

CALVERTON AND BINGHAM SWIMMING CLUB

Adult Safeguarding Policy

1. Introduction

Calverton & Bingham Swimming Club (CABSC) is committed to creating and maintaining a safe and positive environment to safeguard any Adults at Risk involved in our sport.

Our policy for safeguarding Adults at Risk applies equally to everyone at all levels across CABSC.

This policy should be read in conjunction with Wavepower 2024. CABSC will implement the policy and guidance contained in Wavepower in full.

2. Principles

2.1 The guidance given in this policy is based on the following principles:

2.1.1 All Adults at Risk, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.

2.1.2 CABSC will seek to ensure that our sport is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.

2.1.3 The rights, dignity and worth of all Adults at Risk will always be respected.

2.1.4 We recognise that ability and disability can change over time, such that some Adults at Risk may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs.

2.1.5 We recognise that a disabled adult may or may not identify themselves or be identified as an Adult at Risk.

2.1.6 We all have a shared responsibility to ensure the safety and well-being of all Adults at Risk and will act appropriately and report concerns whether these concerns arise within swimming (e.g. inappropriate behaviour of a coach), or outside (e.g. in the wider community).

2.1.7 All allegations will be taken seriously and responded to quickly in line with CABSC Protection of Vulnerable Adults Policy and the Swim England Safeguarding Adults at Risk Policy and Procedures.

2.1.8 CABSC recognises the role and responsibilities of the statutory agencies in safeguarding Adults at Risk and is committed to complying with the procedures of the Local Safeguarding Adults Boards.

3. Definitions

3.1 To assist working through and understanding this policy a number of key definitions need to be explained:

3.1.1 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.

3.1.2 Abuse is a violation of an individual's human and civil rights by another person or persons. See section 5 for further explanations.

3.1.3 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).

4. Types of Abuse

4.1 This is not intended to be an exhaustive list but an illustrative guide as to the sort of issue which could give rise to a safeguarding concern.

4.1.1 Discrimination – discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act.

4.1.2 Physical Abuse – includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

4.1.3 Sexual Abuse – including rape and sexual assault or sexual acts to which the Adult at Risk has not consented or was pressured into consenting.

4.1.4 Financial or Material Abuse – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

4.1.5 Neglect – including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

4.1.6 Emotional or Psychological Abuse – this includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

5. Signs and indicators of Abuse

5.1 Abuse can take place in any context and by all manner of perpetrator. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

5.1.1 Unexplained bruises or injuries – or lack of medical attention when an injury is present.

5.1.2 Person has belongings or money going missing.

5.1.3 Person is not attending / no longer enjoying their sessions.

5.1.4 Someone losing or gaining weight / an unkempt appearance.

5.1.5 A change in the behaviour or confidence of a person.

5.1.6 They may self-harm.

5.1.7 They may have a fear of a particular group or individual.

5.1.8 They may tell you / another person they are being abused – i.e. a disclosure.

6. What to do if you have a concern or someone raises a concern with you.

6.1 If the allegation or suspicion of abuse is discovered by any CABSC staff member then they should inform the CABSC Welfare officer as soon as possible. The Welfare officer will then assist the staff member in making a decision about how to proceed with the case. If the staff member has been told about the allegation of abuse in confidence, they should attempt to gain the consent of the adult to inform the Lead. However, the gaining of the consent is not essential in order for information to be passed on. Consideration needs to be given to the scale of the abuse, the risk of harm to others and the capacity of the individual to understand the issues of abuse and consent.

6.2 The member of staff should make a written record of the allegation or suspicion of abuse and discuss the situation with the Lead responsible for adult protection.

6.3 You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this.

6.4 If you are concerned someone is in immediate danger, contact the police straight away.

6.5 It is important when considering your concern that you also consider the needs and wishes of the Adult at Risk, taking into account the nature of the issue or concern.

6.6 If you are experiencing, at risk of, or have experienced harm, or you are concerned that an Adult Member is experiencing, at risk of, or has experienced harm, please contact the Safeguarding and Welfare Team for advice on 01509 640700 (Option 1 for Swim England and then Option 3 for Safeguarding) or at safeguarding@swimming.org. The Safeguarding and Welfare Team will be able to provide advice even if you are not making a referral or are unsure whether to do so.

7. Responsibilities

7.1 All members of staff have a responsibility to be aware of this policy and to report any suspicions that they might have concerning adult abuse. This applies equally to everyone at all levels across CABSC.

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