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Safeguarding Policy

If you require this document in other formats please contact us at: mail@wrestling.scot

Foreword

This document creates part of a wider scheme developed by Scottish Wrestling (SW) to safeguard and protect its staff, members and volunteers from harm and to recognise the responsibility to promote safe practice and to protect children and vulnerable adults from discrimination, harm, abuse and exploitation, and as such should be considered in conjunction with the:

- 10 Steps to Safeguarding (Child Protection Policy)
- SW Equality Policy
- SW Anti-Bullying Policy
- SW Whistle Blowing Policy

Scottish Wrestling is committed to:

- making sure people enjoy wrestling in a safe environment;
- safeguarding the welfare of all children and protected adults in its care.

SW Staff and volunteers will work together to embrace difference and diversity and respect the rights of all members, staff and volunteers.

This document outlines SW commitment to protecting children and protected adults and is based on the following principles:

- The welfare of children and protected adults is the primary concern.
- All children and protected adults, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Child protection and safeguarding vulnerable groups is everyone's responsibility.
- Children and protected adults have the right to express views on all matters which affect them, should they wish to do so.
- Organisations shall work in partnership together with children and parents/carers to promote the welfare, health and development of children and protected adults.

SW will:

- Promote the health and welfare of all athletes by providing opportunities for them to take part in wrestling safely.
- Respect and promote the rights, wishes and feelings of athletes, staff and volunteers.
- Promote and implement appropriate procedures to safeguard the well-being of children and protected adults and protect them from harm, abuse and exploitation.
- Recruit, train, support and supervise its staff, members and volunteers to adopt best practices to safeguard and protect athletes from abuse and to reduce risk to themselves.

- Require staff, members and volunteers to adopt and abide by this Safeguarding Policy and these procedures.
- Respond to any allegations of misconduct or abuse of children or protected adults in line with this policy and as separately outlined in the SW Whistleblowing and Equality Policies, as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this Policy and these procedures.
- Reviewed all closed cases within 3 months from the date they were concluded.

Review

This Policy and these Procedures will be regularly reviewed by SW:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within SW
- Following any issues or concerns raised about the protection of children within SW.
- In all other circumstances, at least every three years.

Definitions

Child

The law in Scotland can be ambiguous when it comes to stating who is, or is not, a child. Generally, a child is defined as anyone less than 16 years of age.

Young people aged 16 to 18 years are sometimes classified as children in Scotland. In terms of the Children (Scotland) Act 1995, a 16 to 18 year old will be regarded as a child if they are subject to a supervision requirement made by a Children's Hearing.

For the purposes of Part V of the Police Act 1997, a child is defined as anyone under the age of 18 years.
Given the above SW recognises that a child is defined as being under the age of 18 years.

Protected Adult

A person aged 18 years or over may be considered to be a Protected Adult if they receive one, or all of the following:

- Accommodation and nursing or personal care in a care home
- Personal care, nursing, or support to live independently in their own home
- Health or social care services
- Services provided by an establishment catering for a person with a learning disability
- If the person is attending a discrete sports session/club/event

And in consequence of one, or a combination of the following:

- A substantial learning or physical disability
- A reduction in physical or mental capacity due to advanced age, illness or injury

A person is also considered to be protected if they are either:

- Dependent on others in performing or assisting themselves in the performance of basic physical functions, or
- Their ability to communicate with those providing services, or to communicate with others is severely impaired.

Recognising and Reporting Suspected or Actual Abuse

The ability to recognise the abuse of children, young people and protected adults depends as much on a person's willingness to accept the possibility of its existence as it does on knowledge and information. Child Protection training will be offered to all adults working for SW that work with children. It is important to note that abuse is not always readily visible, and may not be as clearly observable as the "text book" scenarios might suggest. If a sports leader, coach, parent/carer is uneasy or suspicious about an athlete's safety or welfare the following response should be made:

Grounds for Concerns

Consider the possibility of the abuse of children, young people or protected adults if there are reasonable grounds for concern. Examples of reasonable grounds are:

