

## **Sport Birmingham Safeguarding Policy**

**Welfare** refers to the general health, happiness and safety of a person or group.

**Wellbeing** is a state of being comfortable, healthy or happy; encompassing physical, emotional, social and psychological aspects of a person's health and quality of life.

**Safeguarding** refers to the process of protecting children, young people and adults to provide safe and effective care. This includes all procedures designed to prevent harm.

At Sport Birmingham, we believe that everyone, regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socioeconomic background, deserves the chance to be physically active, and the right to be safe and happy while doing so. We have an organisational, moral, and legal obligation ensure the highest possible standards of safety for everyone we come into contact with and influence our partners and communities to do the same. We value our commitment to maintain and improve our NSPCC/Sport England Advanced Safeguarding Standards. We have a shared responsibility regarding the safety and well-being of everyone across Birmingham and will act appropriately and report concerns whether these concerns arise within our programs, or in the wider community.

This policy outlines what we do, what we will do, and how we will do it. It includes every paid member of staff, every unpaid facilitator, and third parties working directly on our behalf.

We prioritise safeguarding by **Promoting and prioritising welfare**

- Welfare and Safeguarding are one of our core working areas, we have a dedicated team available for every group and club across Birmingham to work with to improve wide culture
- Our Inclusion team and Welfare teams work closely to embed the topics together
- Sport Birmingham has a Designated Safeguarding Lead who is always available to our staff and volunteers and oversees all safeguarding measures. We have multiple other trained staff to ensure sufficient and appropriate cover.
- We have a robust Safeguarding Policy and Procedure, overseen by our DSL (found at the end of the policy). Whenever we need to enact this policy, complete records are kept and reviewed annually with a policy renewal to ensure continuous improvement. Records are kept for 7 years in line with other policies.
- All of our work is done in conjuncture with the Children's Act 1989, Safeguarding of Vulnerable Groups Act 2006, Working Together to Safeguard Children 2018, Keeping Children Safe in Education 2015, Equality Act 2010, The Care Act 2014, The Mental Capacity Act 2005, Office of Public Guardian – Safeguarding policy May 2013, The Protections of Freedom Act-2012, Prevent Strategy 2011- Extremism and Radicalisation, Domestic Violence, Crime and Victims (Amendment) Act 2012, Sexual Offence Act 2003, The Human Rights Act 1998, The Data Protection Act 2018, Duty of Care review 2017

We strengthen our internal safeguarding by practising **Safer recruitment**

- Sport Birmingham will continue to risk assess each role and activity we deliver, and verify this is done by partners delivering on our behalf
- Safety requirements will be set based on risk assessments, ensuring participants are always protected. Safety measures may include:
  - o Enhanced DBS checks
  - o Alterations to working style to ensure supervision
  - o Additional on boarding for certain programmes
- We are continuously improving our application and onboarding process to approach safeguarding in a holistic and person centred way, following the principles of deter, reject, prevent, and detect.

Our team displays great practise through robust **Training and Development**

- Our staff are involved in continuous professional development, with refresher and topic specific training taking place for all staff, and in-depth training for certain key members of the team.
- We are working to embed safeguarding and welfare across our work streams, upskilling our workforce through experience, and normalising safeguarding practises
- This Safeguarding policy and procedure is a mandatory read and sign off within onboarding
- In line with our risk assessments, certain programs have specific safeguarding training, informed by CPSU, Ann Craft Trust, LADO, and other key partners.

Ensure consistent commitment to safeguarding through **Governance of third parties**

- All partnerships with third parties are overseen by our COO and CEO, including ensuring safeguarding has been checked and approved against our standards.
- We approach new contracts as an opportunity to discover not only compliance, but areas for growth, so we can support the development of the whole sporting system in Birmingham.
- Our workforce regularly attends national and local conferences to facilitate continuous inter organisation learnings

Let everyone know about their rights and responsibilities by **Information Sharing**

- All of our documentation is available on our website, along with key resources and tools to support partners and other organisations to development and grow.
- We are regularly hosting open forums for community members to join, to share and learn about safeguarding and welfare practice in Birmingham.
- There is a named member of our board with a specific oversight of Safeguarding, and we are in regular contact with them.

Hold community members safety at our heart through **Multi Agency Working**

- In line with Working together to safeguard children legislation, we actively participate in system working, as outlined above.

- Following our procedures, we escalate all concerns to appropriate authority, including LADO (Local Authority Designated Officer) and MASH (Multi Agency Safeguarding Hub).