



Safeguarding and Protecting Children Policy



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Foreword

British Triathlon and the Home Nations (Triathlon England, Triathlon Scotland and Welsh Triathlon) are firmly committed to creating and maintaining safe, fun and positive environments for all children to take part in triathlon.

The British Triathlon Safeguarding and Protecting Children Policy sets out our belief in and commitment to safeguarding and protecting all children involved in triathlon, safeguarding their welfare and protecting them from all forms of abuse and neglect. This is not just our responsibility but that of everyone involved in triathlon at all levels to ensure that children can enjoy themselves in a safe and non-threatening environment.

Our Safeguarding and Protecting Children Policy, Home Nations Procedures and supporting guidance documents are built upon the organisations' values: we are people centred, we are ambitious, we are inclusive and we do what's right.

The policy, procedures and supporting guidance documents provide comprehensive guidance for everyone in our sport. We encourage everyone involved in our sport to read the enclosed information and ensure they are aware of our policy, the relevant Home Nation procedures and their content so that together we continue to build a safe environment for children.

- **Andy Salmon** - British Triathlon & Triathlon England CEO
- **Louise Wright** - Triathlon Scotland CEO
- **Beverley Lewis** - Welsh Triathlon CEO



Policy Statement

The British Triathlon Safeguarding and Protecting Children Policy is adopted by:

- British Triathlon
- Triathlon England
- Triathlon Scotland
- Welsh Triathlon

As the National Governing Bodies for triathlon, British Triathlon and the Home Nations accept our responsibility to meet our duty of care to all children and to safeguard their welfare.

British Triathlon and the Home Nations consider the safety and wellbeing of children as central to its values. All concerns about children must be acted upon and reported immediately. Where there are concerns and disclosures of abuse against children, we will prioritise the wellbeing of the child and act in accordance with all relevant UK legislation and guidance. Poor practice will be taken extremely seriously and viewed as a breach of our safeguarding policy.



Everyone is responsible for reporting concerns; not acting is not an option.

The British Triathlon Safeguarding and Protecting Children Policy applies to everyone involved in British Triathlon and Home Nation governed activities, whether or not they are members.

Failure to comply with our Policy will be addressed without delay and where necessary, British Triathlon or the relevant Home Nation will take Safeguarding Disciplinary Action (as defined in the relevant safeguarding procedures and associated guidance) against anyone in breach of this Policy.

British Triathlon and the Home Nations are committed to safeguarding and promoting the welfare of children in our sport. All children are entitled to feel safe, be safe and protected from any form of abuse and neglect and have the right to take part in triathlon in a safe, positive and enjoyable environment and to be given the chance to experience the feelings of enjoyment, challenge and achievement that are inherent to our sport. To ensure this, British Triathlon and the Home Nations have developed this policy, which is supported by the safeguarding procedures and associated guidance which all participants are expected to comply with, and everyone in the sport accepts their responsibilities to safeguard children from harm and abuse.

This Policy operates in conjunction with UK legislation governing safeguarding and protecting children. It is also to be read in conjunction with other relevant policies which also provide information and guidance relevant to Safeguarding such as the Codes of Practice, Ethics and Conduct, and Anti-bullying Policy.

Guiding Principles

**For the purpose of this policy we use the following definition:
a child is defined as anyone under the 18 years of age.**

**Children's rights guide us in what our responsibilities are.
The following rights are highlighted:**

- Each child has the right to protection from all forms of abuse, neglect or exploitation
- Each child has a right to be treated as an individual
- Each child has the right to express views on all matters that affect them

In order to minimise the risk of abuse our policy is built on the following principles:

- The welfare of the child is paramount and must be prioritised at all times.
- Safeguarding children is everyone's responsibility and everyone must act appropriately, and report concerns. Doing nothing is NOT an option and all concerns must be reported. All organisations and individuals involved in triathlon must understand and accept their responsibility to report concerns to the appropriate officer.

- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to be treated with respect and dignity.
- Children should be encouraged to express their views in matters affecting them and these views valued.
- All allegations, suspicions and concerns of poor practice, harm or abuse will be taken seriously and responded to swiftly, fairly and appropriately.
- We recognise the role and responsibilities of the statutory agencies in safeguarding children and are committed to complying with local and national safeguarding procedures. All concerns and disclosures that indicate illegal action will be reported to external authorities.

