

Sports Chaplaincy UK Safeguarding Policy

Policy Version	Date	Author	Date Agreed by Board
Version 6	11 th January 2024	Gill Camina	20/02/2024

Mission Statement

Sports Chaplaincy UK acknowledges the duty of care to safeguard and promote the welfare of children, young people and adults at risk. We are committed to ensuring that the behaviours and safeguarding practice of those working in sports chaplaincy reflects statutory responsibilities and government guidance and complies with best practice guidance and the policy and procedural requirements of their respective sport’s national governing body. We are a wholly value-driven organisation. We expect all of the chaplains working under the umbrella of Sports Chaplaincy UK to demonstrate respect for the worth in all people and to share our commitment, in all aspects of their lives, to protecting and championing the well-being of children, young people and adults both in wider society and in our sporting communities.

Sports Chaplaincy UK as an organisation believes that Chaplains who are working with children and young people, or who are in an environment where they may have occasional contact with children or adults at risk, should demonstrate the capacity to build and sustain professional boundaries and appropriate relationships with children, adults at risk, families, colleagues and other professionals. This is essential in order to promote a safer working environment which will safeguard both participants and those working with them.

A 'child' is defined as a person under the age of 18 years. There is increasing recognition across the Sport sector of the potentially increased vulnerability of individuals involved in elite level or professional sport which continues into adulthood. Within many sporting contexts chaplains extend pastoral support to staff and fans during periods of stress and distress (e.g. relocation, injury, bereavement, deselection etc). Our sporting communities are becoming more diverse and inclusive which also increases potential vulnerabilities in relation to language and communication differences, disability and isolation irrespective of age. It is therefore equally important that chaplains share concerns when these arise in relation to someone who may be an adult at risk. It is never an option to do nothing. Always share any concerns and seek support and advice. Chaplains involved with sport organisations must seek to contribute to a safe, positive, caring and encouraging environment that ensures that children and adults feel welcomed, respected and valued.

It is the responsibility of Chaplains associated with Sports Chaplaincy UK to treat one another and all colleagues within their sport organisations with respect, dignity, sensitivity and fairness irrespective of race, age, gender identity, disability, religion, belief, culture, ethnicity and sexual orientation.

Legislation and statutory guidance *(this list is not intended to be exclusive)*

We have given due consideration to all relevant UK legislation and statutory guidance when drafting this policy including the following:

- Children Acts 1989 and 2004
- Care Act 2014
- Social Services and Well-being (Wales) Act 2014
- Children and Young People (Scotland) Act 2014
- Adult Support and Protection (Scotland) Act 2007
- Cooperating to safeguard children and young people in Northern Ireland (2017)
- Safeguarding Board Northern Ireland Core Policy and Procedures (2018).
- Children and Families Act 2014
- Children and Social Work Act 2017
- Criminal Justice Act 1988
- UN Convention on the Rights of the Child
- The Human Rights Act 1998
- Sexual Offences Act 2003 (updated July 2024 to include Faith and Sports sector roles within Positions of Trust legislation)
- Safeguarding Vulnerable Groups Act 2006
- Equality Act 2010
- Serious Crime Act 2015
- Counter Terrorism and Security Act 2015
- Protection of Freedoms Act 2015
- Mental Capacity Act 2005
- Protection of Freedoms Act 2012
- Domestic Abuse Act 2021
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Serious Crime Act 2015 (sections 67 and 76)
- Equality Act 2010
- Safeguarding Vulnerable Groups Act 2006
- England and Wales - Mental Capacity Act 2005
- Sexual Offences Act 2003
- Human Rights Act 1998
- Data Protection Act 1998
- General Data Protection Regulations 2016
- Counter-Terrorism and Security Act 2015
- Modern Slavery Act 2017
- Working Together to Safeguard Children 2023
- Keeping Children Safe in Education 2023
- National guidance for child protection in Scotland (Scottish Government 2021)
- Getting it Right for Every Child (GIRFEC, Scottish Government 2014)
- Care and Support Statutory Guidance 2023
- Wales Safeguarding procedures 2019 (children and adults)
- Adult Safeguarding: Prevention and Protection in Partnership (July 2015)
- Adult Safeguarding Operational Procedures (Sept 2016)
- Family Homes and Domestic Violence (NI) Order 1998
- Safeguarding Vulnerable Groups (NI) Order 2007
- Justice Act (Northern Ireland) 2015

Values and Principles in relation to safeguarding children

The welfare and interests of children and young people is paramount in all circumstances.

