



Promoting ethnic diversity in sport & physical activity

Safeguarding Children and Young People Policy

Sporting Equals

Sporting Equals is an independent charity that exists to promote ethnic diversity across sport and physical activity.

We have three primary aims:

1. To raise awareness and understanding of the needs of Ethnically Diverse Communities within the sports and health sector, in order to change attitudes and increase participation in sport and physical activity.
2. To empower individuals and communities to play a part in this change and achieve their full potential through playing sport and being active.
3. To advise and support policymakers and delivery bodies to be inclusive of all under-represented groups, drawing on our experience with Ethnically Diverse Communities.

Our five outcomes are:

1. Increasing Participation
2. Identifying and Showcasing Talent
3. Diversifying Sport Sector
4. Improving Health and Lifestyles
5. Building Cohesive Communities

For more information about Sporting Equals and our campaigns and projects please visit <http://sportingequals.org.uk/>

1) Introduction

Sporting Equals believes that all children and young people should have the access to sport and physical activity and all the benefits that brings and that they should be able to enjoy sport and physical activity safely and protected from any harm.

Therefore, we are committed to ensuring that anyone working, or volunteering on behalf of Sporting Equals understands their mandatory responsibilities and demonstrates best practice in safeguarding children and young people in their care.

With this in mind, Sporting Equals have developed a Safeguarding Policy that applies to all individuals involved with Sporting Equals whether in a paid or voluntary capacity. Whether they are staff, Trustees, Activators, consultants, volunteers, corporate partners, organisations and stakeholders

Everyone has a role to play in safeguarding children and young people and it is important to understand that safeguarding should not sit in isolation from all other activities within Sporting Equals.

Safeguarding is an integral part of all our work from policy and programme development through to direct interaction with children and young people at any events we deliver, this also includes any events where we support our partners. We will actively encourage and promote our safeguarding policy, procedures and good practice guidance to all involved in Sporting Equals activities.

Sporting Equals is committed to meeting its responsibilities and upholding all legislative requirements of organisations regarding the safeguarding of children and young people and we recognise that Trustees have primary responsibility for safeguarding.

2) Principles

Children and young people and have the right to expect us to protect them from harm. By taking care to uphold these principles we can help to assure their welfare and development.

Anyone under the age of 18 years is considered a child for the purposes of the safeguarding policy, procedures and guidelines.

- The welfare and well-being of each child is and must always be paramount.
- All children and young people have the right to be protected from harm regardless of their age, sex, language, ethnic origin, disability, religion or religious belief, sexual orientation or gender identity.
- All allegations and suspicions of harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
- All individuals working with children and young people must champion the right of every individual to participate in sport and physical activity.
- Every child who participates in sport and physical activity has the right to feel secure and be safe whilst experiencing a spirit of adventure, fun, excitement and a sense of belonging.
- We support those children and young people we work with to build relationships with each other based on openness, honesty, mutual trust and respect and always demonstrate proper personal behaviour.

- All individuals will respond to a safeguarding concern or issue in line with this policy, procedures and guidelines.
- Provide children and young people with information, skills and support to help them keep themselves safe and report any concerns.
- All staff, Trustees, Activators and volunteers will have safeguarding training and development opportunities relevant to their role.
- All partner organisations and agencies working with Sporting Equals will agree safeguarding standards and communications.
- Sporting Equals recognises the roles and responsibilities of statutory agencies in relation to safeguarding children and young people and promoting their welfare. We are committed to working together with Local Safeguarding Partners and complying with their procedures.

3) Our Responsibilities

Sporting Equals recognises its responsibilities to protect and safeguard children and young people.

Sporting Equals will:

- Provide an environment that is healthy, safe and secure.
- Appoint a Designated Safeguarding Lead with overall responsibility for safeguarding and an individual with safeguarding responsibilities at all events or activities.
- Work in partnership with key safeguarding stakeholders and other Sport and Physical Activity partners.
- Establish a safe recruitment process for Sporting Equals led events and activities which includes the management of the criminal record checking process
- Provide appropriate training and support for all staff, Trustees, Activators, volunteers, partner organisations and agencies where relevant.
- Ensure all safeguarding concerns are responded to in line with Sporting Equals policies, procedures and guidelines and take action when concerns are raised regarding staff, Trustees, Activators or volunteers outside a Sporting Equals event or activity.
- Take disciplinary action against those who breach Sporting Equals policies.
- Ensure consistency and share good practice through the Sporting Equals Safeguarding Team and monitor and evaluate the implementation of this policy.

