



Safeguarding Children, Young People and Vulnerable Adult POLICY

1. INTRODUCTION

UK Powerlifting United recognises that:

The UK Powerlifting United Child and Youth Risk Management Strategy - Policy sets out our:

- The welfare of children, young people and vulnerable adults (CYPVA) is paramount
- All people, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to safeguarding from abuse
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately
- All UK Powerlifting United members (paid/unpaid) involved in sport have a responsibility to report concerns to the appropriate officer.
- Staff/volunteers are not trained to deal with situations of abuse or to decide if abuse has occurred.

This Policy will be reviewed annually.

2. POLICY STATEMENT/AIMS

UK Powerlifting United promotes the sport of powerlifting for all age groups, genders and physical/mental abilities, from the age of 14 years old upwards.

UK Powerlifting United has a duty of care to safeguard all CYPVA involved in its activities. All CYPVA have a right to safeguarding, and the needs of disabled children and young people and others who may be particularly vulnerable must be taken into account. UK Powerlifting United will ensure the safety and safeguarding of all CYPVA involved in its activities through adherence to the Safeguarding guidelines adopted by them.

The definition of a child in child protection guidance:

England, Wales, Northern Ireland and Scotland each have their own guidance for organisations to keep children safe. They all agree that a child is anyone who is under the age of 18.

Young People - are defined as those aged between 14 – 17 years of age.

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Vulnerable Adult - The broad definition of a 'vulnerable adult' suggested by the Law Commission and referred to in the Lord Chancellor's Department's consultation paper 'Who Decides' and the Department of Health's 'No Secrets', is used:

“A person aged 18 years or over who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation”.

Law Commission Report 231, 1997 & 'No Secrets', Department of Health, 2000

UK Powerlifting United recognises its responsibility to:

- a. Adopting, implementing and complying with this policy;
- b. Making such amendments to its Articles, By-Laws or Procedures necessary for this policy to be enforceable;
- c. Publish, promote and distribute this policy and the consequences of breaches;
- d. Exhibit, promote and model appropriate standards of behaviour at all times;
- e. To ensure that any breaches or complaints made under this policy are dealt with in a sensitive, fair, timely and confidential manner;
- f. Apply this policy consistently;
- g. Adhere to and enforce any penalty imposed under this policy;
- h. Ensure that a copy of this policy is available or accessible to any individual or association to whom this policy applies;
- i. Use appropriately trained people to receive and manage complaints and allegations
- j. Regularly monitor the effectiveness of this policy and review it at least annually.

This policy applies to the following whether they are in a paid or unpaid/voluntary capacity:

- a. All persons appointed or elected to national boards, official positions, committees and sub-committees;
- b. All employees of UK Powerlifting United;
- c. Members of the UK Powerlifting United Board;
- d. Personnel selected, appointed or elected to national teams and squads, e.g. Coaches, Instructors, managers, physiotherapists, psychologists, nutritionists, masseurs, trainers;
- e. Divisional, National and IPF category referees, and other officials involved in the regulation of the sport;
- f. All UK Powerlifting United members, including life members and associate members.
- g. Athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by UK Powerlifting United.
- h. Any other person including spectators, parents/guardians and sponsors, who or which agrees in writing (whether on a ticket, entry form or otherwise) to be bound by this policy.
- i. Approved/affiliated clubs.

If disciplinary action against that person has commenced this Policy will continue to apply to a person, even after they have stopped their association or employment with UK Powerlifting United,

Policy aims

The aim of the UK Powerlifting United Children, Young People and Vulnerable Adult Safeguarding Policy is to promote good practice:

1. Providing children, young people and vulnerable adults with appropriate safety and safeguarding whilst in the care of UK Powerlifting United.
2. Allow all staff /volunteers to make informed and confident responses to specific child safeguarding issues.

3. PROMOTING GOOD PRACTICE

Child abuse, particularly sexual abuse, can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with your judgment about the appropriate action to take.

Abuse can occur within many situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with young people in order to harm them. A coach, instructor, teacher, official or volunteer will have regular contact with young people and be an important link in identifying cases where they need safeguarding. All suspicious cases of poor practice should be reported following the guidelines in this document.

When a child or young person enters a club activity having been subjected to child abuse outside the sporting environment, sport can play a crucial role in improving the child's self-esteem. In such instances the club activity organiser must work with the appropriate agencies to ensure the child receives the required support.

