



“SAFE” Welfare and Safeguarding Plan

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Suzanne Philpot updated 1st July 2025

Following the release of Swim England's New Safeguarding, Welfare and Culture Plan, "Heart of Aquatics".

In 2023 the region conducted a root to branch review of its welfare and safeguarding structure, policies and procedures.

Following this review we developed and launched our new Welfare and Safeguarding Plan **SAFE**. We are fully committed to deliver the highest level of service to our members ensuring that our SAFE plan empowers all.

"S.A.F.E"



Safe Aquatics For Everyone

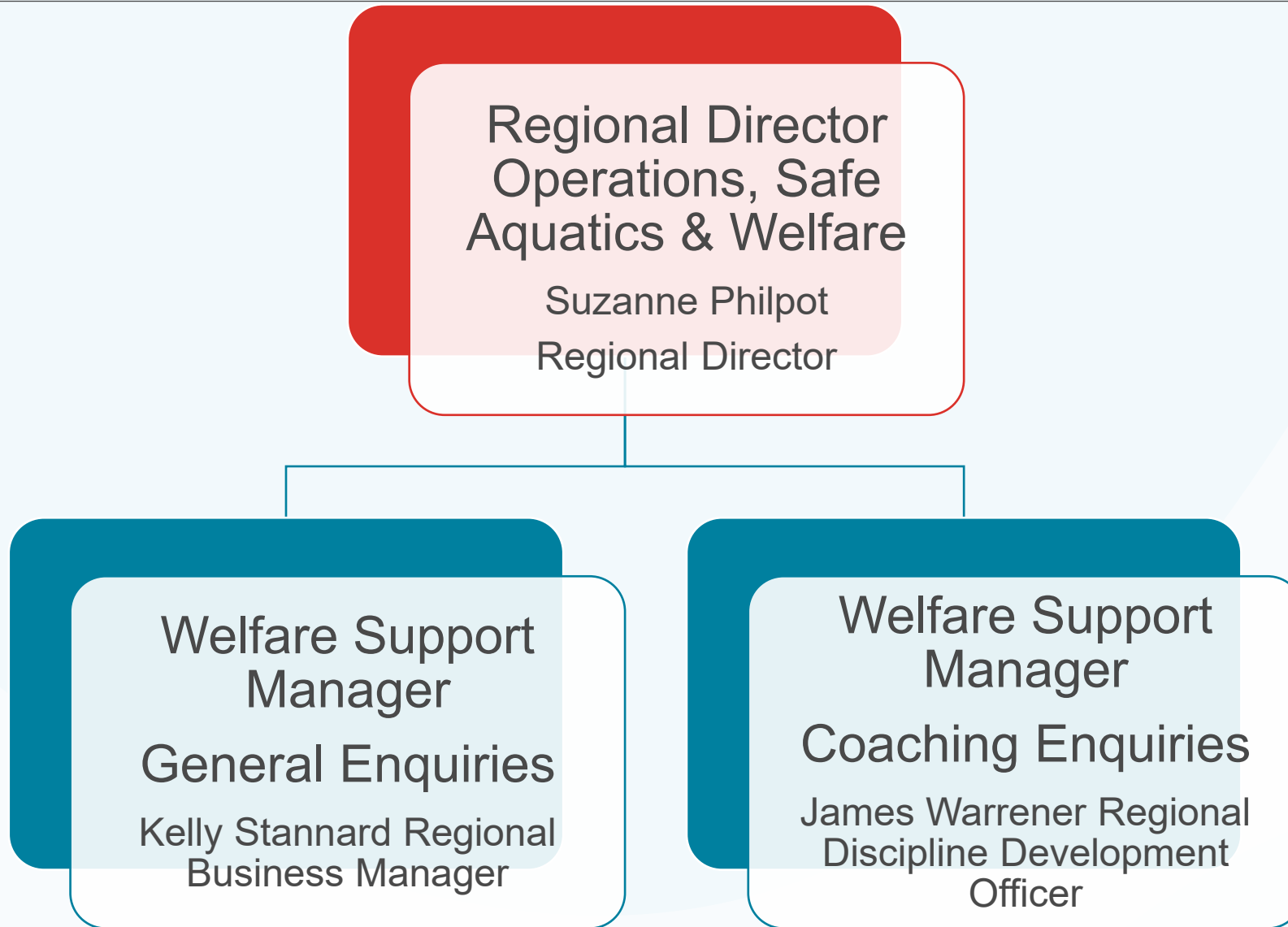
The '**Key**' is the Swim England London Welfare and Safeguarding Plan.

