



# Safeguarding Policy, procedures and practice guidance for working and volunteering with children, young people and vulnerable adults

This policy applies to all trustees, employees, workers and volunteers, working in or on behalf of Sportily. It provides information and practice guidance about the actions expected and will be updated and shared at least annually.

It is available to parents on request and via the Sportily website.

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**The 24/7 Safeguarding advice helpline is provided for Sportily by the Diocese of Gloucester and ThirtyOne:eight on 07944 680320.**

ThirtyOne:eight are an independent Christian safeguarding charity, helping to protect vulnerable people. [www.thirtyoneeight.org](http://www.thirtyoneeight.org)

**If you have any concerns relating to any aspect of Safeguarding, need to make a report or access any advice and guidance you can:**

- Speak to any of the Sportily Team
- Contact one of the Designated Safeguarding Leads.  
Chris Priddy (07480 068 550) [chris.priddy@sportily.org.uk](mailto:chris.priddy@sportily.org.uk)  
Richard Witham (07375 892507) [richard.witham@sportily.org.uk](mailto:richard.witham@sportily.org.uk)
- Call the Diocesan Safeguarding line on 01451 835516 (Mon-Fri 9am-5pm)  
07944 680320 (Mon-Fri out of hours)  
Weekend and Bank Holiday cover is provided via ThirtyOne:Eight on 0303 003 1111

## 1. Section One

### Aim and scope of this policy and practice guidance

- 1.1 Sportily believes that it is always unacceptable for adults and children and young people to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children, young people and vulnerable adults (adults at risk) in line with statutory legislative requirements and the legislative, policy and practice guidance provisions as below.
- 1.2 This policy and procedures applies to all Sportily trustees, employees, workers and volunteers regardless of whether their work brings them into direct contact with adults, children, young people and / or vulnerable adults.
- 1.3 The aim of this policy and practice guidance is to ensure that Sportily is able to create and maintain a safe environment for all. It does this by ensuring that:
  - All employees, workers and volunteers safeguard the welfare of adults, children, young people and vulnerable adults who may be at risk and that they are able to recognise the signs and respond appropriately to allegations of abuse..
  - All employees, workers and volunteers are safely recruited and trained and supported appropriately..
  - All employees, workers and volunteers are able to ensure that anyone who comes forward to share concerns or their experience of abuse, will be listened to, taken seriously and supported appropriately..
  - Anyone who may work for or volunteer with Sportily who may pose a risk to our vulnerable groups is appropriately managed and supported.

### Legislative Framework. Church of England provisions

- 1.4 All of the work with children, young people and vulnerable adults undertaken by Sportily sits under both secular legislation and statutory practices, along with the policy and procedures of the Church of England and within Gloucester Diocese.
- 1.5 Sportily works closely with the Diocese of Gloucester's Safeguarding Team and reports directly to them for safeguarding under a Service Level Agreement for all casework, advice, guidance and appropriate training.
- 1.6 The Church of England: Duty to have due regard.  
Safeguarding and Clergy Discipline Measure 2016.  
Under national church guidance all Sportily employees, workers and volunteers who are specifically authorised or licensed by the Bishop of Gloucester are required to work within both the Sportily safeguarding policy and its practice guidance and also to have due regard to the Church of England's national framework as agreed by the House of Bishops.
- 1.7 The Church of England: 'A church officer'  
Under national church provisions a 'church officer' is defined as 'anyone appointed or elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid'. All Sportily trustees, employees, workers and volunteers are

considered 'church officers' and are required to work within both the Sportily safeguarding policy and its practice guidance and also to have due regard to the Church of England's national framework as agreed by the House of Bishops.

### Church of England safeguarding

- <https://www.churchofengland.org/safeguarding/policy-and-practice-guidance>
- [Promoting a Safer Church](#). House of Bishops policy statement (2017)
- Protecting All God's Children (safeguarding policy for children and young people, 4th edition, 2010)
- Promoting a Safe Church (safeguarding policy for adults, 2006)
- Parish Safeguarding Handbook ([Online access](#))

### Adults, children and young people

#### 1.8 Adults

The Care Act (2014) and corresponding guidance (Department of Health and Social Care September 2024) outlines key principles for supporting vulnerable adults who have been or are at risk of abuse or neglect and provides a framework for local authorities and partner organisations for making safeguarding enquiries.

#### 1.9 Children and young people

The standards in this policy build on and incorporate legislation and Government expectations in respect of children and young people. This includes the Children Act 1989 and 2004 and the Government's statutory guidance 'Working Together to Safeguard Children 2023.

The guidance is for statutory and voluntary organisations alike and covers all the expectations of Government in relation to safeguarding children and young people in England.

A child or young person is defined in law as anyone under the age of 18 years old.

## 2. Section Two

### Introduction

- 2.1 Everyone at Sportily who comes into contact with children, young people and their families has a role to play in safeguarding children, young people and adults who are vulnerable, because they are in a position to identify concerns, often at an early stage, and provide help.
- 2.2 Sportily employees, workers and volunteers form part of the wider safeguarding system for children, young people and vulnerable adults which aims to prevent concerns from escalating. Sportily works with the Diocese of Gloucester's Safeguarding Team, and other relevant agencies, to promote the welfare of children and young people and vulnerable adults and to protect them from harm.

- 2.3 Sportily seeks to provide a caring, warm and consistent atmosphere and environment in which children, young people and vulnerable adults can develop, grow and learn in safety. Children, young people and vulnerable adults are to be treated as individuals with equal rights.
- 2.4 Everyone working or volunteering for Sportily must share the objective to help keep children, young people and adults safe by:
- Providing a safe environment for children and young people to learn and develop..
  - Identifying and responding to 'early help' needs of children, young people and families..
  - Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe..
  - Identifying adults who are at risk or who might not have the capacity to keep themselves safe, and taking appropriate action..
  - Promoting and maintaining a culture of vigilance and an open vigilant attitude of 'it could happen here'.
- 2.5 To achieve this, the Sportily safeguarding policy statement offers six overarching policy commitments:
- Promoting a safe environment and culture.
  - Safely recruiting and supporting all employees, workers and volunteers within the organisation.
  - Responding promptly to every safeguarding concern or allegation.
  - Caring pastorally for victims/survivors of abuse and other affected persons.
  - Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
  - Responding to those that may pose a risk to others.

## Section Three

### Roles and Responsibilities

#### 3.1 All employees, workers and volunteers will:

- Fully comply with all Sportily policies and procedures.
- Attend appropriate safeguarding training and refresher training. This includes general safeguarding training and training on Sportily safeguarding standards, expectations, culture and procedures.
  - Initial training, to the standard required by the CofE framework, will take place during induction. Refresher training will take place at least every 3 years in line with the CofE framework or when moving to a new role that requires a higher level of training.
  - Refresher training to be undertaken at the highest required level for the role.
  - Additional refresher, tailored or specific training will also be offered regularly through our SLA with the Diocese of Gloucester.
- Refer to the Diocese of Gloucester's safeguarding requirements and for those working with or in schools, Part 1 of Keeping Children and young people Safe in

Education.

