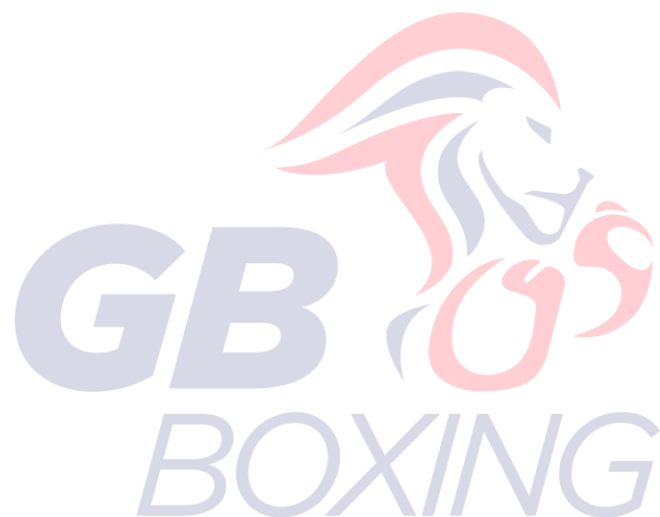


# **Safeguarding Adults Policy and Procedures**

## **British Amateur Boxing Association**

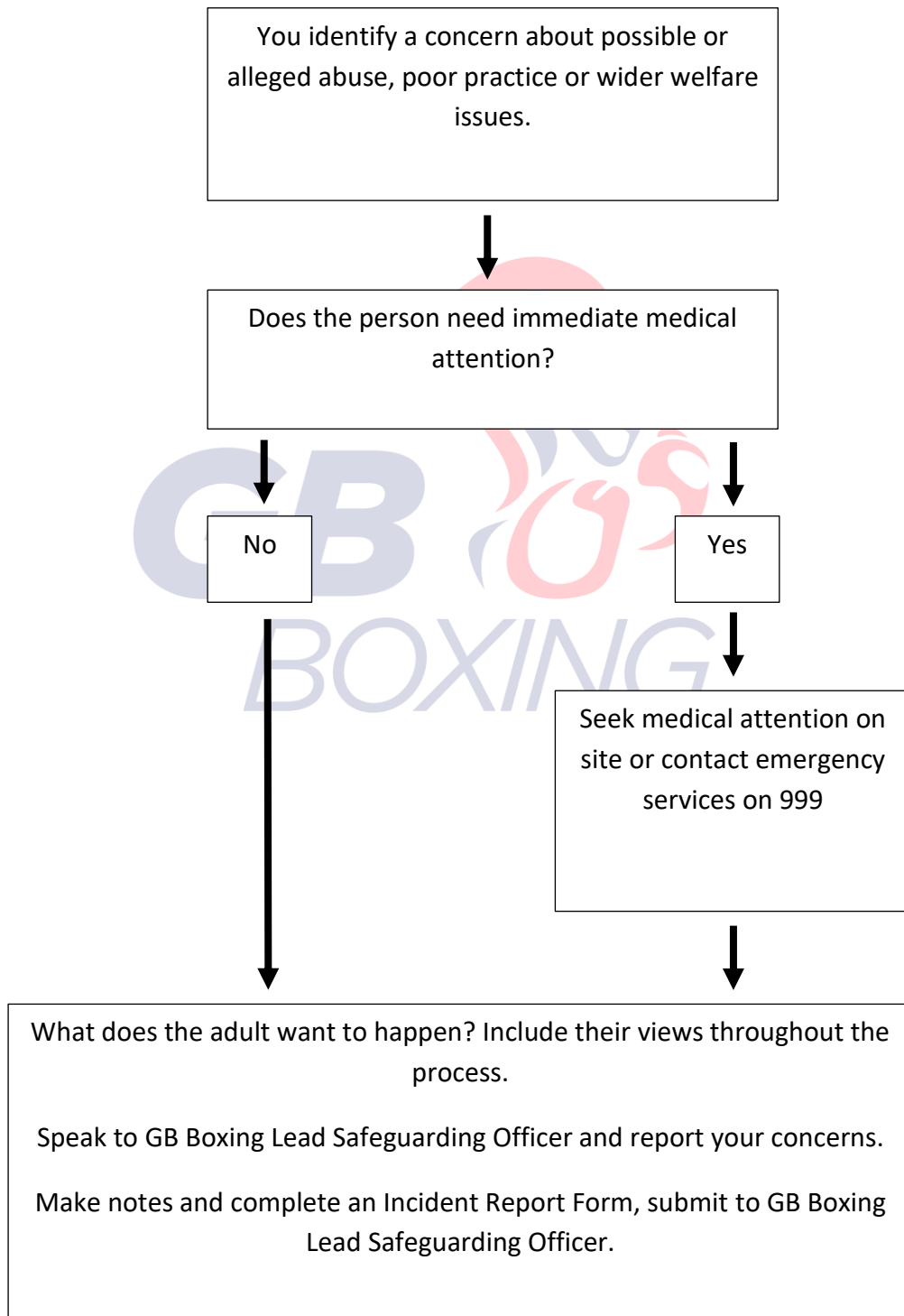


## Do you have concerns about an adult?

### Safeguarding is everyone's responsibility.

If you have concerns about an adult's safety and/or wellbeing, you must act on these.

It is not your responsibility to decide whether or not an adult has been abused. It is, however, your responsibility to act on any concerns.



## **GB Boxing Safeguarding Adults Policy and Procedures**

### **Introduction**

**GB Boxing (official company name British Amateur Boxing Association)** is committed to creating and maintaining a safe and positive environment and accepts its responsibility to safeguard the welfare of all adults involved in boxing in accordance with the Care Act 2014.

The GB Boxing Safeguarding Adults Policy and Procedures apply to all individuals involved in GB Boxing.

GB Boxing will encourage and support partner organisations, including NGBs, suppliers, and sponsors to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Safeguarding Adults Policy and Procedures.

