



## **Club Protection Policy for Young and Vulnerable People**

### ***ROADHOGGS LEICESTER AC***

1. Roadhoggs Leicester AC is committed to working towards providing a safe environment for all of its members. However, the Club recognises that it has specific responsibility to safeguard the welfare of every young and vulnerable person who has been entrusted to its care. In particular, this means protecting all young and vulnerable persons from physical, sexual or emotional harm and from neglect and bullying.
2. Roadhoggs Leicester AC believes 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. Examples of poor practice are providing in Appendix 1. Examples of abuse are provided in Appendix 2.
3. For the purposes of this policy, a child or young person is anyone under the age of 18. 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 him or herself or unable to protect him or herself against significant harm or serious exploitation which may be occasioned by the act or omissions of other people.
4. The key principles on which this policy are based are:
  - 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.
5. Roadhoggs Leicester AC's Club Constitution provides for the appointment of two Club Welfare Officers (CWOs): one male, one female. The persons appointed to these roles are required to undergo CRB Enhanced Disclosure and to complete a recognised Safeguarding and Child Protection training course. The CWOs are



the first point of contact for all club members and parents/carers regarding concerns for the welfare of any young or vulnerable person. They will be familiar with the procedures for referring any concerns to the club's governing bodies. They will also play a proactive role in increasing awareness of poor practice and abuse amongst club members.

6. All concerns, allegations or reports of poor practice/abuse in relation a young or vulnerable person will be dealt with in accordance with the policy set out in Appendix 3.
7. Nothing in this policy prohibits an adult or young person with concerns about a colleague "blowing the whistle" to the club's governing bodies, the Police, Social Services or the NSPCC.
8. Roadhogs Leicester AC believes that bullying is a form of abuse and it is not acceptable at our club. If bullying does occur, all runners or parents/ carers should be able to raise concerns and know that incidents will be dealt with promptly. Incidents should be reported to a CWO or member of the committee.



## Appendix 1

### Examples of Poor Practice

Incidents of poor practice occur when the needs of young and vulnerable people are not afforded sufficient priority with the result that their welfare is affected. Examples of poor practice include:

- When insufficient care is taken to avoid injuries (e.g by excessive training or inappropriate training for the age, maturity, experience and ability of the young people)
- Giving continued and unnecessary preferential treatment to individuals and regularly or unfairly rejecting others (e.g singling out and focusing on the more talented runners)
- Ignoring health and safety guidelines
- Allowing abusive or concerning practices to go unreported (e.g a coach who ridicules and criticizes runners after a poor race)

This list is illustrative, not exhaustive.



## **Appendix 2**

### **Examples of Abuse**

Concerns identified as young or vulnerable person abuse will fall within one or more of the following five categories:

#### Physical Abuse

A young or vulnerable person is physically hurt or injured by an adult or an adult gives alcohol or drugs to a young person

#### Neglect

A child's basic physical needs are consistently not met or they are regularly left alone or unsupervised

#### Emotional Abuse

Persistent criticism, denigrating or putting unrealistic expectations on a young or vulnerable person

#### Sexual Abuse

An adult or peer uses a young or vulnerable person to meet their own sexual needs

#### Bullying

Persistent or repeated hostile and intimidating behaviour towards a young or vulnerable person



## Appendix 3

### Procedure for dealing with concerns, allegations or reports of poor practice or abuse in relation a young or vulnerable person

1. If you become aware of a poor practice and/or possible abuse situation
  - Stay calm
  - If the young or vulnerable person is present reassure him or her they are not to blame
  - Don't make promises of confidentiality or outcome
  - Keep questions to a minimum
2. If the concern is one of poor practice rather than abuse, contact a Club Welfare Officer (CWO) who will **either**:
  - Follow club procedures for a first report of poor practice, **or**,
  - Seek advice from a Child Protection Officer at one or both of the club's governing bodies
3. If the concern is one of abuse rather than poor practice, **contact a CWO IMMEDIATELY**. If neither of the CWOs are available, contact either the Chair or Vice-Chair of the Club. The CWO (or alternate) will:
  - Refer to the Police and Social Services for investigation, who will advise on contacting parents
  - Call an ambulance or take the young/vulnerable person to hospital if they require medical treatment
  - Make a factual record of events, and forward a copy of the information recorded, including any action taken, to a Child Protection Officer at one or both of the club's governing bodies.
4. Once you have referred the matter to the CWO (or alternate) your involvement in the management of the case will be at an end, but you may be required to act as a witness, either in person or through providing a witness statement.