Sports Chaplaincy UK believes and recognises that all children and young people:

- have the right to be protected from abuse and the impact of poor practice regardless of age, gender identity, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background;
- should have a positive and enjoyable experience of sport in a safe and child-focussed environment;
- must be protected from harm and abuse whilst participating in their chosen sport or outside of sporting activities
- have the right to expect their individuality and personal privacy to be respected;
- should be listened to and engaged in the decision-making process where appropriate
- should receive advice and guidance that is positive and constructive
- should be encouraged to express their views freely, openly and respectfully

Sports Chaplaincy UK acknowledges that some children (including deaf and disabled children and young people, Looked After Children, those from minority ethnic communities and the LGBTQ+ community) can be particularly vulnerable to abuse and we expect all sports chaplains to take reasonable and appropriate steps to promote and protect their welfare. As part of our safeguarding policy Sports Chaplaincy will seek to directly (and through influencing partner organisations):

- promote and prioritise the safety and wellbeing of children and young people;
- ensure that chaplains understand their roles and responsibilities in respect of safeguarding and are provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people;
- ensure that chaplains are clear about the need for them to familiarise themselves with their Club or organisation's Safeguarding Policies, procedures and guidance (including the contact details for their NGB and/or organisational designated safeguarding lead and Local Adult and Children's Social Care Services);
- ensure that additional learning opportunities which enable chaplains to further increase their understanding and awareness of safeguarding and practices which promote the welfare of children and young people are provided and signposted on an on-going basis (through conferences and forums);
- ensure that appropriate action is taken in response to concerns however they may arise in relation to safeguarding and protecting children, young people and adults at risk;
- provide support to any individual(s) who raises or discloses safeguarding concerns;
- ensure that confidential, detailed and accurate records of all safeguarding concerns reported to Sports Chaplaincy UK are maintained and securely stored;
- seek to ensure that appropriate recruitment checks are undertaken in respect of chaplains by their employing/deploying organisation (including appropriate level criminal records checks and the taking up of references) to assess the suitability and appropriateness of those undertaking chaplaincy roles and

responsibilities within a sporting context (Note: Sports Chaplaincy UK is not a Registered Body with the Disclosure and Barring Service but seeks to raise awareness of the need for safe recruitment checks. SCUUK requires its members to confirm and provide evidence that they have been subject to appropriate level DBS/Disclosure Scotland checks through the sports organisation for whom they are working);

- seek to prevent the employment/deployment of unsuitable individuals;
- seek to ensure robust safeguarding arrangements and procedures are in operation where sports chaplains are engaged and deployed

Positions of Trust

Legislative changes which were enacted in July 2022 extended the positions of trust offences within the Sexual Offences Act 2003 to include concerns related to faith leaders and within certain activities, faith and sports contexts (creating a new s22A of the Sexual Offences Act in 2022). Sports Chaplains hold Positions of Trust and are expected to maintain high standards of professional conduct and safeguarding standards.

Someone in a position of trust is a person in a position of authority or responsibility over another person. Those in positions of trust may have a considerable amount of power and influence on a young person's life. For example, a young person may become dependent upon the support offered by a Sports Chaplain, particularly if they are additionally vulnerable (for example, when injured, isolated from friends and family, struggling with performance and selection issues, bereaved, exploring their sexuality or gender identity etc). Those in a position of trust can have a positive influence on the welfare of a young person or adult at risk, by providing role models or someone to turn to if they have a concern, but it is important to have clear boundaries in place to ensure that abuse and exploitation cannot take place. It is vital for all those in such positions of responsibility to understand the power they may have over those in their care, and the responsibility they must therefore exercise..

