

## Safeguarding and Protecting Children & Adults

### Foreword

Sport can and does have a very powerful and positive influence on people, especially young people and adults. Sport provides opportunities for enjoyment and achievement, but it can also help those who participate to develop valuable qualities and skills for life.

All young people and adults deserve the right to feel valued, safe, within a nurturing and caring environment, at all times.

### What is Safeguarding?

Safeguarding is the policies and practices that Caledonia Gladiators will follow to keep children and adults safe whilst promoting well-being across the club. This will involve recruitment of staff, recognising the signs of abuse, and ensuring that all staff are aware of legislation and safe practices.

Given that our club and company will regularly work with or have contact with children and adults at risk, we will at all times demonstrate compliance, and be committed to promoting positive welfare and safety of all.

### What is Child Protection?

Child Protection is a key part of our Safeguarding practice. Child Protection is the activity that we will undertake to protect children who are likely to suffer harm or who have already suffered.

Safeguarding is to prevent harm; child protection is how we respond to harm.

### Understanding types of abuse

Abuse comes in many forms:

-  Physical abuse
-  Sexual abuse
-  Domestic violence or abuse
-  Psychological or emotional abuse
-  Financial or material abuse
-  Modern slavery
-  Discriminatory abuse
-  Organisational or institutional abuse
-  Neglect or acts of omission
-  Self-neglect or self-abuse

### Six principles of safeguarding

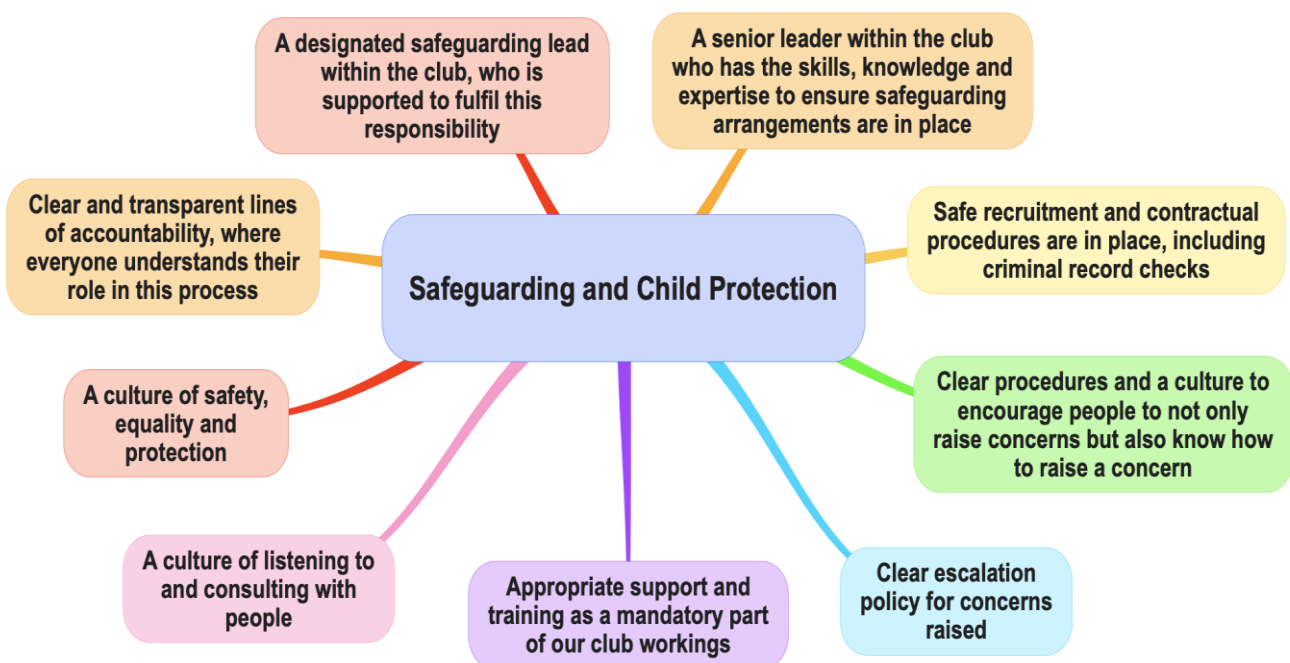
- Empowerment- Ensuring people are supported and encouraged to make their own decisions and have informed consent.
- Prevention- It is better to act before harm occurs, stay focused.
- Proportionality- Applying the least intrusive response appropriate to the risk presented.
- Protection- All people matter; therefore, we will always support and represent those with the greatest needs.
- Partnership- Working in partnership with community organisations who govern practice around safeguarding, ensuring we are always abreast of policy and procedure.
- Accountability- Ensuring we have clear measures in place and are transparent in our safeguarding practice.

Caledonia Gladiators is committed to the protection of children and adults through the provision of its policy and procedures. Caledonia Gladiators' safeguarding and child protection policy applies to everyone who works on behalf of Caledonia Gladiators. This includes,

- all professional and non-professional, full and part-time staff
- paid employees
- volunteers, including coaches, officials, board/committee members, parents, carers, guardians and the children and vulnerable adults themselves.

All club, management staff and associated group representatives, must read, understand, and fully implement this policy, whilst making its existence known to all of its members.

Caledonia Gladiators will commit to:



## **Safeguarding and Child Protection Policy**

For the purposes of this policy and its associated procedures, a child is recognised as someone under the age of 18 years.

This policy outlines Caledonia Gladiators' commitment to safeguarding and child protection.

The policy guidelines are based on the following principles:

- The welfare of children and adults is our primary concern.
- All children and adults, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Safeguarding and child protection is everyone's responsibility.
- Children and adults have the right to express views on all matters which affect them, should they wish to do so.
- Caledonia Gladiators will work in partnership together with children, parents, carers and adults to promote the welfare, health and development of all.

Caledonia Gladiators will:

- Promote and implement appropriate procedures to safeguard and protect the well-being of children and adults.
- Recruit, train, support and supervise its staff, members, and volunteers to adopt best practice to safeguard and protect children and vulnerable adults, to reduce risk.
- Require staff, members, and volunteers to adopt and abide by this Policy and all noted procedures.
- Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Regularly monitor and evaluate the implementation of this Policy and these procedures

### **Monitoring and Reviewing**

This Policy and these Procedures will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within Caledonia Gladiators
- Following any issues or concerns raised about the protection of children within Caledonia Gladiators in all other circumstances, at least every three years

## Contact Details

Senior Safeguarding Welfare Officer:

Lisa Palombo

Caledonia Gladiators Basketball

Email: [lisa@caledoniagladiators.com](mailto:lisa@caledoniagladiators.com)

Depute Safeguarding Welfare Officer:

Darryl Wood

Caledonia Gladiators Basketball

Email: [darryl@caledoniagladiators.com](mailto:darryl@caledoniagladiators.com)

Further information and support:

Sportscotland

<https://sportscotland.org.uk/safeguarding-in-sport/child-wellbeing-and-protection/>