

# TGM Child Protection & Safeguarding Policy

## Policy Statement

TGM Holidays 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 complies with best practice and the requirements of the various UK Snowsports and other appropriate Governing Bodies.

The policy recognises that the welfare and interests of children 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 outdoor activities in a safe and child centred environment
- are protected from abuse whilst participating in the outdoor activities offered and outside of the activity.

TGM Holidays 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 TGM Holidays will;-

- promote and prioritise the safety and wellbeing of children and young people
- 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 young people
- 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 policy and procedures will be widely promoted and are mandatory for everyone involved in TGM Holidays. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

## Context

TGM Holidays is a commercial holiday provider which primarily provides adventure activity holidays and education visits for schools, colleges and groups.

TGM Holidays does not carry the primary responsibility for the supervision of the children who take part in the products we offer, this responsibility lies with the school staff who accompany the visit. This is in line with the guidance provided by the Department for Education and the National Guidance provided by the Outdoor Education Advisers Panel.

TGM will enact its duty of care in the following ways;-

- Create and support a culture where the safety of children is paramount.
- Work closely with all client schools to understand their policies and to support their staff in preventing safeguarding issues and dealing with any that arise.
- Ensure that all TGM staff and volunteers receive appropriate safeguarding training and follow best practice as outlined by the various governing bodies.
- Ensure that all operational TGM staff who come into contact with children undertake appropriate DBS checks.
- Work with our contracted providers to ensure that they and their instructional staff are aware of our expectations in relation to safeguarding and, in particular, follow best practice with regard to a 'code of conduct for safeguarding children in sport'.

## Monitoring

The policy will be reviewed every three years, or in the following circumstances;-

- changes in legislation and/or government guidance
- Changes to best practice guidance from the outdoor activities industry lead governing bodies.
- as a result of any other significant change or event.

(Last reviewed January 2022)