

Active Norfolk

Safeguarding Policy Statement

Responsibilities: Active Norfolk will:

- Commit to providing and promoting safe activity and fully recognises the contribution it can make to protecting children and vulnerable adults from harm.
- Create a culture of safeguarding, equality and protection, both internally and with relevant external partners and embed these requirements in any agreements
- Promote a safe culture for the reporting of concerns where staff, volunteers and partners are confident of being heard and treated fairly and with respect.
- Keep all practices and processes up to date in line with legislation as well as recommendations from NSPCC and The Anne Craft Trust
- Accept the moral and legal responsibility to implement procedures to provide a duty of care for young people and vulnerable adults, safeguard their well-being and protect them from abuse.
- Be vigilant against all forms of abuse in all aspect of our work.
- Respect and promote the rights, wishes and feelings of young people and vulnerable adults.
- Recruit, train and supervise its employees and volunteers to adopt best practice to safeguard and protect young and vulnerable people from abuse and reduce the likelihood of allegations being made.
- Require all staff/volunteers to adopt and abide by Active Norfolk's Safeguarding Policy and Procedures.
- Staff and volunteers to follow the latest reporting process and guidance when required.
- Respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures where it concerns Active Norfolk staff.
- Promote and advocate wider guidance and legislation to local partners
- Ensure an effective implementation plan is reviewed and evaluated annually
- Report or pass on information re safeguarding concerns to statutory agencies and/or other organisations (e.g. NGB's, activity group, schools, facilities) in line with these procedures and information sharing guidance
- Assist and work collaboratively with statutory safeguarding bodies where required and act as a referral agency for any safeguarding in sport issues locally arising in unregulated activities



Principles:

- The welfare of young people and vulnerable adults is the primary concern.
- Everybody, whatever their age, culture, disability, gender, racial origin, religious belief and sexual identity has the right to protection from abuse.
- It is everyone's responsibility to report any concerns regarding abuse
- All incidents of suspicious poor practice and allegations will be taken seriously and responded to swiftly and appropriately.
- Confidentiality will be upheld in line with the General Data Protection Regulation
- This policy is mandatory for all staff (paid or unpaid), acting on behalf of Active Norfolk.
- The policy will be reviewed annually to ensure it remains relevant in the light of any changes to company operation or legislation. The annual review will be carried out by the Active Norfolk Safeguarding, Inclusion, Diversity and Equality (SIDE) Group, and will be formally approved by the Active Norfolk Board.

January 2022.

