

Geordie Grandslammers Tennis Club

Safeguarding Policy



1. Policy statement

The Geordie Grandslammers Tennis Club (GGTC) is committed to prioritising the well-being of all adults at risk, promoting safeguarding in our club at all times, including all programmes and events we run. This Policy strives to minimise risk, deliver a positive tennis experience for everyone and respond appropriately to all safeguarding concerns/disclosures.

2. Use of terminology

GGTC recognise that any group of adults may contain some who are more vulnerable and define a vulnerable adult as one who may be unable to protect themselves from abuse, harm or exploitation, which may be by reason of illness, age, mental illness or other types of physical or mental impairment and there is a particular recognition of the risks LGBT+ people may face to their welfare.

3. Scope

This Policy is applicable to all volunteers, committee members, coaches and club members. It is in line with national legislation and applicable across the UK.

Advice, guidance and support is available from the LTA Safeguarding Team.

4. Responsibility for the implementation of the Safeguarding Policy, Code of Conduct and Reporting Procedure

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY: NOT RESPONDING TO A SAFEGUARDING CONCERN IS NOT AN OPTION.

- GGTC committee has overall accountability for this Policy and its implementation
- GGTC Welfare Officers Paul Agar and Helen Riddell are responsible for updating this Policy in line with legislative and club developments
- All individuals involved in/present at the club are required to adhere to the Policy and Code of Conduct
- The LTA Safeguarding Team and Tennis Scotland, Tennis Wales and Tennis Foundation Safeguarding Leads can offer support to help clubs proactively safeguard

Where there is a safeguarding concern/disclosure:

- The individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Reporting a Safeguarding Concern Procedure. Unless someone is in immediate danger, they should inform their club Welfare Officers, ITA Safeguarding Team or National Safeguarding Lead.
- The club Welfare Officers are responsible for reporting safeguarding concerns to the LTA Safe Safeguarding Team.
- The LTA Safeguarding Team is responsible for assessing all safeguarding concern/disclosures that are reported to them and working with the club Welfare

Officers and National Safeguarding Leads to follow up as appropriate on a case-by-case basis, prioritising the well-being of the adult at risk at all times. Dependent on the concern/disclosure, a referral may be made to:

- The police in an emergency (999);
- Relevant Local Authority Adult Services
- Report directly to the LTA online <https://www.lta.org.uk/about-us/safeguarding/overview/>
- Designated Officer safeguarding@lta.org.uk.

5. Breaches of the Safeguarding Policy, Code of Conduct and Reporting Procedure

Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following:

- Disciplinary action leading to possible exclusion from the club, dismissal and legal action
- Termination of current and future roles within the club and roles in other clubs, the LTA, Tennis Wales, Tennis Scotland and the Tennis Foundation.

Actions taken by players, volunteers, officials, coaches inside or outside of the club that are seen to contradict this Policy may be considered a violation of this Policy.

Where an appeal is lodged in response to a safeguarding decision made by the club, the individual should adhere to the club's appeal procedure.

6. Whistleblowing

Safeguarding adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As a club, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

What is whistle blowing?

In the context of safeguarding, "whistle blowing" is when someone raises a concern about the well-being of an adult at risk. A whistle blower may be:

- a player
- a volunteer
- a coach
- an official
- a member of the public

How to raise a concern about an adult at risk at the club

If an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to one of the Club's Welfare Officers. The Club Welfare Officer will pass the details of the concern on to the LTA Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted, where appropriate.

If, however, the whistle blower does not feel comfortable raising a concern with the Club Welfare Officers, the whistle blower should contact the LTA Safeguarding Team directly.

The Club Welfare Officers can be contacted on:

Paul Agar: 07587144183 or paulagar1983@gmail.com

Helen Riddell: 07852981017 or helenr1000@hotmail.com

Information to include when raising a concern

The whistle blower should provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:

- their name and contact details (unless they wish to remain anonymous)
- names of individuals involved
- date, time and location of incident/circumstance
- whether any witnesses were present.

If an individual raises a safety concern about themselves, it may not be possible to keep this confidential and where appropriate shared with those who have a duty of care to protect and/or relevant partners

What happens next?

All concerns raised by a whistle blower about the well-being of an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

The club will not tolerate any harassment, victimisation or unfair treatment of, and will take appropriate action to protect, whistle blowers when they raise a concern in good faith.

Code of Conduct

All club members agree to:

- Prioritise the well-being of all adults at risk at all times
- Treat all adults fairly and with respect
- Be a positive role model
- Act with integrity, even when no one is looking
- Help create a safe and inclusive environment both on and off the court
- Not allow any rough or dangerous behaviour, bullying or language that may offend others
- Report all allegations of abuse or poor practice to the club Welfare Officers
- Not use any sanctions that humiliate or harm an adult at risk
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Have the relevant consent before taking or using photos and videos
- Refrain from making physical contact unless it is necessary as part of an emergency or congratulatory (e.g. handshake / high five)
- Refrain from smoking and consuming alcohol during club activities or coaching sessions

- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training
- Avoid being alone with adult at risk unless there are exceptional circumstances
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such