4) Monitoring of the Policy

This policy has been approved by the Sporting Equals Board of Trustees and will be regularly monitored with a full policy review taking place annually.

The following may also evoke a review of the policy:

- Any changes in legislation
- Any changes in governance of Sporting Equals
- The result of a significant case, near miss or good practice development in the sector.

5) Implementation

The Sporting Equals Safeguarding Team will meet regularly, and all staff will be regularly involved in reviewing and updating “Safeguarding - Identifying and Preventing Harm to All”. This document is an addition to our safeguarding policies and is meant for constant review and for all staff to consider proactively how our work may cause harm to any individual and how to prevent this.

A Code of Conduct for people covered under the scope of this policy will be available on the Sporting Equal website.

6) Responding to or reporting a concern

Sporting Equals has a process for reporting any child or adult at risk welfare concerns whether these are within or outside of the Sporting Equals environment.

Child/Young Person concern

If you think a child is in immediate danger or requires medical attention, you should call the emergency services on 999. You can also ring the NSPCC helpline on 0808 800 5000 to report immediate risks.

If there is no immediate danger or medical attention, report concerns to the relevant designated person who will log the concern and raise with the appropriate authority.

It's important to remember that the welfare of the child is paramount.

7) Legal Context

- The Safeguarding Vulnerable Groups Act –2006
- Human Rights Act-1998
- Care Standards Act –2000
- Mental Capacity Act 2005

- Dignity in Care Campaign –2006
- Deprivation of Liberty Safeguards –2009
- Charity Commission -Strategy for dealing with safeguarding vulnerable groups including children, issues in charities –2013
- Care Act –2014
- Charities (Protection and Social Investment) Act –2016

8) Definitions

Children and/or young people are referred to throughout the Policy, Procedures and Guidelines and relates to anyone under the age of 18 years.

Types of abuse

Types of abuse can fall under the categories below:

Psychological –includes emotional abuse / threats of harm or abandonment / deprivation of contact / humiliation / controlling behaviour / exploiting, corrupting/ cyber bullying / exposure to the ill treatment of someone else

Discriminatory–includes forms of harassment/slurs similar treatment because of race/gender/gender identity/age/disability/sexual orientation or religion.

Physical–includes assault/ hitting/ slapping/ pushing/ restraint/ inappropriate punishment/ shaking/ burning etc. Misuse of medication and/ or physical harm caused when a parent/carer fabricates the symptoms of or deliberately induces illness in a child.

Financial/material –includes theft/fraud/internet scams/coercion/misuse or misappropriation of property or possessions etc.

Neglect/acts of omission–persistent ignoring of medical, emotional or physical care needs / failure to provide access to appropriate healthcare / withholding the necessities of life / unsupervised in inappropriate situations.

Sexual –Includes rape / indecent exposure / sexual harassment / exposure to pornography against the person's will / other sexual acts without consent etc.

Organisational–covers neglect and poor practice within an institution or specific care setting or in someone's own home. Can be through neglect or poor professional practice resulting from policies/culture/systems.

Self-neglect–covers a wide range of behaviour eg. Neglecting to care for one's own health/hygiene/surroundings/hoarding etc.

Modern slavery–covers human trafficking / forced labour / domestic servitude / forcing individuals into a life of abuse or inhumane treatment

Domestic violence and abuse—the definition of domestic abuse is “Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial, or emotional, controlling and coercive) between those aged 16 and over who are or have been intimate partners or family members, regardless of gender and sexuality.

Please note the above list is not exhaustive but provides examples. Abuse may be carried out deliberately or unknowingly and it may be a single or repeated act.

People at risk may be abused in more than one way.

9) Related Documents

Safeguarding Policy - Safeguarding – Suspected Abuse - Follow-Up

Safeguarding Policy (Adults)

Sporting Equals Equality and Diversity Policy

Whistleblowing Policy

Last Updated - August 2022