

WELFARE NOTICE

For any welfare concerns, please email: welfarerevolutiongymnastics@outlook.com

Your concern may be anonymous, your report will be officially logged and the club may seek further advice from specific organisations.

A Welfare Officer(s) is to be appointed who must deal with any domestic issues to do with child protection, equality and bullying that may arise within the club.

The Welfare Officer must ...

- be screened by British Gymnastics, including Criminal Records Bureau.
- work to the standard of which they must be trained from the British Gymnastics recognised 'Safeguarding & Child Protection' and 'Time to Listen' courses.
- organise regular 'Welfare Workshops' with the gymnasts and coaches / helpers.
- record all complaints, grievances and concerns in the Welfare Logbook.
- report any concerns, allegations of 'poor practice', child abuse etc to the necessary governing bodies and/ or organisations.

Listening

If somebody decides to confide in you ...

- Stay calm, listen carefully.
- Give them your full attention.
- Let them speak at their own pace.
- Only ask questions that clarify what has already been said.
- Do not promise to keep secrets.
- Reassure them that telling somebody is the correct thing to do.
- Tell them what is going to happen next.
- Immediately record in writing what was said by both, including time, date, location.
- Notify the welfare officer as soon as possible so the event can be noted in the Welfare Logbook.

If somebody tells you things of concern about/ on behalf of another person ...

- It must be reported to the Welfare Officer, who will...
- speak to the person in question explaining that they have heard something about them, following the above procedure.
- If they say that whatever has been heard is not true, it must still be noted in the Welfare Logbook.

Confidentiality

Encourage members to tell the Welfare Officer or a friend of any issues they may be dealing with. ONLY tell somebody else on a **"Need to Know"** basis, telling somebody who does not need to be informed could jeopardise the safety of the person in the situation.

Helplines

- NSPCC Helpline: 0808 800 5000
- The National Association for People Abused in Childhood: 0800 0853330 (www.napac.org.uk)
- Support Line: 01708 765 200
- Breaking Free: 0208 648 3500
- Stop it Now: 0808 1000 900