This means that those in positions of trust should not:

- Use their position to gain access to information relating to vulnerable individuals for their own or others' advantage. Such information should only be used or shared to meet the needs of vulnerable people.
- Use their influence or power to intimidate, threaten, coerce or undermine vulnerable individuals.
- Use their status and standing to form or promote inappropriate relationships with service users or participants of any age; professional boundaries must be maintained at all times.

Any significant safeguarding concerns relating to a Chaplain will be taken seriously and the advice of the statutory agencies will be sought. The Local Authority Designated Officer (LADO) is the person who should be notified in England and Wales when it has been alleged that a professional or volunteer who works with children has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates she or he may pose a risk of harm to children
- behaved or may have behaved in a way that indicated they may not be suitable to work with children

Principles in relation to safeguarding adults

The guidance outlined in the policy and procedures is based on the following principles:

- All adults, regardless of age, ability or disability, gender or gender identity, race, religion, ethnic origin, sexual orientation, marital or social status have the right to be protected from harm, abuse and poor practice and to feel safe, positive and supported in all of their contact with our organisation and staff.
- Sports Chaplaincy UK (SCUK) will seek to ensure that our activities and offerings of support are inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability, disability and risk can change over time and according to context, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs
- We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns whether these concerns arise within our activities and services, for example inappropriate behaviour of an employee, or in the wider community.
- All allegations will be taken seriously and responded to quickly in line with SCUK's Safeguarding Adults Policy and Procedures.
- SCUK recognises the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of the Local Safeguarding Adults Boards

These principles are embedded in the Care Act 2014 and the Care and Support Statutory Guidance (2023). The rights of all adults to live a life free from neglect, exploitation abuse and discrimination are also protected by the Equality Act 2010 and the Human Rights Act 1998. Specifically, the right to life is protected (under Article 2); the right to be protected from inhuman and degrading treatment (under Article 3); and the right to liberty and security (under Article 5). See section 2 and appendix 3 for other relevant legislation.

Sports Chaplaincy UK is committed to keeping adults safe from harm and exploitation and to upholding their rights.

The Care Act 2014 sets out the following principles that should underpin safeguarding of adults :

- **Empowerment** - People being supported and encouraged to make their own decisions and informed consent.
"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
- **Prevention** – It is better to take action before harm occurs.
"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
- **Proportionality** – The least intrusive response appropriate to the risk presented.
"I am sure that the professionals will work in my interest, as I see them and they will only get involved as much as needed."
- **Protection** – Support and representation for those in greatest need.
"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
- **Accountability** – Accountability and transparency in delivering safeguarding.
"I understand the role of everyone involved in my life and so do they."

Whilst the Care Act 2014 is the primary legislation for the protection of adults in England and has many similarities with the Social Services and Well-being (Wales) Act 2014, it is important to note that the Wales Safeguarding Procedures (2019) provide guidance for all Welsh organisations and bodies to ensure that they meet their responsibilities under the SS&WB Act. The procedures make it clear that all organisations have an ethical obligation to take action where there are concerns about an adult who may be at risk and that this duty includes sharing the concerns with the relevant local authority (police or adult social care) regardless of the views of the adult at risk. This is a key difference between Wales and the other Home Nations. The aim of this statutory guidance is to ensure that no adult experiences significant harm as a result of delays in information sharing or failures to seek the support and assessment of the local social services or the police. SCUK advises that safeguarding advice be sought at the earliest opportunity should concerns arise.

Making safeguarding personal is the concept that adult safeguarding should be person led and outcome focused. It engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control. As well as improving quality of life, well-being and safety.

Wherever possible discuss safeguarding concerns with the adult to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information outside of the organisation where necessary.

Capacity refers to the ability to make a decision at a particular time, for example when under considerable stress. It should always be assumed that a person has capacity to make a decision unless it can be established that they lack capacity. It is critically important that people are provided with information in a way or format that they understand in order to ensure informed decision making.