### **Index:**

#### Introduction

1. Principles
2. Guidance and legislation
3. Definitions
4. Types of abuse and neglect
5. Signs and indicators of abuse
6. What to do if you have a concern
7. How to record a disclosure
8. Safeguarding Adults flow chart
9. Roles and responsibilities
10. Good practice, poor practice and abuse
11. Relevant policies
12. Further information
13. Sport Integrity

#### Appendix 1 – Incident Report Form

#### Appendix 2 – Guidance and information

- Capacity – Guidance on making decisions
- Understanding the MCA
- Making decisions
- Consent and information sharing
- Making safeguarding personal
- Consent

#### Appendix 3 – Legislation and government initiatives

#### Appendix 4 – Useful contacts

#### Appendix 5 – Principles of safeguarding for each Home Nation

## 1. Principles

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

- All adults, 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.
- GB Boxing 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.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, 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 GB Boxing, for example the inappropriate behaviour of a coach, or in the wider community.
- All allegations will be taken seriously and responded to quickly in line with GB Boxing Safeguarding Adults Policy and Procedures.
- GB Boxing 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.

### The six principles of adult safeguarding

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.”

### **Making Safeguarding personal**

‘Making safeguarding personal’ means that adult safeguarding should be person-led and outcome-focussed. 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.

### **Wellbeing Principle**

The concept of wellbeing is threaded throughout the Care Act and it is one that is relevant to adult safeguarding in sport and activity. Wellbeing is different for each of us however the Act sets out broad categories that contribute to our sense of wellbeing. By keeping these themes in mind, we can all ensure that adult participants can take part in amateur boxing fully.

- Personal dignity (including treatment of the individual with respect)
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal domains
- Suitability of the individual’s living accommodation
- The individual’s contribution to society.

### **Capacity and decision making**

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.

People should be given information in formats that they understand to be able to make decisions.

## 2. Legislation

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance and have been developed to complement the Safeguarding Adults Boards policy and procedures. They take the following into consideration):

- England - The Care Act 2014
- Wales - Social Services and Well Being Act 2014
- Scotland - Adult Support and Protection Act 2007
- Northern Ireland - Adult Safeguarding Prevention and Protection in Partnership 2015
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- England and Wales - Mental Capacity Act 2005
- Scotland - Adults with Incapacity Act 2000
- Mental Capacity (Northern Ireland) 2016
- Sexual Offences Act 1956 & 2003
- The Human Rights Act 1998
- The Data Protection Act 1998
- The General Data Protection Regulation 2016

## 3. Definitions

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

**Adult** is anyone aged 18 or over.

**Adult at Risk** is a person aged 18 or over who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs);  
and;
- Is experiencing, or is 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.

**Adult in need of care and support** is determined by a range of factors including personal characteristics, factors associated with their situation, or environment and social factors.

Naturally, a person’s disability or frailty does not mean that they will inevitably experience harm or abuse. In the context of safeguarding adults, the likelihood of an adult in need of care and support experiencing harm or abuse should be determined by considering a range of social, environmental and clinical factors, not merely because they may be defined by one or more of the above descriptors.

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.

**Abuse** is a violation of an individual’s human and civil rights by another person or persons. See section 4 for further explanations.

**Adult safeguarding** is protecting a person’s right to live in safety, free from abuse and neglect.

**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). See Appendix 2 for guidance and information.

**Adult at risk of abuse or neglect definition**

Safeguarding legislation has moved away from the term ‘vulnerable adult’, instead using the term ‘adult at risk’. This term illustrates that it is the circumstances affecting people with care and support needs that causes them to be at risk of abuse or neglect.

<i>England (Care Act 2014)</i>	<i>Wales (Social Services and Well Being Act 2014)</i>
<p>An "adult at risk" is an individual aged 18 years and over who:</p> <p>(a) Has needs for care and support (whether or not the local authority is meeting any of those needs)</p> <p>(b) Is experiencing, or at risk of, abuse or neglect</p> <p>(c) 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.</p>	<p>An "adult at risk" is an individual aged 18 years and over who:</p> <p>(a) Is experiencing or is at risk of abuse or neglect,</p> <p>(b) Has needs for care and support (whether or not the authority is meeting any of those needs) and</p> <p>(c) As a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.</p>

<i>Scotland (Adult Support and Protection Act 2007)</i>	<i>NI (Adult Safeguarding Prevention and Protection in Partnership 2015)</i>
<p>An “Adult at risk” is an individual aged 16 years and over who:</p> <p>(a) Is unable to safeguard their own well-being, property, rights or other interests,</p> <p>(b) Is at risk of harm, and</p> <p>(c) Because they are affected by disability, mental disorder, illness or physical or mental infirmity, is more vulnerable to being harmed than adults who are not so affected.</p>	<p>An Adult at Risk of Harm is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their personal characteristics and/or life circumstances.</p> <p>Personal characteristics may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. Life circumstances may include, but are not limited to, isolation, socio-economic factors and environmental living conditions.</p> <p>An ‘adult in need of protection’ is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:</p> <p>A) personal characteristics AND/OR</p> <p>B) life circumstances AND</p> <p>C) who is unable to protect their own well-being, property, assets, rights or other interests; AND</p> <p>D) where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed.</p> <p>In order to meet the definition of an ‘adult in need of protection’ either (A) or (B) must be present, in addition to both elements (C), and (D).</p>

#### 4. Types of Abuse and Neglect

There are different types and patterns of abuse and neglect, and different circumstances in which they may take place. The Care Act 2014 identifies the following as an illustrative guide and is not intended to be exhaustive list as to the sort of behaviour which could give rise to a safeguarding concern.

**Self-neglect** – this covers a wide range of behaviour: neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding.



**Modern Slavery** – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

**Domestic Abuse and coercive control** – including psychological, physical, sexual, financial and emotional abuse. It also includes so called 'honour' based violence. It can occur between any family members.

**Discriminatory Abuse** – 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.

**Organisational Abuse** – including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one-off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

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

**Sexual Abuse** – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault, or sexual acts to which the adult has not consented or was pressured into consenting.