4. GOOD PRACTICE GUIDELINES

All personnel should be encouraged to demonstrate exemplary behaviour in order to promote the welfare of CYPVA and reduce the likelihood of allegations being made. The following are common sense examples of how to create a positive culture and climate.

Good practice means:

- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Treating all children, young people and vulnerable adults, equally, and with respect and dignity.
- Always putting the welfare of each child, young person and vulnerable adult first, before winning or achieving goals.
- Maintaining a safe and appropriate distance with lifters (e.g. it is not appropriate for staff or volunteers to have an intimate relationship with a CYPVA or to share a room with them).
- Building balanced relationships based on mutual trust which empowers CYPVA to share in the decision-making process.
- Making sport fun, enjoyable and promoting fair play.
- Ensuring that if any form of manual/physical support is required, it should be provided openly and according to guidelines provided by the Coach Education Programme. Care is needed, as it is difficult to maintain hand positions if someone constantly moving. Young people and their parents should always be consulted and their agreement gained.
- Keeping up to date with technical skills, qualifications and insurance in sport.
- Involving parents/carers wherever possible. For example, encouraging them to take responsibility for their children in the changing rooms. If groups have to be supervised in the changing rooms, always ensure parents, teachers, coaches or officials work in pairs.

- Ensuring that if mixed teams are taken away, they should always be accompanied by a male and female member of staff. However, remember that same gender abuse can also occur.
- Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms.
- Being an excellent role model - this includes not smoking or drinking alcohol in the company of children and young people.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of young people and disabled adults - avoiding excessive training or competition and not pushing them against their will.
- Securing parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and/or other medical treatment.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Requesting written parental consent if UK POWERLIFTING UNITED officials are required to transport CYPVA in their vehicles

5. PRACTICES TO BE AVOIDED

The following should be **avoided** except in emergencies. If cases arise where these situations are unavoidable it should be with the full knowledge and consent of someone in charge in the club or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session:

- Avoid spending time alone with CYPVA away from others
- Avoid taking or dropping off a CYPVA to an event or activity.

Practices never to be sanctioned - You should never:

- Engage in rough, physical or sexually provocative games, including horseplay
- Share a room with a child
- Allow or engage in any form of inappropriate touching
- Allow children to use inappropriate language unchallenged
- Make sexually suggestive comments to a child, even in fun
- Reduce a child to tears as a form of control
- Fail to act upon and record any allegations made by a child
- Do things of a personal nature for CYPVA, that they can do for themselves
- Invite or allow CYPVA to stay with you at your home unsupervised.

N.B. It may sometimes be necessary for staff or volunteers to do things of a personal nature for children, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents or carers involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

6. INCIDENTS THAT MUST BE REPORTED/RECORDED

If any of the following occur, you should report this immediately to the appropriate officer and record the incident. You should also ensure the parents of the child are informed:

1. If you accidentally hurt a CYPVA.
2. If he/she seems distressed in any manner.
3. If a CYPVA appears to be sexually aroused by your actions.
4. If a CYPVA misunderstands or misinterprets something you have done.

Whistleblowing

Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their sports organisation.

Whistleblowing can involve sharing potentially vital information about health and safety risks, environmental factors, harm of children or vulnerable adults, covering up for someone and much more. Any of these factors should be addressed immediately, so 'blow the whistle' as early as possible to prevent any real damage being done.

7. ABUSE AND THE INTERNET

The increased use of mobile phones, tablets and other devices that make use of the internet are at times misused by those wishing to exploit the welfare of CYPVA.

Grooming and sexual abuse;

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse or exploitation, and often happens online.

Cyberstalking;

The repeated use of electronic communications to harass or frighten someone, for example by sending threatening emails.

8. USE OF PHOTOGRAPHIC/FILMING EQUIPMENT AT SPORTING EVENTS

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of CYPVA in vulnerable positions. All clubs should be vigilant and any concerns should be reported to the appropriate Child Safeguarding Officer.

In addition, anyone wishing to photograph or video record CYPVA competing for publicity or media purposes must request permission from the appointed

Safeguarding Officer. The application form is provided in Appendix 2 herein.

Video as a coaching aid: there is no intention to prevent club coaches and teachers using video equipment as a legitimate coaching aid. However, all CYPVA should be made aware that this is part of the coaching programme and their consent obtained. Such films should be stored safely.