The principles of the Mental Capacity Act 2005 (MCA) state that every individual has the right to make their own decisions and provides the framework for this to happen. The Wales Safeguarding Procedures, like the Care and Support Guidance, make it clear that the adult who is perceived to be at risk must remain central to and involved in any decisions about how they are supported to address any safeguarding concerns, to the extent that they are able (capacity and consent considerations).

Where concerns arise that capacity and consent are compromised (due to illness, disability, coercion and control for example), the Mental Capacity Act also provides a framework for situations where there is a risk of immediate or significant harm which supports intervention and advocacy in order to safeguard and protect the most vulnerable.

Practice Guidance:

Sport Chaplaincy UK's Code of Practice was reviewed and revised in 2021. It is intended to help create and maintain high standards in Chaplaincy practice. All chaplains must take personal responsibility for familiarising themselves with the expectations set out in the Code of Practice and adhering to those standards of conduct and behaviour.

Chaplains should:

- Provide a positive role model in terms of good conduct

- Operate at all times according to the best practice guidance and procedures as set out by their own sport's National Governing Body or club safeguarding policies
- Maintain professional relationships with children and adults and observe the boundaries of such a relationship
- Challenge unacceptable behaviour and report all concerns or allegations of poor practice or possible abuse
- Ensure that they have been subject to appropriate safeguarding recruitment/deployment checks by the sports organisation that they work for including criminal records checks. Wherever possible, chaplains should seek to introduce themselves and explain their role directly to the Designated Safeguarding Lead Officer for their organisation.
- Attend recognised direct-delivery basic awareness level safeguarding training and refresher training at least every three years. This will seek to ensure that chaplains can: recognise safeguarding concerns; respond appropriately; understand how to record any concerns and how to seek help/refer without delay to appropriate designated persons or to the statutory agencies.
- Seek to proactively identify and engage with safeguarding learning opportunities and updates provided by Sports Chaplaincy UK, their organisation, sports NGB, Local Authority/Local Safeguarding Partners or UK Coaching on a regular basis.

Reporting procedures:

If you have a concern about a child or young person (Under 18 years) or adult at risk in your organisation it is never an option to do nothing.

Ensure that you have read and understood your own organisation's Safeguarding Policies and Procedures. Make sure you have the name and contact details of your club/organisation's designated person for safeguarding/Club Welfare Officer and enter their details below:

- **Organisational or Club Safeguarding Lead Officer/Welfare Officer:**

Name: *[insert here]*

Telephone number: *[insert here]*

Email: *[insert here]*

If you cannot identify anyone who holds this role please let Sports Chaplaincy UK know as this would be a concern that would require addressing.

- **Sports National Governing Body Lead Officers:**

Each national governing body has a designated safeguarding lead who is there to support you and help you to take any action necessary to ensure that concerns are responded to appropriately and proportionately. ***The contact details for most sports safeguarding leads can be found in Appendix 2 and on the Sports Chaplaincy UK website (www.sportschaplaincy.org.uk).*** Further contact numbers can be found via the NGB websites or through the NSPCC's Child Protection in Sport Unit website at [Deal with a sport safeguarding concern | CPSU \(\[thecpsu.org.uk\]\(http://thecpsu.org.uk\)\)](#) or contact the CPSU who will signpost you to the appropriate lead officer (Tel: 0116 366 5590 Email: cpsu@nspcc.org.uk)

Insert your own sport's national level safeguarding lead's contact details below:

Name: *[insert here]*

Tel: *[insert here]*

Email: *[insert here]*

- **External Helplines (for advice and support):**

NSPCC Helpline: 0808 800 5000

ChildLine: 0800 1111

Ann Craft Trust (Adults): 0115 951 5400 (Mon to Fri, 9am - 5pm)

- **Local Statutory Agency contacts details:**

(please complete these for the location in which you are working. All contact details can be found online - please ask our safeguarding leads for support in completing this section if required)

