

## Safeguarding & Protection Policy for Young and Vulnerable People

### RUNNING EVENTS DEVON

#### 1 Young and Vulnerable Person Protection Policy

Running Events Devon acknowledges its responsibility to safeguard the welfare of every young and vulnerable person who has been entrusted to its care and is committed to working to provide a safe environment for all of its members. A child or young person is anyone under the age of 18 engaged in any running club activity. A vulnerable adult is defined as any person aged 18 or over who,

- Is in need of assistance by reason of mental, physical or learning disability, age or illness and who.
- Is unable to take care of herself, himself, themselves or unable to protect himself, herself or themselves against significant harm or serious exploitation which may be occasioned by the act or omissions of other people.

We subscribe to the ARC Protection Policy for Young and Vulnerable People and the Procedures and Guidelines included therein (Link to their policy - [http://www.runningclubs.org.uk/ARC\\_Protection\\_Policy\\_DBS\\_2014.pdf](http://www.runningclubs.org.uk/ARC_Protection_Policy_DBS_2014.pdf) ). We endorse and adopt the Policy Statement contained in that document

#### 2 The key principles of the ARC Protection Policy for Young and Vulnerable People are that:

The welfare of the young or vulnerable person is the most important consideration

All young and vulnerable people must be protected from abuse regardless of their gender, sexual orientation, disability, racial origin or religious beliefs.

All suspicions and allegations of abuse will be taken seriously and responded to rapidly and in an appropriate manner.

Working in partnership with other organisations, young and vulnerable people and their parents/carers is vital.

3 We recognise that every young or vulnerable person who participates in our sport should be able to take part in a safe environment and be protected from poor practice and abuse, Running Events Devon acknowledges that this is the responsibility of every adult involved in our club.

4 Running Events Devon has a role to play in protecting the welfare of all young and vulnerable persons by guarding them from physical, sexual or emotional harm and from neglect or bullying. It is accepted that the ARC Regulations apply to everyone in our sport whether in a paid or voluntary capacity. This applies whether you are a volunteer, helper, coach, or club official.

We endorse and adopt ARC's Protection Policy for Young and Vulnerable People and the best Practice Guidelines for recruiting volunteers and will:

Request identification documents

Meet or interview the applicant

Request and follow up two references before appointing

Require a DBS Unit Enhanced Disclosure where appropriate

All current Running Events Devon members with direct access to young and vulnerable people will be required to complete a DBS Enhanced Disclosure. If there are concerns regarding an individual who is already involved or who has approached us to become part of Running Events Devon guidance will be sought from ARC. It is accepted that ARC will consider the relevance and significance of the information obtained via the DBS Unit and that all decisions will be made in the best interests of young and vulnerable people.

It is accepted that ARC aims to prevent people with a history of relevant and significant offending from having contact with young and vulnerable people and training with young or vulnerable people. This is to prevent direct sexual or physical harm to young or vulnerable people and to minimise the risk of "grooming" within running.

5 Running Events Devon follows & supports ARC's Whistle-blowing Policy. Any adult or young person with concerns about a colleague can whistle-blow by writing to the Secretary, ARC, 19 Sheephouse Green, Wotton, Dorking, Surrey RH5 6QW or by telephoning the Secretary on 01306 888886 or by going direct to the Police, Social Services or the NSPCC. Running Events Devon encourages everyone to know about it and utilise it if necessary.

6 Running Events Devon has appointed a Welfare Officer (WO) in line with ARC's role profile. The WO is the first point of contact for all participants and parents/carers regarding concerns for the welfare of any young or vulnerable person. They liaise directly with the ARC CPO and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst members & participants.

7 We acknowledge and endorse ARC's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our events. If bullying does occur, all runners or parents/ carers should be able to inform and know that incidents will be dealt with promptly. Incidents need to be reported to the WO or alternatively in cases of serious bullying contact the ARC CPO.