Welfare and Safeguarding is everyone's concern and responsibility and applies consistently and without exemption across our membership, at all levels.

“Our organisation acknowledges the duty of care to safeguard, protect and promote the welfare of children and adults across all of our sports and activities.

We are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and Swim England's policies and requirements”.





This is a volunteer role for someone with a strategic safeguarding background who can provide independent advice, support and guidance to the Swim England London Welfare and Safeguarding Team, The Board of Directors and the business with their skills and knowledge.

Personal Specification

Must have safeguarding related qualification

Extensive safeguarding sector experience at senior level

Child-centred belief system and approach

Experience of working in adult safeguarding

Experience of safeguarding or child protection referrals

Awareness and understanding of Swim England Safeguarding Policies and Procedures

Strategic leadership and management skills



The Welfare & Safeguarding Champion Role is a Voluntary Board Director Position for a person who has the skills required to act as an advocate for the region on Welfare & Safeguarding from a strategic perspective.

They would form part of the Swim England London Welfare & Safeguarding Team in a non operational capacity.

Personal Specification

Must have experience of drafting safeguarding policies and procedures

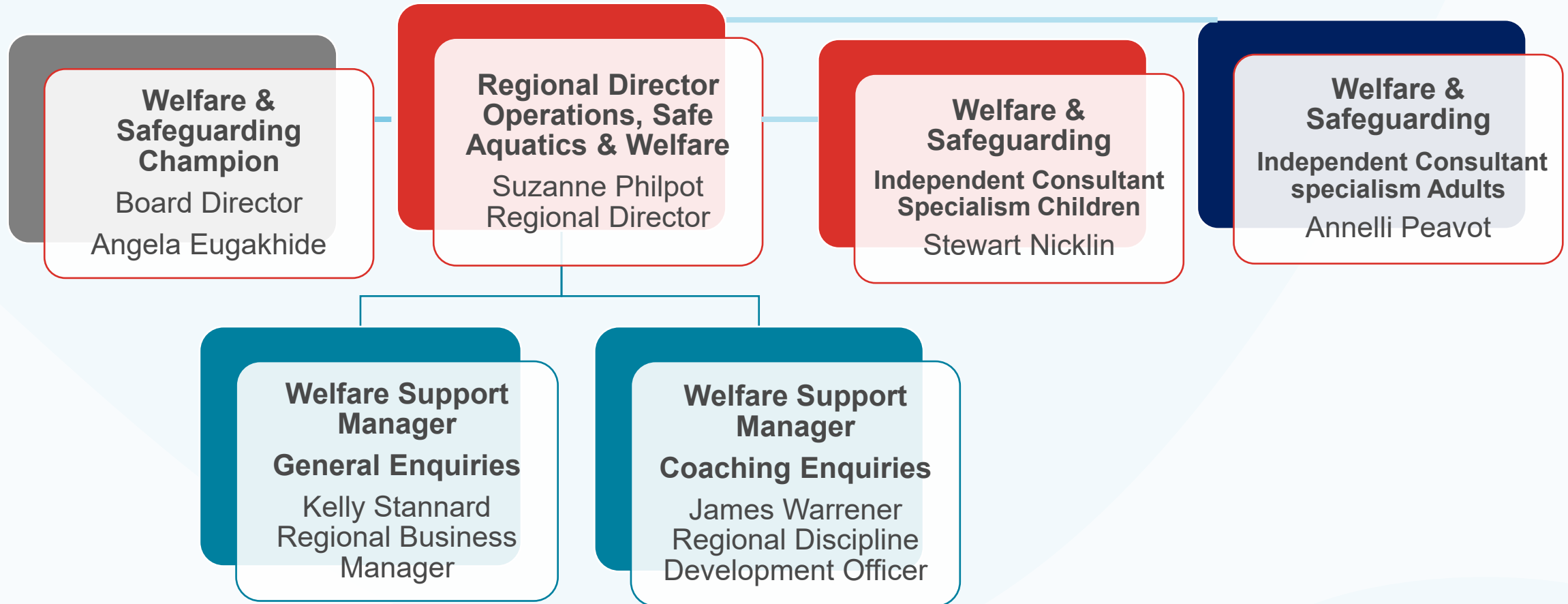
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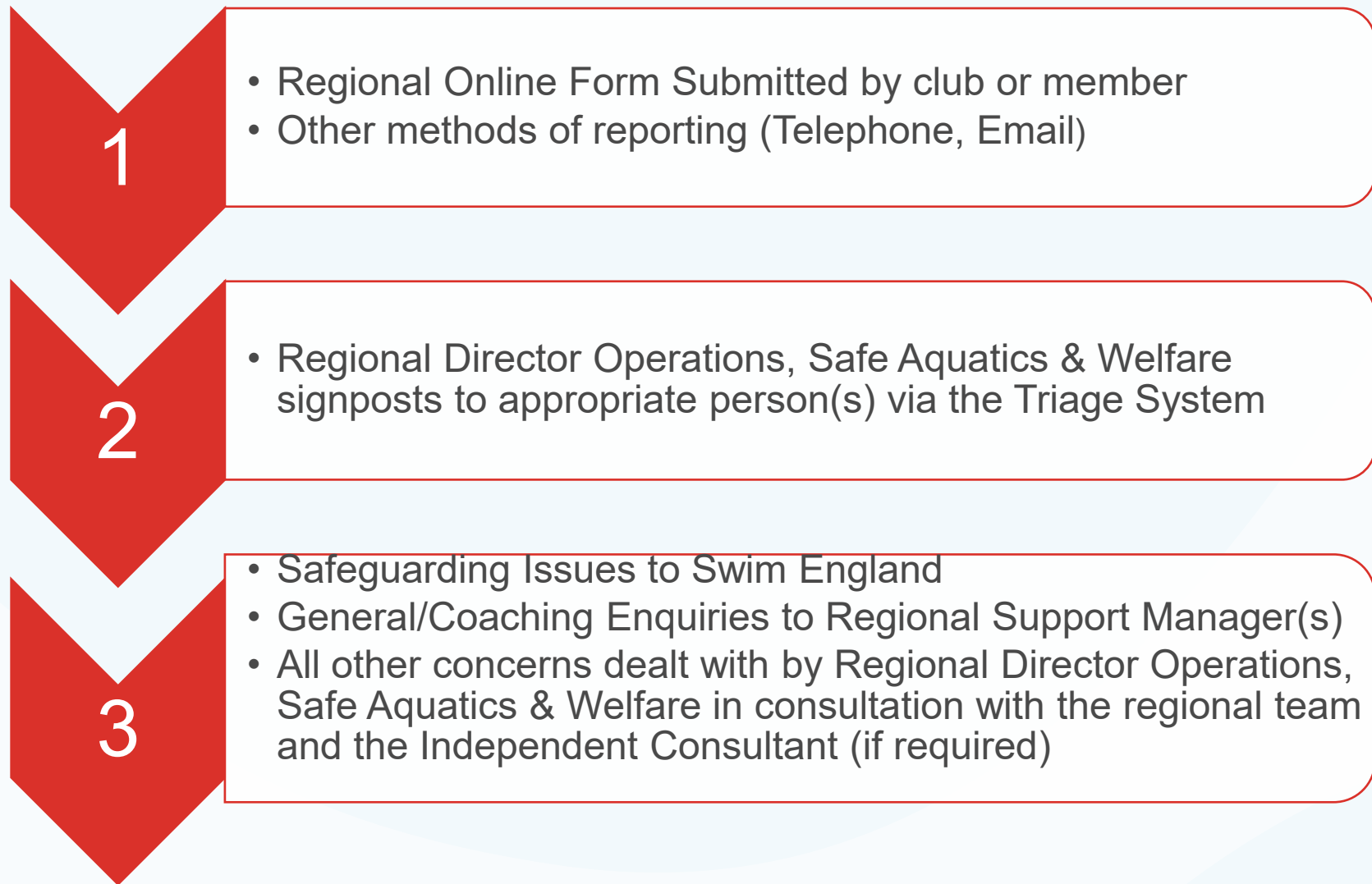
Responsibilities

Safeguard the interests of the Membership and stakeholders of the Association.

