



**WELLAND VALLEY  
TRIATHLON CLUB**

## Safeguarding Policy January 2022

# WELLAND VALLEY TRIATHLON CLUB

## Introduction

Safeguarding adults and children from abuse and harm is everyone's responsibility. Welland Valley Triathlon Club (WVTRI) is committed to providing a safe and positive environment ensuring triathlon is enjoyed by all. The purpose of this policy is to ensure members of the club are protected from abuse and are aware of how to take timely and appropriate action.

As an adult-only club, this policy specifically refers to adults. However, there is some cross over with other local clubs that do cater for children and young adults, therefore potentially raising instances where an individual believes it necessary to report a child at risk.

Safeguarding at the club is managed by the named Welfare Officer, who will also sit on the Club Committee. Safeguarding concerns should be communicated directly to the Welfare Officer where possible, however any member of the coaching team or committee can have concerns reported to them and they will in turn escalate to the Welfare Officer. Anyone reporting a concern should discuss with the Welfare Officer (where appropriate) before proceeding to take action.

WVTRI adopts the British Triathlon Federation (BTF) Safeguarding Adults at Risk Policy FGR032. We also adopt their [Equality & Diversity Policy](#) and [British Triathlon's Anti-Doping Policy](#). All coaches undergo a sporting specific safeguarding training course and upload their certificates to BTF website. Coaches also undertake regular first aid training and ensure that first aid equipment (including a defibrillator) is available at track sessions.

For a list of policies and resources please refer directly to the BTF website or to the appendix at the end of this document.

## Background

Abuse can take many forms and the circumstances of the individual case should always be considered.

Categories of abuse under this policy include, but not limited to, the following:

- **Physical abuse** – including assault, misuse of medication, restraint or inappropriate physical sanctions.
- **Sexual violence** – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts and sexual assault or sexual acts to which the adult has not consented or was coerced.
- **Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

- **Financial or material abuse** – including coercion to take extortionate loans and threats to recover debt, theft, fraud, internet scamming, coercion in relation to an adult’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.
- **Modern slavery** – encompasses slavery, human trafficking, 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.
- **Discriminatory abuse** – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.
- **Organisational abuse** – including neglect and poor care practice within an institution. 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.
- **Neglect** and acts of omission – including 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. Failure to follow agreed processes.
- **Self-neglect** – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding that causes a risk of harm.
- **Domestic abuse** – including psychological, physical, sexual, financial, emotional abuse; and ‘honour-based’ violence. In 2013, the Home Office announced Changes to the Definition of Domestic Abuse to include the following:
  - Incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse... by someone who is or has been an intimate partner or family member regardless of gender or sexuality
  - Includes: psychological, physical, sexual, financial, emotional abuse; so called ‘honour- based’ violence; female genital mutilation; forced marriage.

### **Who commits neglect and abuse?**

Neglect and abuse can be caused by individuals, settings, organisations or systems. Individuals include intimate partners, family and friends, neighbours, volunteers and professionals known to the adult. Neglect and abuse can be unintentional (either by omission or through ignorance), or deliberate and vindictive. Regardless of the motivation or lack thereof, the level and nature of harm can be the same.

### **In what circumstances can abuse occur?**

Neglect and abuse can take place in any context, within the adults home, the family home, a care or educational setting, community setting or a sports or activity setting.

## **Deciding whether to Raise a Safeguarding Concern**

In deciding whether to raise a safeguarding concern, consider the following questions:

- Is the person an 'adult at risk' as defined within this policy/procedure or the BTF policy?
- Is the person experiencing, or at risk of, abuse and neglect?
- What is the nature and seriousness of the risk?
- What does the adult at risk want to happen now?

Please follow the flow chart for reporting an incident in the BTF adult safeguarding reporting procedure document, found below in Appendix A, item 2.

The adult at risk should experience the safeguarding process as empowering and supportive. The Welfare Officer should seek to agree actions with the adult at risk, taking into consideration their desired outcomes of any support provided. Desired outcomes are those changes the adult at risk wants to achieve from the support they receive, such as feeling safe at home, access to community facilities, restricted or no contact with certain individuals or pursuing the matter through the criminal justice system. Consent should be sought where possible. There may be circumstances where consent cannot be obtained because the adult lacks the capacity to give it or is subject to coercion or undue influence. There will also be occasions where action may need to be taken if others are or will be put at risk if nothing is done, or where it is in the wider public interest for action to be taken. It is not up to the club or Welfare Officer to investigate the complaint but to accurately record and escalate where appropriate following the appropriate legislation.