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

**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.

**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.

**Not included in the Care Act 2014 but also relevant:**

**Cyber Bullying** – cyber bullying occurs when someone repeatedly makes fun of another person online, or repeatedly picks on another person through emails or text messages, or uses online forums with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different

types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

**Forced Marriage** – forced marriage is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. The Anti-social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry. The forced marriage of adults with learning disabilities occurs when the adult does not have the capacity to consent to the marriage.

**Mate Crime** – a ‘mate crime’ as defined by the Safety Net Project as ‘when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.’ Mate Crime is carried out by someone the adult knows and often happens in private. In recent years there have been a number of Serious Case Reviews relating to people with a learning disability who were murdered or seriously harmed by people who purported to be their friend.

**Radicalisation** – the aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media.

## 5. Signs and indicators of abuse and neglect

Abuse can take place in any context and by all manner of perpetrator. Abuse may be inflicted by anyone in the club who an athlete comes into contact with, or club members, workers, volunteers or coaches may suspect that an athlete is being abused or neglected outside of the club setting. There are many signs and indicators that may suggest someone is being abused or neglected. These include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.
- Someone losing or gaining weight / an unkempt appearance. This could be a player whose appearance becomes unkempt, does not wear suitable sports kit, and deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions, in contrast to their personal assistant whom they greet with a smile.
- They may self-harm.
- They may have a fear of a particular group or individual.
- They may tell you / another person they are being abused – i.e., a disclosure.
- Harassing of a club member because they are or are perceived to have protected characteristics.

- Not meeting the needs of the participant, e.g., this could be training without a necessary break.
- A coach intentionally striking an athlete.
- This could be a fellow athlete who sends unwanted sexually explicit text messages to an adult with learning disabilities they are training alongside.
- This could be an athlete threatening another athlete with physical harm and persistently blaming them for poor performance.

## **6. What to do if you have a concern, or if someone raises concerns with you.**

- It is not your responsibility to decide whether or not an adult has been abused. It is, however, everyone's responsibility to respond to and report concerns.
- If you are concerned someone is in immediate danger, contact the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.
- If you have concerns and or you are told about possible or alleged abuse, poor practice or wider welfare issues you must report this to the GB Boxing Lead Safeguarding Officer. Or, if the Lead Safeguarding Officer is implicated, then report to the GB Boxing Assistant Safeguarding Officer or CEO.
- When raising your concern with the Lead Safeguarding Officer, remember Making Safeguarding Personal. It is good practice to seek the adult's views on what they would like to happen next and to inform the adult you will be passing on your concern.
- It is important when considering your concern that you keep the person informed about any decisions and action taken, and always consider their needs and wishes.

