

TEK ADULTS AT RISK POLICY & PROCEDURE

TEAM ELITE KICKBOXING LIMITED T/A TEK KICKBOXING IS A COMPANY LIMITED BY SHARES, REGISTERED IN ENGLAND & WALES UNDER NUMBER 13693213; ITS REGISTERED ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM, NG9 2AW; ITS TRADING ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM NG9 2AW ITS VAT NUMBER IS 402159925; ITS EMAIL ADDRESS IS INFO@TEAMELITEKICKBOXING.ORG AND TELEPHONE NUMBER IS +44 (0) 7766836153.

POLICY INTRODUCTION AND AIMS

TEK WANTS TO MAKE SURE THAT EVERYONE INVOLVED IN TEK KICKBOXING CAN DO SO IN A SAFE AND PROTECTED WAY. WE NEED TO ENSURE THAT EVERYONE FOLLOWS BEST PRACTICE AND COMPLIES WITH THE LAW. THIS POLICY IDENTIFIES THE STEPS THAT EVERYONE IN TEK SHOULD FOLLOW TO PROTECT ADULTS, PARTICULARLY THOSE AT RISK AND HOW TO DEAL WITH CONCERNS THAT MAY ARISE.

DEFINITIONS

ADULTS AT RISK THE ADULTS REFERRED TO IN THIS DOCUMENT ARE ADULTS AT RISK USING THE DEFINITION FROM THE CARE ACT 2014. THIS IS DEFINED AS:

A PERSON OVER 18

+

HAS NEEDS FOR CARE AND SUPPORT (WHETHER OR NOT THE LOCAL AUTHORITY IS MEETING ANY OF THOSE NEEDS)

+

IS EXPERIENCING OR IS AT RISK OF ABUSE OR NEGLECT

=

ADULT AT RISK

NATURALLY, A PERSON'S DISABILITY OR FRAILTY DOES NOT MEAN THAT THEY WILL INEVITABLY EXPERIENCE HARM OR ABUSE.

IN THE CONTEXT OF SAFEGUARDING ADULTS, THE LIKELIHOOD OF AN ADULT IN NEED OF CARE AND SUPPORT EXPERIENCING HARM OR ABUSE SHOULD BE DETERMINED BY CONSIDERING A RANGE OF SOCIAL, ENVIRONMENTAL AND CLINICAL FACTORS, NOT MERELY BECAUSE THEY MAY BE DEFINED BY ONE OR MORE OF THE ABOVE DESCRIPTORS.

IN RECENT YEARS THERE HAS BEEN A MARKED SHIFT AWAY FROM USING THE TERM 'VULNERABLE' TO DESCRIBE ADULTS POTENTIALLY AT RISK FROM HARM OR ABUSE.

JUST TO REITERATE, AN ADULT AT RISK IS NOT EXCLUSIVELY SOMEONE WITH A DISABILITY, WHETHER THAT BE PHYSICAL, LEARNING OR SENSORY. ANYONE AT SOME POINT GIVEN A PARTICULAR CIRCUMSTANCE CAN BE VULNERABLE. SOME EXAMPLES IN KICKBOXING, INCLUDE:

- AN ELITE 18-YEAR-OLD PLAYER BEING GROOMED FOR SEXUAL ABUSE BY THEIR COACH
- A YOUNG WOMAN CONFIDING IN HER COACH ABOUT A FORTHCOMING HOLIDAY WHERE SHE BELIEVES SHE WILL BE MARRIED AGAINST HER WILL

ADULTS AT RISK IS THE PREFERRED TERMINOLOGY AND SUPERSEDES THE PREVIOUS PHRASING OF VULNERABLE ADULTS. ABUSE IS A VIOLATION OF AN INDIVIDUAL'S HUMAN AND CIVIL RIGHTS BY ANOTHER PERSON OR PERSONS. THE DEFINITIONS OF ABUSE FOR ADULTS AT RISK INCLUDE:

Physical abuse	Includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
Domestic abuse	Including honour-based violence and includes psychological, physical, sexual, financial, emotional abuse
Sexual abuse	This include rape and sexual assault or sexual acts to which the adult at risk has not consented or could not consent or was pressured into consenting.

Psychological abuse	This includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
Financial/material abuse	Including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
Modern slavery	Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
Discrimination	Is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the Protected Characteristics of the Equality Act 2010. Research tells us that bullying of vulnerable groups can be an issue in sport.
Organisational abuse	This is abuse which centres around routines and schedules which have been designed for the benefit of the organisation and not the individual.
Neglect and acts of omission	Including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and hearing.
Self-neglect	This covers a wide range of behaviour: neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

ADULT SAFEGUARDING IS PROTECTING A PERSON'S RIGHT TO LIVE IN SAFETY, FREE FROM ABUSE AND NEGLECT.

