

GMAX Trackstars Safeguarding Policy

GMAX Trackstars is committed to safeguarding and promoting the welfare of children and vulnerable adults involved in our activities and programs. We recognize our responsibility to protect them from harm, abuse, and exploitation and to create a safe and supportive environment where they can thrive. This policy outlines our commitment to safeguarding and the procedures we have in place to ensure the safety and well-being of all individuals under our care.

Principles:

- 1. Protection from Harm:** We are committed to protecting children and vulnerable adults from all forms of harm, including physical, emotional, sexual, and neglectful abuse. We will take all allegations and suspicions of abuse or harm seriously and respond promptly and appropriately to safeguard the individuals involved.
- 2. Prevention:** We will take proactive measures to prevent harm and abuse from occurring in the first place. This includes implementing robust recruitment and selection procedures for staff and volunteers, providing training and support on safeguarding issues, and promoting awareness of safeguarding among all individuals involved in our organization.
- 3. Empowerment:** We will empower children and vulnerable adults to speak up about any concerns or worries they may have and ensure that their voices are heard and taken seriously. We will provide opportunities for them to participate in decision-making processes and actively involve them in developing and reviewing our safeguarding policies and procedures.
- 4. Confidentiality:** We will handle all safeguarding concerns and disclosures with sensitivity, confidentiality, and respect for the privacy of the individuals involved. Information will only be shared on a need-to-know basis and in accordance with relevant data protection laws and guidelines.

Procedures:

- 1. Recruitment and Selection:** We will carry out thorough checks and vetting procedures for all staff and volunteers who work with children and vulnerable adults, including obtaining references, conducting Disclosure and Barring Service (DBS) checks where appropriate, and providing safeguarding training.
- 2. Training and Support:** We will provide regular training and support for staff and volunteers on safeguarding issues, including recognizing signs of abuse, responding to disclosures, and understanding their roles and responsibilities in safeguarding individuals under their care.
- 3. Reporting and Responding:** We will have clear procedures in place for reporting safeguarding concerns or disclosures of abuse, including designated safeguarding officers who will be responsible for receiving and responding to reports promptly and appropriately.

We will follow local safeguarding procedures and work in partnership with relevant agencies, such as social services and the police, to investigate and address safeguarding concerns.

4. Monitoring and Review: We will monitor and review our safeguarding policies and procedures regularly to ensure they remain effective and up-to-date. We will seek feedback from staff, volunteers, children, and vulnerable adults to identify any areas for improvement and take action to address them.

Complaints and Feedback:

We are committed to providing a safe and supportive environment for individuals to raise concerns or provide feedback about any aspect of our safeguarding practices. We will take all complaints and feedback seriously and respond promptly and appropriately. We will ensure that complaints procedures are accessible, transparent, and confidential.

Review:

This policy will be reviewed annually to ensure it remains relevant and effective in safeguarding children and vulnerable adults involved in our organisation. Amendments may be made in response to changes in legislation, best practice guidelines, or organisational priorities.

[Organization Name] is dedicated to creating a culture of safeguarding where every child and vulnerable adult is protected from harm and can thrive in a safe and supportive environment.

Signed: Mark Lancaster

Founder & CEO

GMAX Trackstars Athletics

Date: 10th January 2024