To review and develop robust internal policies, processes and risk assessments



- New Welfare and Safeguarding Team in place
- Independent Consultants
- Welfare & Safeguarding Champion (Board Director)
- Secure Sharepoint Site with restricted access
- An online Referral/Reporting Forms
- A Suite of Documents for our Clubs to Access for reporting and recording incidents internally.
- Regional Welfare and Safeguarding Forums





Swim England
London

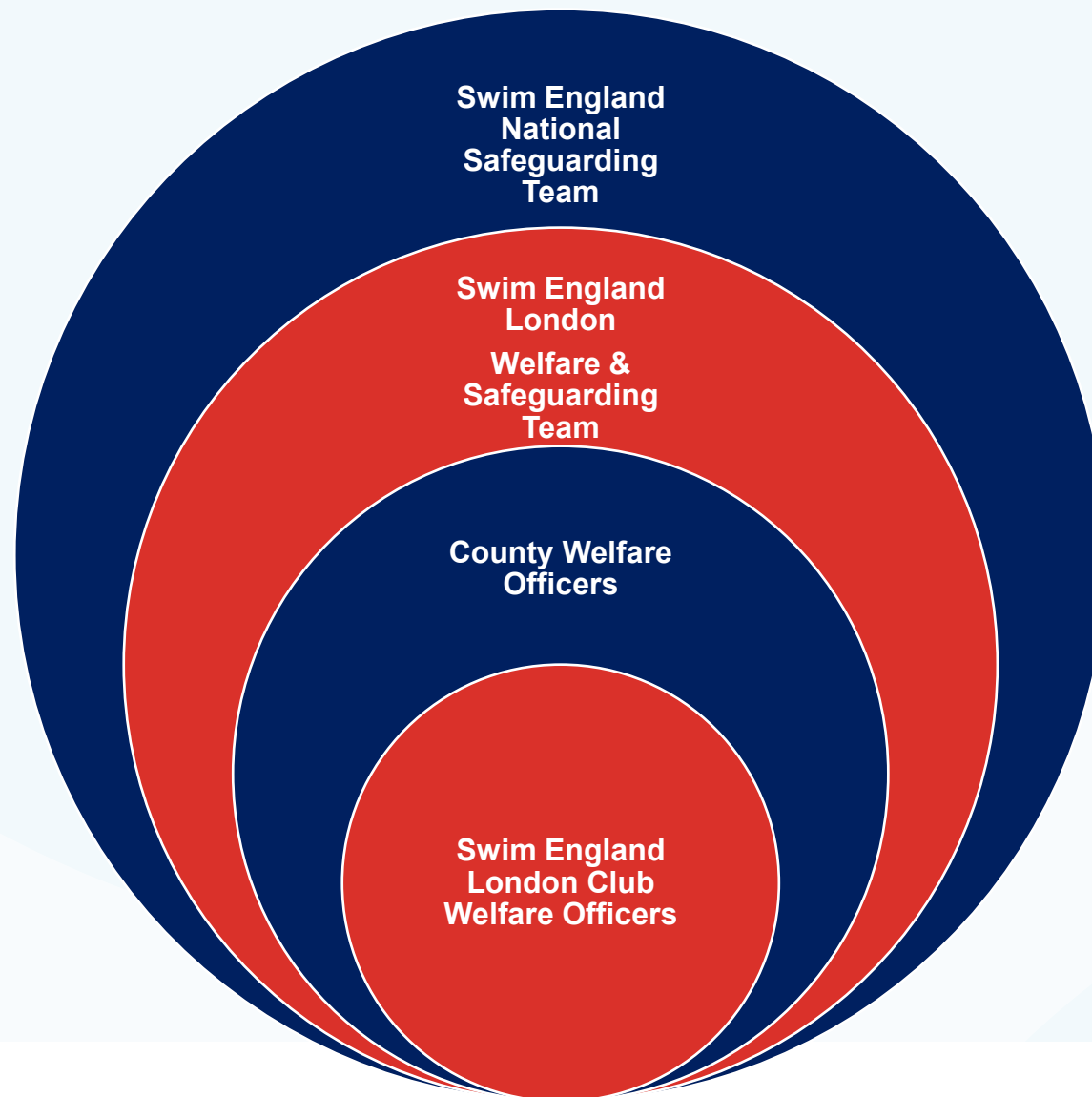
Swim England London Welfare and Safeguarding Referral Form

Swim England London is committed to ensuring that all children and adults who take part in our activities are able to have fun and participate in an environment that keeps them safe from harm.

Protection and safeguarding of children is paramount and should be based on protection and best practise.

it is every child's right to be protected from abuse irrespective of their age, gender, faith or religion, culture, ethnicity, sexual orientation, background, economic position, disability or level of ability.

Allegations of abuse or concerns regarding children will be treated seriously and will be responded to swiftly and appropriately.



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