

SECTION 1:

OUR STANCE AS AN ORGANISATION

FORWARD

Volleyball England acknowledges its duty of care to safeguard adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance, complies with best practice and Sport England requirements.

We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe.

Volleyball England is committed to developing, strengthening, and maintaining the highest standards to ensure everyone can consume the sport free from any potential harm or abuse.

Working with our network of Regions, Counties, and member clubs, we will ensure that everyone knows and is supported to fulfil their safeguarding and welfare responsibilities to create happy, positive environments for all.

All of the information within this document and more can be found online at:

www.volleyballengland.org/safeguarding



SAFEGUARDING ADULTS POLICY

Volleyball England acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all involved.

This Safeguarding Adults Policy and supporting documents have been designed to both inform and guide those within our sport on all aspects of safeguarding and should be adopted by all members of the volleyball community.

Volleyball England believes that all participants, staff, and volunteers should feel safe while participating in volleyball. We are committed to creating and maintaining a positive environment where all concerns will be listened to, acted on appropriately and all participants treated with respect.

Actions taken by Volleyball England will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned. Where necessary, Volleyball England will take disciplinary action against any members, connected participants and staff where breach of this policy, **Disciplinary Policy** or **Codes of Conduct** is alleged.



PURPOSE & SCOPE

The purpose of this policy is to demonstrate the commitment of Volleyball England to safeguarding adults and to ensure that everyone involved in volleyball is aware of:

- The legislation, policy, and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or well-being of an adult within the organisation.

This safeguarding adult policy and associated procedures apply to all individuals involved in Volleyball England including board members, staff, coaches, referees, players, volunteers, members and to all concerns about the safety

of adults whilst taking part in our organisation, its activities and in the wider community.

Although there are many similarities with safeguarding adults and children there are also some distinct differences. For this reason, Volleyball England has created a separate Safeguarding Adults Policy.

We expect our partner organisations, including, affiliated clubs, Regions, Counties, stakeholders, and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Adults Policy and procedures.



DEFINITION OF AN ADULT AT RISK

The Care Act 2014 creates specific responsibilities on Local Authorities, Health, and the Police to provide additional protection from abuse and neglect to Adults at Risk:

An **adult at risk** is an individual aged 18 years and over who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- is experiencing, or at risk of, abuse or neglect, AND;
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.



SAFEGUARDING ADULT LEGISLATION

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance taking the following into consideration:

- [The Care Act \(England\) 2014](#)
- [The Mental Capacity Act 2005](#)
- [The Human Rights Act 1998](#)
- [The Data Protection Act 2018](#)
- General Data Protection Regulations 2018
- [Care and Support Statutory Guidance \(especially chapter 14\) 2014](#)
- [The Social Services and Well-being \(Wales\) Act 2014](#)
- [The Protection of Freedoms Act 2012](#)
- [Domestic Violence, Crime and Victims \(Amendment\) Act 2012](#)
- [The Equality Act 2010](#)
- [The Safeguarding Vulnerable Groups Act 2006](#)
- [Sexual Offences Act 2003](#)



TYPES OF ABUSE

As identified in the Care Act 2014, the 10 types of abuse are:

- Physical Abuse
 - Sexual Abuse
 - Financial or Material Abuse
 - Neglect
 - Emotional or Psychological Abuse
 - Self-Neglect
 - Modern Slavery
 - Domestic Violence or abuse
 - Discriminatory
 - Organisational Abuse
- See more about types of abuse in Section 5.



COMMITMENT

AS PART OF OUR SAFEGUARDING ADULT'S POLICY VOLLEYBALL ENGLAND WILL ENSURE THEY:

- Promote and prioritise the safety and well-being of adults.
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to adults.
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored.
- Prevent the employment/deployment of unsuitable individuals.
- Ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Volleyball England. Failure to comply

with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.



MONITORING

The Volleyball England Case Management Group will provide a strategic overview of the safeguarding policies and procedures for Volleyball England.

They will review, monitor and evaluate the policies, procedures and good practice guidance in place to ensure that our sport is kept to the highest standards and that our adults can participate in a safe and enjoyable environment.

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- Changes in legislation and/or government guidance.
- As required by the local safeguarding arrangements, UK Sport and/or Sport England.

The date for the next review will be January 2025.



IMPLEMENTATION

Volleyball England is committed to developing and maintaining its capability to implement this policy and procedures. To do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- Access to relevant legal and professional advice.
- A clear line of communication to the Board.
- Safeguarding adult procedures that deal effectively with any concerns of abuse, including those caused through poor practice.
- A designated Safeguarding Lead/Welfare Officer for events/camps/competitions.
- A standing Case Management Group with an appointed Chair and clear Terms of Reference.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Codes of conduct for Board members, Staff, Coaches, Players, Officials, Volunteers and Members and other relevant individuals that specify zero tolerance of abuse in any form.
- Club and event Risk assessments that include safeguarding of adults.
- Policies and procedures that address the following areas and which are consistent with this Safeguarding Adults policy.
 - **Safeguarding & Protecting Children Policy**
 - **Bullying and harassment**
 - **Social Media**
 - **Equality, diversity and inclusion**
 - Safe activities risk assessments
 - **Code of Conducts** and a process for breach of these – Staff, Coaches, Officials, Volunteers, Participants/Members, Carers/Personal Assistants, Fans
 - **Discipline and grievance**
 - **Concerns, Complaints and Compliments**
 - **Whistleblowing/Speaking up**
 - **Safe recruitment and selection** (staff and volunteers)
 - Contract compliance
 - **Information policy, data protection and information sharing.**