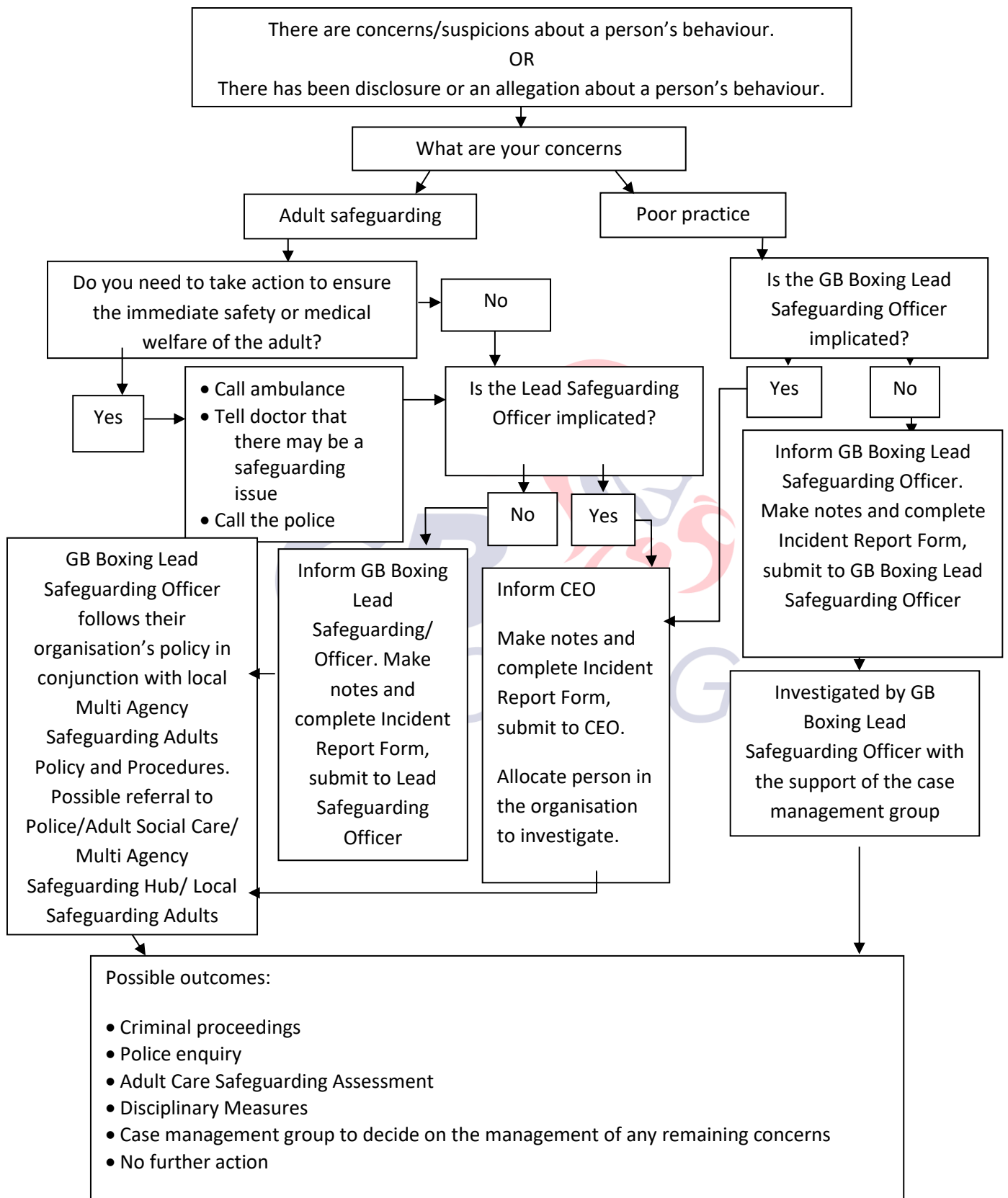
## **7. How to respond to a concern**

- Make a note of your concerns.
- Make a note of what the person has said using his or her own words as soon as practicable. Complete an Incident Form and submit to the GB Boxing Lead Safeguarding Officer.
- Remember to make safeguarding personal. Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to your lead safeguarding or welfare officer.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
- Be mindful of the need to be confidential at all times. This information must only be shared with your Lead Safeguarding Officer and others on a need-to-know basis.
- If the matter is urgent and relates to the immediate safety of an adult at risk then contact the emergency services immediately.



## 8. Safeguarding Adults Flowchart

Dealing with Concerns, Suspicions or Disclosure



## 9. Roles and responsibilities of those within GB Boxing

GB Boxing is committed to having the following in place:

- A Lead Safeguarding Officer to produce and disseminate guidance and resources to support the policy and procedures.
- A Assistant Safeguarding Officer to support Lead in producing and disseminate guidance and resources to support the policy and procedures.
- A clear line of accountability within the organisation for work on promoting the welfare of all adults.
- Procedures for dealing with allegations of abuse or poor practice against members of staff and volunteers.
- A Steering Group or Case Management or Case Referral Group that effectively deals with issues, manages concerns and refers to a disciplinary panel where necessary (i.e. where concerns arise about the behaviour of someone within GB Boxing).
- A Disciplinary Panel will be formed as required for a given incident, if appropriate and should a threshold be met.
- Arrangements to work effectively with other organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Appropriate whistle blowing procedures and an open and inclusive culture that enables safeguarding and equality and diversity issues to be addressed.
- Clear codes of conduct are in place for coaches, participants, officials, spectators and other relevant individuals.

GB Boxing reserves the right to refer a matter to the Sport Integrity service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving: i) athletes; ii) athlete support personnel; or iii) GB Boxing office holders, who are either members of the GB Boxing World Class Programme; or funded through the UK Sport grant the following circumstances:

- (i) where an individual is deemed a 'Relevant Person' under the terms of the Independent Disclosure and Complaints Service Pilot Regulations; and
- (ii) they are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.

In such circumstances they are required to cooperate with any investigation conducted by Sport Integrity, where the investigation is covered by terms of reference agreed by GB Boxing.

## 10. Good practice, poor practice and abuse

### Introduction

It can be difficult to distinguish poor practice from abuse, whether intentional or accidental.

It is not the responsibility of any individual involved in GB Boxing to make judgements regarding whether or not abuse is taking place. However, all GB Boxing personnel have the responsibility to recognise and identify poor practice and potential abuse, and act on this if they have concerns.

### Good practice

GB Boxing expects that coaches of adult athletes:

- Adopt and endorse the GB Boxing Coaches Codes of Conduct each Olympic cycle.
- Have completed a course in basic awareness in working with Adults at Risk.

### Everyone should:

- Aim to make the experience of GB Boxing fun and enjoyable.
- Promote fairness and playing by the rules.
- Not tolerate the use of prohibited or illegal substances.
- Treat all adults equally and preserve their dignity. This includes giving more and less talented members of a group similar attention, time and respect.

## 11. Relevant Policies

This policy should be read in conjunction with the following policies:

- GB Boxing Whistle Blowing Policy
- GB Boxing Social Media Policy
- GB Boxing Complaints Policy
- GB Boxing Disciplinary Policy
- GB Boxing Safeguarding Policy
- GB Boxing Equality, Diversity and Inclusion Policy

## 12. Further Information

Policies, procedures and supporting information are available on the GB Boxing website: [www.gbboxing.org.uk](http://www.gbboxing.org.uk)

Lead Safeguarding Officer: **Laura Ross**, [safeguarding@gbboxing.org.uk](mailto:safeguarding@gbboxing.org.uk), 07885 282138.

Assistant Safeguarding Officer: **Meagan Reilly**, [safeguarding@gbboxing.org.uk](mailto:safeguarding@gbboxing.org.uk), 07889 595273

**Review date**

This policy will be reviewed every two years or sooner in the event of legislative changes or revised policies and best practice.





### 13. Sport Integrity

The following service is available to athletes, coaches and staff on Olympic and Paralympic high-performance programmes to raise concerns regarding any of the following issues with Sport Integrity:

- Bullying
- Harassment
- Discrimination
- Abuse (verbal and physical)
- Sexual misconduct

This is a confidential reporting line and independent investigation service. A fully independent service, safe and confidential space to raise your concerns.

[www.sportintegrity.com](http://www.sportintegrity.com)

to raise a concern, call 0800 085 8062 or report online.

GB Boxing reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving: i) athletes; ii) athlete support personnel; or iii) GB Boxing office holders, who are either members of the GB Boxing World Class Programme; or funded through the UK Sport grant the following circumstances:

- i) where an individual is deemed a 'Relevant Person' under the terms of the Independent Disclosure and Complaints Service Pilot Regulations; and
- ii) they are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.

In such circumstances they are required to cooperate with any investigation conducted by Sport Integrity, where the investigation is covered by terms of reference agreed by GB Boxing.

