

## **Safeguarding Adults Policy**

Date of last review: March 2023

### **Foreword**

From the outset Chance to Shine, has always had inclusion at its heart and the charity was founded to provide all young people with the opportunity to play, learn and develop through cricket. Our approach to inclusion means we understand just how important it is that children can have fun, learn, build their skills, confidence and friendships in a safe environment.

We take our responsibility to provide that safety seriously and as such have developed and refreshed our safeguarding policies and procedures to do the best job that we can to prevent children, young people and adults from harm.

We are committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

We are committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

We recognise that there is a legal framework within which sports need to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

This policy includes recent statutory guidance for all organisations providing services to adults at risk. It sets out how Chance to Shine and individuals should work together to safeguard, encourage and promote the welfare of adults in accordance with the Care Act 2014, Government Guidance and the Ann Craft Trust 'Safeguarding Adults in Sport Framework'.

This policy accompanies our focus on Equity, Diversity and Inclusion (EDI) and indeed we have a separate EDI strategy and policies which further convey our intentions. ([www.chancetoshine.org/edi-strategy](http://www.chancetoshine.org/edi-strategy))

Importantly, in direct relation to this policy we have a Whistleblowing Policy where anyone can report any concerns directly to us as a charity – this can be found in the governance section of our website. [www.chancetoshine.org/governance](http://www.chancetoshine.org/governance)

Sitting alongside this policy are our safeguarding procedures which are practical ways in which we implement our work and deliver programmes to ensure the safety of participants is always front and centre.

As a charity we work in partnership with wonderful organisations, most of whom work directly with children, young people and adults. Their coaches, staff and volunteers are the people who inspire these individuals day in and day out. This policy, and our intentions within, extend to those partners to continue to hold ourselves and others we work with accountable to the highest of safeguarding standards.



## Introduction

Chance to Shine is an independent charity with the mission to give all young people the opportunity to play, learn and develop through cricket. We do this by creating opportunities to play, learn and develop through our two core programmes: Chance to Shine Schools and Chance to Shine Street. There are four key outcomes from our programmes for young people:



### PHYSICAL WELLBEING

- Through cricket, children develop a positive relationship with sport.
- They have a fun experience, learn the game and develop their skills.
- They are confident in their abilities and understand the benefit of taking part.
- They continue playing in school, at a club or in their community.




### MENTAL WELLBEING

- Children are happy and confident.
- They develop self-esteem and resilience.



### SOCIAL WELLBEING

- Children have friends and role models.
- Children feel connected to their area and community.



### PERSONAL DEVELOPMENT

- Children develop teamwork, respect, communication and leadership skills.
- They are engaged to learn.
- They have the information needed to make positive decisions for their personal development.

We are proud to have reached more than 6 million children and young people since the programme began in 2005 and continue to give opportunities to over 500,000 more each year.

For more information on Chance to Shine, our programmes and our impact please visit our website at [www.chancetoshine.org](http://www.chancetoshine.org)

## **Our Commitment**

Children and young people are at the heart of what we do and Chance to Shine acknowledges the duty of care to safeguard these children and young people but also any adults within Chance to Shine programmes and at Chance to Shine events. We are committed to ensuring our safeguarding practices reflect statutory responsibilities, government guidance, current legislation, England and Wales Cricket Board (ECB) requirements and that they comply with best practice.

We believe that all adults have the right to enjoy sport safely, securely and protected from harm. Therefore, we are committed to ensuring that anyone working for, connected to, or volunteering on behalf of Chance to Shine understands their mandatory responsibilities and demonstrates best practice in safeguarding adults. With this in mind, this Safeguarding Adults Policy applies to all individuals involved with Chance to Shine whether in a paid or voluntary capacity, coaches, delivery partners, schools, parents and supporters.

The policy, and procedures attached to this policy, will be widely promoted and are mandatory for anyone involved in Chance to Shine programmes. Failure to comply with policy and procedures will be addressed without delay and may result in exclusion from future involvement with Chance to Shine.

## **Principles**

- All adults have the right to be protected from abuse, neglect or harm regardless of their age, sex, language, ethnic origin, disability, race, religion or religious belief, sexual orientation or gender identity.
- The welfare and well-being of each adult is and must always be paramount.
- We commit to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.
- All allegations and suspicions of harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
- All individuals working with adults must champion the right of every individual to participate in sport.
- Every adult who participates in sport has the right to feel secure and be safe whilst experiencing a spirit of adventure, fun, excitement and a sense of belonging.
- We support those adults we work with to build relationships with each other based on openness, honesty, mutual trust and respect and demonstrate proper personal behaviour at all times.
- All individuals will respond to a safeguarding concern or issue in line with Chance to Shine's Safeguarding Adults Policy, procedures and guidelines.

- Provide adults with information, skills and support to help them keep themselves safe and report any concerns.
- All staff and volunteers will have safeguarding training and development opportunities relevant to their role.
- All partner organisations and agencies working with Chance to Shine will agree minimum safeguarding standards.
- Chance to Shine recognises the roles and responsibilities of statutory agencies in relation to safeguarding adults and promoting their welfare. We are committed to working together with Adult Safeguarding Boards and Multi Agency Safeguarding Hubs (MASH) and complying with their procedures.

