025

Next Review: October 2026

Policy Owner: Club Welfare Officer

1. Policy Statement

Kingfisher Squash Club is firmly committed to safeguarding the welfare of all members—children, adults, and adults at risk. We strive to maintain a safe, inclusive, and respectful environment for everyone, free from abuse, neglect, bullying, or discrimination.

This policy aligns with relevant legislation, including the **Children Act 2004** and **Care Act 2014**, and reflects the standards set by **England Squash's Safe Squash initiative** (latest guidance November 2024).

The club is committed to:

- Promoting a culture where safeguarding is embedded in all activities.
 - Responding promptly and appropriately to safeguarding concerns.
 - Ensuring staff, coaches, volunteers, and members understand their responsibilities.
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2. Scope & Purpose

This policy applies to all individuals involved with the club: staff, coaches, volunteers, members, parents/carers, and visitors.

Aims:

- Protect vulnerable individuals from harm, neglect, or poor practice.
 - Ensure compliance with legal and regulatory obligations.
 - Promote wellbeing, respect, and inclusion for all members.
 - Provide clear guidance for reporting and managing safeguarding concerns.
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3. Roles & Responsibilities

Club Welfare Officer:

- Overall responsibility for safeguarding policies, procedures, and training.
- First point of contact for safeguarding concerns.

- Liaises with statutory agencies and England Squash.

Committee Welfare Contact:

- Supports the DSL and acts in their absence.
- Point of contact in the event of club welfare officer allegation.

Staff, Coaches, and Volunteers:

- Promote a safe, positive environment and adhere to codes of conduct.
- Report concerns promptly to the DSL or Deputy.

Parents/Carers and Members:

- Support the safeguarding culture by providing accurate information and following guidance.

Contact information for welfare officers will be prominently displayed on club noticeboards, website.

4. Recruitment & Training

- All staff and volunteers working with minors or adults at risk must undergo **enhanced DBS checks** and safer recruitment processes (checks, role-specific screening).
- **Mandatory safeguarding training** is required for all coaches and staff, including England Squash's "Safeguarding in Squash" course (valid for three years).
- Training will be refreshed regularly and recorded in the club's safeguarding log.

5. Codes of Conduct

Coaches & Staff:

- Prioritise welfare and wellbeing of all members.
- Act as positive role models.
- Avoid risky behaviours (e.g., unsupervised one-to-one sessions, inappropriate language, transporting vulnerable members alone).

Parents & Carers:

- Respect club environment and staff decisions.
- Provide up-to-date emergency and medical information.
- Support children in following club rules and healthy behaviours.

Children & Young People:

- Treat others respectfully and play fairly.
 - Avoid bullying, inappropriate language, or unsafe use of social media.
 - Speak up if they feel unsafe or have concerns.
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6. Reporting & Handling Concerns

- Any suspicion or disclosure of abuse must be reported immediately to the welfare officer or welfare committee member via the safeguarding@kingfishersquashclub.co.uk email address.
 - Reports should follow a **structured incident form and flowchart**, consistent with England Squash guidance.
 - Urgent or serious concerns will be escalated to statutory agencies (police, social services) without delay.
 - The welfare officer will ensure all reports are documented, confidentially stored, and followed up appropriately.
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7. Wellbeing & Inclusivity

- The club promotes emotional, mental, and physical wellbeing.
 - Reasonable adjustments are made to ensure participation for disabled members or those with specific needs.
 - All members are treated equitably, regardless of age, ability, gender, sexual orientation, ethnicity, or background.
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8. Photography & Media

- Consent is required before capturing or sharing any images or videos of minors or adults at risk.
 - Guidance from England Squash templates must be followed see website policy.
 - Club media should never compromise the safety or dignity of members.
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9. Whistleblowing & Complaints

- Members, staff, and volunteers can raise concerns about unsafe or unethical behaviour **without fear of reprisal**.
- A clear whistleblowing pathway, aligned with England Squash and NSPCC guidance, is provided and accessible.

10. Data Protection

- All personal and safeguarding data must be handled in compliance with **GDPR** and the **Data Protection Act 2018**.
- Records are stored securely and only accessed by those with legitimate need.
- Sharing information is guided by safeguarding principles and legal obligations.

11. Monitoring & Review

- The policy will be reviewed annually and within 12 months of any major legislative or guidance changes.
- Incident audits and training compliance will be conducted regularly.
- The DSL reports to the committee on safeguarding performance and areas for improvement.

Approved by: G.A. Haines (Club Chairman)

Date: 15/10/25