## Version control

**Policy Name:** GB Boxing Safeguarding Adults Policy

**Version:** 1

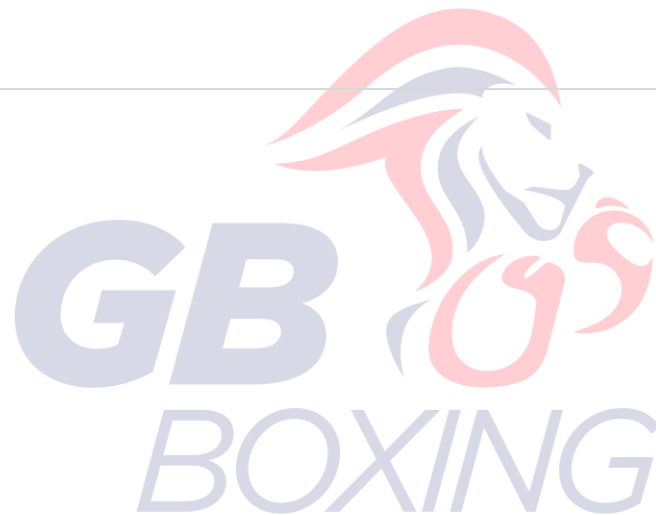
**Date Created/Reviewed:** February 2023

**Editor:** GB Boxing Lead Safeguarding Officer

**Approved by:** GB Boxing Board

**Date approved:**

**Next review date:**



## Appendix 1

### Incident Report Form

Section 1 – details of adult at risk			
Name of adult:			
Address:			
Date of Birth:			
Age (if date of birth not known):			
GP practice (if known):			
Contact number:			
Section 2 – your details			
Name:			
Contact phone number(s):			
Email address:			
Line manager or alternative Contact:			
Name of organisation:			
Your Role in organisation:			
Section 3 – details of Concern			
Detail what you have seen/been told/other that makes you believe the adult at risk is being abused or is at risk of abuse (include dates/times/evidence from records/photos etc.):			
Section 4 - Abuse type if know (leave blank if uncertain)			
Physical:		Psychological:	
Financial:		Sexual:	

<b>Discriminatory:</b>		<b>Organisational/ institutional:</b>	
<b>Neglect:</b>		<b>Hate incident/crime:</b>	
<b>Mate Crime:</b>		<b>Internet abuse:</b>	
<b>Modern slavery:</b>		<b>Female genital Mutilation (FGM):</b>	
<b>Forced Marriage:</b>		<b>Domestic abuse:</b>	
<b>Radicalisation:</b>		<b>Self-neglect:</b>	

**Section 5 - Have you discussed your concerns with the adult? What are their views? What outcomes have they stated they want (if any)?**

**Section 5A – Reasons for not discussing with the adult?**

**Adult lacks capacity:**

**Adult unable to communicate their views:**

**Discussion would increase the risk:**

**State why the risks would increase:**

**Section 5B - Have you discussed your concerns with anyone else? E.g. carer/ partner/ spouse/ family member. What are their views?**

<b>Section 6 – What action have you taken /agreed with the adult to reduce the risks?</b>	
<b>Information passed to Safeguarding Officer, confirm details:</b>	
<b>Referral to Social Care, confirm details:</b>	
<b>Contact with the police, confirm details:</b>	
<b>Referral to other agency, confirm details:</b>	
<b>Other – please specify:</b>	
<b>No action agreed – state why:</b>	
<b>Section 7 – Risk to others</b>	
<b>Are any other adults at risk? Yes/No – delete as appropriate</b>	
<b>If yes state, why and what actions have been taken to address these?</b>	



<b>Are any children at risk?</b>	<b>Yes/No Delete as appropriate</b>
<b>If yes state, why and what actions have been taken to address these?</b>	
<b>Signed:</b>	
<b>Date:</b>	

<b>OFFICE USE ONLY</b>
<b>Section 8 – sharing the concerns (To be completed by Lead Safeguarding Officer)</b>
<b>Details of your contact with the adult at risk. Have they consented to information being shared outside of GB Boxing?:</b>
<b>Details of contact with the Social Care Team where the adult at risk lives – advice can be still sought without giving personal details if you do not have consent for a referral:</b>
<b>Details of any other agencies contacted:</b>
<b>Details of the outcome of this concern:</b>

## Appendix 2

### Guidance and information

#### Making Safeguarding Personal

There has been a cultural shift towards Making Safeguarding Personal within the safeguarding process. This is a move from prioritising outcomes demanded by bureaucratic systems. The safeguarding process used to involve gathering a detailed account of what happened and determining who did what to whom. Now the outcomes are defined by the person at the centre of the safeguarding process.

The safeguarding process places a stronger emphasis on achieving satisfactory outcomes that take into account the individual choices and requirements of everyone involved.

“What good is it making someone safer if it merely makes them miserable?” – Lord Justice Mundy, “What Price Dignity?” (2010)

What this means in practice is that adults should be more involved in the safeguarding process. Their views, wishes, feelings and beliefs must be taken into account when decisions are made.

The Care Act 2014 builds on the concept, stating that “We all have different preferences, histories, circumstances and lifestyles so it is unhelpful to prescribe a process that must be followed whenever a concern is raised.”

However, the Act is also clear that there are key issues that should be taken into account when abuse or neglect are suspected, and that there should be clear guidelines regarding this.

<https://www.local.gov.uk/topics/social-care-health-and-integration/adult-social-care/making-safeguarding-personal>

## Capacity – Guidance on Making Decisions

The issue of capacity or decision making is a key one in safeguarding adults. It is useful for organisations to have an overview of the concept of capacity.

We make many decisions every day, often without realising. We make so many decisions that it's easy to take this ability for granted.

But some people are only able to make some decisions, and a small number of people cannot make any decisions. Being unable to make a decision is called "lacking capacity".

To make a decision we need to:

- Understand information
- Remember it for long enough
- Think about the information
- Communicate our decision

A person's ability to do this may be affected by things like learning disability, dementia, mental health needs, acquired brain injury, and physical ill health.

The Mental Capacity Act 2005 (MCA) states that every individual has the right to make their own decisions and provides the framework for this to happen.

The MCA is about making sure that people over the age of 16 have the support they need to make as many decisions as possible.

