

Manx Weight Lifting Association

Safeguarding Policy

2023

Safeguarding Policy

Introduction

Manx Weight Lifting is committed to promoting the safety and welfare of adults, adults at risk, children and young people engaged in the sport at all levels and ensuring everyone will be treated fairly and equally. We thoroughly reflect the policies underwritten by British Weight Lifting.

We do not condone discrimination on the grounds of sex, age, disability, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, pregnancy or maternity or marital or civil partnership, gender reassignment or social status.

We have developed a set of principles and aim to contribute to safeguarding by:

- Applying the principles and practices in 'Working Together 2020'
- Influencing and advocating at a strategic level
- Implementing and demonstrating best safeguarding practices, and passing on this knowledge to all those involved in our sport
- Working with partners to establish and implement safeguarding standards across the sport
- Ensuring that all individuals and organisations that are funded or commissioned to provide services for children and young are effectively addressing safeguarding
- Maximising our influence to promote safeguarding.

This policy is based on English guidance and legislation but in the light of common principles and similar approaches taken by all home nation countries, most of the procedures in this policy are fully applicable to all members and affiliated clubs.

Policy Statement

Our policy recognises that the welfare and interests of all those involved in the sport and aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all people:

- have a positive and enjoyable experience of sport in a safe environment
- are protected from abuse and poor practice whilst participating in the sport.

Our Policy

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of everyone
- value, listen to and respect others
- ensure robust safeguarding arrangements and procedures are in operation
- adopt safeguarding best practice through our policies, procedures and codes of conduct for staff and volunteers
- ensure everyone understands their roles and responsibilities in respect of safeguarding and are provided with appropriate advice to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns
- provide effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about

our policies, procedures and behaviour codes and follow them confidently and competently

- ensure appropriate action is taken in the event of incidents or concerns of abuse and support provided to the individual(s) who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- record and store information securely, in line with data protection and GDPR legislation and guidance
- prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- appoint a nominated safeguarding lead, a deputy and a lead board member for safeguarding
- develop and implement an effective online safety policy and related procedures
- share information about safeguarding and good practice with children, their parents and clubs
- make sure that children, young people and their parents know where to go for help if they have a concern

As part of our policy, we aim to implement the following framework of standards to create a safe sporting environment for everyone:

• **Policy and procedures for responding to concerns** – We have a number of associated policies and procedures that provide clear guidance on what to do in different circumstances if concerns arise about the welfare or protection of children, young people or adults at risk.

• **Operating systems** – We have appropriate systems in place to ensure that policies and procedures are effectively implemented to provide clear guidance on what to do in specific circumstances which detail roles, responsibilities and lines of communication.

• **Prevention** – We aim to adopt measures which help minimise the possibility of children, young people or adults at risk from being abused by those in a position of trust.

• **Codes of conduct** – We have a number of codes of conduct for different roles within the sport,

which reflect the values and principles that we want to promote and expect in order to provide a good moral basis.

• **Equity** – We have measures in place to ensure the needs of all children, young people or adults at risk are protected from abuse are addressed and do not condone discrimination of any sort.

• **Communication** – We disseminate information through different channels to all our membership in order to provide them with useful content about how children, young people and adults at risk involved in the sport are to be safeguarded.

Education and training – We provide opportunities for people to develop and maintain the necessary knowledge, skills and understanding the safeguard children, young people and adults at risk.

- **Access to advice and support** – We provide information and essential advice to support those who are responsible for safeguarding others.

- **Implementation and monitoring** – We have plans in place which are closely monitored to ensure the effective implementation of our intentions.

- **Influencing** – We aim to raise awareness of safeguarding matters in order to influence, encourage and promote the adoption and implementation of our policies to make the sport a safe place for all involved in it.

Definitions

There are a number of useful definitions in relation to safeguarding children and young people:

Child - anyone who has not yet reached his or her 18th birthday. 'Children' therefore means 'children and young people' throughout. The fact that a child has reached 16 years of age is living independently or is in further education, does not change their status or entitlement to services or protection under the Children Act 1989. The word child/children will be used throughout this policy to denote all persons under the age of 18.

Safeguarding and Promoting the welfare of children – is the process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances with the provision of safe and effective care that enables children to have optimum life changes and enter adulthood successfully

Child protection - is a part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are at risk of suffering significant harm as a result of abuse or neglect. Effective child protection is essential as part of the wider work to safeguard and promote welfare of children. However, all agencies and individuals should proactively aim to safeguard and promote the welfare of children through good practice so that the need for action to protect children from harm is reduced.

Abuse - can happen wherever there are young people of any age and there are different types of abuse including: neglect, sexual, physical and emotional or lack of care that leads to injury or harm. Children may be abused by adults or by other children.

Position of trust – refers to anyone who carries out work, paid or unpaid, on behalf of an agency and who has access to children and/or privileged information about children as part of their work.

Parent/carer/guardian – refers to the person who cares for the child and has responsibility for them in their day-to-day life

There are a number of useful definitions in relation to safeguarding adults at risk:

Adult at Risk - is a person aged 18 or over who is in need of care and support regardless of whether they are receiving them, and because of those needs are unable to protect themselves against abuse or neglect. In recent years there has been a marked shift away from using the term 'vulnerable' to describe adults potentially at risk from harm or abuse.

Abuse - is a violation of an individual's human and civil rights by another person or persons. For further explanations, please refer to the Safeguarding Adults Policy.

Adult - is anyone aged 18 or over.

Adult safeguarding - is protecting a person's right to live in safety, free from abuse and neglect.

Capacity - refers to the ability to make a decision at a particular time, for example when under considerable stress. The starting assumption must always be that a person has the capacity to make a decision unless it can be established that they lack capacity (MCA 2005).

Other Policies and Procedures

We have a full range of useful policies, procedures and best practice guidance documents covering a number of areas including:

- Safeguarding children
- Safeguarding adults
- Safeguarding people with additional needs
- Codes of Conduct
- Advice for clubs
- Online and social media guidance
- Case management processes
- Reporting concerns
- Duty of care
- Education and training
- Useful contacts – other organisations and websites

For further details please visit the British Weight Lifting website:
<https://britishweightlifting.org/about/safeguarding>

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