



## Chorley Bowmen Safeguarding Policy: Protection of Children, Young People and Vulnerable Adults

### Introduction

Chorley Bowmen Archery Club acknowledges its duty of care to safeguard and promote the welfare of children, young people and vulnerable adults, and is committed to ensuring its safeguarding practice reflects statutory responsibilities, government guidance, and best practice according to Archery GB and the NSPCC Child Protection in Sport Unit (see links below).

This policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children have a positive and enjoyable experience of archery at Chorley Bowmen in a safe and child-centred environment, and are protected from abuse at all times.

Chorley Bowmen acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Chorley Bowmen will:

- Promote and prioritise the safety and wellbeing of children and young people
- 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 children and young people
- Ensure appropriate action is taken in the event of incidents or concerns about abuse
- Ensure support is provided to individuals who raise or disclose concerns
- 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.

This policy will be widely promoted and is mandatory for all members of Chorley Bowmen, visitors, employees and anyone else associated with the club in any way. Failure to comply with this policy will be addressed without delay and may ultimately result in dismissal/exclusion from the club.

## **Procedures**

Chorley Bowmen has a zero-tolerance approach to bullying, cyberbullying, discrimination, harassment, inappropriate photography and other unwanted behaviours.

Any concerns should be brought to the attention of the club Safeguarding Officer (SO) as soon as possible. Contact details for the SO will be published on the club website, on posters in all club facilities and in regular emails to members.

Serious concerns or allegations of serious misconduct will be referred to the appropriate authorities (for example, the Lancashire Safeguarding Children Board, Local Authority Designated Officer, Lancashire Constabulary and/or Archery GB National Safeguarding Officers) as deemed appropriate by the SO.

All other concerns and allegations will be investigated and recorded by the SO and reported to the club Chair.

- Wherever possible, minor complaints will be resolved informally, with the involvement of a mediator where necessary.
- If any complaint cannot be resolved informally to the satisfaction of all parties, the Chair will convene an independent Disciplinary Committee to consider imposing a warning or sanction. In cases of extreme or repeated misconduct this could mean suspension of membership or even permanent expulsion from Chorley Bowmen.

## **Monitoring**

This policy will be reviewed every three years, or in the following circumstances:

- Changes in legislation and/or government guidance
- As required by the Local Safeguarding Children Board, UK Sport, Sport England or Archery GB
- As a result of any other significant change or event.

(Last reviewed 16 March 2016)

## **Links**

Archery GB Codes of Conduct: <http://www.archerygb.org/support/services/safeguarding/>

NSPCC Child Protection in Sport Unit <https://thecpsu.org.uk>

**Approved by The Committee, 16 March 2016**