- Inform the Diocesan Safeguarding Team of any concerns and refer to them for any general safeguarding advice and guidance. (07944 680320)
- Inform the Sportily Designated Safeguarding Lead(s) of any concerns including the advice, guidance, follow up actions and records to be maintained that may have been provided by the Diocesan Safeguarding Team.

### 3.2 The Sportily Leadership Team will ensure that:

- The policies and procedures adopted by Sportily are fully implemented and followed by all employees, workers and volunteers..
- Sufficient resources and time are allocated to enable the Designated Safeguarding Lead(s) to carry out their role(s) effectively..
- All employees, workers and volunteers feel able to raise concerns about poor or unsafe practice in regard to children and young people, and such concerns are addressed sensitively and effectively in a timely manner in accordance with the agreed [Whistleblowing and Speaking Out Policy](#)..
- They have completed Safer Recruitment training, refreshed as necessary.
- The procedure for managing allegations against employees, workers and volunteers is understood..
- They operate the procedure for managing allegations effectively and refer relevant concerns to the Local Authority Designated Officer (LADO) and the Diocese.

### 3.3 The Sportily Board of Trustees will ensure that:

- Sportily has a safeguarding policy and procedures in place that are in accordance with the requirements of Gloucester Diocese, statutory guidance and locally agreed inter-agency procedures, and the policy is made available to parents/carers and others as appropriate and to Sportily partners on request and can be viewed online..
- The Board has a designated safeguarding lead trustee..
- Sportily has designated at least one member of the Leadership Team as a Designated Safeguarding Lead appropriate to the organisation..
- Sportily has a clear service level agreement with the Diocesan Safeguarding Team to ensure that safeguarding sits within the responsibility of Sportily and the overview/support of the Diocese..
- Sportily has an annual safeguarding strategic plan and actions within it are reviewed at every Board meeting.
- It is able to remedy, without delay, any deficiencies or weaknesses regarding safeguarding arrangements within Sportily..
- Sportily operates safer recruitment procedures and makes sure that all appropriate checks, including DBS checks which are renewed every three years in line with Church of England requirements, are carried out on employees, workers and volunteers who work with children, young people and vulnerable adults..
- The Sportily Trustees have agreed that serving Diocese of Gloucester clergy, wishing to volunteer for Sportily, may present their Diocese of Gloucester DBS to Sportily in lieu of undertaking a Sportily specific DBS check, so long as it is within the 3 year renewal period. At the point of renewal, the updated check must be shared with Sportily.

- Sportily follows both national church and the statutory guidance Working Together to Safeguard Children 2023, for dealing with allegations of abuse against employees, workers and volunteers..
- Employees, workers and volunteers undertake appropriate safeguarding training, refreshed at set required intervals..
- Appropriate health and safety and risk assessments are undertaken for every activity and appropriate insurance is in place..
- All safeguarding policies and procedures are reviewed annually and updated appropriately under any learning and development outcomes.

### **3.4 The designated safeguarding lead(s) (DSL) within Sportily has / (have) a range of responsibilities.**

Two DSLs have been appointed. the two Co-CEOs.

#### **They:**

- Act as a key source of management and support for employees, workers and volunteers `on the ground`..
- Ensure that the Leadership Team and Trustees are regularly updated on all safeguarding oversight matters..
- Will complete an Annual Report on safeguarding within Sportily for the Board of Trustees and the Diocese to ensure safeguarding requirements are being met and to raise any concerns regarding process..
- Will lead annual policy review processes on behalf of, and reporting to, the Trustees.
- Will liaise directly with the Diocesan Safeguarding Team to ensure that any Serious Incident Reporting to the Charity Commission or any referrals to the DBS are undertaken appropriately by Sportily..
- Oversee with Chris Priddy (Co-CEO), day to day safer recruitment policy and practice guidance..
- Ensure that all employees, workers and volunteers have access to and understand the Sportily safeguarding policy and sign off all employees, workers and volunteers' probationary periods and appropriate safeguarding requirements..
- Ensure that the Sportily central records of those working for and volunteering for Sportily, and all refresher/updating processes and data is in place and can be shared within diocesan and other audit/reporting requirements..
- Ensure that appropriate records are maintained of cases, concerns, advice and guidance, casework, DBS blemishes and any other matters discussed with the Diocesan Safeguarding Team are appropriately retained within data protection requirements..
- Ensure that advice and guidance or issues from specific casework are followed up and reported back..
- Are the key line managers to review the service level agreement, and any other working practical arrangements with stakeholders/partner organisations including the Service Level Agreement with the Diocese of Gloucester (GDBF)..

#### **Specifically, DSLs will support Sportily for all Referral processes:**

- Seek advice and guidance and/or refer cases of suspected abuse or allegations to the Diocesan Safeguarding Team for advice and onward referral to statutory agencies if required. To maintain a record of all referrals.



- Attend and contribute to safeguarding and child, young person or vulnerable adult protection meetings as appropriate and in line with advice from the Diocesan Safeguarding Team.

Keep appropriate accurate and securely stored records, which will include the outcomes of all actions taken for cross referencing, audit and scrutiny, and review processes. **Specifically, DSLs will be supported to undertake their role in order to ensure they are confident in:**

- How to identify concerns and/or signs of abuse and know when it is appropriate to seek advice and guidance from the Diocesan Safeguarding Team..
- UHow to support professional development of employees, workers and volunteers in managing concerns in an effective way with the welfare of children, young people and vulnerable adults as their primary focus..
- Working appropriately with the Local Safeguarding Children Partnership (LSCP) and the Local Authority Designated Officer (LADO) roles..
- The process of a safeguarding case conference or planning meeting and be able to attend and contribute to these if appropriate..
- Understanding Local Safeguarding Adults Partnership arrangements and how these relate to the widest context and complexities of adult safeguarding..

## Section Four

### Safeguarding Children and young people aged under 18 years

4.1 Safeguarding children and young people refers both to procedures and actions undertaken regarding children and young people who are at risk of being harmed or have been harmed, and to the wider prevention of abuse and neglect of children and young people.

Sportily recognises that:

- Some children and young people may be especially vulnerable to abuse including those missing education, those experiencing risk from within or outside of their own family (extra-familial risk). or those with a special educational need or disability.
- Children and young people who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world in a positive way. subsequently their behaviour may be disruptive and/or challenging.
- Children and young people can be both victims and perpetrators of abuse.
- Children and young people who harm others may have been maltreated themselves.
- Allegations against employees, workers and volunteers can be made from a variety of situations and at any time during an individual's career, despite those employees, workers and volunteers having been recruited safely.

