



SAFEGUARDING POLICY

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Fairlands Valley Spartans

c/o Marriotts Sports Centre, Telford Avenue, Stevenage SG2 0AN

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POLICY OBJECTIVES

This policy sets out how Fairlands Valley Spartans (FVS) adopts the UK Athletics (UKA) and the home country athletics federations Adult Safeguarding Policy.

Most adults are able to live their lives safely and free from harm. However, for some, there may be times when, for a variety of reasons, their ability to keep themselves safe and protect their wellbeing and rights is compromised. FVS are committed to safeguarding adults in line with relevant national legislation, and relevant national and local guidelines. We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe. We will develop a culture of zero tolerance of harm to adults, which necessitates:

- the recognition of adults who may be at risk and the circumstances which may increase risk
- knowing how adult abuse, exploitation or neglect manifests itself
- being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised activities, in the community, in the person's own home and in any care setting.

FVS are committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect. The purpose of this policy is to demonstrate the commitment of FVS to safeguard adults and to ensure that everyone involved in our club is aware of:

- the legislation, policy and procedures for safeguarding adults
- their role and responsibility for safeguarding adults
- what to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

POLICY STATEMENT

FVS believe everyone has the right to live free from abuse or neglect, regardless of age, ability, disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

We are committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

We collectively acknowledge that safeguarding is everybody's responsibility and we are committed to the prevention of abuse and neglect through safeguarding the welfare of all adults involved in our sport.

FVS recognise that health, wellbeing, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or

seeking help. We recognise that these factors can vary at different points in people's lives.

We recognise that there is a legal framework within which sports need to work to safeguard adults who have needs for care and support, and for protecting those who are unable to take action to protect themselves. We will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by FVS will be consistent with the principles of adult safeguarding, ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.

APPLICATION

This Safeguarding Policy and associated procedures apply to all individuals involved in FVS. For the avoidance of doubt this includes committee members, coaches, race officials, volunteers, members, participants in FVS events, individuals or organisations contracted to work on our behalf of FVS.

COMMITMENTS

To implement this policy, FVS will ensure:

- everyone involved in the club is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the safety or wellbeing of an adult
- any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with this policy and associated procedures
- the wellbeing of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to
- any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm
- confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with Data Protection rules
- accordance with best practice advice; for example, from UK Sport, Sport England, National Governing Bodies, etc.
- cooperation with the Police and the relevant Local Authorities in taking action to safeguard an adult
- all committee members and coaches within FVS understand their role and responsibility for safeguarding adults, and have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role

- the use of safe recruitment practices and continual assessment of the suitability of volunteers through the use of the Disclosure and Barring Service (DBS)
- a sharing of information with the appropriate bodies about anyone found to be a risk to adults; for example: DBS, Police, Local Authority/Social Services
- the inclusion of a risk assessment when planning activities and events as to the safety of all adults from abuse, exploitation and neglect
- actions taken under this policy are reviewed by the committee on an annual basis
- this policy are reviewed on a two-yearly basis by the Welfare Officer and/or government guidance as required by UK Sport, Sport England and/or National Governing Bodies, or as a result of any other significant change or event.

IMPLEMENTATION

FVS are committed to developing and maintaining a capability to implement this policy and its procedures. In order to do so, the following will be in place:

- A Lead Safeguarding Officer (Welfare Officer)
- Clearly outlined roles and responsibilities for the Welfare Officer incorporating safeguarding remit
- Committee representation for the Welfare Officer in order to escalate any safeguarding matters, as required, at each committee meeting
- Codes of conduct for all relevant roles and individuals that specify zero tolerance of abuse in any form
- Risk assessments that specifically include safeguarding of adults

EQUALITY

FVS endorse the principle of equality and will strive to ensure that everyone who wishes to be involved in athletics (in all its disciplines and forms):

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socio-economic status or sexual orientation
- can be assured of an environment in which their rights, dignity and individual worth are respected and, in particular, that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

DEFINITION OF AN ADULT AT RISK

The Care Act 2014 - An adult at risk is an individual aged 18 years and over who:

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- a) has needs for care and support (whether or not the Local Authority is meeting any of those needs) **and**
- b) is experiencing, or at risk of, abuse or neglect **and**
- c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect

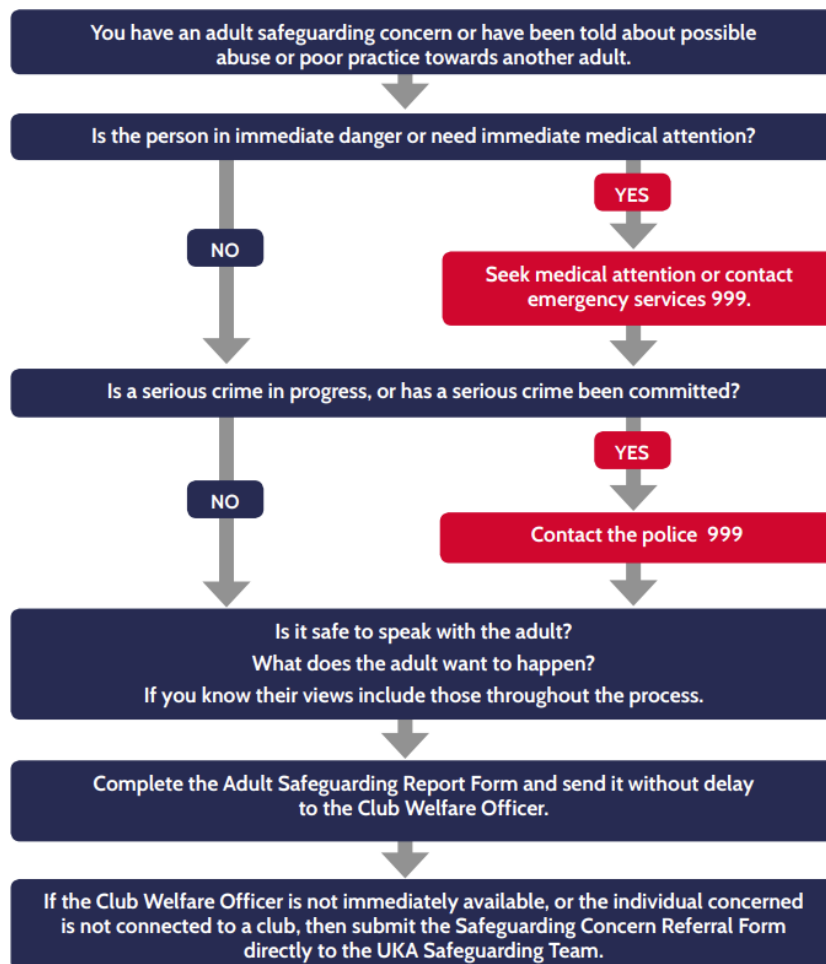
DEFINITION OF ABUSE

The Care Act 2014:

- Physical
- Sexual
- Emotional / psychological / mental
- Neglect and acts of omission
- Financial or material abuse
- Discriminatory
- Organisational / institutional
- Self-neglect
- Modern slavery
- Domestic abuse (including coercive control)

REPORTING A CONCERN

The UKA process for reporting a concern about an adult is adopted by FVS:



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SUPPORTING INFORMATION

This policy is a UKA policy rephrased to reflect FVS. Refer to the UKA Adults Safeguarding Policy for further information on the following: Adult Safeguarding Legislation, wellbeing principles, making safeguarding personal, mental capacity and decision making, recording and information sharing and associated documents.

The UKA Policy includes sources of information and support including directly from UKA:

Email: safeguarding@uka.org.uk

Telephone: 07920 532552

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