

## **Ledbury Archery Club Safeguarding Policy: Protection of Children, Young People and Vulnerable Adults**

As officers and members of Ledbury Archery Club we accept and acknowledge our duty of care to encourage and safeguard the welfare of children, young people and vulnerable adults. We are committed to making sure our safeguarding practice supports statutory responsibilities, government guidance, and best practice in line with ArcheryGB and the NSPCC Child Protection in Sport Unit.

This policy affirms that the interests of children are uppermost in all circumstances. The purpose of the policy is to ensure that whatever the age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, every child, young person and vulnerable adult has an enjoyable and fulfilling time at Ledbury Archery Club in pursuit of their potential in this sport. Also, that each individual is able to flourish in a safe, child-centred environment, and are protected from abuse at all times.

Ledbury Archery Club accepts that some individuals, including children and young people from ethnic minority communities, disabled children, young people and vulnerable adults, can be vulnerable to abuse and so accept the responsibility to take reasonable and appropriate steps to ensure their care and welfare.

Within this safeguarding policy Ledbury Archery Club will:

- actively promote the safety, care and wellbeing of children, young people and vulnerable adults.
- Make sure that all club members understand their roles and responsibilities regarding safeguarding, being provided with appropriate knowledge to identify and respond to possible evidence of abuse, neglect and other safeguarding issues relating to children, young people or vulnerable adults.
- Make sure club members are aware of report procedure and that appropriate action is taken in the event of incidents or concerns about

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abuse.

- Make sure support is in place for individuals who raise or disclose concerns.
- Make sure that accurate, detailed and confidential concerns are kept stored securely.
- Prevent the employment/ deployment of inappropriate individuals.
- Make sure correct and rigorous safeguarding safeguarding structure and procedures are in operation.

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

## Procedures

Ledbury Archery Club has adopted a zero-tolerance towards bullying, cyberbullying, discrimination, harassment, inappropriate photography and other inappropriate behaviours.

Any concerns must be communicated to the club Safeguarding Officer (SO), currently the club membership secretary, at the earliest possible moment.

Serious allegations or concerns will then be referred by the S.O. to the County Safeguarding Officer and from there to higher authorities.

The SO will investigate and record all other minor concerns and allegations and report them to the club chairperson.

Minor complaints, wherever possible, will be resolved informally with the aid of a mediator where appropriate.

In the event of a complaint not being informally resolved to the satisfaction of all parties concerned the Chairperson will call an Independent Disciplinary Committee to consider the imposition of a warning or a sanction. In extreme cases or repeated misconduct this could lead to suspension of membership or

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further than this permanent expulsion from Ledbury Archery Club.

## Review

This policy is to be reviewed every three years, or in these cases:

Changes in legislation and/or government guidance.

As required by the Local Safeguarding Board, UK Sport, Sport England or ArcheryGB.

As a result of any other major change or event.

## Links:

ArcheryGB Codes of Conduct:

<http://www.archerygb.org/wp-content/uploads/2017/05/OPP0101SafeguardingChildrenandYoungPeoplePolicyandProcedures-21996.pdf>

NSPCC Child Protection in Sport Unit:

<http://thecpsu.org.uk>