



DISABILITY POLICY

Shiverers Swimming Club has a duty of care to safeguard people with any disability. The Club will ensure the safety and protection of children and vulnerable adults involved in swimming through adherence to the ASA child protection guidelines.

A child is defined as aged under 18 by The Children Act 1989. A vulnerable adult is defined as any person aged 18 and over who is or may be in need of assistance by reason of mental, physical, learning disability, age or illness.

All vulnerable people regardless of age, gender, racial origin, religious belief or sexual identity, have a right to be protected from abuse.

The Club will:

- Respect and promote the rights, wishes and feelings of the people whom the policy protects.
- Ensure that effective procedures are in place, regularly reviewed and updated in line with legislation.
- Protect swimmers, staff and volunteers.
- Ensure those working within the organisation are safe to do so by having access to education and resources.
- Ensure all staff and volunteers are equipped to implement the policies and procedures.
- Strive to ensure that any partner organisations have appropriate policies and procedures in place.
- Ensure all incidents or suspicious poor practice and allegations be taken seriously and handled effectively.
- Commit and provide appropriate support to those at risk of abuse, those accused, and those reporting any concerns/incidents.