



Safeguarding Policy Statement (adults)

Version 1.2

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Should you suspect a person is in immediate danger or has been harmed you should call 999.

1. The purpose and scope of this policy statement

Nossa BJJ is committed to safeguarding adults whilst training at our club. This policy applies to all instructors, assistant instructors, and volunteers. Instructors and assistant instructors accept and recognise their responsibility to provide an environment which always promotes the safety and welfare of adults, especially vulnerable adults.

The purpose of this policy statement is to ensure that everyone involved in Nossa BJJ academy is aware of.

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibilities for safeguarding adults
- How to report a concern relating to the welfare or wellbeing of an adult.

This policy applies to anyone working on behalf of Nossa BJJ, including head coaches, paid staff, volunteers, sessional workers, and students.



2. Legal Framework

This policy has been compiled based on legislation, policy and guidance that seeks to safeguard adults in Northern Ireland. A summary and links to the key legislation and guidance is available from www.anncrafttrust.org/resources/safeguarding-adults-legislation.

Legislation and statutory guidance

- Human Rights Act 1998
- Sexual Offences Act 2003
- Data Protection Act 2018
- Adult Safeguarding Prevention and Protection in Partnership 2015 (NI)
- Mental Capacity Act 2005

3. Principles

Nossa BJJ believes that everyone has a right to live free from abuse or discrimination, regardless of ability, age, sex, gender, sexual orientation, religion, ethnic background or marital status.

To achieve this we will:

- Create a safe and friendly environment with an open and approachable culture without fear of prejudice.
- Adopt holistic and pragmatic coaching styles.



- Adopt safeguarding guidelines through codes of conduct for members and all adults working at the club. This includes volunteers and assistant instructors.
- Have open lines of communication with all instructors' members and volunteers.
- Ensure complaints, grievance and disciplinary procedures are dealt with constructively and impartially.
- Ensure good and safe working/playing practices in accordance with risk assessments.
- Keep Safeguarding policies under regular review (every three years minimum) or when change comes into effect.
- Have procedures relating specifically to bullying, transport, use of photography and communication through texting or social media forums.

We recognise that:

- Safeguarding is everyone's responsibility.
- All adult's health and wellbeing and overall resilience varies person to person and at differing points in their lives.
- There is legal framework in place that seeks to protect and support adults.
- Extra safeguarding measures may be needed to keep adults who are additionally vulnerable protected, especially those who are unable to take action to protect themselves.



- Any action taken by Nossa BJJ will be impartial and respectful of the adult concerned, and procedurally compliant with the principles and scope of this document.

4. Definition of an adult in need of protection

The Northern Trust of the Health and Social Care NI, define an 'adult in need of protection' as a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their: Personal Circumstances and/or life circumstances, and, who is unable to protect their own well-being, property, assets, rights or other interests; and, where the action or inaction of another person or persons is causing, or is likely to cause him/her to be harmed.

5. Type of abuse and neglect

Whilst it is not always easy to identify if abuse is occurring, understanding the categories and the indicators means that earlier safeguarding intervention can be applied. All academy staff and volunteers have been made aware that safeguarding issues are complex, and abuse can take many forms.

Discrimination – Involves unfair treatment of someone because of an aspect of their identity.

Race/religion

Gender



Age

Marital status

Disability

Sexual orientation

Physical – Consists of the purposeful hurting of another person, sometimes in an explicit manner and sometimes in a way that makes the impact of this abuse difficult to see. Behaviour associated with physical abuse include.

Assault- hitting, punching, slapping, kicking, pinching.

Scalding or burning

Restraint

Misuse of medication

Involuntary isolation

Neglect – The more commonly used against children but can occur in adults when the caregiver does not meet the needs of a person who they are responsible for and who cannot take care of themselves. There are many diverse kinds of relationships, neglect may involve the following things.

Absence of emotional, physical or medical care.

Withholding basic necessities such as nutrition, heating and medication.

Preventing access to aids such as glasses, hearing aids, mobility devices.

Limiting social interaction/refusing visitors.



Failing to respect privacy and dignity.

Neglect can also be recognised in a person's appearance and condition. This may involve.

Malnutrition

Untreated injuries

Lack of necessities like food, fluids or clothing.

Lack of social engagement

Poor personal hygiene

Dirty clothes or clothes that do not fit.

Sexual abuse – Involves any kind of abusive behaviour that is sexual in nature. Indicators of sexual assault can include.

Change in behaviour

Withdrawal

Overt sexual behaviour or language for age.

Sexually transmitted infections/diseases.

Fear, apprehension, withdrawal.

Bruising

Agitation to being alone with a particular person.

Emotional/psychological – Involves controlling or manipulating someone with emotional tactics, such as.

Cyberbullying

Intimidation, humiliation, bullying



Verbal abuse

Forced social isolation

Not respecting privacy or boundaries

Use of fear, threats or bribes

Gaslighting

Belittling, patronising or infantizing behaviour.

Related issues – In addition to the above, there are other forms of harm or abuse that should involve the police or other organisations working together to safeguard adults.

Bullying

Radicalisation (PREVENT scheme)

Hate crimes

Forced Marriage

FGM/honour-based violence

Human trafficking.

6. Signs and indicators of abuse and neglect

An adult may confide to a staff, volunteer or another member that they are experiencing a form of abuse internal or externally to the academy. Or alternatively, another person may suspect that abuse is occurring. There are many signs and indicators that can suggest that abuse is occurring, including the following:



- Unexplained markings or injury to the body such as repeated occurrences of being dirty/poor hygiene, bruising, cuts, burns, grazing.
- An injury which seems inconsistent with the cause.
- Changes in behaviour (withdrawn/quiet, suddenly aggressive)
- No longer enjoying activities they previously did.
- Self-harm
- Difficulty making friends or engaging socially.
- Changes in weight.
- Fear or nervousness of a particular person/group.

