



SAFEGUARDING CHILDREN POLICY

For - Glasgow Ski & Snowboard Centre

Glasgow Ski & Snowboard Centre is a not-for-profit organisation run by:

The Manager & Trustees

Glasgow Ski & Snowboard Centre is based at:

Bellahouston Park
16 Dumbreck Road
Glasgow
G41 5BW

Glasgow Ski & Snowboard Centre is managed by a board of trustees, herein referred to as "The Board". The Centre Manager & Child Protection Officer has particular responsibility for safeguarding children.

The Board has adopted this safeguarding children policy and expects every person working or helping at Glasgow Ski & Snowboard Centre to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of Glasgow Ski & Snowboard Centre.

1 Purpose of the Policy

This policy is intended to protect children, young people and adults who receive any service from us, including those who are the children of adults who may receive services from us.

As an organisation we believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to the protection and safeguarding of children.

2 The risks to children

Nearly every child grows up in a safe and happy environment and it is important not to exaggerate or overestimate the dangers. Nevertheless, there are situations where children need protection including:

- Sexual abuse
- Grooming
- Physical and emotional abuse and neglect
- Domestic violence
- Inappropriate supervision by staff or volunteers

- Bullying, cyber bullying, acts of violence and aggression within our schools and campuses
- Victimisation
- Self-harm
- Unsafe environments and activities
- Crime
- Exploitation

3 Universality of Protection

As an organisation we recognise that:

- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.
- the welfare of the child/person is paramount.
- all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.
- some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency.
- working with children, young people, their parents and/or guardians, carers or other agencies is essential to protecting their wellbeing.

4 Safeguarding children at events / activities

Both event and activities are to be defined broadly to include any occasions where Glasgow Ski & Snowboard Centre will be providing a service.

There are three kinds of events/activities:

- 1 those open to adults and children of all ages,
- 2 those for children accompanied by a 'parent' or 'guardian'
- 3 those for unaccompanied children, which are sometimes run alongside other events/activities.

At events and activities open to all ages, children under 16 must be accompanied throughout by an adult over the age of 18 who not only brings the child but also takes the child home again afterwards, unless consent given otherwise. Young people aged 16 or 17 may attend unaccompanied if they have consent and mobile telephone number of one of their parents or guardians.

At events and activities for children accompanied by a 'parent' or 'guardian', children under 16 must be supervised throughout the event by an adult over the age of 18 who not only brings the child to the event but also takes the child home again afterwards. If a lone adult brings more than one child, then the children will have to stay together, so that the one adult can supervise them. Young people aged 16 or 17 may attend unaccompanied if they have consent and mobile telephone number of one of their parents.

At events and activities for unaccompanied children, children under the age of 16 must be enrolled by a responsible adult before being left at the facility. The enrolment must record the child's name, age and address and the names and addresses of the child's parents/guardian, plus the parents/guardian's mobile telephone numbers. Young people aged 16 or 17 may attend unaccompanied if they have consent and mobile telephone number of one of their parents/guardians.

5 Disclosure and barring

Glasgow Ski & Snowboard Centre offers the following activities for children:

- Ski and Snowboard Lessons
- Tubing sessions
- Race Training & Freestyle
- Bespoke children's events
- Activity Camps at base/Alpine camps abroad
- Functions/parties/events

The Board will take very seriously any allegation of impropriety on the part of any member of Glasgow Ski & Snowboard Centre. Any member of Glasgow Ski & Snowboard Centre who suspects anything amiss should get in touch immediately with the following:

Mrs Julie Vinter and or Ms Gillian Glover
Child Protection Officers
julie@ski-glasgow.co.uk
gillian@ski-glasgow.co.uk

The Board will review the allegation and the likely risk to children and, if appropriate, will consider banning the member from future events or revoking his or her membership or both, but only in full accordance with the rules and procedures of Glasgow Ski & Snowboard Centre.

6 Health and safety aspects of safeguarding children

Before starting any event for unaccompanied children, the Board will carry out a risk assessment and then take steps to minimise all risks to health and safety. Parents and children will be made aware of any particular risks and of the steps to be taken to minimise those risks. The Board will keep a record of all risk assessments.

7 Policy on the prevention of bullying

As an organisation we will not tolerate the bullying of children either by adults or by other children. If any incident of child-on-child bullying should arise at a Glasgow Ski & Snowboard Centre event, those involved will be separated immediately and the parents of the children involved will be asked to deal with the matter. The Board will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, the Board will consider banning a child from future events, but only in full accordance with the rules and procedures of Glasgow Ski & Snowboard Centre.

Bullying of a child by adult/staff will not be tolerated, any such incident will be seriously investigated, the appropriate action will be taken. Parents/guardians will be fully informed and appropriate sanctions will be served.

8 Photographing children

No photos will be taken or published of any child attending an event or activity without permission. If any person has any concerns regarding any person taking photos at an event or activity, that person should contact Glasgow Ski & Snowboard Centre immediately.

9 Managing behaviour, discipline and acceptable restraint

Adults supervising children at Glasgow Ski & Snowboard Centre events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

Unacceptable behaviour at Glasgow Ski & Snowboard Centre events for unaccompanied children will generally be stopped by separating the children from each other and from the group. The miscreants will be suitably supervised by staff and will be returned as soon as possible to the care of their parents.

Glasgow Ski & Snowboard Centre may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months. Any such sanction would be determined and applied by the following: **Management & The Trustees**

A parent who is aggrieved by this ban may appeal to Glasgow Ski & Snowboard Centre who will hear the views of all relevant persons. The decision of Glasgow Ski & Snowboard Centre is then final. Any such appeals should be made to, and will be determined by the following: **Management & The Trustees**

10 Other Policies

This safeguarding policy should be read together with the following policies and resources:

Glasgow Ski & Snowboard Centre H & S Policy dated: June 2018

Glasgow Ski & Snowboard Centre Code of Conduct dated: June 2018

We will seek to keep children & young people safe by:

- Valuing, listening to and respecting them
- Appointing a nominated child protection/safeguarding lead
- Developing child protection & safeguarding policies & procedures
- Using these procedures to share concerns & relevant information with agencies who need to know.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy to help us deal with bullying effectively.
- Recruiting staff & volunteers safely, ensuring all necessary checks are made.
- Implementing a code of conduct for staff & volunteers.
- Using our procedures to manage any allegations against staff & volunteers
- Recording and storing information professionally and securely.
- Working together to safeguard children HSC Document (2017)

Contact Details

Child Protection Lead

Gillian Glover

gillian@ski-glasgow.co.uk

Further Child Protection Officer

Julie Vinter

julie@ski-glasgow.co.uk

We are committed to reviewing our policy and good practice **annually**.

This policy was last reviewed on: 1st May 2019

Julie Vinter

Centre Manager

Glasgow Ski & Snowboard Centre

Glasgow Ski Racing