**4.2 Approach to safeguarding children and young people – general activities and on school premises:**



- (i) Sportily will ensure all employees, workers and volunteers are aware of their safeguarding children and young people protection responsibilities and that they are able to identify children and young people where concerns about their safety and welfare arise.
- (ii) Sportily will ensure all employees, workers, volunteers, children and young people know they can raise issues with the Designated Safeguarding Lead and that their concerns will be taken seriously.
- (iii) Where services or activities are provided on a school premises, Sportily employees, workers and volunteers provide the school with a copy of their safeguarding policy and procedures and ensure that safeguarding is included in any 'hire agreements' (a requirement under KCSiE).

### **4.3 Supporting children and young people and working in partnership with parents:**

- (i) With our commitment to parents, carers and others, Sportily will ensure that parents are made aware of the safeguarding policy and safeguarding processes which alerts them to the fact that referrals may be made/advice sought, and the role of Sportily in this.
- (ii) Sportily recognises that children and young people's welfare is paramount. Good safeguarding, children and young people protection practice and securing good outcomes for children and young people relies on a positive, open and honest working partnership with parents/carers.
- (iii) Whilst we may, on occasion, need to make referrals to Children's Social Care (via the Diocesan Safeguarding Team) without consultation with parents, we will make every effort to maintain a positive working relationship with them whilst fulfilling our duties to protect children and young people.
- (iv) Children and young people will be given an explanation, appropriate to their age and understanding of what action is being taken on their behalf and why.
- (v) Sportily will endeavour to preserve the privacy, dignity (and right to confidentiality of the child or young person and parents/carers where this is appropriate) whilst discharging our safeguarding and statutory duties

### **4.4 Information about safeguarding for children and young people**

- (i) Throughout Sportily's contact with children and young people, they will be reminded to understand and manage risks they may encounter and work out with employees, workers and volunteers how these risks may be overcome, considering their wishes and feelings.
- (ii) Children and young people will be regularly reminded about online safety and bullying procedures and reminded that they can raise any concerns they have with employees, workers and volunteers. Children and young people will also be taught how to conduct themselves and behave in a responsible and respectful manner online.
- (iii) Children and young people will know that the Designated Safeguarding Lead(s) (DSL) are senior employee(s) responsible for their safety and welfare for any particular

activity and who this is and that they have a right to speak to them, or any other, if they are worried or concerned.

- (iv) Children and young people will be reminded that confidentiality cannot be guaranteed, but that they will be listened to, heard and informed of what steps can be taken to protect them from harm and that feedback will be sought, so that their views about actions are known.
- (v) Information about how to contact the DSL(s) is clearly provided on the Sportily website and children and young people are advised of this. alongside the NSPCC poster and any other promotional materials for (national) safeguarding related campaigns that are appropriate.

### 4.5 Taking action to ensure that children and young people are safe

- (i) All employees, workers and volunteers within Sportily must read and follow this policy and procedure at the start of their working (employment or volunteering) and those working in schools, must also read the statutory guidance for schools and colleges. Part 1 Keeping Children Safe in Education ([here](#)).
- (ii) It is not the responsibility of Sportily employees, workers and volunteers to investigate welfare concerns or determine the truth of any disclosure or allegation.
- (iii) Accordingly, all concerns regarding the welfare of children and young people will be discussed immediately with the Diocesan Safeguarding Team or referred immediately to the local authority/statutory leads. and prior to any discussion with parents/carers, the school, partner organisation or parish with which Sportily is working.

### 4.6 Responding to a disclosure/concern raised

- (i) Disclosures or information that a child or young person has been harmed may be received from children, young people, parents/carers, other professionals or members of the public.
- (ii) Sportily recognises that those who disclose such information may do so with difficulty, having chosen carefully to whom they will speak. Accordingly, all employees, workers and volunteers will handle disclosures with sensitivity.
- (iii) Such information cannot remain confidential and employees, workers and volunteers will immediately communicate what they have been told to the Designated Safeguarding Lead(s) and the Diocesan Safeguarding Team and make a record using clear, straightforward language.
- (iv) Employees, workers and volunteers will not investigate but will, listen to and take seriously any disclosure or information that a child or young person may be at risk of harm. make a record of what has happened and pass on information to the DSL(s) and Diocesan Safeguarding Team. Disclosed information should not be shared with anybody other than the DSL(s) and the DST.

### 4.7 Gaining Information

In gaining information employees, workers and volunteers will seek to:

- Clarify the information without asking leading or probing questions.

- Make a record of what was said. . Notes should be made as soon as possible after the disclosure using the disclosures words wherever possible.
- Try to keep questions to a minimum and of an 'open' nature e.g., **TED** – 'Tell me, Explain to me, Describe to me'.
- Try not to show signs of shock, horror or surprise.
- Not express feelings or judgements regarding any person alleged to have harmed the child or young person.
- Explain sensitively to the children/young person that they have a responsibility to pass the information to the Designated Safeguarding Lead(s).
- Reassure and support the child or young person as far as possible.
- Not promise secrecy/confidentiality.
- Explain that only those who 'need to know' will be told.
- Explain what will happen next and that the child or young person will be involved as appropriate.
- Where an employee, worker or volunteer feels a child or young person is at immediate risk of significant harm, police should be called.

#### 4.8 Confidentiality and information sharing

- (i) Information sharing is essential for effective safeguarding and promoting the welfare of children and young people.
- (ii) The GDPR and Data Protection Act does not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe. (2024. Information sharing. Advice for practitioners providing Safeguarding Services to children and young people, parents and carers. HM Government).
- (iii) Information is shared via the Diocese, with Children's Social Care and/or Police where the child or young person is or may be at risk of significant harm.
- (iv) Children and young people's and/or parent's/carer's confidentiality is respected.
- (v) Any information shared is necessary, proportionate, relevant, adequate, accurate, timely and secure.

#### 4.9 Reporting or referring

Sportily employees, workers and volunteers must immediately report:

- Any suspicion that a child or young person is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in day to day activities or play, and any explanation given which appears inconsistent or suspicious.
- Behaviours which give rise to suspicions that a child or young person may have suffered harm.
- Any concerns that a child or young person may be suffering from or presenting signs or symptoms of inadequate care, ill treatment, or emotional maltreatment.
- Any significant changes in a child or young person's presentation, including non-attendance at an event(s) that they were expected for.
- Any hint or disclosure of abuse about or by a child or young person.
- Concerns regarding person(s) who may pose a risk to children and young people (e.g., those living in a household with children and young people present).

- Information which indicates that the child or young person is living with someone, or planning to live with someone who does not have parental responsibility for them for a period of more than 28 days (which is known as Private Fostering).