British Triathlon and Home Nations Roles and Responsibilities

British Triathlon and Home Nations will:

- Build safe and welcoming environments and a safeguarding culture where staff, volunteers, children and their families, treat each other with respect and are comfortable about sharing concerns.
- Appoint a Lead Safeguarding/Wellbeing & Protection Officer to provide advice and guidance, a deputy and a lead trustee/board member for safeguarding.
- Promote and prioritise the rights of children and protect them from all forms of abuse, neglect or exploitation.
- Promote and prioritise the British Triathlon Safeguarding and Protecting Children Policy and Home Nations procedures.
- Recruit, train, support and supervise staff and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- Require staff, members, affiliated clubs and volunteers to adopt and abide by this policy.
- Ensure robust systems are in place to manage safeguarding concerns or allegations and respond swiftly and appropriately to all complaints and concerns about poor practice or suspected or actual abuse of children in line with this policy and Home Nation procedures.
- Accurately record and safely store confidential information of all complaints, concerns and safeguarding cases.
- Regularly monitor, review and evaluate with partners the implementation of this policy and these procedures.
- Monitor all complaints and concerns about poor practice or suspected or actual abuse to gain a greater insight into the experiences of children in triathlon and continuously improve the support and guidance we develop.
- Ensure all event organisers, permitted events and affiliated clubs implement safeguarding policies, practices and procedures.
- Make sure that children and their families know where to go for help if they have a concern, are informed and consulted and, where appropriate, fully involved in decisions that affect them.
- Provide guidance on appropriate level of training to be undertaken for staff, members volunteers, coaches and officials.

- Continually develop safeguarding practices, recognising the need to support and develop a network of Club Welfare or Wellbeing & Protection Officers with lead responsibility for safeguarding and protecting children in clubs.
- Support clubs, affiliated organisations and members to understand their safeguarding responsibilities through the provision of clear guidance and support.
- Give guidance on appropriate recruitment procedures to assess the suitability of volunteers and staff working with children and support clubs, affiliated organisations and members to adopt appropriate safe recruitment checks for roles involving children.

Safeguarding Standards

The following safeguarding standards must always be upheld in the sport of triathlon.

Everyone in triathlon:

- Must not abuse, neglect, discriminate against, bully or otherwise harm a child or act in a way that may be interpreted as such.
- Must be a positive role model, act with integrity and help to create a safe, inclusive environment for all children, free from poor practice, discrimination and/or bullying.

All affiliated clubs and organisations with children:

- Must provide procedures to safeguard the wellbeing of all participants and protect them from abuse and adopt and implement the British Triathlon Safeguarding & Protecting Children Policy.
- Must require staff/volunteers to adopt and abide by the British Triathlon Safeguarding & Protecting Children Policy.
- Must recruit, train and supervise their volunteers and employees to adopt best practice to safeguard and protect young people from abuse.
- With junior sections (U18s) must have a trained Club Welfare or Wellbeing & Protection Officer who holds the required criminal record check as described above.
- With junior clubs in England must achieve bronze Trimark Accreditation.
- In Wales hold the Insport bronze as a minimum standard for the Insport accreditation award in Wales.

Coaches, volunteers, staff, club officers and workforce;

- Working or volunteering with children in Regulated Activity (as defined in the relevant legislation) must hold the required criminal record check.
 - In England and Wales: Disclosure and Barring Service check (DBS) through British Triathlon which is renewed every three years.
 - In Scotland: Protecting Vulnerable Groups (PVG) Scheme Membership for the relevant organisation which is updated every three years.

- Must obtain an appropriate safeguarding and protecting children training certificate as defined by British Triathlon and the Home Nations when working or volunteering with children.
- When in a position of authority and trust in relation to children and participants aged 16 and 17 years must not engage in sexual relationships with them while an unequal power relationship exists.
- Must ensure physical contact with children must always be intended to meet the needs of the child and the sport, not the adult.
- Working with children must adhere to the standards set out in the Codes of Practice, Ethics and Conduct relevant to their role. Similarly, children, parents and all participants are expected to follow their respective Codes of Conduct.



Legislation

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England, Scotland and Wales.

England	Scotland	Wales
<ul style="list-style-type: none"> Children Act 1989 	<ul style="list-style-type: none"> Children and Young People (Scotland) Act 2014 	<ul style="list-style-type: none"> Social Services and Well-being (Wales) Act 2014
<ul style="list-style-type: none"> Children Act 2004 	<ul style="list-style-type: none"> Children's Hearing (Scotland) Act 2011 	<ul style="list-style-type: none"> Children Act 1989
<ul style="list-style-type: none"> Children and Social Work Act 2017 	<ul style="list-style-type: none"> The Equality Act 2010 	<ul style="list-style-type: none"> Children Act 2004
<ul style="list-style-type: none"> Working together to safeguard children (Department for Education, 2018) 	<ul style="list-style-type: none"> Protection of Vulnerable Groups (Scotland) Act 2007 	<ul style="list-style-type: none"> Well-being of Future Generations (Wales) Act 2015
<ul style="list-style-type: none"> What to do if you're worried a child is being abused: advice for practitioners (Department for Education, 2015) 	<ul style="list-style-type: none"> Rehabilitation of Offenders Act 1974, the Exclusions and Exceptions (Scotland) Order 2003 	<ul style="list-style-type: none"> Rights of Children and Young Persons (Wales) Measure
<ul style="list-style-type: none"> Mandatory reporting of female genital mutilation (FGM) (Home Office, 2016) 	<ul style="list-style-type: none"> Protection of Children (Scotland) Act 2003 	<ul style="list-style-type: none"> Rights of Children and Young Persons (Wales) Measure
	<ul style="list-style-type: none"> Disclosure Scotland Code of Conduct "Making Scotland Safer" 2002 	<ul style="list-style-type: none"> Working together to safeguard people guidance (Welsh Government, 2019)
	<ul style="list-style-type: none"> Disclosure Scotland Code of Conduct "Protecting the Vulnerable by Safer Recruitment" 	<ul style="list-style-type: none"> Child and adult protection procedures
	<ul style="list-style-type: none"> Sexual Offences (amendments) Act 2000 	
	<ul style="list-style-type: none"> Human Rights Act 1998 	
	<ul style="list-style-type: none"> Data Protection Act 2018 	
	<ul style="list-style-type: none"> Police Act 1997 	
	<ul style="list-style-type: none"> Sex Offenders Act 1997 	
	<ul style="list-style-type: none"> Children (Scotland) Act 1995 	
	<ul style="list-style-type: none"> Criminal Procedure (Scotland) Act 1995 	

