## **Esskia Policies**



# **Safeguarding Policy Statement**

**ESSKIA** is committed to ensuring all Children participating in Snowsports have a safe and positive experience.

### We will do this by:

- Recognising all children participating in Snowsports, regardless of age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, socioeconomic status, sex or sexual orientation have the right to participate in Snowsports in a fun and safe environment and have the right to protection from harm.
- Ensuring that all individuals working with children in Snowsports with ESSKIA or for the ESSKIA, provide a safe, positive and fun Snowsports experience for children.
- Adopting the SnowSafe Policy, Snowsport England's Policy for safeguarding, and any future versions of the policy.
- Appointing a Club Welfare Officer (CWO) and ensuring they receive the mandatory training for CWOs, so they have the necessary skills to undertake the role effectively.
- Ensuring all people who work with children for ESSKIA:
  - Understand the SnowSafe Policy applies to them.
  - Are recruited in accordance with the SnowSafe Policy and relevant legislation and undergo a DBS disclosure where required.
  - Are provided with the necessary training and information on good practice and code of conduct.
- Ensure the name and contact details of the Club Welfare Officer are promoted to children and parents and are displayed on the ESSKIA Website and all Documents.
- Ensuring children, parents, Club officials and members are aware that the Club Welfare Officer should be the first point of contact for any concerns.
- Ensuring the Club Welfare Officers details are available as the main point of contact for the Safeguarding Lead at SnowSport England and external agencies regarding safeguarding.

#### **ESSKIA** Policies

- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns.
- Ensuring everyone connected with ESSKIA; including parents, children, volunteers and visitors, have the opportunities to voice and concerns they have about poor practice of suspected abuse to the Club Welfare Officer.
- Ensuring all suspicions, allegations and concerns are taken seriously and dealt with swiftly and appropriately.
- Ensure access to confidential information regarding safeguarding concerns is restricted to the Club Welfare Officer, SSE Safeguarding Lead and appropriate external authorities e.g. Local Authority Designated Officer, Children's Social Care etc.

Where there is a concern about the welfare of one of the members of ESSKIA, the process for reporting is outlined below.

https://esskia.org/governance

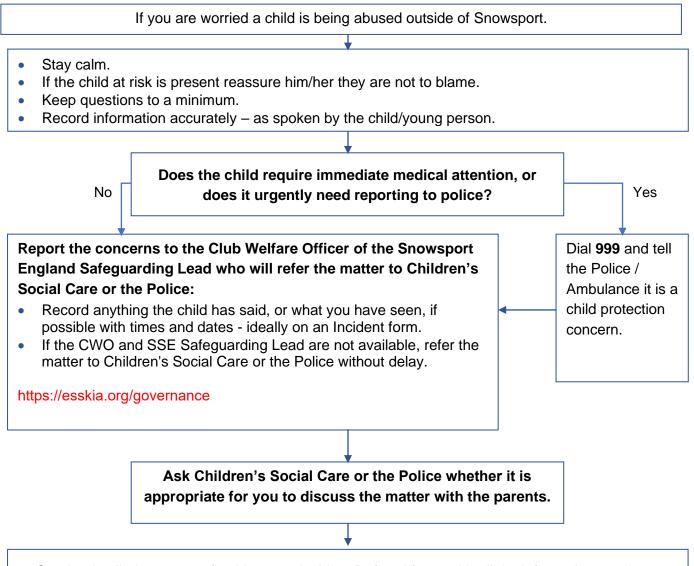
#### **ESSKIA** Policies

REPORTING: If you are concerned about the behaviour of a member of the Snowsport community (e.g. Coach, CWO, another child)

If you have a concern about the behaviour of a member of the Snowsport community towards a child. Stay calm. If the child at risk is present reassure him/her they are not to blame. Keep questions to a minimum. Record information accurately – as spoken by the child/young person. Does the child require immediate medical attention, or No Yes does it urgently need reporting to police? Report the concerns to the Club Welfare Officer who will: Dial 999 and tell the Police / Complete an Incident form. Report to the Safeguarding Lead at SSE. Ambulance it is a Where urgent concerns and Safeguarding Lead at SSE is unavailable – child protection refer immediately to Children's Social Care or Police and forward them, concern. and the SSE Safeguarding Lead a copy of the incident form within 24 hours. https://esskia.org/governance SSE Lead Welfare Officer **Alleged Minor Poor Practice Serious Poor Practice or Alleged Child Abuse** Referred back to club with advice on process Possible processes: to be followed: Complaints Procedure Child Protection Investigation Disciplinary Procedure Criminal Investigation/proceedings No further action Investigations under disciplinary proceedings **Possible Outcomes** Referral to Case Management Panel for No case to answer consideration of suspension/disciplinary **Possible Outcomes** Complaint resolved with agreement between parties No case to answer Training/mentoring agreed Complaints, Disciplinary Procedure invoked More significant concerns emerged -Sanctions/suspension refer to SSE Safeguarding Lead Civil or criminal proceedings Appeals (See SSE Disciplinary and Dispute Resolution Procedure)

#### **ESSKIA Policies**

REPORTING: If you are concerned about the behaviour of someone outside of the Snowsport Community (e.g. a parent, teacher, friend)



Send a detailed report, preferably on an Incident Referral form, with all the information, and your concerns to the Safeguarding Lead at Snowsport England and copy it to the relevant external agency.