



Safeguarding Policy and Procedures for The Black Swimming Association

Introduction

This policy has been developed by The Black Swimming Association (hereafter 'the BSA'). The BSA is a drowning prevention charity, reaching communities to start their journey to wherever the water takes them. The BSA works with all communities, but especially those of African, Asian and Caribbean descent, as many people from these communities hold a higher drowning risk across the world. The BSA

- educates through bespoke water safety programmes
- conducts high level research to understand the complexities and risk of individuals engaging in water
- advocates for disenfranchised communities
- influences aquatic sector partners, government policy and key stakeholders

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. In the UK, a child means a person under the age of 18. 'At risk' adults are anyone over the age of 18 years who may be unable to protect themselves from abuse, harm or exploitation, which may be by reason of illness, age, mental illness, disability or other types of physical or mental impairment.

In our sector, we understand it to mean protecting people, including children, young people and the vulnerable (also known as 'at-risk adults'), from harm that arises from

- contact with our staff and/or volunteers
- other BSA participants

while utilising the BSA's services, such as water safety programmes, or contributing to the BSA's research.

Policy Statement

The purpose of this policy statement is:

- to protect children and young people who receive the BSA's services from harm; this includes the children of adults who use our services
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of the BSA, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK, with a focus on England and Wales. A summary of the key legislation and guidance relating to child protection can be seen on the [NSPCC's Child protection system pages](#). Further detailed guidance and legislation is available from [Welsh Government's Safeguarding pages](#), the UK Government's [protecting vulnerable adults page](#) and [safeguarding children page](#).

BSA will not tolerate abuse, exploitation or bullying by Centre associated staff, volunteers or peers on courses.

The policy also advises learners, acting as trainee swimming teachers in contact with child participants on courses, on how to report a safeguarding concern.

We believe that

- children, young people and vulnerable adults should never experience abuse of any kind
- the BSA has a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

We recognise that

- the welfare of children and vulnerable people is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children, young people and vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep individuals who are additionally vulnerable safe from abuse

As the BSA works closely with ethnically diverse communities, we have used the [NSPCC Safeguarding principles for Black, Asian and minoritised ethnic communities](#) to shape our processes.

Responsibilities

The BSA commits to addressing safeguarding, through the three pillars of prevention, reporting and response.

1. Prevention

The BSA will:

- nominate a designated safeguarding lead on the board of trustees to oversee the BSA's safeguarding policies and procedures
- refer to NSPCC and government guidance on safe recruitment of staff and volunteers
- ensure the BSA staff/and or volunteers receive training on safeguarding procedures and appropriate conduct
- ensure all BSA staff and volunteers delivering courses for the BSA have a safeguarding certificate less than 2 years old
- conduct DBS checks on volunteers and staff who interact with children, young people and vulnerable adults
- choose venues that holistically reflect safe environments for all learners and participants (e.g. child swimmers) involved in events and courses
- design and undertake all its courses and activities in a way that protects people from any risk of harm; this includes the way in which information about individuals in our programmes is gathered and communicated
- ensure all stakeholders have access to, are familiar with, and know their responsibilities within this policy
- contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with

2. Reporting

Every report will be treated with respect, compassion and sensitivity. If a child, young person or vulnerable adult has experienced a harmful act which contradicts the BSA's Safeguarding Policy, the following actions should be taken.

BSA service users:

Reports of safeguarding breaches can come from the person who has experienced the harmful act, or a relative, carer or other responsible adult. The report can be made to any BSA staff member or volunteer. Please report any concerns as quickly as possible, so the BSA can take appropriate action to address any safeguarding violation.

Safeguarding concerns can be raised in a face-to-face meeting, via written communication, or through a phone call.