Contacts

Anyone who is concerned about the wellbeing of a child, or has a disclosure of abuse or neglect made to them must report this.

The delivery of Safeguarding and Child Protection lies with the Home Nations of Welsh Triathlon, Triathlon Scotland, and Triathlon England. If you have a concern about the safety of a child, training, or guidance you should contact your relevant Home Nation Lead Safeguarding Officer and follow the relevant procedure which sets out more detail about how to report concerns for the Home Nation.

To report a concern contact;

British Triathlon Lead Safeguarding Officer (LSO):

07793 647578

concern@britishtriathlon.org

Triathlon England Lead Safeguarding Officer:

07793 647578

concern@britishtriathlon.org

Welsh Triathlon Lead Safeguarding Officer:

0300 300 3128 / 07587 038156

welfare@welshtriathlon.org

Triathlon Scotland Lead Wellbeing & Protection Officer:

07860 716 418

welfare@triathlonscotland.org

The **NSPCC helpline** is a place adults can contact by phone or online to get advice or share their concerns about a child, anonymously if they wish <https://www.nspcc.org.uk/keeping-children-safe/our-services/nspcc-helpline/>

Contact their trained helpline counsellors 24 hours a day by email or using the online reporting form. You can also call the Helpline Monday to Friday 8am – 10pm or 9am – 6pm at the weekends.

0808 800 5000

help@nspcc.org.uk

NSPCC are available 24 hours a day, 365 days a year

Urgent cases should be referred to the Police and emergency services by calling 999.

Concerns which are not of potential abuse but are about the young person's wellbeing should also be addressed and reported.

Breaches of this Policy and or Safeguarding Procedures

British Triathlon, Triathlon England, Triathlon Scotland or Welsh Triathlon will take Safeguarding Disciplinary Action where an organisation / person over whom they have jurisdiction over is found to have harmed the safety and/or welfare of a child in triathlon, or whose conduct (whether in triathlon or not) is deemed to pose an actual or potential risk of harm to the safety and/or welfare of a child in triathlon.

All breaches of this policy will be taken extremely seriously and may result in dismissal, prohibition from attending or participating in British Triathlon, Triathlon England, Triathlon Scotland or Welsh Triathlon governed activities and/or legal action. Breaches will be managed by the British Triathlon, Triathlon England, Triathlon Scotland or Welsh Triathlon Safeguarding Case Management Groups, and may use Sport Resolutions as an independent body if required.

Links to additional support

For victims, reporters, friend and family:-

- [ChildLine](#) – for young people to access help
- [The NSPCC](#) – for adults to access help or report a concern
- [The CPSU](#) – Dealing with a concern
- [Young Minds](#) - young people's wellbeing and mental health
- Club Safeguarding Officers (CSOs)
- [MOSAC](#): providing a safe place for parents and carers
- [Lucy Faithful Foundation](#): the only UK-wide child protection charity dedicated solely to reducing the risk of young people being sexually abused: Tel: 0808 1000 900, Email: help@stopitnow.org.uk
- [Child and Adolescent Mental Health Services](#) (CAMHS) are NHS funded services for young people in the mental health arena in the UK
- [Bullying UK](#) - bullying in Sport – support/what to do

The British Triathlon Safeguarding and protecting children policy will be kept under periodic review but not less than once every three years or sooner if there are changes to changes to legislation and good practice.

Policy Name: British Triathlon Safeguarding and Protecting Children Policy

Policy ID: FRG033

Version: 1.0

Date Last Reviewed: March 2021

Editor: Sport Integrity and Inclusion Manager

Approved By: British Triathlon Board
Triathlon England Board
Triathlon Scotland Board
Welsh Triathlon Board

Date approved