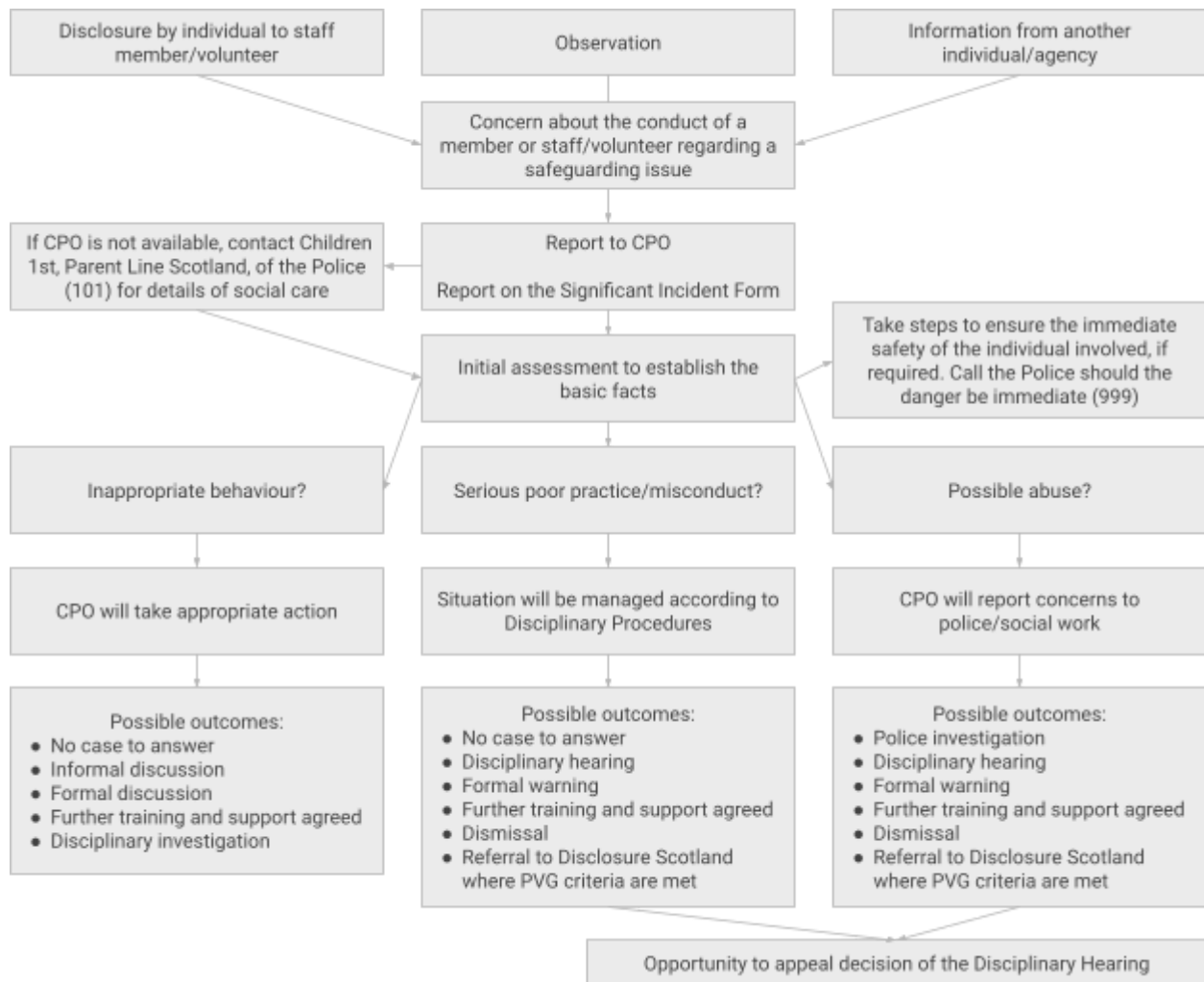
- a specific indication from a child, young person or adult at risk that they have been abused;
- a statement from a person who witnessed abuse;
- an illness, injury or behaviour consistent with abuse;
- a symptom which may not itself be totally consistent with abuse, but which is supported;
- by corroborative evidence of deliberate harm or negligence. Coaches would be expected to inform SW Safeguarding Officer safeguarding@wrestling.scot to progress the evidence with relevant bodies;
- consistent signs of neglect over a period of time.

In some cases of abuse the alleged perpetrator will also be a child, young person or adult at risk and it is important that behaviour of this nature is not ignored. Grounds for concern will exist in cases where there is an age difference and/or difference in power, status or intellect between the people involved. However, it is also important to distinguish between normal sexual behaviour and abusive behaviour. Persons unsure about whether or not certain behaviours are abusive and therefore reportable should contact SW, named person and Safeguarding in Sport.

Reporting the Abuse of Children, Young People or Protected Adults

- Listen carefully to what the person is telling you. Do not interrupt, keep questions to a minimum, do not promise to keep the information secret.
- Observe and note dates, times, locations and contexts in which the incident occurred or suspicion was aroused, together with any other relevant information, (use Incident Record Form if in doubt) Under no circumstances should you question the person involved.
- Contact us as soon as possible by sending an email to: safeguarding@wrestling.scot forwarding on/attaching your notes. SW may ask you to download and fill out the Incident Record Form. If the SW Safeguarding Officer is unavailable, call Children 1st (**0141 419 1156**) or Parent Line Scotland (**0800 028 2233**). If your concern is about an adult, call the police on **101** and request contact details of your Local Authority Adult Social Care Services.
- In case of emergency, where a child, young person or Protected adult appears to be at immediate and serious risk - the police should be contacted (**999**). Under no circumstances should a child or adult at risk be left in a dangerous situation pending intervention by the Authorities.
- Further to the above a report should be given by the Safeguarding Officer to the Authorities in person or by phone, and in writing.
- It is best to report abuse concerns by making personal contact with the relevant personnel in the Authorities.

The following flow chart lists the steps, which should be taken in response to concerns regarding the conduct of a member of staff/volunteer.



All cases will be reviewed within 3 months from the close of the case.

Supplementary information, Codes of Conduct and Document templates

SW strongly recommends to refer to the following comprehensive document for general guidance, code of conduct for various situations and document templates to support wrestling clubs safeguarding children in sport: [10 Steps to Safeguard Children in Sport](#)

Child Protection Training

SW coaches are required to attend a minimum 3-hour Safeguarding in Sport training course. Currently this can be achieved through direct delivery courses listed below:

- Safeguarding and Protecting Children
- In Safe Hands

For more details around the available workshops please visit:

[Child Wellbeing and Protection in Sport Training \(CWPS\) - sportscotland the national agency for sport in Scotland](#)

We appreciate that no online courses are now being endorsed, however we expect these to become available soon. In such an event we will update this policy and inform the Membership about it.

Equivalent Child Protection Training and Guidance

SW appreciates that individuals may have undertaken Child Protection training through other employment or volunteering, however if your training comes from another field such as education you must also recognise that there may be different materials, quality, content, support and reporting structures recognised in these environments as they are unlikely to be sport specific, and hence you are still required to complete one of the Child Protection courses listed above.

You must also recognise that people who work in sport on a regular basis may be able to provide an important link in identifying a child who has been or is at risk of being harmed and that you have a responsibility to review your own practise in sports situations to ensure it complies with advocated recognised codes of conduct.

Contact

If you have any questions surrounding this document or child protection in general, please contact SW Child Protection Officer at safeguarding@wrestling.scot.