BSA staff and volunteers:

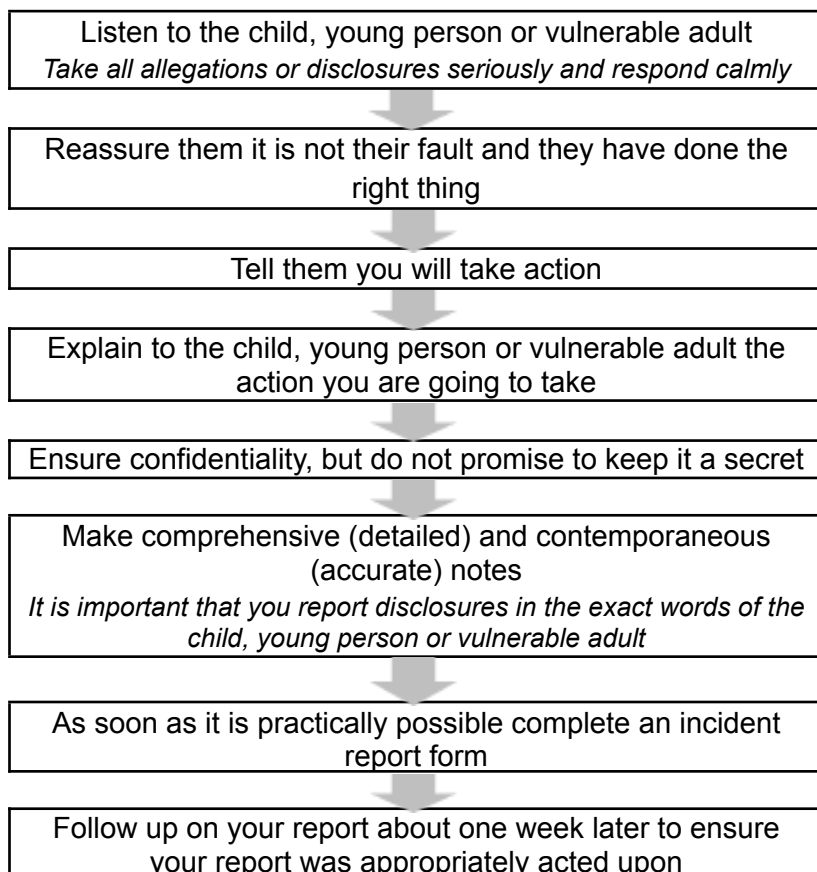
If BSA staff or volunteers have any suspicions regarding safeguarding violations by:

- a colleague or another volunteer
- a partner organisation's staff member or associated personnel
- another BSA participant

they should raise this to the BSA safeguarding coordinator as soon as possible, but no more than 2 days after the suspicion arises. This should be done in writing, wherever possible.

If a disclosure or report of a safeguarding violation is made to a member of the BSA team, they will follow the steps outlined below.

How to report a safeguarding concern:



Staff, volunteers and learners who have a complaint or concern relating to safeguarding should report it immediately to the BSA coordinator who is also acting as the BSA's designated safeguarding lead:

Name: Seren Jones

BSA's Safeguarding Trustee Coordinator (April 2020 - April 2024)

Email: contactus@bsa.co.uk CC: seren.jones@thebsa.co.uk

If the staff, volunteers or learners do not feel comfortable reporting to the BSA coordinator (for example, if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate body, such as the police; a senior member of staff at the institution (e.g. school or leisure centre) where the activity is being delivered; or the NSPCC.

NSPCC Helpline (UK)

Tel: 0808 800 5000
Email: help@nspcc.org.uk
Website for further advice or to report abuse: www.nspcc.org.uk

Ann Craft Trust
Tel: 0115 951 5400
Email: ann-craft-trust@nottingham.ac.uk
Website for further advice: www.anncrafttrust.org

Charity Commission
Email: whistleblowing@charitycommission.gov.uk
Website for full information and support available:
www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer

3. Response

The BSA will follow up on reports of safeguarding concerns promptly and according to due process. The BSA coordinator will follow up safeguarding reports and concerns according to relevant legal guidance, Charity Commission requirements and NSPCC frameworks.

The BSA will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation).

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only, and should be kept secure at all times. Confidentiality can only be broken when there is an immediate danger, risk to life or a crisis situation.

This policy was last reviewed on: 15th February 2024

Next scheduled review: April 2024

Signed: DANIELLE OBE (BSA Chair)

Date: 15/02/2024