

Health, Safety & Welfare

A policy for **everyone** to follow to create a safe and fair club.



Health, Safety and Welfare Policy

1. All team members have the right to be treated with dignity and respect at work. The club regards any form of victimisation, bullying or harassment (whether verbal or physical) as completely unacceptable.
2. All individuals at Invoke Gymnastics Club are treated equally, regardless of gender, age, race, sexuality, ethnic origin, religion, political persuasion or disability.
3. Every team member has a personal responsibility to treat people fairly without prejudice, to value and respect others, to ensure no-one is harassed victimised or bullied in the workplace, to promote a working environment where everyone feels confident to report incidents that are unfair or personally offensive and to seek to develop their own skills and encourage others.
4. We are fully committed to safeguarding and promoting the well being of all our members. The club believes it is important that everyone associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore parents, coaches and team members are encouraged to be open at all times, and share concerns or complaints that they may have about any aspect of the club, coaches, managers or welfare officers.
5. The club has a good culture of reporting equipment faults or concerns. The club maintains its apparatus by performing documented monthly equipment checks, with annual checks performed by industry professionals.
6. Risks assessments have been completed for the clubs facility and for training and events. These are reviewed and/or adapted after every accident, incident or event.
7. Fire alarm checks occur monthly, with fire drills annually, to prepare all coaches for emergency situations.
8. Any complaints, grievances or concerns with regard to child welfare should be directed through our club welfare officers. Their details are located in each toilet and the club notice bard. All matters are dealt with promptly and confidentially where possible.

9. The welfare officer team will look into the complaint, in accordance with the NSPCC, LADO and British Gymnastics Child Protection policy and make a note of the outcome.
10. The welfare officer may report this information to the club management, but where necessary the names and full details may not be disclosed if not necessary.
11. All our welfare officers are experienced individuals with safeguarding and welfare officer training with British Gymnastics.
12. If you are dissatisfied with the response from the clubs welfare officers, you elevate your complaint to the British Gymnastics ethics and welfare department.