

WIMBORNE
BOXING
SAFEGUARDING
POLICY

1. Introduction

Wimborne Boxing Club (WBC) is dedicated to providing a safe and supportive environment for all its members. We recognize our responsibility to safeguard and promote the welfare of children and vulnerable adults who participate in our activities. This policy outlines the measures we have in place to protect these individuals from harm and ensure their well-being.

2. Purpose

The purpose of this safeguarding policy is to:

- Protect children and vulnerable adults who participate in activities at WBC.
- Provide staff and volunteers with the overarching principles that guide our approach to safeguarding.
- Establish clear guidelines for identifying and responding to safeguarding concerns.
- Promote a culture of vigilance and continuous improvement in safeguarding practices.

3. Scope

This policy applies to all staff, volunteers, members, visitors, and anyone involved in activities at WBC. It covers all areas of the club's operations, including training sessions, competitions, events, and any other activities organized by or associated with the club.

4. Definitions

- **Child:** Anyone under the age of 18.
- **Vulnerable Adult:** Anyone over the age of 18 who is unable to take care of themselves or protect themselves from harm or exploitation due to age, illness, mental health issues, or disability.
- **Safeguarding:** Protecting children and vulnerable adults from abuse and maltreatment, preventing harm to their health or development, ensuring they grow up with the provision of safe and effective care, and taking action to enable all children and vulnerable adults to have the best outcomes.
- **Abuse:** Any form of physical, emotional, sexual, or psychological harm, neglect, or exploitation.

5. Policy Statement

WBC is committed to safeguarding and promoting the welfare of children and vulnerable adults. We expect all staff, volunteers, and members to share this commitment and uphold the highest standards of safeguarding practice.

6. Principles

- **Welfare of the Child and Vulnerable Adult:** The welfare of the child and vulnerable adult is paramount.
- **Equality and Diversity:** We respect and uphold the rights of individuals regardless of age, gender, ethnicity, disability, sexuality, religion, or beliefs. We are committed to creating an inclusive environment free from discrimination.
- **Safe Recruitment:** We practice safe recruitment by ensuring all staff and volunteers who work with children and vulnerable adults are suitable for their roles, including conducting background checks and obtaining references.
- **Training and Awareness:** All staff and volunteers will be provided with safeguarding training and will be aware of their responsibilities. Regular updates and refresher courses will be provided to ensure ongoing competence.
- **Reporting Concerns:** All concerns regarding the welfare of children and vulnerable adults will be taken seriously and responded to swiftly and appropriately. Confidentiality will be maintained as far as possible, but concerns must be reported to the appropriate authorities.

7. Roles and Responsibilities

7.1. Safeguarding Officer

- The Safeguarding Officer (SO) is responsible for implementing and monitoring the safeguarding policy.
- The SO will provide advice and support to staff and volunteers on safeguarding issues.
- The SO will ensure that all concerns are recorded and reported to the appropriate authorities.
- The SO will maintain up-to-date knowledge of safeguarding legislation and best practices and ensure the club's policies and procedures reflect these.

7.2. Staff and Volunteers

- All staff and volunteers must understand and comply with this policy.
- They must report any concerns about a child or vulnerable adult's welfare to the SO.
- They must attend regular safeguarding training and stay informed about current safeguarding practices.
- They must promote a safe and inclusive environment within the club.

7.3. Club Members and Visitors

- Club members and visitors are expected to adhere to the principles of this policy.
- They should report any concerns or suspicious behavior to the SO or any other staff member.

8. Procedures

8.1. Recruitment

- All potential staff and volunteers will undergo a rigorous recruitment process, including interviews, reference checks, and DBS (Disclosure and Barring Service) checks.
- Job descriptions and person specifications will clearly state the responsibilities and expectations regarding safeguarding.
- Ongoing suitability for roles will be monitored through regular supervision and appraisal.

8.2. Training

- Induction training on safeguarding will be provided to all new staff and volunteers.
- Ongoing training will be provided to ensure all staff and volunteers are up-to-date with current safeguarding practices.
- Training will include recognizing signs of abuse, appropriate responses to disclosures, and understanding the club's reporting procedures.

8.3. Reporting Concerns

- Any concerns about the welfare of a child or vulnerable adult should be reported to the SO immediately.
- The SO will assess the concern and decide on the appropriate action, which may involve contacting social services or the police.
- All concerns must be recorded accurately and confidentially in a safeguarding incident log.
- Follow-up actions will be documented, and outcomes will be reviewed to ensure the effectiveness of the response.

8.4. Responding to Disclosures

- If a child or vulnerable adult discloses abuse, listen calmly and reassuringly.
- Do not promise confidentiality – explain that you need to report the concern to ensure their safety.
- Record the disclosure accurately, including the date, time, and details of the disclosure, and report it to the SO.
- Offer support and reassurance to the individual making the disclosure.

8.5. Managing Allegations Against Staff or Volunteers

- Any allegations against staff or volunteers will be taken seriously and investigated thoroughly.
- The SO will lead the investigation and liaise with external agencies as necessary.
- Staff or volunteers who are the subject of an allegation may be suspended during the investigation to ensure the safety of children and vulnerable adults.

- Outcomes of investigations will be documented, and appropriate actions will be taken based on the findings.

9. Code of Conduct

All staff and volunteers should:

- Treat all children and vulnerable adults with respect and dignity.
- Maintain appropriate boundaries and avoid any behavior that could be misinterpreted as inappropriate.
- Avoid being alone with a child or vulnerable adult where possible.
- Never use physical punishment or any form of degrading treatment.
- Ensure any physical contact is appropriate and necessary for the activity, and seek consent where possible.
- Use positive reinforcement and encouragement rather than negative criticism.
- Report any breaches of this code of conduct to the SO.

10. Preventing Abuse

- Ensure a safe physical environment by conducting regular risk assessments and maintaining safety standards.
- Promote a culture of openness where children and vulnerable adults feel comfortable discussing any concerns.
- Educate children and vulnerable adults about their rights and what constitutes inappropriate behavior.
- Encourage parents and guardians to be involved in their children's activities and maintain open communication.

11. Online Safety

- Implement measures to protect children and vulnerable adults from online abuse, including cyberbullying and exploitation.
- Ensure all online interactions, including social media and virtual training sessions, are conducted safely and appropriately.
- Provide guidance to staff, volunteers, and members on safe online practices.

12. Monitoring and Review

- This policy will be reviewed annually or in response to changes in legislation or guidance.
- Feedback from staff, volunteers, and members will be considered in the review process.
- The effectiveness of safeguarding measures will be evaluated regularly, and improvements will be made as necessary.
- The SO will lead the review process and ensure that any updates are communicated to all relevant parties.

13. Contact Information

- **Safeguarding Officer:** [Name], [Contact Information]
- **Local Authority Safeguarding Team:** [Contact Information]
- **Police:** 999 (emergency) or 101 (non-emergency)
- **NSPCC Helpline:** 0808 800 5000

14. Additional Resources

- **NSPCC:** [Website]
- **Childline:** [Website]
- **The Ann Craft Trust:** [Website]

15. References

- Children Act 1989 and 2004
- Working Together to Safeguard Children 2018
- Care Act 2014
- NSPCC Safeguarding Standards and Guidance
- UK Coaching Safeguarding Guidelines

By adhering to this policy, Wimborne Boxing Club aims to create a safe and positive environment for all its members, ensuring the well-being and protection of children and vulnerable adults in our care. This policy is an integral part of our commitment to safeguarding and promoting the welfare of all participants in our activities.