

Safeguarding Children & Vulnerable Adults

Policy for Protecting Young & Vulnerable People

This policy was approved by the British Orienteering Management Committee on 6 December 2001, again by the British Orienteering Council on 19 January 2002, since that date regularly reviewed and approved by the Board of British Orienteering.

British Orienteering regards the welfare of all young people and vulnerable adults to be of paramount importance. In order to protect them from abuse, British Orienteering is committed to taking all reasonable steps to provide a safe environment for them to participate in orienteering activities held under the auspices of British Orienteering. To this end, British Orienteering will establish, operate, review and update procedures:-

- which promote the safety from abuse of young and vulnerable people,
- which provide a channel through which concerns and allegations can be reported
- for responding speedily to any reports of concerns and allegations.

In addition, British Orienteering will establish, operate, review and update procedures:-

- for advising adults on how to interact with young and vulnerable people in ways which are beneficial for all concerned
- which support anyone who reports concerns that a young person or vulnerable adult may have been or may be at risk of being abused
- which provide support to and the fair treatment of anyone against whom allegations have been made
- for responding appropriately if it is established that someone is unsuitable for work with or has behaved in an unacceptable manner towards young and vulnerable people

Everyone, whether employee or volunteer, involved with young and vulnerable people within orienteering has a responsibility to follow these procedures; this includes acting as specified in the procedures if they have reason to believe that such a person has been or is in danger of being harmed.

Responsibilities

All British Orienteering affiliated clubs will:

- Accept the moral and legal responsibility for implementing procedures to provide a duty of care for young people and vulnerable adults, to safeguard their well-being and to protect them from abuse;
- Respect and promote the rights, wishes and feelings of young people;
- Recruit, train and supervise their employees, volunteers and other workers so as to adopt best practice to safeguard and protect young people from abuse, and themselves against allegations;
- Require staff and volunteers to adopt and abide by the British Orienteering Child Welfare Policy and Procedures which incorporate the British Orienteering Code of Ethics and Conduct;
- Respond appropriately to any complaints about poor practice or allegations of abuse

Principles

The guidance given is based on the following principles:

- This policy recognises and builds on the legal and statutory definitions of a child;
- A young person is recognised as being under the age of 18 years (Children's Act 1989 definition, Protection of Children (Scotland) Act 2003);

- An adult has a moral and statutory duty for the care, custody and control of any child under the age of 18 under their supervision;
- The child's welfare and safety is of the highest importance;
- All young people, whatever their age, culture, gender, language, racial origin, religious belief and sexual identity, and irrespective of any disability, have the right to protection from abuse;
- All incidents of poor practice or suspicions of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
- All young people have the right to participate in orienteering in an enjoyable and reasonably safe environment;
- Young people and vulnerable adults have the right to expect appropriate support in accordance with their personal and social development with regard to their involvement in the sport of orienteering;
- It is the responsibility of the child welfare experts, agencies and courts to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns;
- Confidentiality should be upheld in line with the Data Protection Act 1998, the Human Rights Act 2000 and the Protection of Freedoms Act 2012.

Working in partnership with young people, their parents/guardians and other agencies is essential for the welfare of young people. Clubs affiliated to British Orienteering recognise the statutory responsibility of Social Services to ensure the welfare of young people and work with the appropriate agencies (in England the Local Safeguarding Children's Board, LSCB) to comply with its procedures, child welfare has a broader remit within the sport of orienteering. All those involved in organising activities in orienteering have a duty to ensure that children are:

- Allowed access to the sport in a way that is appropriate for their age and ability;
- Coached and trained by appropriately qualified staff;
- Not required to participate in so many competitions, or to attend so many training sessions, as to become a threat to their well-being;
- Not subjected to any form of discriminatory abuse from any source;
- Not subjected to bullying or undue pressure from any source;
- Encouraged to achieve their full potential at all levels;
- Instructed on how to behave in the orienteering environment;
- Afforded respect, confidentiality and privacy in a competing and training situation and any other orienteering environment.

Implementation

By affiliating to British Orienteering members, clubs, associations and other organising groups agree to abide by the *British Orienteering Child Welfare Policy and Procedures*. These shall be adopted by the following:

- British Orienteering and its affiliated clubs and members.
- All other bodies involved in the sport of orienteering in the United Kingdom which provide the opportunity to work (either on a paid or voluntary basis) with children, young people up to the age of 18 and vulnerable adults.
- All contractors or people offering services to orienteering shall also be required to agree to abide by this Policy and Procedures.

Assent

All individuals involved in Orienteering under the jurisdiction of British Orienteering at every level including participants, Officials, Instructors/Coaches, Administrators, Club Officials, parents and spectators (as far as is feasible) agree to abide by the British Orienteering Code of Ethics & Conduct. All such individuals by participating or being involved in orienteering are deemed to have assented to and as such recognise and adhere to the principles and responsibilities embodied in the Code.

Child Welfare & Vulnerable Adults Regulations

The Child Welfare Regulations, below, shall become a new condition of affiliation and/or become incorporated in the constitution of each of British Orienteering, its affiliated Clubs and all other affiliated bodies in the United

Kingdom as referred to above and shall provide a new disciplinary process under each body's respective Disciplinary Rules.

