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**Safeguarding Adults at Risk Policy**

Introduction

The club is committed to the safeguarding of Adults at Risk at Harling Colts FC. This policy applies to all

volunteers.

Application

All volunteers are required to be aware of this policy and to comply at all times.

Scope

This policy applies to Adults at Risk who experience abuse or have been subject to a crime that has

been perpetrated on them by a person.

Vulnerable adult

A ‘Vulnerable Adult’ is defined as ‘a person aged 18 years or over who is or may be, at risk of

abuse by reason of mental or other disability, age or illness and who is or may be unable to take

care of him or herself. All vulnerable groups and Adults at Risk have the right to equal protection

from all types of harm or abuse and have the right to protection from abuse and exploitation. It

should be recognised that there are several forms of abuse including physical, psychological,

financial, sexual or neglect. These will often constitute criminal offences. In sport this may look

like, but not limited to;

• An elite footballer being sent threatening and sexually explicit text messages from their coach

• A member of a disability football team being exploited by a club member who regularly takes

money from them

• A young woman confiding in her coach about a forthcoming holiday where she will be married

against her will

Need for policy

The club is committed to creating opportunities for vulnerable adults to participate in a broad

spectrum of activities at the club at the same time as maintaining a safe environment for the

participants. The participation of Adults at Risk may be as players, coaches, employees, volunteers,

officials, administrators or spectators. The club has a moral, legal and social responsibility to

provide a fun and safe environment for all those participating in these activities. The club has a

commitment to manage and monitor allegations of discrimination, harassment, abuse and

bullying.

Safer structures

The Safeguarding Vulnerable Adults Policy is there to react to the occasions where proactive and

preventative work has failed and where harm has occurred by acts of commission or omission and

where the Vulnerable Adult has not been able to safeguard his or herself. In particular its function

is to ensure that safeguards are put in place to keep the Vulnerable Adult safe and to prevent such

harm occurring again, either to the same Vulnerable Adult or to other Vulnerable Adults.

Roles & responsibilities

The Club Welfare Officer is responsible for the club’s arrangements for the safeguarding of

Vulnerable Adults and the designated person to which any sign or suspicion of abuse shall be

reported. All club volunteers are to safeguard the welfare of Adults at Risk by protecting them

from any significant physical, sexual and emotional harm and from neglect, bullying and financial

harm within the club activities. This may include training and codes of practice amongst other

strategies for reducing risk. Report to the appropriate authorities any concerns about abuse or

harm to Adults at Risk whether this occurs within the club activities or elsewhere and whether this

be a potential criminal offence or other concern. The appropriate authorities may be internal and

external to football. This will include following the club’s reporting frameworks. Ensure

appropriate investigations and responses to concerns about abuse or harm within the club utilising

the disciplinary process as appropriate. This will include work in partnership with the Police and

other statutory agencies charged with investigating and responding and with the Adult at risk who

is believed to be at risk or believed to have been harmed. Following such investigations, act to put

appropriate safeguards in place to safeguard the Adult at risk in the future and to reduce the risk

of harm to other Adults at Risk. Report when appropriate to the Independent Safeguarding

Authority (ISA) anybody delivering a regulated activity for the club who is believed by the club to

present a risk of harm to Adults at Risk. Where the club “withdraws permission” for a person to

deliver a regulated activity they will also be reported to the ISA.

• The club has the power as part of the clubs disciplinary procedures to issue a suspension,

pending a risk assessment where any one or more of the following applies:

• The individual fails to comply with any part of the club DBS and ISA Processes;

• The individual has been barred by the ISA from engaging in regulated activity relating to

Vulnerable Adults;

• The individual has been convicted of, or made the subject of caution for, a serious sexual, violent

offence or any other offence that the club believes to be relevant to the care of Vulnerable Adults;

• Following a risk assessment, the club is satisfied on the balance of probabilities that the

individual may pose a risk of harm to an Adult at Risk.

DBS

All volunteers at the club are required to complete an enhanced DBS check every 3 years. Any

referrals made to DBS will be carried out by the Club Welfare Officer and documented by the club.