## **Our Responsibilities**

Chance to Shine recognises its responsibility to provide a duty of care to protect all adults and safeguard their welfare, whilst they are engaged in any activity provided directly by Chance to Shine and will take steps to:

- Promote and prioritise the safety and wellbeing of all adults.
- Appoint a Lead Safeguarding Officer with overall responsibility for safeguarding and an individual with safeguarding responsibilities at all events or activities.
- Appoint a Trustee Safeguarding Lead with responsibility for checking and challenging the Board on decisions that affect welfare and safety.
- Ensure that all delivery partners have their own safeguarding policies and procedures in place.
- Ensure that all coaches have appropriate qualifications to ensure the wellbeing of adults involved in the programme:
  - UKCC coaching qualifications achieved through ECB (where applicable);
  - Safeguarding qualifications;
  - First Aid qualifications; and
  - Current valid Disclosure and Barring service (DBS) check;
- Ensure robust safeguarding arrangements and procedures are in operation.
- Ensure that everyone involved in Chance to Shine understands their roles and responsibilities in respect of safeguarding and is provided with appropriate training opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to adults.
- Ensure all safeguarding concerns are responded to in line with Chance to Shine policies and procedures.
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with the Data Protection Act 2018, the UK General Data Protection Regulation and the Human Rights Act 1998.
- Take disciplinary action against those who breach Chance to Shine policies.
- Ensure consistency, share good practice and monitor and evaluate the implementation of this Safeguarding Adults Policy.



Chance to Shine works with multiple delivery partners who deliver Chance to Shine funded programmes and we will need the commitment of all delivery partners in order to successfully implement this policy. It is therefore expected that all delivery partners will be responsible for protecting all adults and safeguard their welfare, whilst they are engaged in any Chance to Shine grant funded activity. Delivery partners will:

- Work with Chance to Shine to agree to and formally adopt (when appropriate) the standards and procedures set out in this Safeguarding Adults Policy.
- Ensure that all coaches have appropriate qualifications and DBS checks to ensure the wellbeing of everyone involved in the programme.
- Respond to all allegations appropriately and promptly (including referral to statutory agencies where appropriate), and implement the appropriate disciplinary and appeal procedures, involving appropriate authority when necessary.
- Ensure protocols for information sharing with Chance to Shine are developed and implemented.
- Ensure that local policies and procedures are in place and that staff, coaches and volunteers understand their roles and responsibilities in respect of safeguarding and are provided with appropriate training opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to adults.

## **Monitoring**

This policy will be reviewed annually or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the local Safeguarding Adults Board, UK Sport and/or Sports Councils and ECB.
- As a result of any other significant change or event.

Approved by the Board April 2023

## **Appendix – Definitions and Supporting Information**

### **Definition of an Adult at Risk**

The Safeguarding Adults legislation creates specific responsibilities on Local Authorities, Health, and the Police to provide additional protection from abuse and neglect to Adults at Risk.

When a Local Authority has reason to believe there is an adult at risk, they have a responsibility to find out more about the situation and decide what actions need to be taken to support the adult. In Scotland and Wales, the Local Authority can gain access to an adult to find out if they are at risk of harm for example, if that access is being blocked by another person.

The actions that need to be taken might be by the Local Authority (usually social services) and/or by other agencies, for example the Police and Health. A sporting organisation may need to take action as part of safeguarding an adult, for example, to use the disciplinary procedures in relation to a member of staff or member who has been reported to be harming a participant. The Local Authority role includes having multi-agency procedures which coordinate the actions taken by different organisations.

An **adult at risk** is defined under the Care Act 2014 as an individual aged 18 years and over who:

- (a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- (b) 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.

### **Abuse and Neglect**

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Safeguarding legislation in each home nation lists categories of abuse differently however, they all include the following types of abuse:

- Physical
- Sexual
- Psychological
- Neglect
- Financial

Abuse can take place in any relationship and there are many contexts in which abuse might take place; e.g. Institutional abuse, Domestic Abuse, Forced Marriage, Human Trafficking, Modern Slavery, Sexual Exploitation, County Lines, Radicalisation, Hate Crime, Mate Crime, Cyber bullying, Scams. Some of these are named specifically within home nation legislations.

Abuse can take place within a sporting context and the person causing harm might be any other person. For example: a member of staff, a coach, a volunteer, a participant or a fan.

Some examples of abuse within sport include:

- Harassment of a participant because of their (perceived) disability or other protected characteristics.
- Not meeting the needs of the participant e.g. training without a necessary break.
- A coach intentionally striking an athlete.
- One elite participant controlling another athlete with threats of withdrawal from their partnership.
- An official who sends unwanted sexually explicit text messages to a participant with learning disabilities.
- A participant threatens another participant with physical harm and persistently blames them for poor performance.

Abuse or neglect outside sport could be carried out by:

- A spouse, partner or family member
- Neighbours or residents
- Friends, acquaintances or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals or volunteers providing care and support

Often the perpetrator is known to the adult and may be in a position of trust and/or power.