8 Codes of conduct for young people, parents/carers and officials have been implemented by Running Events Devon. In order to validate these codes of conduct Running Events Devon has clear sanctions to deal with any misconduct at our events and acknowledges the possibility of potential sanctions which may be implemented by ARC in more serious circumstances. All prospective participants under 18 years of age will be informed of these codes.

9 Further advice on Child and Vulnerable Adult Protection matters can be obtained from The NSPCC Child Protection 24-Hour Helpline

## Anti-bullying policy

### Statement of intent

We are committed to providing a caring and safe environment for all our participants & members so they can participate in running in a secure atmosphere. Bullying of any kind is unacceptable at our Running Events Devon. If bullying does occur, relevant parties should be able to inform and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell Running Events Devon Welfare Officer.

### What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

### Bullying can be:

- Emotional- being unfriendly, excluding (emotionally and physically), tormenting, (e.g. hiding clothes, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence
- Verbal-name-calling, sarcasm, spreading rumours, teasing
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- because of, or focussing on the issue of sexuality

### Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The impact upon a young person can be devastating and, in some cases, affect all aspects of their life, in extreme circumstances it can lead to suicide threats or even attempts.

Running Events Devon has a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this policy

All participants and parents/carers should have an understanding of what bullying is

All participants and members should know what Running Events Devon policy is on bullying, and follow it when bullying is reported

All participants and parents/carers should know what Running Events Devon policy is on bullying, and what they should do if bullying arises

As Running Events Devon, we take bullying seriously. Participants and parents/carers should be assured that they would be supported when bullying is reported

Bullying will not be tolerated

## Signs and indicators

A young person may indicate by signs or behaviour that they being bullied. Adults should be aware of these possible signs and that they should investigate if a child,

Says they being bullied

Is unwilling to go to or becomes ill before Running Events Devon events

Becomes withdrawn anxious, or lacking in confidence

Loses their possessions

Comes home with clothes torn

Has unexplained cuts and bruises

Asks for money or starts stealing money (to pay the bully)

Is frightened to say what's wrong

Gives improbable excuses for any of the above

In more extreme cases

Cries themselves to sleep at night or has nightmares

Starts stammering

Becomes aggressive, disruptive or unreasonable

Is bullying other children or siblings

Stops eating

Attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

Report bullying incidents to the WO or a member of the club committee or contact the ARC CPO

In cases of serious bullying, the incidents will be referred to the ARC CPO for advice.

Parents should be informed and will be asked to come to a meeting to discuss the problem

If necessary and appropriate, the Police will be consulted

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

An attempt will be made to help the bully (bullies) change their behaviour

If mediation fails and the bullying is seen to continue Running Events Devon will institute disciplinary action.

Recommended Running Events Devon action

If Running Events Devon decides it is appropriate for them to deal with the situation, they should follow the procedure outlined below

Reconciliation by getting the parties together. It may be that a genuine apology solves the problem

If this fails/is not appropriate, a small panel (made up of the WO, independent participants or past or present events) should meet with parent/carer and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

The same members should meet with the alleged bully and parents/carer and ask them to give their view of the allegation. Minutes should again be taken and agreed by all as a true account.

If bullying has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is possible at this time.

In some cases, the parent of the bully or bullied Running Events Devon member can be asked to attend sessions. The WO should monitor the situation for a period to ensure bullying is not being repeated.

All officials involved with both individuals should be made aware of the concerns and outcome of the process.

In the case of adults reported to be bullying anyone within Running Events Devon under 18

1. The ARC CPO should always be informed and will advise on action to be taken
2. It is anticipated that in most cases involving a participant or coach, some training may be recommended.
3. More serious cases may be referred to the Police and/or Social Services.

#### Prevention

- Running Events Devon will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part
- Running Events Devon members and parents will sign to accept the Terms & Conditions upon signing up for an event.
- The WO will raise awareness about bullying and why it matters, and if issues of bullying arise at the events, will consider discussing with participants to discuss the issue openly.