The club has a legal duty to make referrals to the DBS should they have any concern that a person

has either harmed or may pose harm to a child or Adult at risk Definitions of abuse There are

different types of abuse and these are:

• Physical Abuse – Including hitting, slapping, pushing, kicking, misuse of medications, restraint or

inappropriate sanctions.

• Sexual Abuse – Including rape and sexual assault or sexual acts to which the person has not, or

could not consent and/ or was pressured into consenting.

• Psychological Abuse – Including emotional abuse, threats of harm or abandonment, deprivation

of contact, humiliation, blaming, controlling, verbal abuse, isolation or withdrawal from supportive

networks.

• Financial/Material Abuse – Including theft, fraud, exploitation, wills, property, inheritance,

possessions or benefits.

• Neglect – Ignoring medical and/or physical care needs, failure to provide access to health, social

care or educational services, withholding necessities of life, e.g. medication, adequate nutrition

and heating.

• Discriminatory – Including racist, sexist, based on a person’s disability.

• Institutional - is the mistreatment or abuse or neglect of an adult by a regime or individuals

within settings and services that adults live in or use, that violate the person’s dignity, resulting in

a lack of respect for their human rights.

• Domestic - any incident or pattern of incidents of controlling, coercive, threatening behaviour,

violence or abuse between those

• Self Neglect - failure of an adult to take care of himself or herself that causes, or is reasonably

likely to cause within a short period of time, serious physical, mental or emotional harm or

substantial damage to or loss of assets.

• Modern Slavery - Modern slavery and human trafficking. Modern Slavery is the term used within

the UK and is defined within the Modern Slavery Act 2015. These crimes include holding a person

in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the

intention of exploiting them soon after.

• Modern day abuse - which may include but is not limited to radicalisation, female genital

mutilation, child sexual exploitation, gender based violence, sexting and trafficking.

For further information please refer to ‘No Secrets’ - Department of Health, 2000 Bullying – either

by individuals or systemically.

At one end of the scale, there may be obvious signs and symptoms of abuse, but at the opposite

end, the indicators may be very difficult to detect. Combinations of factors which individually

might not give cause for concern could be much more worrying when considered together. The

abuse may be committed by one individual against another or be institutional in that the whole

organisation colludes in abusive practices either through ignorance or choice.

Where harm may occur

Harm may occur anywhere in a club activity or it can be reported to a club representative (or

indicative signs noticed) when it has occurred outside a club activity.

There are complex scenarios including:

Adults at Risk playing, officiating, coaching, spectating or administering within a variety of

activities at the club. Vulnerable Adults may be at risk of harm from other adults who may or may

not be vulnerable themselves. Those doing harm to the Adult at risk may be in the club activity or

elsewhere in the Adult at risk network. Harm may be deliberate or result from not understanding

the Adult at risk needs (commission or omission).

Adults at Risk may be at risk of harming others in club activities either by deliberate behaviours or

by failing to understand their responsibilities to others. On these occasions the Adult at risk may

need help and support to manage his or her behaviour in a suitable way, or may need to have

certain responsibilities removed from them. Safeguards may need to be put in place to protect

others.

Adults who have been ‘at risk’ in the past who are now ‘not at risk’, (example: people recovering

from mental health issues). Where these adults are seeking positions of responsibility at the club,

but have criminal records or issues from their past which are directly related to these periods of

vulnerability, detailed risk assessments will be undertaken. Assessment of suitability for their new

roles requires a specific knowledge base and sensitive handling. Whilst the club promote a policy

of inclusion, the risk assessments are conducted to measure the risk posed by somebody who is

recovering from a previous period of vulnerability, considering other vulnerable adults and

children who need safeguarding from possible harm, should the risk factors re-emerge.

Adults at Risk may also be at risk of harming themselves through failing to realise and report when

they need additional or different support at the club activities.

Training

Every volunteer will undertake appropriate safeguarding, first aid and DBS training through the FA

every three years. We actively encourage all of our volunteers to keep up to date with the most

recent local and national adult safeguarding advice and guidance. This can be accessed via

www.norfolksafeguardingadultsboard.info

The Club Welfare Officer should be used as a first point of contact for concerns and queries

regarding any safeguarding concern in our club.