



Safeguarding Policy

1. Introduction

The London Knights believe that all forms of abuse are unacceptable and recognise its responsibility to safeguard the welfare of all children, young people, adults, and others who may be vulnerable. Our practices are aimed at protecting all, regardless of age, gender, disability, ethnicity, nationality, religious beliefs, and sexual orientation have the right to protection from all forms of abuse. We are committed to working in partnership with children, young people, parents, carers, and other agencies to promote welfare.

The London Knights acknowledge that safeguarding is everybody's responsibility and are committed to prevent abuse and neglect through safeguarding the welfare of all by creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

The London Knights recognise that there is a legal framework in which sports need to work to safeguard children and adults who have needs for care and support and for protecting those who are unable to take action to protect themselves. All actions taken will be in accordance with the relevant safeguarding legislation and with local statutory safeguarding procedures.

The London Knights expect our partner organisations, affiliated clubs, suppliers, and sponsors to adopt and demonstrate their commitment to these principles and practices as set out in this Safeguarding Policy.

2. Purpose of this policy

- To provide protection for all who receive London Knights's services, including children of adult members of users.
- To provide staff, volunteers, and other member of the London Knights with guidance on procedures they should follow if they suspect anyone may be experiencing, or at risk of harm.

3. Commitments

- To ensure that our activities are delivered in a way which keeps all participants safe.
- To value, listen, and respect all.
- To identify and report any act or concerns of abuse.
- To make sure everyone involved with the London Knights is aware of this policy and who they should contact to raise any concerns.
- To take all concerns raised seriously and address them promptly.



- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- To keep detailed and accurate records of all safeguarding concerns and investigations.
- To cooperate with Police and other relevant Local Authorities in taking action.
- To follow best practices and share protection information with agencies about all concerns, and involving parents and children appropriately.
- To accept moral and legal responsibility to provide duty of care to protect and safeguard the wellbeing all who are engaged in an activity which the London Knights has control over.
- To adopt protection guidelines through procedures and a code of conduct for staff, volunteers, and users.
- To recruit staff and volunteers safely, ensuring necessary checks are made.
- To provide effective management of staff and volunteers through supervision, support, and training.

Anyone with a safeguarding concern should speak to the welfare officer or other member of the London Knights's executive team and complete an incident report form with them. Alternatively the form can be completed anonymously using our website londonknightsdodgeball.com

4. Definitions

- Child/young person – anyone who has not reached their 18th birthday, as per the Children Acts 1989 and 2004.
- Parent – person with parental responsibilities for a child, this also refers to carers or guardians.
- Vulnerable adult – Anyone over the age of 18 who is receiving or may need help or services to live in the community. They may be unable to care for or to protect themselves from harm or exploitation.
- Abuse & Neglect – forms of maltreatment which may include, but are not limited to, physical or sexual assaults, cases where the standard of care does not adequately support a person's health or development, or through the failure to act to prevent harm.
- Bullying – deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves.
- Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.
- Child Protection – the process of protecting children identified as either suffering, or at risk of suffering, significant harm as a result of abuse or neglect.
- Safeguarding – the practise and policies put in place to protect from abuse or neglect, preventing impairment of health and development, and ensuring settings and circumstances consist with the provision of safe and effective care to enable the optimum life chances.
- Wellbeing – a state of comfort and happiness by maintain a balance of physical, emotional, psychological, social, spiritual, intellectual, and economic health.



- Designated Safeguarding Officer (DSO) – committee member with the responsibility of overseeing an individual case regarding safeguarding or child protection, often undertaken by the Welfare Officer.

5. Types of abuse

Abuse can take many forms. The most common forms can include but are not limited to:

- Physical
- Verbal
- Financial
- Material
- Sexual
- Psychological
- Emotional
- Discriminatory
- Neglect

Abuse can be perpetuated by anyone and can take place in any public or private settings.

6. Signs & Indicators of Abuse or Neglect

- Unexplained bruises or injuries.
- Person has belongings or money go missing.
- Person is no longer attending / does not enjoy their sessions, or is not responding to invitations.
- Unexplained loss or gain or weight or unkept appearance or hygiene.
- Change in behaviour or confidence.
- Self-harm
- Fear of a particular individual or group of people.
- A parent or carer does not allow them to speak or make their own choices.
- They tell you / or another person tell you they are being abused.

7. Rights & Responsibilities

Responsibilities of the London Knights:

- To ensure staff and volunteers are aware of this policy, best practice, and all vulnerable individuals in need of protection.
- To report any concerns to the Welfare Officer or other Executive.
- To notify appropriate agencies if abuse is identified or suspected.



- To support and where possible secure the safety of individuals and ensure that all referrals to services have full information in relation to the identified risk and vulnerability.
- To follow government regulations regarding Mental Capacity in instances where a decision needs to be made on someone else's behalf.
- To check staff and volunteers have the appropriate Disclosure and Barring Service (DBS) check.

Responsibilities of London Knights's coaches:

- To be familiar with this policy, best practice, and legislation pertaining to safeguarding and child protection.
- To take appropriate action when abuse is identified or suspected.
- To declare any existing or subsequent convictions.

Support for those who report abuse:

- All matters raised will be taken seriously.
- Comments will usually be treated confidentially, but concerns may be shared with the appropriate authorities if they or others are at significant risk.

Vulnerable Adults have the right:

- To be made aware of this policy.
- To have alleged incidents recognised and taken seriously.
- To receive fair and respectful treatment throughout.
- To be involved in any processes.
- To receive information about the outcome.

8. Procedure

If you or someone is in immediate danger or require immediate medical assistance contact the emergency services on 999.

It is important that the person accused of causing harm not be confronted before speaking to the Welfare officer or other executive.

If it does not put the suspected victim at risk inform them that your concern has been passed to the London Knights for investigation.

- Report is made regarding Safeguarding concern.
- The Welfare Officer will lead an investigation.
 - a. If the Welfare Officer is implicated the Chair or other Executive will investigate.
- A record of the concern and investigation will be kept.



- Information about additional resources will be shared with the individual raising the concern.
- If appropriate information gathered will be shared with Police, Social Services, or other organisations.
- Outcomes will be shared where appropriate.

9. Working Together to Safeguard Children 2013

Government guidance sets out how organisation and individuals should work together to safeguard and promote the welfare of children and how practitioners should conduct the assessment of children. The guidelines set out core legal requirements, making it easier what individuals and organisations should do to keep children safe and promote welfare.

10. Review

- This This policy will be reviewed regularly and updated accordingly in line with legislation. All changes will be signed in by the current Welfare Officer.
- This policy must be reviewed any signed by any newly elected Welfare Officer.

11. Declaration

The London Knights hereby adopt and accept this policy

SIGNED: 

NAME: Luke Quinn

POSITION: Welfare Officer

DATE: 09/11/2020