The MCA also protects people who need family, friends, or paid support staff to make decisions for them because they lack capacity to make specific decisions.

Our ability to make decisions can change over the course of a day.

Here are some examples that demonstrate how the timing of a question can affect the response:

- A person with epilepsy may not be able to make a decision following a seizure.
- Someone who is anxious may not be able to make a decision at that point.
- A person may not be able to respond as quickly if they have just taken some medication that causes fatigue.

In each of these examples, it may appear as though the person cannot make a decision. But later in the day, presented with the same decision, they may be able to at least be involved.

The MCA recognises that capacity is decision-specific, so no one will be labelled as entirely lacking capacity. The MCA also recognises that decisions can be about big life-changing events, such as where to live, but equally about small events, such as what to wear on a cold day.



To help you to understand the MCA, consider the following five points:

1. Assume that people are able to make decisions, unless it is shown that they are not. If you have concerns about a person's level of understanding, you should check this with them, and if applicable, with the people supporting them.
2. Give people as much support as they need to make decisions. You may be involved in this – you might need to think about the way you communicate or provide information, and you may be asked your opinion.
3. People have the right to make unwise decisions. The important thing is that they understand the implications. If they understand the implications, consider how risks might be minimised.
4. If someone is not able to make a decision, then the person helping them must only make decisions in their "best interests". This means that the decision must be what is best for the person, not for anyone else. If someone was making a decision on your behalf, you would want it to reflect the decision you would make if you were able to.
5. Find the least restrictive way of doing what needs to be done.

Remember:

- You should not discriminate or make assumptions about someone's ability to make decisions, and you should not pre-empt a best-interests decision merely on the basis of a person's age, appearance, condition, or behaviour.
- When it comes to decision-making, you could be involved in a minor way, or asked to provide more detail. The way you provide information might influence a person's ultimate decision. A person may be receiving support that is not in-line with the MCA, so you must be prepared to address this.

## **Consent and Information Sharing**

Workers and volunteers within sports and physical activity organisations should always share safeguarding concerns in line with their organisation's policy, usually with their safeguarding lead officer in the first instance, except in emergency situations. As long as it does not increase the risk to the individual, the worker or volunteer should explain to them that it is their duty to share their concern with their safeguarding lead officer.

The safeguarding lead officer will then consider the situation and plan the actions that need to be taken, in conjunction with the adult at risk and in line with the organisation's policy and procedures and local safeguarding adults board policy and procedures.

To make an adult safeguarding referral you need to call the local safeguarding adults team. This may be part of a MASH (Multi-Agency Safeguarding Hub). A conversation can be had with the safeguarding adults team without disclosing the identity of the person in the first instance.

If it is thought that a referral needs to be made to the safeguarding adults team, consent should be sought where possible from the adult at risk.

Individuals may not give their consent to the sharing of safeguarding information with the safeguarding adult's team for a number of reasons. Reassurance, appropriate support and revisiting the issues at another time may help to change their view on whether it is best to share information.

If they still do not consent, then their wishes should usually be respected. However, there are circumstances where information can be shared without consent such as when the adult does not have the capacity to consent, it is in the public interest because it may affect other people or a serious crime has been committed. This should always be discussed with your safeguarding lead and the local authority safeguarding adults team.

If someone does not want you to share information outside of the organisation or you do not have consent to share the information, ask yourself the following questions:

- Is the adult placing themselves at further risk of harm?
- Is someone else likely to get hurt?
- Has a criminal offence occurred? This includes: theft or burglary of items, physical abuse, sexual abuse, forced to give extra money for lessons (financial abuse) or harassment.
- Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can share without consent and need to share the information.

When sharing information there are seven Golden Rules that should always be followed.

1. Seek advice if in any doubt
2. Be transparent - The Data Protection Act (DPA) is not a barrier to sharing information but to ensure that personal information is shared appropriately; except in circumstances where by doing so places the person at significant risk of harm.
3. Consider the public interest - Base all decisions to share information on the safety and well-being of that person or others that may be affected by their actions.
4. Share with consent where appropriate - Where possible, respond to the wishes of those who do not consent to share confidential information. You may still share information without consent, if this is in the public interest.
5. Keep a record - Record your decision and reasons to share or not share information.
6. Accurate, necessary, proportionate, relevant and secure - Ensure all information shared is accurate, up-to-date and necessary, and share with only those who need to have it.
7. Remember the purpose of the Data Protection Act (DPA) is to ensure personal information is shared appropriately, except in circumstances where by doing so may place the person or others at significant harm.

## Appendix 3

Legislation and Government Initiatives are documented here, links provided for ease of access.

### **England Care Act 2014 – Statutory guidance**

<http://www.legislation.gov.uk/ukpga/2014/23/introduction/enacted>

The Care Act introduces new responsibilities for local authorities. It also has major implications for adult care and support providers, people who use services, carers and advocates. It replaces No Secrets and puts adult safeguarding on a statutory footing.

### **Wales - Social Services and Well Being Act 2014**

[http://www.legislation.gov.uk/anaw/2014/4/pdfs/anaw\\_20140004\\_en.pdf](http://www.legislation.gov.uk/anaw/2014/4/pdfs/anaw_20140004_en.pdf)

Reforms and integrates social services law making provisions for improving well-being outcomes for people who need care and support. Requiring coordination and partnership by public authorities to improve well-being. It replaces No Secrets and puts adult safeguarding on a statutory footing.

### **Scotland - Adult Support and Protection Act 2007**

<https://www.legislation.gov.uk/asp/2007/10/contents>

Introduced new measures to identify and protect individuals by defining adults at risk. Placing a duty on Local Authorities to identify and prevent harm whilst requiring partnership working. It replaces No Secrets and puts adult safeguarding on a statutory footing.