#### 4.10 Following up a disclosure or concern

<b>Step 1</b>	<p>Following any information raising concern, the employee, worker or volunteer will contact the Sportily Designated Safeguarding Lead and together will:</p> <ul style="list-style-type: none"> <li>➤ Consider the child or young person's wishes and feelings, not promise confidentiality, but explain what will happen next to help manage expectations or worries.</li> <li>➤ Consider any urgent medical needs of the child or young person.</li> <li>➤ Call 999 for emergency care if this is required.</li> </ul>
<b>The DSL's will then follow steps 2 through 5 working alongside the Diocesan Safeguarding Team as required.</b>	
<b>Step 2</b>	<p>Wherever possible make an immediate referral to the Diocesan Safeguarding Team for advice and guidance.</p> <p>Where necessary make an immediate referral to the statutory services if there has been a disclosure and/or allegation of abuse or there are clear grounds for concerns about the child or young person's imminent safety and well-being.</p> <p>Inform the Diocesan Safeguarding Team of any referral made to the statutory services.</p> <p>Wherever possible talk to parents, unless to do so may place a child or young person at risk of significant harm, impede any police investigation and/or place the employee, worker, volunteer or others at risk.</p>
<b>Step 3</b>	Share any information as appropriate with a designated officer for safeguarding in another agency if that agency is working with the child, young person or family (for example a school or other body).
<b>Step 4</b>	Where in conjunction with the Diocesan Safeguarding Team, a decision is made not to make a referral to the local authority at this stage, the team will retain the information under its advice and guidance recording and they will consider whether Early Help support will be helpful to the child or young person and family at this time and give advice on how to follow this up.
<b>Step 5</b>	Ensure that the employees, workers or volunteers involved in the situation have pastoral support and an opportunity to be debriefed.

#### 4.11 Dealing with disagreements and escalation of concerns

- (i) Effective working together depends on an open approach and honest relationships between agencies and professionals.

- (ii) Problem resolution is an integral part of professional co-operation and joint working to safeguard children and young people.
- (iii) Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard a child or young person.

Where this happens, Sportily designated safeguarding lead will discuss this with the Diocesan Safeguarding Team and use the Local Authority's Escalation Policy.

- (iv) Professional disagreements can arise in a number of areas, but are most likely to arise around:
  - Levels of need.
  - Roles and responsibilities.
  - The need for action.
  - Progressing plans and communication.
- (v) Where Sportily's Designated Safeguarding Lead disagrees with the advice given by the Diocesan Safeguarding Team they should raise this as a priority with the Director of People, Pastoral and Safeguarding under the terms of the Service Level Agreement provisions.

#### **4.12 Practice Guidance and helpful information: Identifying children and young people who may be at risk or may have been significantly harmed.**

There are four categories of abuse. physical abuse, emotional abuse, sexual abuse and neglect.

Sportily employees, workers and volunteers are well placed to observe any physical, emotional or behavioural signs which indicate that a child or young person may have additional needs or be at risk of or suffering significant harm.

The relationships between employees, workers and volunteers, children or young people, parents/carers and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/or Sportily employees, workers and volunteers being alerted to concerns.

- **Harm** means ill-treatment or impairment of health and development, including, for example, impairment suffered from seeing or hearing the ill-treatment of another.
- **Development** means physical, intellectual, emotional, social or behavioural development.
- **Health** includes physical and mental health.
- **Ill-treatment** includes sexual abuse and other forms of ill-treatment which are not physical.
- **Exploitation** includes a child or young person being coerced or tricked into either entering a sexual relationship with someone, or being used for sex, or into committing crimes for others, often gangs, such as holding, delivering or selling drugs or weapons.
- **Abuse, Neglect and Exploitation** are forms of maltreatment. Somebody may abuse or neglect a child or young person by inflicting harm or failing to act to prevent harm. Children and young people may be abused in a family or in an institutional or

community setting, by those known to them, or, more rarely, by a stranger. They may be abused or exploited by an adult or adults, another child or young person, children and young people or young people.

### Definitions and Indicators of Abuse

#### Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or young person. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child or young person.

#### Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a children or young person such as to cause severe and persistent adverse effects on the child or young person's emotional development.

It may involve conveying to a child or young person that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

It may include:

- Not giving the child or young person opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
- Age or developmentally inappropriate expectations being imposed on children or young people. These may include interactions that are beyond a child or young person's developmental capability,
- Overprotection and limitation of exploration and learning or preventing the child or young person participating in normal social interaction.
- Seeing or hearing the ill-treatment of another.
- Serious bullying (including cyber bullying), causing children and young people to feel frightened or in danger, or the exploitation or corruption of child or young people.

Some level of emotional abuse is involved in all types of maltreatment of a child or young person, though it may occur alone.

#### Domestic Abuse

Children and young people living in a household where there is domestic abuse are likely to be suffering significant harm, usually under the category of emotional abuse. If a child or young person indicates this is the case, either by making a direct disclosure, or by behaviour or in conversation, employees, workers and volunteers will notify the DSLs for advice.

Children and young people can also be affected by domestic abuse within their own relationships and this should not be discounted or overlooked. Any concerns should be referred to the DSLs

## Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child or young person is aware of what is happening.

- The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.
- They may also include non-contact activities, such as involving children and young people in looking at, or in the production of, sexual images, watching sexual activities.
- Encouraging children and young people to behave in sexually inappropriate ways.
- Grooming a child or young person in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children or young people.

## Child Sexual Exploitation

Child sexual exploitation is a form of child or young person sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact. it can also occur using technology.

## Child Criminal Exploitation

Child Criminal Exploitation (CCE) occurs when an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact. it can also occur through the use of technology. Criminal exploitation of children includes children forced to work on cannabis farms or to commit theft.

## Neglect

Neglect is the persistent failure to meet a child or young person's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing or shelter (including exclusion from home or abandonment).
- Protect a child or young person from physical and emotional harm or danger.
- Ensure adequate supervision (including the use of inadequate care-givers).



- Ensure access to appropriate medical care or treatment.
- It may also include neglect of, or unresponsiveness to a child or young person's basic emotional needs.

### Child on Child Abuse

Child on child abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and young people and within children or young people's relationships (both intimate and non-intimate). Child on child abuse can take various forms, including:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- Abuse in intimate personal relationships between peers.
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- Sexual violence such as rape, assault by penetration and sexual assault. (this may include an online element which facilitates, threatens and/or encourages sexual violence).
- Serious bullying (including cyber-bullying),
- Relationship abuse, domestic violence, child or young person sexual exploitation, youth and serious youth violence, harmful sexual behaviour, and/or gender-based violence.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- Consensual and non-consensual sharing of nude and semi-nude images and or videos (also known as sexting or youth produced sexual imagery).
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Initiation or hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.

All employees, workers and volunteers understand the importance of challenging inappropriate behaviours between children and young people and will not downplay behaviours or dismiss sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" which can lead to a culture of unacceptable behaviours and an unsafe environment for children and young people.

### Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. This procedure is typically performed on girls between the ages of 4 and 13 but in some cases, it is performed on new-born infants or on young women before marriage or pregnancy.

If employees, workers and volunteers are concerned that a child or young person may be at risk of FGM they should notify the DSA. The police lead for FGM will be contacted on 101 if required.

### **Prevent (Radicalisation)**

From 1 July 2015 agencies, including schools must have regard to the statutory guidance issued under section 29 of the Counter-Terrorism and Security Act 2015.