The British Triathlon Lead Safeguarding Officer should be made aware of concerns as soon as possible. If the club Welfare Officer is unavailable you should contact the British Triathlon Lead Safeguarding Officer direct on [concerns@britishtriathlon.org](mailto:concerns@britishtriathlon.org).

If neither the club Welfare Officer nor the British Triathlon Lead Safeguarding Officer are available and you have concerns over the immediate safety, well-being and health of an adult at risk you should contact your local Adult Social Care (MASH) Team or the Police.

If a member of the club or another person approaches a member of the coaching team, Welfare Officer or a member of the committee then an incident form must be completed. This will be saved in the club Dropbox of which access is limited.

The Welfare Officer should be made aware and should take appropriate action if required. All incident reports should be kept for a period of time, even if escalation is not required so that a pattern can be established if necessary.

## **Talking to someone who has raised a concern:**

Where required, take advice from your adult safeguarding lead (Welfare Officer). If possible, speak to the adult at risk without putting them or yourself at further risk. Reassure them that what they say will be taken seriously.

Use open ended questions using “TED”:

- Tell me
- Explain
- Describe points to consider

This is a preliminary conversation about the safeguarding concerns and the adult’s views and wishes.

Be aware of possibility the adult may lack capacity to make specific decisions. The adult’s wishes may sometimes need to be overridden in cases when:

- it is in the public interest as there is a perceived risk to others,
- it involves members of staff (paid or unpaid),
- it relates to a care setting,
- it is believed to be in the person’s vital interests, i.e. to prevent serious harm or distress or in life threatening situations,
- if the person lacks capacity.

Consider whether the person is subject to coercion or undue influence (duress) to the extent they are unable to give consent.

The practices and procedures within the British Triathlon Safeguarding Adults Policy, Procedures and Guidance Documents are based on the principles contained within the UK legislation and Government Guidance. See Appendix B for more information.

The British Triathlon Safeguarding Adult policy relates to all employees, contractors and volunteers who work with adults at risk in the course of their British Triathlon role. It will be kept under periodic review.

All relevant concerns, allegations, complaints and their outcome should be notified to the British Triathlon Safeguarding Lead Officer;

Linda Haywood  
01509 226159

[Lindahaywood@britishtriathlon.org](mailto:Lindahaywood@britishtriathlon.org)

## **WVTRI and Corby Tri Club**

There is a significant cross over between WVTRI which caters for adults and the CorbyTri Club which caters for those from ages 8 to 18, throughout the training sessions in the week.

To ensure safeguarding and wellbeing is met the following measures are put in place:

### **1. Corby Swimming Pool:**

- a. WVTRI members will enter via the designated entrance.
- b. Adults will not enter the pool or place any kit on the boom or sides whilst any of the junior club lanes are occupied.
- c. Only once all lanes are empty will WVTRI members wait poolside

### **2. Corby Running Track:**

- a. Adults and Juniors from both clubs are to avoid interaction at the track unless absolutely necessary.
- b. Adults and Juniors will have separate designated toilets to use whilst track is in session.

## APPENDIX A

Please refer to the following policies for full details

- <https://www.britishtriathlon.org/britain/documents/safeguarding/fgr032-british-triathlon-safeguarding-adults-policy-statement.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/new-british-triathlon-safeguarding-adults-reporting-procedures.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/british-triathlon-safeguarding-adults---guidance-information-sharing.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/british-triathlon-safeguarding-adults---guidance-on-consent-and-capacity.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/british-triathlon-safeguarding-adults---guidance-on-photography-for-adults.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/british-triathlon-safeguarding-adults---types-of-abuse-and-signs-and-symptoms.pdf>
- <https://www.britishtriathlon.org/britain/documents/safeguarding/british-triathlon-safeguarding-adults---top-tips.pdf>

Please refer to the British triathlon website for details for information on Safeguarding for Children.

## APPENDIX B

Legislation and Government Initiatives are documented here, links provided for ease of access. England - Care Act 2014 – statutory guidance

<http://www.legislation.gov.uk/ukpga/2014/23/introduction/enacted>

The Care Act introduces new responsibilities for local authorities. It also has major implications for adult care and support providers, people who use services, care providers and advocates. It replaces No Secrets and puts adult safeguarding on a statutory footing.

### Adult at risk definition

An "adult at risk" is defined as an individual aged 18 years and over who:

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

The Act's principles are:

- **Empowerment** - People being supported and encouraged to make their own decisions and informed consent.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **Accountability** – Accountability and transparency in delivering safeguarding.