### **Northern Ireland - Adult Safeguarding Prevention and Protection in Partnership 2015**

<https://www.eani.org.uk/sites/default/files/2018-11/Adult%20Safeguarding%20-%20Prevention%20and%20Protection%20in%20Partnership.%20DHSSPS%202015.pdf>

Implemented to improve safeguarding arrangements for adults who are at risk of harm from abuse, exploitation or neglect. The framework is to provide support and effective protective interventions, placing significant emphasis on prevention and early intervention. It also seeks to ensure that access to justice is available to adults that have been harmed. It replaces No Secrets and puts adult safeguarding on a statutory footing.

### **Protection of Freedoms Act 2012**

<http://www.legislation.gov.uk/ukpga/2012/9/contents/enacted>

Brought about a wide range of measures, regarding numerous areas of law. Notably changes to the vetting and barring system to create the Disclosure and Barring Service.

### **Domestic Violence, Crime and Victims (Amendment) Act 2012**

<http://www.legislation.gov.uk/ukpga/2012/4/contents/enacted>

Creates an offence of causing or allowing the death or serious harm of a child or adult at risk for those within the household.

### **Equality Act 2010**

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

The Act legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.

### **England & Wales – Mental Capacity Act 2005**

<http://www.legislation.gov.uk/ukpga/2005/9/introduction>

Its general principle is that everybody has capacity unless it is proved otherwise, that they should be supported to make their own decisions, that anything done for or on behalf of people without capacity must be in their best interests and there should be least restrictive intervention. [www.dca.gov.uk](http://www.dca.gov.uk)

### **Scotland - Adults with Incapacity Act 2000**

<http://www.legislation.gov.uk/asp/2000/4/contents>

Provides ways to help safeguard the welfare and finances of people who lack capacity.

### **Northern Ireland - Mental Capacity 2016**

<http://www.legislation.gov.uk/nia/2016/18/contents/enacted>

Combines mental health and capacity within one piece of legislation. Considers the individuals capacity to independently make decisions about their health, welfare or finances, and the safeguards that must be put in place if they lack the capacity to do so.

### **Sexual Offences Act 1956**

<https://www.legislation.gov.uk/ukpga/Eliz2/4-5/69/contents>

This Act consolidated the law relating to sexual offences committed between 1957 and 2004. It was mostly repealed by the Sexual Offences Act of 2003 below, but sections 33 to 37 still survive.

### **Sexual Offences Act 2003**

<http://www.legislation.gov.uk/ukpga/2003/42/contents>

The Sexual Offences Act introduced a number of new offences concerning adults at risk and children. [www.opsi.gov.uk](http://www.opsi.gov.uk)

### **Human Rights Act 1998**

<https://www.legislation.gov.uk/ukpga/1998/42/contents>

Designed to incorporate into UK law the rights contained in the European Convention on Human Rights. The Act makes a remedy for breach of a Convention right available in UK courts, without the need to go to the European Court. In particular, the Act makes it unlawful for any public body to act in a way which is incompatible with the Convention, unless the wording of any other primary legislation provides no other choice.

### **Data Protection Act 2018 (including General Data Protection Regulations)**

**2018 Act** - <http://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>

#### **GDPR**

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016R0679&from=EN>

The original 1998 DPA was superseded in May 2018. The new Act supplements the General Data Protection Regulation (GDPR), which came into effect later the same month. The Act is designed to protect personal data stored on computers or on paper, regulating collection, storage, and use. The Act provides individuals with the legal rights to control information about themselves.

### **Safeguarding Vulnerable Groups Act 2006**

<http://www.legislation.gov.uk/ukpga/2006/47/contents>

Introduced the new Vetting and Barring Scheme and the role of the Independent Safeguarding Authority. The Act places a statutory duty on all those working with vulnerable groups to register and undergo an advanced vetting process with criminal sanctions for non-compliance. [www.opsi.gov.uk](http://www.opsi.gov.uk)

### **Deprivation of Liberty Safeguards**

<https://www.gov.uk/government/collections/dh-mental-capacity-act-2005-deprivation-of-liberty-safeguards>

Introduced into the Mental Capacity Act 2005 and came into force in April 2009. Designed to provide appropriate safeguards for vulnerable people who have a mental disorder and lack the capacity to consent to the arrangements made for their care or treatment, and who may be deprived of their liberty in their best interests in order to protect them from harm.

### **Disclosure & Barring Service 2013**

<https://www.gov.uk/government/organisations/disclosure-and-barring-service/about>

Criminal record checks: guidance for employers - How employers or organisations can request criminal records checks on potential employees from the Disclosure and Barring Service (DBS). [www.gov.uk/dbs-update-service](http://www.gov.uk/dbs-update-service)

### **Making Safeguarding Personal Guide 2014**

<http://www.local.gov.uk/documents/10180/5852661/Making+Safeguarding+Personal+-+Guide+2014/4213d016-2732-40d4-bbc0-d0d8639ef0df>

This guide is intended to support councils and their partners to develop outcomes-focused, person-centred safeguarding practice.

## Appendix 4

### Useful contacts

#### **GB Boxing Lead Safeguarding Officer**

Name: Laura Ross

Email: [safeguarding@gbboxing.org.uk](mailto:safeguarding@gbboxing.org.uk)

Telephone: 07885 282138

#### **BABA Assistant Safeguarding Officer**

Name: Meagan Reilly

Email: [safeguarding@gbboxing.org.uk](mailto:safeguarding@gbboxing.org.uk)

Telephone: 07889 595273

#### **Police contact**

Name: Attercliffe Police Station

Website: <https://www.southyorkshire.police.uk/>

Telephone: 0114 219 6905

#### **Ann Craft Trust - Safeguarding Adults in Sport and Activity:**

Website: [www.anncrafttrust.org](http://www.anncrafttrust.org)

Email: [Ann-Craft-Trust@nottingham.ac.uk](mailto:Ann-Craft-Trust@nottingham.ac.uk)