Sportily recognises that it is essential that employees, workers and volunteers are able to identify children and young people who may be vulnerable to radicalisation and know what to do when they are identified. Protecting children and young people from the risk of radicalisation is seen as part of our wider safeguarding duties and is similar in nature to protecting children and young people from other harms (e.g., drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

Any concerns regarding the radicalisation of children and young people are to be discussed with the DSL who will then contact the Diocesan Safeguarding Team who will link with the police lead for 'Prevent' who can be contacted on 101 if required.

### **Allegations Management**

The Government's statutory Allegations Management process, as laid down in Working Together to Safeguard Children 2023, should be followed where there is an allegation of abuse or neglect made against someone working or volunteering with children. This might be an employee, worker or volunteer at Sportily, or someone working with children in another capacity where an allegation comes to the attention of Sportily team members.

Where an allegation is made against a Sportily employee, worker or volunteer, this should be reported to the DSL immediately, who will discuss this with the Diocesan Safeguarding Team. If the allegation is about the DSL, it should be reported to the Diocesan Safeguarding Team directly, or to the Chair of the Sportily Board.

Employees, workers and volunteers should not investigate or speak in detail to the child or the employees, workers and volunteers. They should attempt to secure evidence (CCTV for example) and to ensure that they make a record of which employee, worker, volunteer or young people were present in case they need to be spoken to.

Conducting any form of investigation should not take place until advice is sought from the Local Authority Designated Officer (LADO) by the DSL and Diocesan Safeguarding Team, to ensure that any criminal investigation is not compromised.

The DSL/Diocesan Safeguarding Team and LADO will discuss whether the allegation meets the statutory thresholds which are when an employee, worker and volunteer working with children is alleged to have:

- Harmed or may have harmed a child
- Possibly committed a criminal offence against or related to a child

- Behaved towards a child in a way that indicates they might pose a risk of harm to children
- Behaved towards a child or children in a way that indicates they might be unsuitable to work with children

### **Suspension and investigation**

Following LADO advice, Sportily and the Diocesan Safeguarding Team will consider suspension of any employees, workers or volunteers as part of the investigatory process and will follow the procedures and policies in dealing with disciplinary matters.

The DSL, supported by the Diocesan Safeguarding Team, will attend any multi agency meeting convened by the LADO and therefore cooperate with the police and children's social care investigations. When so advised, Sportily will carry out a disciplinary investigation based on the lower than criminal threshold of 'on the balance of probability' and will report the outcome to the LADO.

### **Consider referral to a barring list operated by the Disclosure and Barring Service (DBS)**

In cases where the dismissal of an employee is the possible outcome of a disciplinary investigation and procedure, Sportily will ensure that it accurately follows its own disciplinary process which establishes fairness in respect of any sanction or dismissal.

Where an employee, worker or volunteer is dismissed for their behaviour towards children, or would have been dismissed had they not resigned, Sportily will refer them to the Disclosure and Barring Service (DBS) for a barring decision.

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## **Section Five**

### **Safeguarding vulnerable adults**

#### **5.1 Vulnerable Adults (Adults at Risk)**

- (i) Safeguarding means protecting a person's right to live in safety, free from abuse and neglect.
- (ii) Guidance that relates to adults is issued under the Care Act 2014 (updated in Care Act Statutory Guidance September 2024). Under this guidance a vulnerable adult at risk is defined as some who:
  - Has needs for care and support (whether or not the Local Authority is meeting any of those needs).
  - Is experiencing, or at risk of abuse or neglect.
  - **and** as a result of those care and support needs is unable to protect themselves either from risk of or the experience of abuse or neglect.
- (iii) A vulnerable person may present with a:
  - Learning or physical disability and/or a reduction in physical or mental capacity.

- Physical or mental illness, chronic or otherwise, including addiction to alcohol or drugs.
- Being substantially dependent upon others in performing basic physical functions, or if ability to communicate with those providing services or to communicate with others is severely impaired and as a result would be incapable of protecting themselves from assault or other physical abuse, or there is a potential that their moral wellbeing may be subverted or overpowered.

### The six principles of the Care Act are:

- **Empowerment** - supporting vulnerable adults so they can confidently make their own decisions.
- **Protection** – supporting and representing those in greatest need.
- **Prevention** - being proactive to stop safeguarding concerns from developing in the first place.
- **Proportionality** - responding to a safeguarding issue in the most unobtrusive way possible.
- **Partnership** - partnering with local services and communities to help prevent, detect, and reporting suspected cases of neglect and abuse.
- **Accountability** - being wholly transparent about, and taking responsibility for, all the safeguarding practices that support vulnerable people.

Safeguarding vulnerable adults is complex but in general terms means protecting the health, wellbeing and human rights of adults at risk, enabling them to live safely, free from abuse and neglect. It also means making sure that the adult's wellbeing is supported and their views, wishes, feelings and beliefs taken on board as much as possible.

The assumption is that adults have the mental capacity to make informed choices about their own safety and how they live their lives. Adults can choose not to be protected if they have the capacity to do so, however, issues of mental capacity and the ability to give informed consent are central to decisions and actions in safeguarding adults

### 5.3 Sportily's approach to safeguarding vulnerable adults: general activities

- (i) Sportily will ensure all employees, workers and volunteers are aware of their safeguarding responsibilities for adults who are vulnerable and that they are may be in a good place to be able to identify safety and welfare concerns or issues.
- (ii) We will ensure all employees, workers and volunteers know they can raise issues with the Designated Safeguarding Lead and that their concerns will be taken seriously.
- (iii) Whilst we may, on occasion, need to make referrals to Adult Social Care (via the Diocesan Safeguarding Team) without consultation with an individual, we will make every effort to maintain a positive working relationship with them whilst fulfilling our duties to protect them and others.

- (iv) We will endeavour to preserve the privacy, dignity (and right to confidentiality where this is appropriate) of a vulnerable adult whilst discharging our safeguarding and statutory duties
- (vi) Information given by or about a vulnerable adult cannot guarantee confidentiality but people coming forward can be confident that they will be listened to, heard and informed of what steps can be taken to protect them from harm and that feedback will be sought, so that their views about actions are known.

### **5.5 Taking action to ensure that vulnerable adults are safe**

- (i) All employees, workers and volunteers within Sportily must read and follow this policy and procedure at the start of their working (employment or volunteering).
- (ii) It is not the responsibility of Sportily employees, workers and volunteers to investigate welfare concerns or determine the truth of any disclosure or allegation.
- (iii) Accordingly, all concerns regarding the welfare of an adult(s) will be discussed immediately with the Diocesan Safeguarding Team or referred immediately to the local authority/statutory leads.

