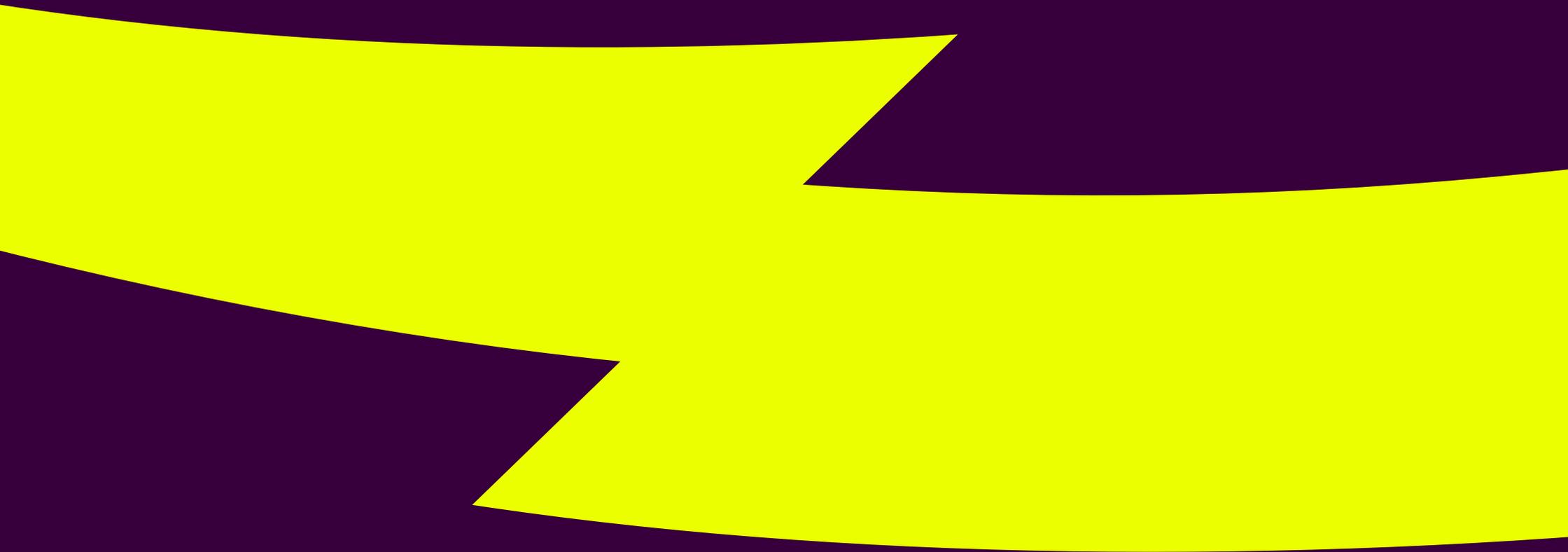




Safeguarding Standards



Standard 1 - Leadership, governance and culture

Safeguarding is embedded in organisational leadership, governance and culture.

- 1.1 There is demonstrable top-level commitment to safeguarding that creates and reinforces attitudes and behaviours that value children and adults at risk, creates a culture of accountability and drives continuous improvement.
- 1.2 There is a safeguarding strategy and an implementation plan. The plan includes objectives that support and work towards achieving the safeguarding strategy. The plan is appropriately resourced, for example: staff, time, work programmes and budget.

Standard 2 - Roles and responsibilities

Everyone takes responsibility for safeguarding.

- 2.1 There are clear lines of accountability for safeguarding.
- 2.2 Delegation of responsibilities is clear and there is a positive culture that embraces safeguarding.

Standard 3 – Prevention: policies, procedures and practice

There are effective safeguarding and related policies, procedures and practices in place. These are consistently implemented, regularly reviewed and improved.

- 3.1 There are effective safeguarding policies and procedures in place.
- 3.2 Safeguarding is a primary consideration during the planning, delivery and review of activities.
- 3.3 The identification and mitigation of safeguarding risks is incorporated into effective risk assessment processes at all levels i.e. from identification of organisational risks through to planning an activity.
- 3.4 There are effective safer recruitment procedures in place to prevent unsuitable individuals from working with, having access to, or influence over children and adults at risk.
- 3.5 The Club's/CCO's recruitment and selection procedures include methods for exploring candidates': (a) motivation and reasons for working with children and adults at risk, (b) perceptions about boundaries and acceptable behaviour, and (c) understanding of and commitment to safeguarding.
- 3.6 Additional vulnerability is carefully considered, and appropriate measures and support provided, for example: those with disabilities, from BAME backgrounds, those who identify as LGBT, those in elite sporting environments, children playing or working in an adult environment, those in substitute accommodation arrangements, those in care, care leavers and looked after children.
- 3.7 The Club/CCO articulates its values and expectations of behaviour in codes of ethics and conduct.
- 3.8 Safeguarding and related procedures are implemented and there are measures to evaluate implementation and understanding. Where appropriate, implementation priorities are identified and resourced.
- 3.9 The Club/CCO regularly assesses whether procedures are effective in practice or if further development or improvement is required.

Standard 4 – Educating and empowering

Children and adults at risk are informed about their rights and everyone is equipped with safeguarding knowledge and skills.

- 4.1 Everyone is made aware of their safeguarding responsibilities and the Club's/CCO's expectations of them when commencing their role.
- 4.2 There is a clear commitment to developing a workforce who are competent and empowered to create safe environments, recognise safeguarding concerns and risks, and take appropriate action when an issue arises.
- 4.3 Children and adults at risk are informed about their rights to protection from abuse, exploitation and mistreatment in any form and are empowered to report concerns.
- 4.4 There are clear, effective and widely promoted complaints and whistleblowing procedures.
- 4.5 Safeguarding policies and procedures, and ways to report concerns are widely promoted.

Standard 5 – Protection

Concerns and complaints are taken seriously and responded to swiftly and appropriately.

- 5.1 There are clear and effective policies and procedures for managing safeguarding concerns and allegations against staff.
- 5.2 Responsibility for managing concerns and complaints is clearly assigned and stakeholders are kept apprised of processes and outcomes.
- 5.3 There is an effective electronic case management system for recording and tracking concerns and allegations pertaining to the safety and welfare of children and adults at risk.

Standard 6 – Working together

There is a clear commitment to working together to promote and protect the safety and welfare children and adults at risk.

- 6.1 Working together underpins the work undertaken to promote and protect the safety and welfare of children and adults at risk.
- 6.2 Safeguarding is actively promoted and embedded within all partnerships and commissioned services.

Standard 7 – Listening culture

There is a culture that promotes listening and respecting views and wishes.

- 7.1 The Club/CCO proactively seeks feedback from stakeholders on a regular basis to strengthen its safeguarding arrangements.
- 7.2 There is a culture of listening to children and adults at risk and taking account of their wishes and feelings, both in individual decisions and the development and review of policies and practices.