- **Children's Social Care:**

- **Adult Social Care:**

- **Police Child Abuse Investigation Team / Public Protection Unit / Multi-Agency Safeguarding Hub (MASH):**

- **Sports Chaplaincy UK Designated Safeguarding Roles**

Sports Chaplaincy UK is committed to improving outcomes for all children, young people or adults who may be additionally vulnerable and in need of support and/or protection at any point in their life journey. This commitment is championed by our CEO Warren Evans, by our Chair of Trustees David Chawner and by Matt Baker. These individuals hold leadership responsibility for this area of governance and for ensuring, in partnership with our Trustees, that safeguarding is understood to be core business for chaplains. Matt Baker is Sports Chaplaincy's Designated Safeguarding Lead and our Independent Safeguarding Advisor is Gill Camina (Independent Safeguarding Solutions Ltd). Matt and Gill are available to provide support and guidance if you have any concerns about a child, young person or adult at risk or if you have concerns about the behaviour of someone who is working with them.

Please call or email in the first instance, if you have any safeguarding concerns or queries.

Matt Baker (Designated Safeguarding Lead
& Pastoral Support Director in English Football)

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In an emergency contact the Police or Adult/Children's Social Care if you feel there is an immediate risk of harm by calling 999

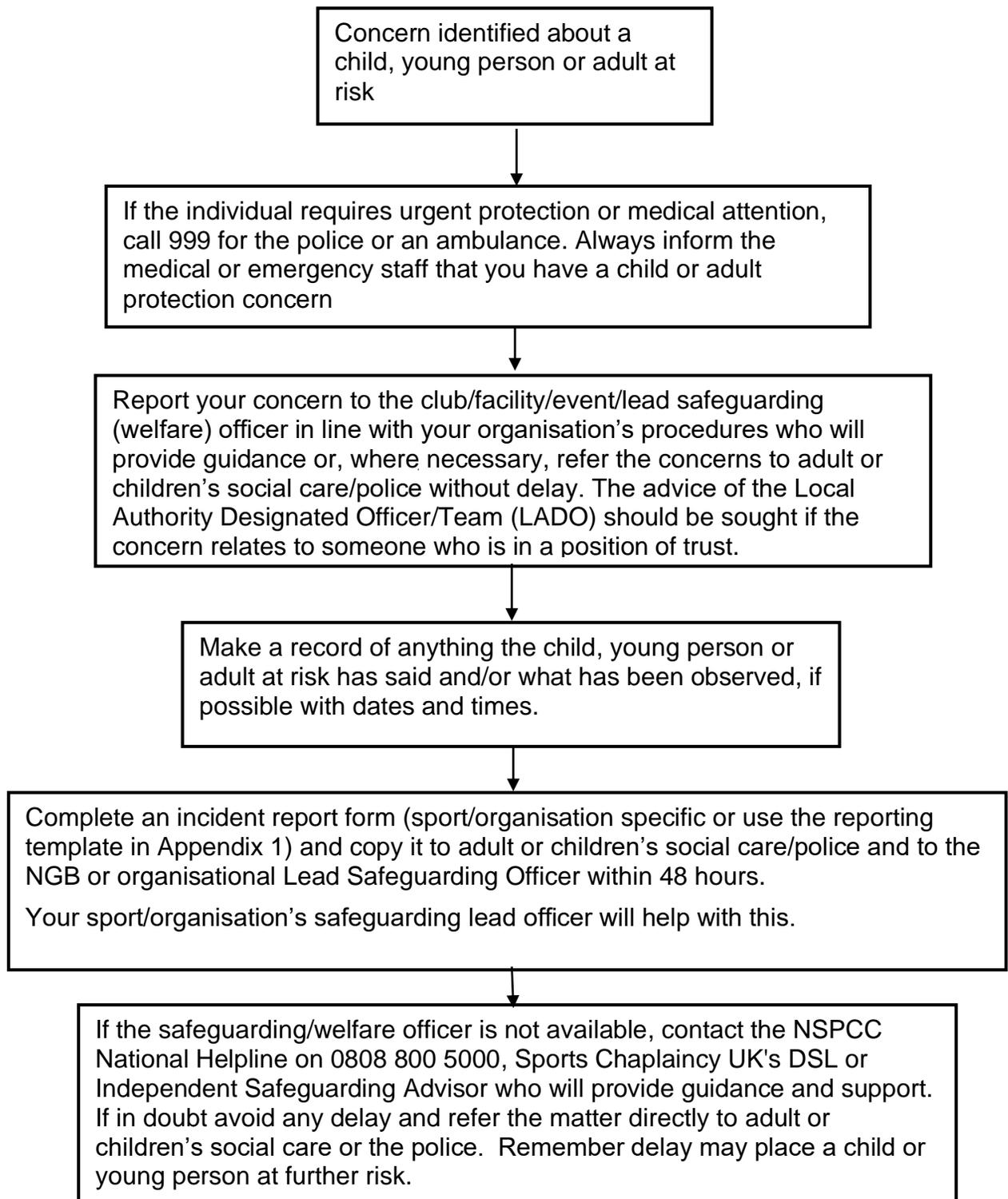
Policy Review

This policy and procedures will be widely promoted and is mandatory for everyone involved in Sports Chaplaincy UK. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation. The policy will be reviewed annually, or in the following circumstances:

- learning from cases/concerns managed
- changes in legislation and/or government guidance
- in line with any significant policy or guidance initiatives from UK Sport, Home Country Sports Councils and partner sports national governing bodies
- as a result of any other significant change or event

Reporting Flowchart

What to do if you are worried that a child or adult at risk is being harmed or abused inside or outside of a sports environment



Appendix 1: Reporting Form

Date of Referral: _____

Organisation: _____

1. Participant's details			