### **5.6 Responding to a disclosure/concern raised**

- (i) Disclosures or information by or about an individual will be followed up pastorally and professionally.
- (ii) Sportily recognises that those who disclose such information may do so with difficulty, having chosen carefully to whom they will speak. Accordingly, all employees, workers and volunteers will handle disclosures with sensitivity.
- (iii) Employees, workers and volunteers working with adults at risk in any setting may find themselves in a situation in which a person discloses information alleging or suggesting that they have been abused (whether recently, currently, or historically).  
It is most important that the adult is given the fullest opportunity to say what they want to say and that any disclosure provides the foundation for appropriate action to be taken. or advice and support offered, within this Safeguarding Policy.
- (iv) Where information shared includes information that another person is at immediate risk the police and social care will be informed. and the Diocesan Safeguarding Team contacted for any further advice and guidance, and support.
- (v) Where an employee, worker or volunteer hears information that raises any concerns for safety and welfare it is fine to say.... “I am concerned about you and this is a matter that I think we need some other help and advice on and I am going to call the Diocesan Safeguarding Team for some guidance here”.
- (vi) .....Where an employee, worker or volunteer feels an adult is an immediate risk of significant harm, police should be called.

### **5.7 Gaining Information**

In gaining information employees, workers and volunteers will seek to:

- Clarify the information without asking leading or probing questions.
- Make a record of what was said. Notes should be made as soon as possible after the disclosure using the disclosures words wherever possible.
- Try to keep questions to a minimum and of an ‘open’ nature e.g., **TED** – ‘Tell me, Explain to me, Describe to me’.
- Try not to show signs of shock, horror or surprise.
- Not express feelings or judgements regarding any person alleged to have harmed the person involved.
- Explain sensitively to the vulnerable person that they have a responsibility to pass the information to the Designated Safeguarding Lead(s).
- Reassure and support the vulnerable person as far as possible.
- Not promise secrecy or confidentiality although also ensure that the adult’s view is not overridden if they have the capacity to understand the risk they might be subjected to.
- Explain that only those who ‘need to know’ will be told.
- Explain what will happen next and that the person will be involved as appropriate.
- Where an employee, worker or volunteer feels a person is at immediate risk of significant harm and lacks the capacity to understand the risk, police should be called.

### 5.8 Confidentiality and information sharing

- (i) Information sharing is essential for effective safeguarding and promoting the welfare of vulnerable adults.
- (ii) The GDPR and Data Protection Act does not prevent, or limit, the sharing of information for the purposes of keeping people safe.
- (iii) Information is shared via the Diocesan Safeguarding Team, with Adult Social Care and/or Police where the adult is or may be at risk of significant harm and fail to understand this or be able to protect themselves because they lack capacity.
- (iv) Any information shared is necessary, proportionate, relevant, adequate, accurate, timely and secure.

### 5.9 Following up a concern or allegation

<b>Step 1</b>	<p>Following any information raising concern, the employee, worker or volunteer will contact the Sportily Designated Safeguarding Lead and together will:</p> <ul style="list-style-type: none"> <li>➤ Consider the adult’s wishes and feelings, not promise confidentiality, but explain what will happen next to help manage expectations or worries.</li> <li>➤ Consider any urgent medical needs.</li> <li>➤ Call 999 for emergency care if this is required.</li> </ul>
<p>The DSLs will then follow steps 2 through 5 working alongside the Diocesan Safeguarding Team as required.</p>	

<b>Step 2</b>	<p>Wherever possible make an immediate referral to the Diocesan Safeguarding Team for advice and guidance.</p> <p>Where necessary make an immediate referral to the statutory service if there has been a disclosure and/or allegation of abuse or there are clear grounds for concerns about the adult's imminent safety and well-being and they lack the capacity to keep themselves safe.</p> <p>Inform the Diocesan Safeguarding Team of any referral made to the statutory services.</p>
<b>Step 3</b>	<p>Share any information as appropriate with a designated officer for safeguarding in another agency if that agency is working with (for example carers or a residential care home or other body). This should be done with the cooperation of the adult unless they lack capacity to make this decision or there are others at risk</p>
<b>Step 4</b>	<p>Where in conjunction with the Diocesan Safeguarding Team, a decision is made not to make a referral to the local authority at this stage, the team will retain the information under its advice and guidance recording and they will consider whether other help or support will be helpful to and give advice on how to follow this up or signpost the adult to other services.</p>
<b>Step 5</b>	<p>Ensure that the employees, workers and volunteers involved in the situation have pastoral support and an opportunity to be debriefed.</p>

### 5.10 Dealing with disagreements and escalation of concerns

- (i) Effective working together depends on an open approach and honest relationships between agencies and professionals.
- (ii) Problem resolution is an integral part of professional co-operation and joint working to safeguard adults who are vulnerable or at risk.
- (iii) Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard an adult.
- (iv) Where this happens, Sportily designated safeguarding lead will discuss this with the Diocesan Safeguarding Team and use the Local Authority's Escalation Policy.
- (v) Professional disagreements can arise in a number of areas, but are most likely to arise around:
  - Levels of need.
  - Roles and responsibilities.
  - The need for action.
  - Progressing plans and communication
  - The speed of feedback or advice
- (vi) Where Sportily's Designated Safeguarding Lead disagrees with the advice given by the Diocesan Safeguarding Team they should raise this as a priority with the Director of People, Pastoral and Safeguarding under the terms of the Service Level Agreement provisions.



### 5.11 Practice Guidance and helpful information: Working and volunteering with vulnerable adults/adults at risk:

There are a number of categories of abuse that can apply to a vulnerable adult/adult at risk, and Sportily employees, workers and volunteers are well placed to observe signs which indicate that an adult may have additional needs or support. and/or be at risk of or suffering significant harm.

The relationships between employees, workers and volunteers, and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/or Sportily employees, workers and volunteers being alerted to concerns.

### Definitions and Indicators of Abuse

The Care Act (2014) defines the following 10 categories of abuse and neglect for adults. they are not exhaustive but are a guide. The presence of one or more indicators does not necessarily mean an adult at risk is being abused. however, they point to possible indicators that may lead to a safeguarding enquiry, this includes:

#### Physical Abuse

The physical mistreatment of one person by another which may or may not result in physical injury, this may include. slapping, burning, punching, unreasonable confinement, pinching, force-feeding, misuse or mal-administration of medication, shaking, inappropriate restraint, rough handling, withdrawal of sensory or mobility aids, honour-based violence.

Female genital mutilation (against the will of an adult) is classed as physical abuse.

This would also include fabricated illness which can be both physically and emotionally abusive.

#### Possible Signs and Indicators

- Over or under use of medication
- Burns in unusual places: hands, soles of feet
- Sudden incontinence
- Bruising at various healing stages
- Bite marks, disclosure
- Bruising in the shape of objects
- Unexplained injuries or those that go untreated
- Reluctance to uncover parts of the body

#### Sexual Abuse

Any form of sexual activity that a person does not want and or have not considered, a sexual relationship instigated by those in a position of trust, rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

#### Possible Signs and Indicators

Signs of being abused may include:

- Recoiling from physical contact
- Genital discharge
- Fear of males or females
- Inappropriate sexual behaviour in presence of others
- Bruising to thighs
- Disclosure and pregnancy.