This list is none exhaustive, and the presence of any of these signs or indicators is not indicative or proof that abuse is taking place. Many different stimuli in a person's life can cause changes, for example, financial concerns, relationship breakdown, or a family bereavement.

7. Wellbeing Principle

Sport is a wonderful antidote to stress and pressure, but due to its competitive nature, the stress bucket can overflow, and it can be the cause of mental health problems. Sport itself may not be at the core of the issue, but rather, other pressures in a person's life may cause the overflow.



What is important is that everyone is aware of overall wellbeing and can spot the symptoms of ill mental health, abuse or neglect. By being open to people, willing to talk non-judgementally, listen and give support. Nossa BJJ can play our part in promoting positive mental health and having a duty of care in sport to provide a safe environment for sport.

8. Mental Capacity and decision making

The Mental Capacity Act 2005 is a law that protects and supports people who do not have the ability to make decisions for themselves. It also provides guidance to support people who need to make decisions on behalf of someone else.

We all have problems making decisions from time to time, but Mental Capacity Act is about more than that. It is there for situations where someone is unable to make a decision because of the way their brain works. This could be due to illness, brain injury, learning disability, mental health problems, or the effects of drugs or alcohol.

People who cannot make a decision for themselves, are said to 'lack capacity'. In law, a person is said to lack capacity if they cannot do one or more of the following things:

- Understand the information given to them
- Retain that information long enough to be able to make a decision
- Weigh up the information available to make a decision
- Communicate their decision.



Someone may have capacity to make some decisions and not others. If they do lack mental capacity to make a particular decision, then it must be made in their 'best interests', taking into account the person's wishes, feelings, beliefs and values.

9. Recording and processing information

All sport organisations must comply with Data Protection Act (DPA) and the General Data Protection Regulations (GDPR).

Information about concerns of abuse includes personal data and confidential information, it must therefore be handled, processed and stored in accordance with this legislation.

Processing information includes record keeping and sharing (with the right people). Records related to safeguarding concerns must be accurate and relevant. They must be stored securely with access restricted to unauthorised persons. A 'need to know' principle should be adopted.

The sharing of information, with the right people, is paramount to safeguarding adults. The 'need to know principle' must always be applied. This does not always include the persons spouse, partner or relatives/friends. To share information with above parties the person should give consent. If the person does not have the mental capacity to make such a decision, then an appointed a trusted person may make that decision on their behalf in order to keep them safe.



If you are in doubt whether you should share information, advice must be sought from legal, and/or the Local Authority and explain the situation without disclosing personal details about the person concerned or the person suspected of causing abuse/harm.

10. Reporting a concern

Should you suspect a person is in immediate danger or has been harmed you should call 999.

In Northern Ireland If you suspect someone to be at risk of harm or abuse contact the Northern Trust Adult Protection Safeguarding Team by phone or email.

Telephone: 028 9441 3659

Email: adultsafeguarding@northerntrust.hscni.net

Outside of normal working hours, contact the Emergency Social Work Service on 08001979995.

The Northern Trust has a responsibility, together with other agencies, to investigate and keep the person safe. To make sure adults at risk of harm or in need of protection are supported to access the criminal justice system the Northern Trust works in partnership with the other health Trusts, Health and Social Care



Board, Police Service of Northern Ireland (PSNI), Department of Health and the Regulation and Quality Improvement Authority (RQIA).

11. Multi-Agency working

The safeguarding of adults' legislation gives the lead role for adult safeguarding to the Local Authority. However, it is standard procedure that safeguarding involves a wide range of organisations.

National Governing Bodies may need to cooperate with the Local Authority and/or police to:

- Provide more information on the matter raised.
- Provide a safe venue for the adult to meet other professionals or authorities.
- Coordinate investigations.
- Share information.
- Provide safe surroundings for the adult concerned.



Staff Contact Details

Head Coach/ Designated Safeguarding officer

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Annex A

Sources of Information and Support

Ann Craft Trust

A national organisation providing adult safeguarding advice.

Tel: 0115 951 5400 **Email:** ann-craft-trust@nottingham.ac.uk

Aware NI

AWARE is the depression charity for NI and the only charity working exclusively for those with depression & bipolar disorder.

Tel: 028 9035 7820 **Email:** info@aware-ni.org

Women's Aid Federation NI

Women's Aid is the lead voluntary organisation in NI addressing domestic abuse and providing services for women and children.

<https://www.womensaidni.org/>

Men's Alliance NI

Men's Alliance NI is a peer support group dedicated to supporting and believing in male victims and survivors of Domestic Abuse.

<https://mensallianceni.co.uk/>

LGBTNI.org

Landing page that provides links to many LGBTQIA+ organisations across NI covering an array of available support.

<https://lgbtni.org/>

Annex B



Terms of Reference for Safeguarding Lead

The nominated adult safeguarding lead takes a lead role in developing, implementing and reviewing the organisation's safeguarding policies and procedures. They also make sure that everyone – including staff, volunteers, and families – are aware of the policies and procedures and what to do if they are worried about an adult at risk.

Duties and responsibilities include:

- Develop and establish the academy's approach to safeguarding adults and promote a positive safeguarding aware culture.
- Implement, maintain, and review the academy's safeguarding policies in line with current legislation and best practice.
- Disseminate policy throughout the academy and contribute to ensure that the policies and procedures are consistent with the commitment to safeguarding adults.
- Advise on safeguarding training needs when necessary.
- Implement an appropriate report recording system in line with DPA and GDPR legislation.
- Consult with local authorities, share information with the right people when required. Use the 'need to know' principle to protect confidentiality.
- Represent the academy at external safeguarding conferences.