Monitoring Procedures

The *British Orienteering Child Welfare Policy and Procedures* will be regularly monitored and a full policy review will take place every 3 years. The following situations may also evoke a review of the policy:

- Any changes in legislation;
- Any changes in governance of the sport;
- The outcome of a significant case.

Child Welfare & Vulnerable Adults Regulations

A requirement for ALL affiliated members

Paragraphs 1 to 3 of the following regulation are to be included, under a safeguarding child and vulnerable adults heading, in the Articles of Association of British Orienteering, the bye-laws and constitutions of its affiliated Clubs and all other affiliated bodies involved in orienteering in the United Kingdom which provide the opportunity to work (either on a paid or voluntary basis) with children and young people up to the age of 18 (individually as "The Affiliated Body" and collectively referred to as "The Affiliated Bodies") to ensure the same is binding throughout the sport.

All affiliated clubs and members are required to uphold these regulations. Paragraphs 4 to 12 are to be included in each Disciplinary Rules and Procedures of each Affiliated Bodies.

Child Welfare

4. The [name of The Affiliated Body], agrees to adopt the *British Orienteering Child Welfare Policy & Procedures*.
5. All individuals involved in Orienteering through [name of The Affiliated Body] at every level, including participants, Officials, Instructors/Coaches, Administrators, Club Officials or spectators (where it is feasible to manage) agree to abide by the British Orienteering Code of Ethics & Conduct ("Code") and all such individuals participating or being involved in orienteering through [name of The Affiliated Body] in one of the aforementioned roles or in a role which comes within the intended ambit of this paragraph and the *British Orienteering Child Welfare Policy & Procedures* generally are deemed to have assented to and as such recognise and adhere to the principles and responsibilities embodied in the Code.
6. Each and every constituent member of [name of The Affiliated Body] including without limitation all clubs and disciplines, shall be responsible for the implementation of the *British Orienteering Child Welfare Policy & Procedures* in relation to their members.
7. Any act, statement, conduct or other matter which harms a young person or people, or poses or may pose a risk of harm to a young person or people, shall constitute behaviour which is improper and brings the sport into disrepute.
8. In these Regulations the expression "Offence" shall mean one or more of the Offences contained in Schedule 4 to the Criminal Justice and Court Services Act 2000 and amendment within the Sexual Offences Act 2003 (Home Office Circular 2005/16) and any other criminal offence which reasonably causes British Orienteering to believe that the person accused of the offence poses or may pose a risk of harm to a young person or people.
9. Upon receipt by [name of The Affiliated Body] of:
 - notification that an individual has been charged with an Offence; or
 - notification that an individual is the subject of an investigation by the Police, Social Services or any other authority relating to an Offence; or
 - any other information which causes the body reasonably to believe that a person poses or may pose a risk of harm to a young person or people then The Affiliated Body shall have the power to order that an individual be suspended from all or any specific orienteering activity for such a period and on such terms and conditions as it deems fit.
10. In reaching its determination as to whether an order under Regulation 6 should be made, The Affiliated Body shall give consideration, amongst other things, to the following factors:
 - whether a young person is or young people are or may be at risk of harm;
 - whether the matters are of a serious nature as determined in 5 above;
 - whether an order is necessary or desirable to allow the conduct of any investigation by The Affiliated Body or any other authority or body to proceed unimpeded.
11. The period of an order referred to in 6 above shall not be capable of lasting beyond the date upon which any change under the Rules of The Affiliated Body or any Offence is decided or brought to an end.

12. Where an order is imposed on an individual under Regulation 6 above, The Affiliated Body shall bring and conclude any proceedings under the Rules of The Affiliated Body against the person relating to the matters as soon as reasonably practicable.
13. Where a person is convicted, or is made the subject of a caution in respect of an Offence, that shall constitute a breach of the rules of The Affiliated Body and it shall have the power to order the suspension of the person from all or any specific Orienteering activity for such a period (including indefinitely) and on such terms and conditions as it thinks fit.
14. For the purposes of these Regulations, The Affiliated Body shall act through the British Orienteering Child Welfare Case Management Group and the Disciplinary Panels.
15. Notification in writing or an order referred to above shall be given to the person concerned and/or any Club with which he/she is associated as soon as reasonably practicable.
16. Where a person is deemed to be unsuitable to work with young people, British Orienteering may refer the person for consideration for inclusion on the Protection of Children Act (POCA) list.

Requirement for Members in the United Kingdom

All associations, clubs and members of British Orienteering including, and without limitation, each and every other club and discipline must include the following wording under a 'Child Welfare' heading within their rules:

"The [name of Constituent Member] agrees to adopt the *British Orienteering Child Welfare Policy & Procedures*. All individual members are deemed to have read, understood and assented to the British Orienteering Code of Ethics & Conduct ("Code") and as such recognise and adhere to the principles and responsibilities embodied in the Code."

All Constituent Members shall ensure that the following wording is incorporated into all membership forms and all forms, contracts and/or terms of engagement regarding the appointment of Instructors/Coaches, Officials and other individuals on a full-time, part-time or voluntary basis;

"I, [name] have read and understood the British Orienteering Code of Ethics & Conduct ("Code") and as such agree to fully recognise and adhere to the principles and responsibilities embodied in the Code."