Abusers may take longer with personal care tasks, use offensive language, work alone with individuals or show favouritism to clients

### **Financial or material Abuse**

Financial or material abuse – including theft, fraud, internet scamming, coercion in relation to a client's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits

#### **Possible Signs and Indicators**

This may include:

- Not allowing a person access to their money
- Not spending allocated allowance on the individual
- Theft from the individual, theft of property, misuse of benefits
- There may be an over protection of money and/or money not available
- Forged signatures
- Disclosure
- Inability to pay bills
- Lack of money after payment of benefits
- Other unexplained withdrawals
- An abuser may be evasive when discussing finances
- Goods purchased may be in the possession of the abuser
- There may be an over keenness in participating in activities involving individual's money

### **Psychological or Emotional Abuse**

This abuse may involve the use of intimidation, indifference, hostility, rejection, threats of harm or abandonment, humiliation, verbal abuse such as swearing, shouting or the use of discriminatory and/or oppressive language. A deprivation of contact, blaming, controlling, coercion, harassment, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks. There may be a restriction on freedom, access to personal hygiene restricted, name calling, threat to withdraw care or support, threat of institutional care, use of bribes or threats or choice being neglected

#### **Possible Signs and Indicators**

- Stress and/or anxiety in response to certain people
- Disclosure
- Compulsive behaviour
- Reduction in skills and concentration
- Lack of trust

- Lack of self-esteem
- Someone may be frightened of other individuals
- There may be changes in sleep patterns

### Neglect and Acts of Omission

Behaviour by carers that results in the persistent or severe failure to meet the physical and/or psychological needs of an individual in their care. This may include ignoring medical, emotional or physical care needs, failure to provide access to appropriate health-care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating, wilful failure to intervene or failing to consider the implications of non-intervention in behaviours which are dangerous to them or others, failure to use agreed risk management procedures, inadequate care in residential setting, withholding affection or communication, denying access to services

#### Possible Signs and Indicators

Someone being abused may have:

- Low self-esteem
- Deterioration
- Depression
- Isolation
- Continence problems
- Sleep disturbances
- Pressure ulcers
- There may be seemingly uncertain attitude and cold detachment from a carer denying individuals request
- Lack of consideration to the individuals request
- Denying others access to the individual health care professionals.

There may be a disclosure about lack of care or support

### Self-neglect

The term “self-neglect refers to an unwillingness or inability to care for oneself or ones’ environment. This covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding.

Self-neglect is a difficult issue to address as often those who self-neglect are not able to see they are living with self-neglect. There are questions of personal choice and how to provide support if someone does not want it. When addressing self-neglect, the response must be proportionate to the risk of harm to the mentally capacitated individual.

#### Possible Signs and Indicators

Factors that may indicate neglect include:

- Malnutrition, rapid or continuous weight loss, complaints of hunger or thirst

- Dehydration
- Poor personal hygiene
- Untreated pressure sores
- Indications of untreated medical problems
- Signs of maladministration of medication
- Failure to use hearing aids, glasses, mobility aids or dentures
- Clothing and or bedding dirty, wet, soiled, inadequate or inappropriate
- Accommodation in a poor state
- Failure to stick to agreed care plans and risk assessments
- Failure to ensure appropriate privacy and dignity
- Person is exposed to unacceptable risk

### Discriminatory Abuse

This includes forms of harassment, slurs or similar treatment. because protected characteristics including race, gender and gender identity, age, disability, sexual orientation, religion or health status may be the motivating factor in other forms of abuse. It can be personal, a hate crime or institutional.

#### Possible Signs and Indicators

- There may be a withdrawal or rejection of culturally inappropriate services e.g., food, mixed gender groups or activities
  - An individual may simply agree with the abuser for an easier life
  - There may be disclosure
  - Someone may display low self-esteem
- An abuser may:
- React by saying “I treat everyone the same”
  - Have inappropriate nicknames
  - Be uncooperative
  - Use derogatory language
  - Deny someone social and cultural contact

#### Hate Crime

A specific manifestation of discriminatory abuse is recognised within the criminal justice system under the category Hate Crime.

Hate Crime is defined as any incident that is perceived by the victim, or any other person to be targeting that individual on the grounds of sexual orientation, transgender identity, religion or belief, race or ethnicity and disability. This can include incidents of anti-social behaviour which do not always constitute a criminal offence. The police have special procedures to respond to reports of hate crime appropriately. In the event of a perceived hate crime against individuals, early contact with the police is vital to ensure an appropriate response is given.

Please note Some Police forces recognise ‘Alternative sub-culture’ as an additional category of hate crime.

#### Possible Signs and Indicators

A Hate Crime can manifest itself in the following ways:

- Spitting

- Physical attack
- Verbal abuse
- Damage to property including graffiti
- Offensive letter, leaflets, email and texts including the use of social networking sites
- Bullying
- Abusive gestures
- Name calling, harassment or abuse.

### Organisational Abuse

Neglect and poor care practice within an organisation or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation

#### Possible Signs and Indicators

This may include:

- A system that condones poor practice
- A deprived environment
- Lack of procedures for employees, workers or volunteers
- One commode used for several people
- No or little evidence of training
- Lack of support or supervision for employees, workers and volunteers
- Lack of privacy or personal care
- Repeated unaddressed incidents of poor practice
- Lack of homely environment
- Manager implicated in poor practice
- There may be a lack of personal clothing
- No support plans
- Lack of stimulation
- Repeated falls
- Repeated infections
- Unexplained bruising or burns
- Pressure ulcers and unauthorised deprivation of liberty
- Abusers may have a lack of understanding of a person's disability
- Misuse of medication
- Use of illegal controls and restraints
- Display of undue or inappropriate physical intervention
- Inappropriate use of power or control

### Modern Slavery

Encompasses slavery, human trafficking- including children and young people, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment

## Possible Signs and Indicators

There may be:

- Signs of physical or psychological abuse
- Victims may look malnourished or unkempt
- May appear withdrawn
- Victims may rarely be allowed to travel alone
- May seem under the control or influence of others
- Rarely interact or appear unfamiliar with their neighbourhood or where they work. They may be living in dirty, cramped or overcrowded accommodation
- May be living and working at the same address
- Victims may have no identification documents
- May have few personal possessions
- May always wear the same clothes day in and day out
- What clothes they do wear may not be suitable for their work
- People have little opportunity to move freely and may have had their travel documents retained, e.g., passports
- They may be dropped off or collected for work on a regular basis either very early or late at night
- Victims may avoid eye contact, appear frightened or hesitant to talk to strangers
- May fear law enforcers for many reasons, such as not knowing who to trust or where to get help
- Fear of deportation
- Fear of violence to them or their family

## Domestic Abuse

The Domestic Abuse Act 2021 came into force in late 2021 and overhauls domestic abuse laws in the UK. It includes:

- A legal definition of domestic abuse which recognises children and young people as victims in their own right.
- A Domestic Abuse Commissioner to stand up for survivors and life-saving domestic abuse services.
- A legal duty on councils to fund support for survivors in 'safe accommodation'.
- New protections in the family and civil courts for survivors – including a ban on abusers from cross-examining their victims and a guarantee that survivors can access special measures (including separate waiting rooms, entrances and exits and screens).
- New criminal offences – including post-separation coercive control, non-fatal strangulation, threats to disclose private sexual images.
- A ban on abusers using a defence of 'rough sex'.
- A guarantee that all survivors will be in priority need for housing and will keep a secure tenancy in social housing if they need to escape an abuser.
- A ban on GPs for charging for medical evidence of domestic abuse, including for legal aid.
- A duty on the government to issue a code of practice on how data is shared between the public services which survivors report to (such as the police) and immigration enforcement.

