



Ocean Lake Triathlon Club

Safeguarding, Equality and Diversity Policy Statement

Ocean Lake Triathlon club acknowledges the duty of care to safeguard and promote the qualities and values of equality, diversity and inclusivity. The welfare of children and vulnerable adults and is committed to ensuring those persons within our club, are entitled to participate in an enjoyable and safe environment. Our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and British Triathlon Federation requirements.

Safeguarding

The club is fully committed to working to the detailed requirements of the British Triathlon this can be found at:-

<https://www.britishtriathlon.org/about-us/safeguarding/safeguarding-children-policies-procedures-and-guidance>

Our club recognises that the welfare and interests of children and vulnerable adults 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 members of the club

- have a positive and enjoyable experience of sport at our club in a safe and child centred environment
- are protected from abuse whilst participating in club training and events.

Ocean Lake Triathlon 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 within our club and the sport.

As part of our safeguarding policy our club will;

- promote and prioritise the safety and wellbeing of all members, including children and young people;
- ensure everyone understands their roles and responsibilities in respect of safeguarding and diversity in sport and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating athletes and to children and young people;

- ensure appropriate action is taken in the event of incidents/concerns of diversity or 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 policy and procedures will be widely promoted and are mandatory for everyone involved in Ocean Lake Triathlon Club. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Equality and Diversity

Ocean Lake Triathlon is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, coaches, competitors, officials, volunteers, spectators are treated fairly and are able to fulfil their potential within the sport. Our Equality and Diversity Policy is built upon the British Triathlon values:

- People Centred
- Ambitions
- Inclusivity
- Doing the right thing

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance;
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and The British Triathlon Federation.
- as a result of any other significant change or event.

Signed: Chairman/Secretary*



Signed: Club Welfare Officer



(Last reviewed February 2022)