

**Safeguarding Adults Policy Statement, July 2023**

(based on England Athletics Safeguarding Adults Policy which was last updated April 2021 and is available on

[Safeguarding - England Athletics](https://www.englandathletics.org/welfare/safeguarding/)

**Aim of the policy**

Gateshead Harriers and Athletics Club fully accepts its legal and moral obligations to meet its duty of care to all vulnerable adults and to safeguard their welfare, irrespective of age, disability, ethnicity, gender identity, religion or belief, sex or gender and sexual orientation.

**Key principles:**

* The welfare of the adult is paramount.
* All adults have the right to protection from abuse
* All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
* All organisations and individuals involved in athletics understand and accept their responsibility to report concerns to the appropriate officer.

**In order to meet its safeguarding obligations, the club will**:

* Provide and enforce procedures to safeguard the wellbeing of all participants and protect them from abuse. Club policies and practices must, as a minimum, meet the requirements set out in this guidance.
* Ensure all vulnerable adults who take part in athletics are able to participate in a safe and fun environment.
* Respect and uphold the rights, wishes and feelings of adults.
* Recruit, train and supervise its employees and volunteers to adopt best practice to safeguard and protect vulnerable adults from abuse, and themselves from false allegations.
* Require staff/volunteers to adopt and abide by the club’s policies and procedures, Codes of Conduct and the relevant grievance, investigatory and disciplinary procedures.
* Respond to any allegations appropriately and implement the appropriate complaints, adult protection, disciplinary and appeals procedures.
* Designate a person in the organisation who is responsible for ensuring that all appropriate DBS checks are completed.
* Review policies regularly.

The guidance given in the policy and procedures is based on the following six principles which underpin safeguarding of adults as set out in the Care Act 2014:

* Empowerment
* Prevention
* Proportionality
* Protection
* Partnership
* Accountability

The club will seek to ensure that our sport is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.

The rights, dignity and worth of all adults will always be respected.

We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs.

We recognise that a disabled adult may or may not identify themselves or be identified as an adult ‘at risk’.

**WHAT TO DO IF YOU HAVE A CONCERN OR SOMEONE RAISES CONCERNS WITH YOU**

You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this to one of the club’s Welfare Officers

If you are at a representative or international event and have a concern, then speak to the coach or a team official.

If you are concerned someone is in immediate danger, contact the police straight away.

It is important when considering your concern that you also consider the needs and wishes of the person at risk, taking into account the nature of the alert.

**HOW TO RECORD A DISCLOSURE**

Make a note of what the person has said using his or her own words as soon as practicable, if possible, using an UKA Incident Form.

As long as it does not increase the risk to the individual, you should explain to them that it is your duty to share your concern with a Welfare Officer.

Describe the circumstances in which the disclosure came about.

Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.

Be mindful of the need to be confidential at all times, this information must only be shared with a Welfare Officer and others on a need to know basis.

If the matter is urgent and relates to the immediate safety of an adult at risk, then contact the police immediately.

**Gateshead Harriers and AC’s Welfare Officers and contact details can be found on the Gateshead Harriers website**

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