### Possible Signs and Indicators

May include many of those indicators listed under previous categories in this document such as:

- Unexplained bruising.
- Withdrawal from activities such as work or volunteering.
- Not being in control of finances.
- Not in control of decision making.

Any employees, workers or volunteers who have a concern about an adult in a domestically abusive situation where they have additional health or care needs and do not appear to be able to protect themselves from the abuse, or where there are children and young people in the household should refer this to the DSL for a discussion with the Diocesan Safeguarding Team.

If a Safeguarding referral indicates there could be concerns that the adult is a victim of domestic violence, stalking or honour-based violence and this is confirmed by subsequent information, a decision must be taken at the strategy meeting or case conference whether or not to refer to the Multi-agency Risk Assessment Conference (MARAC). This is a multi-agency process where information is shared on the highest risk domestic abuse cases between representatives of local police, probation, health, children, young people and adults' safeguarding, housing practitioners, substance misuse services, independent domestic violence advisers (IDVAs) and other specialists from statutory and voluntary sectors with a view to protecting the victim. In most cases this would be decided by the DSL's.

### Mental Capacity and Consent

The assumption is that adults have the mental capacity to make informed choices about their own safety and how they live their lives. Adults can choose not to be protected if they have the capacity to do so. However, issues of mental capacity and the ability to give informed consent are central to decisions and actions in Safeguarding Adults. All interventions need to consider the mental capacity of individual to make informed choices about the way they want to live and the risks they want to take. (Children and young people are not allowed to choose to live in situations of risk and there is a duty to report concerns regarding children and young people).

The Mental Capacity Act 2005 says that:

*"... a person lacks capacity in relation to a matter if at the material time he is unable to make a decision for himself in relation to the matter because of an impairment of, or disturbance in the functioning of the mind or brain"* Further, a person is not able to make a decision if they are unable to:

- understand the information relevant to the decision or
- retain that information long enough for them to make the decision or
- use or weigh that information as part of the process of making the decision or
- communicate their decision (whether by talking, using sign language or by any other means such as muscle movements, blinking an eye or squeezing a hand).

Mental capacity is time and decision specific. This means that a person may be able to make some decisions but not others at a particular point in time. For example, a person may have



the capacity to consent to simple medical examination but not to major surgery. Their ability to make a decision may also fluctuate over time.

### The five Principles of the Mental Capacity Act 2005

- An adult at risk has the right to make their own decisions and must be assumed to have capacity to make decisions about their own safety unless it is assessed otherwise.
- Adults at risk must receive all appropriate help and support to make decisions before anyone concludes that they cannot make their own decisions.
- Adults at risk have the right to make decisions that others might regard as being unwise or eccentric and a person cannot be treated as lacking capacity for these reasons.
- Decisions made on behalf of a person who lacks mental capacity must be done in their best interests.
- The decision should be the less restrictive of their basic rights and freedoms.

### Who might Abuse?

Abuse of adults at risk, children and young people may be perpetrated by a wide range of people including relatives, family members, professional employees, paid care workers, volunteers, other service users, neighbours, friends and associates, people who deliberately exploit vulnerable people and strangers

### Examples of how to support an adult, child or young person sharing information and concerns:

Do's	Don'ts
<p>Remain calm and try not to show any shock or disbelief.</p> <p>Listen very carefully to what you are being told.</p> <p>Demonstrate a sympathetic approach by acknowledging regret and concern about what has happened.</p> <p>Reassure the person that: – They have done the right thing in sharing the information with you – You are treating the information seriously – The abuse is not their fault.</p> <p>Be aware that in cases of physical or sexual abuse, medical or criminal evidence may exist, and it is important to preserve this.</p> <p>Explain that you are required to share the information with a senior colleague.</p> <p>Reassure the person that: – Any further investigation will be conducted sensitively and, wherever possible, with their full</p>	<p>Stop someone who is freely recalling significant events but allow them to share whatever is important to them.</p> <p>Ask the person for more details as this may be done during any subsequent inquiry and it is important to avoid unnecessary repetition for the person concerned.</p> <p>Ask questions about the person's own behaviour or reaction to the abuse.</p> <p>Promise to keep secrets.</p> <p>Share your own personal experiences in response</p> <p>Make promises you are unable to keep.</p> <p>Contact the alleged abuser.</p> <p>Talk to other employees or service users about the information that has been shared with you.</p>

<p>involvement. – Steps will be taken to support and, where appropriate, protect them in the future.</p> <p>Report the information to the Diocesan Safeguarding Team and Designated Safeguarding Lead(s)</p> <p>Record what the person has told you as soon as possible, including the actual words used by the person and precise factual information such as dates and times.</p> <p>Sign and date the record, including a note of when and to whom you reported the information and to whom.</p> <p>Where specific advice and guidance has been given include information of how this was followed up.</p>	
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## Section Six

### Safeguarding related policies

- [Safer Working Practice Policy](#)
- [Safer Recruitment Policy](#)
- [Volunteering Policy](#)
- [Training, Learning and Development Policy](#)
- [Acceptable User Policy](#)
- [IT Policy](#)
- [Data Protection Policy \(Including GDPR\)](#)
- [Health and Safety Policy](#)
- [Activity Risk Assessment Policy](#)

## Section Seven: Appendices

### 7.1 Gloucestershire based working

Contact details for the **Gloucestershire LADO** are 01452 426994.

Contact details for the **Gloucestershire Safeguarding Partnership** (<https://www.gloucestershire.gov.uk/gscp/contact-us/>) are 01452 42 6565 and select option 3 or email [childrenshelpdesk@gloucestershire.gov.uk](mailto:childrenshelpdesk@gloucestershire.gov.uk).

Outside of office hours the Emergency Duty Team (EDT) can be contacted on 01452 614194.

In any safeguarding situation that may require a referral to the LADO, please contact the DSLs who will liaise with the Diocesan Safeguarding Team in the first instance so they can

liaise with parties accordingly. The Diocesan Safeguarding Team will take the lead on ensuring the correct reporting and join up takes place.

Where Sportily is involved in the delivery of the **Holiday, Activity and Food Programme** (HAF), under contract with Gloucestershire County Council, all safeguarding incidents at these sessions will be reported by the Diocesan Safeguarding Team to the County Council HAF team and the appropriate District Lead. The Diocesan Safeguarding Team will liaise with the County Council HAF team, LADO and Gloucestershire Safeguarding Partnership as appropriate with regards to any concerns, questions or process, policy and incident queries regarding sessions delivered within the programme.