9. HUMAN TRAFFICKING

Human trafficking and smuggling has become a big business worldwide. Men and women are increasingly and illegally being defrauded, manipulated, kidnapped and lured into situations against their will, through various means, including sports events. The rise in incidence of human trafficking and smuggling in sport has raised serious concerns with criminal gangs now using sport as a medium to cover up and carry out their activities, luring boys and girls to various countries with promises of a better life for the victims. This pursuit is often regarded as 'modern day slavery'.

UK Powerlifting United as with all forms of child abuse recognises the need to raise awareness of this issue among members and inform them of some of the potential signs that might be exhibited by a victim of human trafficking.

General Indicators of Victims of Human Trafficking

- Distrustful of authorities
- Exhibiting signs of physical and psychological trauma
- Person acts as if instructed by another
- Passport or identification documents held by someone else
- Control over movement/unable to leave an environment
- Lack of access to medical care
- Limited social contact/limited contact with family
- Little money and money deducted from pay for food
- Belief that they must work / perform sport against their will
- Threats of violence against victim and/or family
- Afraid of revealing their immigration status

10. RECRUITMENT AND TRAINING OF STAFF AND VOLUNTEERS

UK Powerlifting United recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children and young people. Anyone wishing to work with CYPVA within UK Powerlifting United for coaching or transportation purposes, must be UK Powerlifting United members and have prior written permission from the UK POWERLIFTING UNITED Board. The right is reserved to require evidence of suitability and competence and may involve Disclosure and Barring Service (DBS) checking. This is a requirement for all Approved Clubs.

The Safeguarding, Young People and Vulnerable Adult Policy is available on the UK Powerlifting United website and should be included in the coaching course syllabus and terms of reference for all Head Coaches.

UK Powerlifting United recommends that all constituent nations appoint their own safeguarding officer and any recognised sub divisions of these nations elect a safeguarding officer as the first point of contact for their UK Powerlifting United members in the case of any child safeguarding matters.

There are currently no formal qualifications specifically for safeguarding and protecting children in sport.

However, training developed by sports and other organisations is available to strengthen the skills and knowledge of the sporting children's workforce to safeguard children and young people.

The NSPCC Weston House, 42 Curtain Road, London EC2A 3NH. Incorporated by Royal Charter

11. RESPONDING TO ALLEGATIONS OR SUSPICIONS

It is not the responsibility of anyone working in UK Powerlifting United in a paid or unpaid capacity, to decide whether or not child abuse has taken place.

However, there is a responsibility to act on any concerns by reporting these to the appropriate officer or the appropriate authorities.

UK Powerlifting United will assure all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, abusing a child.

Where there is a complaint against a member of staff there may be three types of investigation:

- A criminal investigation
- A child safeguarding investigation
- A disciplinary or misconduct investigation.

The results of the police and child safeguarding investigation may well influence and inform the disciplinary investigation, but all available information will be used to reach a decision.

12. REPORTING CONCERNS ABOUT POOR PRACTICE

If, following consideration, an allegation is clearly about poor practice the designated/Club Safeguarding Officer will deal with it as a misconduct issue.

If the allegation is about poor practice by UK Powerlifting United Safeguarding Officer, or if the matter has been handled inadequately and concerns remain, it should be reported to the UK Powerlifting United Board who will determine if it should be referred to the Disciplinary Committee and or authorities. .

13. REPORTING CONCERNS ABOUT SUSPECTED ABUSE

Any suspicion that a child or young person has been abused by either a member of staff or a volunteer should be reported to the UK Powerlifting United Safeguarding Officer, who will take such steps as considered necessary to ensure the safety of the CYPVA in question and any other CYPVA who may be at risk.

The UK Powerlifting United Safeguarding Officer will refer the allegation to the social services department who may in turn then involve the police.

The parents or carers of the child or young person will be contacted as soon as possible following advice from the social services department.

14. CONFIDENTIALITY

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- The parents of the person who is alleged to have been abused
- The person making the allegation
- Social services/police
- UK Powerlifting United Safeguarding Officer

Seek social services advice on who should approach the alleged abuser (or parents if the alleged abuser is a child or young person). Information should be stored in a secure place with limited access to designated people, in line with data safeguarding laws (e.g. that information is accurate, regularly updated, relevant and secure).