CAPACITY REFERS TO THE ABILITY TO MAKE A DECISION AT A PARTICULAR TIME, FOR EXAMPLE WHEN UNDER CONSIDERABLE STRESS. THE STARTING ASSUMPTION MUST ALWAYS BE THAT A PERSON HAS THE CAPACITY TO MAKE A DECISION UNLESS IT CAN BE ESTABLISHED THAT THEY LACK CAPACITY (MENTAL CAPACITY ACT 2005).

EVERYONE SHOULD ALWAYS BE MINDFUL OF THE NEED FOR ADULTS AT RISK TO CONSENT TO, AND TO BE COMFORTABLE WITH, ANY PROPOSED ACTIVITY/SERVICE. CONSENT IS A CLEAR INDICATION OF A WILLINGNESS TO PARTICIPATE IN AN ACTIVITY OR TO ACCEPT A SERVICE. THE ADULT AT RISK MAY SIGNAL CONSENT VERBALLY, BY GESTURE, BY WILLING PARTICIPATION OR IN WRITING. DECISIONS WITH MORE SERIOUS CONSEQUENCES WILL REQUIRE MORE FORMAL CONSIDERATION OF CONSENT AND APPROPRIATE STEPS SHOULD ALWAYS BE TAKEN TO ENSURE THAT CONSENT IS VALID. PEOPLE SHOULD REMEMBER THAT NO ONE CAN GIVE, OR WITHHOLD, CONSENT ON BEHALF OF ANOTHER ADULT UNLESS SPECIAL PROVISION FOR PARTICULAR PURPOSES HAS BEEN MADE FOR THIS, USUALLY IN LAW. IN CERTAIN SITUATIONS, THE NEED FOR CONSENT MAY BE OVERRIDDEN. THIS IS GENERALLY WHEN IT IS IN THE PUBLIC INTEREST TO DO SO, FOR EXAMPLE, THE DISCLOSURE OF INFORMATION TO PREVENT A CRIME OR RISK TO HEALTH OR LIFE.

LEGISLATION AND GUIDANCE

THERE ARE MANY PIECES OF LEGISLATION AND GUIDANCE THAT RELATE TO ADULTS AT RISK WHICH INCLUDE:

- HUMAN RIGHTS ACT 1998
- EQUALITY ACT 2010
- DATA PROTECTION ACT 2018
- PUBLIC INTEREST DISCLOSURE ACT 1998
- SEXUAL OFFENCES ACT 2003
- CARE STANDARDS ACT 2000
- DOMESTIC VIOLENCE, CRIME AND VICTIMS ACT 2012
- MENTAL CAPACITY ACT 2005 INCLUDING THE DEPRIVATION OF LIBERTY SAFEGUARDS
- SAFEGUARDING VULNERABLE GROUPS ACT 2006
- THE PROTECTION OF FREEDOMS ACT 2012
- THE CARE ACT 2014
- MAKING SAFEGUARDING PERSONAL GUIDE 2014

PRINCIPLES

SAFEGUARDING IS EVERYBODY'S BUSINESS. IT IS IMPORTANT FOR EVERYONE TO BE ALERT TO POSSIBLE SIGNS OF ABUSE OR NEGLECT AND ACTING ON THEIR CONCERNS.

THE CATCHPHRASE 'SAFEGUARDING IS PERSONAL' IS INTENDED TO EMPHASISE THE IMPORTANCE OF ADULTS AT RISK BEING AS INVOLVED AS POSSIBLE IN ANY SAFEGUARDING PROCESS. WITH SOME EXCEPTIONS SAFEGUARDING ENQUIRIES SHOULD ONLY TAKE PLACE WITH THE CONSENT OF THE ADULT. THE EXTENT OF ANY ENQUIRY WHERE THERE ARE SUSPICIONS OF ABUSE OR NEGLECT SHOULD DEPEND ON THE CIRCUMSTANCES OF THE INDIVIDUAL CASE AND THE VIEWS OF THE INDIVIDUAL AT THE HEART OF IT. AS WITH OTHER ASPECTS OF THE SOCIAL CARE LEGAL FRAMEWORK THE WELL-BEING OF THE INDIVIDUAL THROUGH THE SAFEGUARDING PROCESS IS OF CENTRAL IMPORTANCE. THIS INCLUDES CONTROL BY INDIVIDUALS OVER THEIR DAY TO DAY LIVES. THE CONCEPT OF WELL-BEING IS THREADED THROUGHOUT THE CARE ACT AND IT IS ONE THAT IS RELEVANT TO ADULT SAFEGUARDING IN SPORT AND ACTIVITY. WELL-BEING IS DIFFERENT FOR EACH OF US HOWEVER THE ACT SETS OUT BROAD CATEGORIES THAT CONTRIBUTE TO OUR SENSE OF WELL-BEING. BY KEEPING THESE THEMES IN MIND, WE CAN ALL ENSURE THAT ADULT PARTICIPANTS CAN TAKE PART IN OUR SPORT FULLY.

