**Welfare Policy**

HGC is a club affiliated to British Gymnastics this means that the club is bound by the BG procedures for complaints, disciplinary and welfare issues.

The club places the Welfare and Safety of its members as the highest priority. HGC has a designated Welfare Officer to whom all complaints, grievances and suspicions of poor practice should be addressed.

A Welfare Officer is someone who must deal with any domestic issues to do with child protection, equality and bullying that may arise within the club. The welfare officer is there for gymnasts, parents and coaches.

The Welfare Officer must;

Be screened by British Gymnastics, including Criminal Records Bureau and hold a current enhanced DBS check.

Must be trained from the British Gymnastics recognised ‘Safeguarding & Child Protection’ and ‘Time to Listen’ courses, this includes level 3 safeguarding.

Ensure all staff are up to date with current policies and procedures surrounding safeguarding and child welfare.

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.

Listen If somebody decides to confide in them.

HGC’s welfare officer is Jane Roper

janeroper@nhs.net

07772728073

 This policy is updated annually and next due July 2021