

GMA CHILD PROTECTION POLICY

The Grounds Management Association (GMA) acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and best practice in the sector. This document sets out the GMA policy agreed by the Board.

The **GMA policy** recognises that the welfare and interests of children are of paramount importance. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio- economic background, all children -

A) have a positive and enjoyable experience of sport and recreation in a safe and child centred environment - in so far as grounds management personnel, and policies/procedures, can so secure;

B) are protected from abuse whilst participating in any aspect of groundsmanship. The GMA 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 the GMA will therefore:-

- promote and prioritise the safety and wellbeing of children and young people;
- ensure everyone in grounds management 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 young people;
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support is 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;
- make all efforts to 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 the GMA's work. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organization

The GMA will appoint a Child Protection Officer, with responsibility to oversee this policy document and its implementation. From January 2017 this officer will be the GMA CEO. Any incidents or concerns should be reported immediately to this Officer.

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

- any changes in legislation and/or government guidance;
- as required by the Local Safeguarding Children Board, Sport England and/or Home Country Sports bodies.