Participant name		Relationship to victim/s	
Address		Tel Number	
		Email	
Postcode		Role in sport (<i>Is the position paid?</i>)	
		Sport Governing Body	
Date of Birth		Club or Organisation	
Gender		Ethnicity	
2. Referrer's details (<i>Please enter your details</i>)			
Name of referrer		Role	
Address		Organisation	
		Tel Number(s)	
Postcode		Email	
		Relationship to participant	
3. Child or Adult at Risk's details (<i>The child, young person or vulnerable adult/s who are at risk of harm</i>)			
Any relevant details of alleged victim/s (age, disability, any additional areas of vulnerability or concern of which you are aware, frequency and level of participation in sport)		Performance/participation level (national/regional/county/ club/recreational)	
		Gender	
		Ethnicity	
		Parent/carer name Contact details (<i>telephone number, email, etc</i>)	

		Other Carer(s) name and contact details	
<p>4. Professional referrals/contacts <i>(Please provide name, contact number and email. Kindly provide the advice received and contact date with agency)</i></p>			
Local Authority Designated Officer <i>(Name, telephone number and email address)</i>			
Children/Adult Social Services			
Police			
Other <i>(e.g. NSPCC, Club Designated Safeguarding Officer, etc)</i>			
Details of concerns			
<p>Details of Concern(s)</p> <p><i>Please summarise the incident, including details of any other relevant parties.</i></p> <p><u><i>What have you heard, seen or been told</i></u></p> <p><u><i>Clearly identify a list of your safeguarding concern/s</i></u></p>			

<p>Action taken</p> <p><i>Please specify if you referred to a statutory agency, a NGB designated person, the Club Designated Safeguarding Officer or any other action taken related to your concerns (including action taken by the Club or Organisation).</i></p>	
<p>Other relevant information</p>	
<p>Further information</p> <p><i>Please include any information that you think is relevant to our investigation</i></p> <p><i>Are parents/carers aware of the concerns and/or referral?</i></p>	

Appendix 2: National Governing Body Lead Officers

To find the contact details for the safeguarding lead for your National Governing Body (in England Wales and Northern Ireland) go to: [Deal with a sport safeguarding concern | CPSU \(thecpsu.org.uk\)](https://www.thecpsu.org.uk/deal-with-a-sport-safeguarding-concern)