Telephone: 0115 951 5400



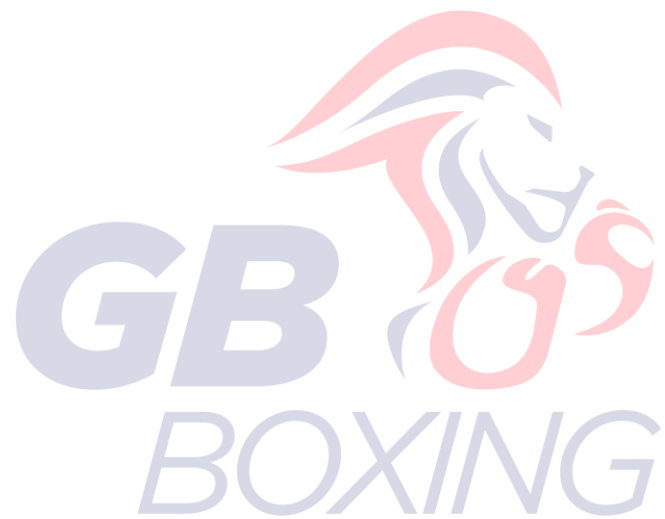
**Appendix 5 Principles of Safeguarding Adults for each home nation.**

England (Care Act 2014)	Wales (Social Services and Well Being Act 2014)
<p><b>The Act's principles are:</b></p> <ul style="list-style-type: none"> <li>● <b>Empowerment</b> - People being supported and encouraged to make their own decisions and informed consent.</li> <li>● <b>Prevention</b> – It is better to take action before harm occurs.</li> <li>● <b>Proportionality</b> – The least intrusive response appropriate to the risk presented.</li> <li>● <b>Protection</b> – Support and representation for those in greatest need.</li> <li>● <b>Partnership</b> – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse</li> <li>● <b>Accountability</b> – Accountability and transparency in delivering safeguarding.</li> </ul>	<p><b>The Act's principles are:</b></p> <ul style="list-style-type: none"> <li>● Pay attention to what people want.</li> <li>● Remember people's dignity.</li> <li>● Think about each person. Think about their culture, beliefs and language.</li> <li>● Support people to be part of decisions about their life.</li> <li>● Expect adults to know what is best for themselves.</li> <li>● Support adults to be as independent as possible.</li> </ul>
<p>Scotland (Adult Support and Protection Act 2007)</p>	<p>NI (Adult Safeguarding Prevention and Protection in Partnership 2015)</p>
<p><b>The Act's principles are:</b></p> <p>The overarching principle underlying Part 1 of the Act is that any intervention in an individual's affairs should provide benefit to the individual, and should be the least restrictive option of those that are available which will meet the purpose of the intervention.</p> <p>This is supported by a set of guiding principles which, together with the overarching principle, must be taken account of when performing functions under Part 1 of the Act. These are:</p>	<p><b>The Act's principles are:</b></p> <ul style="list-style-type: none"> <li>● <b>A Rights-Based Approach</b> – To promote and respect an adult's right to be safe and secure; to freedom from harm and coercion; to equality of treatment; to the protection of the law; to privacy; to confidentiality; and freedom from discrimination.</li> <li>● <b>An Empowering Approach</b> – To empower adults to make informed choices about their lives, to maximise their opportunities to participate in wider society, to keep</li> </ul>

<ul style="list-style-type: none"> <li>● The wishes and feelings of the adult at risk (past and present);</li> <li>● The views of other significant individuals, such as the adult's nearest relative; their primary carer, guardian, or attorney; or any other person with an interest in the adult's well-being or property;</li> <li>● The importance of the adult taking an active part in the performance of the function under the Act;</li> <li>● Providing the adult with the relevant information and support to enable them to participate as fully as possible;</li> <li>● The importance of ensuring that the adult is not treated less favourably than another adult in a comparable situation; and</li> <li>● The adult's abilities, background and characteristics (including their age, sex, sexual orientation, religious persuasion, racial origin, ethnic group and cultural and linguistic heritage).</li> </ul>	<p>themselves safe and free from harm and enabled to manage their own decisions in respect of exposure to risk.</p> <ul style="list-style-type: none"> <li>● <b>A Person-Centred Approach</b> – To promote and facilitate full participation of adults in all decisions affecting their lives taking full account of their views, wishes and feelings and, where appropriate, the views of others who have an interest in his or her safety and well-being.</li> <li>● <b>A Consent-Driven Approach</b> – To make a presumption that the adult has the ability to give or withhold consent; to make informed choices; to help inform choice through the provision of information, and the identification of options and alternatives; to have particular regard to the needs of individuals who require support with communication, advocacy or who lack the capacity to consent; and intervening in the life of an adult against his or her wishes only in particular circumstances, for very specific purposes and always in accordance with the law.</li> <li>● <b>A Collaborative Approach</b> – To acknowledge that adult safeguarding will be most effective when it has the full support of the wider public and of safeguarding partners across the statutory, voluntary, community, independent and faith sectors working together and is delivered in a way where roles, responsibilities and lines of accountability are clearly defined and understood. Working in</li> </ul>
--	---



	partnership and a person-centred approach will work hand-in-hand.
--	---



## Home Nations Wellbeing Principles

<i>England</i>	<i>Wales</i>
<ul style="list-style-type: none"> <li>• Personal dignity (including treating the individual with respect)</li> <li>• Physical and mental health and emotional wellbeing</li> <li>• Protection from abuse and neglect</li> <li>• Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)</li> <li>• Participation in work, education, training or recreation</li> <li>• Social and economic wellbeing</li> <li>• Domestic, family and personal domains</li> <li>• Suitability of the individual's living accommodation</li> </ul> <p>The individual's contribution to society.</p>	<ul style="list-style-type: none"> <li>• Physical and mental health and emotional well-being</li> <li>• Protection from abuse and neglect</li> <li>• Education, training and recreation</li> <li>• Domestic, family and personal relationships</li> <li>• Contribution made to society</li> <li>• Securing rights and entitlements</li> <li>• Social and economic well-being</li> <li>• Suitability of living accommodation</li> <li>• Control over day to day life</li> <li>• Participation in work</li> </ul>

