



HAYES (KENT) LAWN TENNIS CLUB LTD.

Hayes (Kent) Lawn Tennis Club Ltd. Safeguarding Policy Statement

Hayes (Kent) Lawn Tennis Club Ltd. acknowledges the duty of care to safeguard and promote the welfare of children and adults at risk. The club is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance, and complies with best practice and Lawn Tennis Association (LTA) requirements. A copy of the club's full safeguarding policy is available from Phil Jopson, the Club's Welfare Officer.

The club's safeguarding policy recognises that the welfare and interests of children and adults at risk are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of tennis at Hayes (Kent) Lawn Tennis Club Ltd. in a safe and inclusive environment
- are protected from abuse whilst participating in tennis.

Hayes (Kent) Lawn Tennis Club Ltd. acknowledges that some children, including disabled children and young people, or those from ethnic minority communities, can be particularly vulnerable to abuse, and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Hayes (Kent) Lawn Tennis Club Ltd. will:

- promote and prioritise the safety and well-being of children and adults at risk
- ensure everyone understands their roles and responsibilities in respect of safeguarding, and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and adults at risk
- encourage and maintain a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously
- ensure appropriate action is taken in the event of incidents/concerns of abuse, and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation

The Club Welfare Officer is Phil Jopson, and he can be contacted on 07484 809768.

The club's policy and procedures will be widely promoted and are mandatory for everyone involved in Hayes (Kent) Lawn Tennis Club Ltd. Failure to comply with the policy and procedures will be addressed and may result in dismissal/exclusion from the club.

Whistleblowing

Anyone who does not feel comfortable raising a concern with the Club Welfare Officer should contact the LTA Safeguarding Team directly on 020 8487 7000, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000. Further details about whistleblowing can be found in the club's safeguarding policy.

Monitoring

The club's safeguarding policy will be reviewed every two years, or sooner in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board or LTA
- as a result of any other significant change or event.

Date of last review: 12th April 2023