- PERSONAL DIGNITY (INCLUDING TREATMENT OF THE INDIVIDUAL WITH RESPECT)
- PHYSICAL AND MENTAL HEALTH AND EMOTIONAL WELL-BEING
- PROTECTION FROM ABUSE AND NEGLECT
- CONTROL BY THE INDIVIDUAL OVER THEIR DAY-TO-DAY LIFE (INCLUDING OVER CARE AND SUPPORT PROVIDED AND THE WAY THEY ARE PROVIDED)
- PARTICIPATION IN WORK, EDUCATION, TRAINING OR RECREATION
- SOCIAL AND ECONOMIC WELL-BEING
- DOMESTIC, FAMILY AND PERSONAL DOMAINS
- SUITABILITY OF THE INDIVIDUAL'S LIVING ACCOMMODATION
- THE INDIVIDUAL'S CONTRIBUTION TO SOCIETY.

THERE ARE SIX FURTHER PRINCIPLES OF ADULT SAFEGUARDING AS LAID OUT IN THE CARE ACT 2014.

Principle	Definition	What does this look like in practice?
Empowerment	People being supported and encouraged to make their own decisions and informed consent.	"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
Prevention	It is better to take action before harm occurs.	"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
Proportionality	The least intrusive response appropriate to the risk presented.	"I am sure that the professionals will work in my interest as I see them, and they will only get involved as much as needed."
Protection	Support and representation for those in greatest need.	"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want"
Partnership	Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.	"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
Accountability	Accountability and transparency in delivering safeguarding.	"I understand the role of everyone involved in my life and so do they."

TO ADD TO THIS, WE BELIEVE THAT THE FOLLOWING SHOULD APPLY:

- ALL ADULTS, REGARDLESS OF AGE, ABILITY OR DISABILITY, GENDER, RACE, RELIGION, ETHNIC ORIGIN, SEXUAL ORIENTATION, MARITAL OR GENDER STATUS HAVE THE RIGHT TO BE PROTECTED FROM ABUSE AND POOR PRACTICE AND TO PARTICIPATE IN AN ENJOYABLE AND SAFE ENVIRONMENT
- WE WILL SEEK TO ENSURE THAT OUR SPORT IS INCLUSIVE AND MAKE REASONABLE ADJUSTMENTS FOR ANY ABILITY, DISABILITY OR IMPAIRMENT, WE WILL ALSO COMMIT TO CONTINUOUS DEVELOPMENT, MONITORING AND REVIEW
- THE RIGHTS, DIGNITY AND WORTH OF ALL ADULTS WILL ALWAYS BE RESPECTED
- WE RECOGNISE THAT ABILITY AND DISABILITY CAN CHANGE OVER TIME, SUCH THAT SOME ADULTS MAY BE ADDITIONALLY VULNERABLE TO ABUSE, IN PARTICULAR THOSE ADULTS WITH CARE AND SUPPORT NEEDS
- WE ALL HAVE A SHARED RESPONSIBILITY TO ENSURE THE SAFETY AND WELL-BEING OF ALL ADULTS AND WILL ACT APPROPRIATELY AND REPORT CONCERNS WHETHER THESE CONCERNS ARISE WITHIN OUR SPORT FOR EXAMPLE INAPPROPRIATE BEHAVIOUR OF A COACH, OR IN THE WIDER COMMUNITY OR OUTSIDE OF IT, PERHAPS THROUGH THE ACTION OF A CARER WHICH IS REPORTED OR OBSERVED BY US
- ALL ALLEGATIONS WILL BE TAKEN SERIOUSLY AND RESPONDED TO QUICKLY IN LINE WITH OUR SAFEGUARDING ADULTS POLICY AND PROCEDURES
- WE RECOGNISE THE ROLE AND RESPONSIBILITIES OF THE STATUTORY AGENCIES IN SAFEGUARDING ADULTS AND ARE COMMITTED TO WORKING WITH THE PROCEDURES OF THE LOCAL SAFEGUARDING ADULTS BOARDS.

WHAT TO DO IF YOU HAVE CONCERNS

TEK TAKES ALL ALLEGATIONS AND CONCERNS RAISED SERIOUSLY. THE INFORMATION PROVIDED WILL BE REFERRED TO THE RELEVANT AUTHORITIES AS NECESSARY.

IF YOU BECOME AWARE OR SUSPECT THAT ABUSE OR POOR PRACTICE IS TAKING PLACE YOU MUST REPORT IT.

REMEMBER - IT IS NOT YOUR RESPONSIBILITY TO DECIDE WHETHER OR NOT AN ADULT HAS BEEN ABUSED. IT IS HOWEVER EVERYONE'S RESPONSIBILITY TO RESPOND TO AND REPORT CONCERNS.

IF THE PERSON IS AT IMMEDIATE RISK THEN PLEASE CALL THE POLICE ON 999, OTHERWISE YOUR NORMAL FIRST POINT OF CONTACT WILL BE TEK'S WELFARE OFFICER.