15. ENQUIRIES AND FURTHER ACTION

Internal enquiries and possible suspension

The UK Powerlifting United Safeguarding Officer will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.

Irrespective of the findings of the social services or police inquiries UK Powerlifting United Disciplinary Committee will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled.

This may be a difficult decision; particularly where there is insufficient evidence to uphold any action by the police. In such cases, UK Powerlifting United Disciplinary Committee must reach a decision based upon the available

information which could suggest that on a balance of probability; it is more likely than not that the allegation is true. The welfare of all CYPVA should remain of paramount importance throughout.

Support to deal with the aftermath of abuse

Consideration should be given to the kind of support that children, young people vulnerable adults, parents, careers and members of staff may need. Use of helplines, support groups and open meetings will maintain an open culture and help the healing process.

The British Association for Counselling Directory is available from The British Association for Counselling, 1 Regent Place, Rugby CV21 2PJ, Tel: 01788 550899, Fax: 01788 562189, E-mail: bac@bacp.co.uk, Internet: www.bacp.co.uk .

Allegations of previous abuse

Allegations of abuse may be made some time after the event (e.g. by an adult who was abused as a child or by a member of staff who is still currently working with children).

Where such an allegation is made, the club should follow the procedures as detailed above and report the matter to the social services or the police. This is because other children or young people, either within or outside of UK Powerlifting United, may be at risk from this person. Anyone who has a previous criminal conviction for offences related to abuse is automatically excluded from working with children. This is reinforced by the details of the Safeguarding of Children Act 1999.

16. REPORTING CONCERNS OUTSIDE THE IMMEDIATE SPORTING ENVIRONMENT, E.G. PARENT OR CARER.

Report your concerns to UK Powerlifting United Safeguarding Officer, who should contact social services or the police as soon as possible and decide how to involve the parents/carers.

The UK Powerlifting United Safeguarding Officer should also report the incident to the UK Powerlifting United Board who should ascertain whether or not the person/s involved in the incident play a role in UK Powerlifting United and act accordingly.

17. PROVIDING INFORMATION TO POLICE OR SOCIAL SERVICES

Information about suspected abuse must be accurate and a detailed record should always be made at the time of the disclosure/concern. It should include the following:

- The child's name, age and date of birth of the child.
- The child's home address and telephone number.
- Whether or not the person making the report is expressing their own concerns or those of someone else.
- The nature of the allegation. Include dates, times, any special factors and other relevant information.
- Make a clear distinction between what is fact, opinion or hearsay.
- A description of any visible bruising or other injuries. Also any indirect signs, such as behavioural changes.
- Details of any witnesses to the incidents.
- The child's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- Have the parents been contacted?
- If so what has been said?
- Has anyone else been consulted? If so record details.
- If the child was not the person who reported the incident, has the child been spoken to? If so what was said?
- Has anyone been alleged to be the abuser? Record details.
- Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact who took the referral should be recorded.

Safeguarding Children National Helplines:

CEOP (Child Exploitation and Online Protection Centre) 0870 000 3344 The UK's national police centre for protecting young people and children from sexual abuse.

<http://www.ceop.gov.uk>

Childline (24 hours): 0800 1111

Free and confidential helpline for children & young adults in the UK. <http://www.childline.org.uk>

Childnet 020 7639 6967

A non-profit organisation working with others to help make the Internet a safe place for children.

<http://www.childnet.com>

Contact-A-Family 020 7608 8700 Helpline 0808 808 3555 Support for families of children with disabilities.
<http://www.cafamily.org.uk>

National Society for the Prevention of Cruelty to Children (NSPCC)

Weston House, 42 Curtain Road London, EC2A 3NH

Tel: 020 7825 2500

www.nspcc.org.uk

Leading children's charity fighting to end child abuse in the UK and Channel Islands.

Child Protection in Sport Unit NSPCC National Training Centre 3 Gilmour Close, Beaumont Leys
Leicester, LE4 1EZ

Tel: 0116 366 5590

www.thecpsu.org.uk

Working in partnership with all key stakeholders in sport to develop safeguards for children in sport

Sport England

21 Bloomsbury Street London, WC1B 3HF Tel: 020 7273 1551

www.sportengland.org

Sport England aims to lead the development of sport in England by influencing and serving the public, commercial and voluntary sectors

UK Sport

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www.uk sport.gov.uk

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