

# Wavepower 2020-2023

Swim England Child Safeguarding  
Policies and Procedures

## Responsibility for child safeguarding within Swim England

The responsibility for child safeguarding within Swim England belongs with all adults who work with, or have responsibility for, children in our sports. Shown below are the roles within Swim England who have specific responsibility for safeguarding children in our sports.

### Chief Executive Officer

Jane Nickerson, Chief Executive Officer, has the ultimate responsibility for child safeguarding, together with the Swim England Board. The Board ratifies any changes to Swim England Rules and Regulations in respect of all matters including child safeguarding and protection.

The Chief Executive is the only person in Swim England with the power to suspend a club or an individual Swim England member either temporarily or for a specified term in respect of a child safeguarding issue. The Chief Executive will do so on the advice of the Director of Legal and the Child Safeguarding Team.

### The Child Safeguarding Team

Swim England has an in-house Legal Department which has prime responsibility for the formulation of rules and regulations in relation to child safeguarding and has formed the Child Safeguarding Team.

### Director of Legal and Governance

The Child Safeguarding Team is headed by Ash Cox. Ash is a solicitor and has worked in child safeguarding for over 15 years. He leads on the development and sharing of child safeguarding strategies under the international influence agenda. Most recently he presented at the European Swimming Championships in 2018 and as a guest presenter for the International Olympic Committee International Federation webinar series on "Safeguarding Athletes from Harassment and Abuse in Sport in 2019".

### National Child Safeguarding Officer (NCSO)

Joanne Garey joined the team in June 2018. She is employed full-time by Swim England and is the first point of contact for all child safeguarding related matters. Joanne has a BA (Honours) Degree in Health and Social Care and has worked as a Teaching Assistant in a Special Needs School for over three years before joining Swim England.

### Independent Child Protection Officer (ICPO)

Keith Oddy has in excess of 30 years' experience in policing the busiest areas of London. He has worked on numerous youth crime projects, and from 1990, supervised several child protection teams in the London Boroughs. An accomplished paedophile-case investigator, he has investigated complex cases across Europe and the USA. For eight years he supervised and took the lead on suspicious child death and child murder investigations, having been awarded nine commendations for his work in these fields. He also led on setting up London's first Multi Agency Safeguarding Hub (MASH) Team, jointly working with Children's Social Care for three years prior to his appointment as the Swim England ICPO. Keith played water polo at club level, and has been involved in competitive swimming since 1972. In 2014, he became joint-holder of two British records and a European Masters record.

### **National Child Safeguarding Manager**

Jenni Dearman is an Associate Member of the Chartered Institute of Legal Executives and holds a Level 3 Diploma in Law and Practice. She has been with the Child Safeguarding Team in excess of 10 years with responsibility alongside the team for case management and working with statutory agencies on child protection cases. Additionally she has provided advice and guidance on a wide range of child safeguarding and welfare issues to Swim England members. Jenni has now taken up a project focussed role within the team which will focus on improving child safeguarding practice across our sports. All Swim England clubs and members can discuss their concerns with the Child Safeguarding Team and will be offered advice and guidance on action to be taken in safeguarding and welfare issues. In some situations they may become directly involved with the club, normally through the Club Welfare Officer to try and resolve the issues.

### **The Child Safeguarding Team**

This team are responsible for writing Wavepower and are actively involved in promoting and sharing best safeguarding practice with other sports organisations.

Swim England holds the NSPCC, Child Protection in Sport Unit (CPSU), Advanced Standard for Safeguarding Children in Sport. The Child Safeguarding Team are responsible for maintaining and embedding that standard which is formally assessed by the CPSU on a yearly basis.

ICPO has responsibility for the Child Welfare Management Concern Procedure. This procedure is available to all members and is published in full in the Swim England Handbook and at [swimming.org/swimengland/swim-england-handbook](http://swimming.org/swimengland/swim-england-handbook).

At any time, should the Child Safeguarding Team believe their advice has been dismissed, believe that the advice in Wavepower has been ignored or dismissed and/or that policy and procedures set out in Wavepower have been breached, the ICPO can raise a complaint against the organisation or individual member involved with the Office of Judicial Administration.

### **Club, County and Regional Welfare Officers**

The volunteers who perform the Welfare Officer role are a vital part of the Swim England Child Safeguarding Team. They are often the first point of contact on the ground for members and parents/guardians of members who have a child safeguarding concern and they ensure that any such concerns are addressed by following the procedures and practices in Wavepower and the Swim England Rules and Regulations. Many Welfare Officers have experience in child safeguarding through their professional employment outside Swim England and this knowledge and experience can be invaluable when handling the wide range of concerns and enquires they are faced with.

At the request of the Child Safeguarding Team, County and Regional Welfare Officers can become directly involved with child safeguarding issues often to support a Club Welfare Officer. They may meet with the individuals involved or lead meetings with parties to try to directly resolve the issues presented.

Role descriptions for Club, County and Regional Welfare Officers are shown in Wavepower on pages 56-58.

All Welfare Officers can discuss concerns, request help or advice from the Child Safeguarding Team.

## Swimline

Swimline is the Swim England and NSPCC Child Protection Helpline and is available for anyone involved in our sports, including children and young people, who believe that the welfare of a child is at risk. This could be due to neglect or abuse, bullying or fear of someone, or anything that is worrying you and you don't know who to discuss this with.

### Who will take the calls and what happens?

When you ring you will hear a message. This will explain that if you wish to speak to someone urgently or it would not be convenient or safe for someone to call you back you can press option 2 to transfer through to the NSPCC Child Protection Helpline. This will be answered by trained and experienced counsellors who will advise you and will act to protect any children involved. If your call is not urgent, someone is able to call you back, or if you wish to speak to someone who understands one of our sports, you will need to leave your contact details and a brief description of your concern. A member

of the Child Safeguarding Team will call you back. In all circumstances Swim England will act to protect a child if a referral suggests a child may have been harmed or be at risk of harm.

### Other things you should know

Swimline calls are free from a landline and do not appear on itemised bills. Call costs from mobiles may vary and will appear on itemised bills. Swimline does not use the 1471 code or any other call return or call display facilities. If you leave a message we will aim to ring back during the next working day. If you ring over the weekend we will aim to contact you on Monday.

You can call Swimline on 0808 100 4001.

You can call the NSPCC Child Protection Helpline direct on 0808 800 5000. The helpline is open for 24 hours each day and calls are free of charge.