

Child and Vulnerable Adult Protection Policy

Scope

Weightlifting Scotland has a professional duty to provide children and vulnerable adults with appropriate safety and protection. As the welfare of the child and vulnerable adult is paramount, we are committed to providing safe equipment and facilities so that children and vulnerable adults may participate in courses/programmes in a secure environment.

We promote ethical behaviour, providing children and vulnerable adults with a sense of being valued. On this basis, we aim to ensure safe recruitment practices are always followed, to establish the suitability of personnel to work with children and/or vulnerable adults.

It is ultimately the responsibility of Weightlifting Scotland, to ensure that this policy is implemented, published and accessible to all personnel, and any relevant third parties, ensuring this information is fully understood by the members that take out our membership.

Objectives

In order to provide safety, protection and security to children and vulnerable adults throughout our operations, we will adhere to our child and vulnerable adult protection policy/statement and intend to:

- protect all children and vulnerable adults from abuse, whatever their age, culture, disability, gender, language, ethnic origin, religious beliefs or sexuality
- raise awareness of child and vulnerable adult protection issues and promote good practice
- conduct risk assessments to minimise potential hazards to children's and vulnerable adults' welfare
- provide support to learners who have been abused and act proactively by preventing any similar incidents through risk assessment
- ensure all personnel fully understand their responsibilities and are provided with the appropriate training/regular updates of the legislation.

In achieving our policy aims and being proactive, we have developed procedures related to the recruitment of personnel and how allegations of child and vulnerable adult abuse should be dealt with. In light of this, we implement safe recruitment practices in checking the suitability of personnel to work with children and vulnerable adults.



Personnel Recruitment Procedure

Applicants are required to complete an application form (which may lead to a subsequent interview) which contains explicit information about their past. These are required to be returned to the relevant department and the member of personnel managing the recruitment process.

Where applicants will take significant responsibility for safeguarding children during activities within Weightlifting Scotland, they will be required to complete a Criminal Record Bureau (CRB) check with British Weightlifting or in Scotland the PVG (Protecting Vulnerable Groups).

Personnel are selected on their suitability to meet the job/role-related requirements and responsibilities and their ability to demonstrate that they can work safely with children and/or vulnerable adults.

Applicants will receive confirmation in writing relating to the outcome of their application/interview. If the outcome is positive, arrangements are made for induction and any relevant training, which includes clarification of activity requirements, responsibilities and child and vulnerable adult protection procedures and further identification of training needs.

New members or personnel are then required to confirm their agreement to abide by the Weightlifting Scotland policies and procedures, including the child and vulnerable adult protection policy, in writing. Awareness of child and vulnerable protection practice will continue to be addressed via ongoing training. All members of personnel who work with children and vulnerable adults are required to adhere to this policy.

Allegations will be taken seriously and dealt with as soon as practicable, in line with Weightlifting Scotland child and vulnerable adult protection policy.

The Child and Vulnerable Adult Protection Officer is responsible for conducting any investigation and demonstrating the results if the child and/or vulnerable abuse is suspected to be committed by a member of Weightlifting Scotland. Throughout this procedure, records will be maintained and kept securely and confidentially.

The Child and Vulnerable Adult Protection Officer will make a report to the authorities on any allegation, which places a child or vulnerable adult in danger.

In the event of an allegation of child and/or vulnerable adult abuse being committed by any personnel or members who appear on a Weightlifting Scotland partner list (where applicable), the Child and Vulnerable Adult Protection Officer is required to report any allegation to the Weightlifting Scotland Board of Directors.

The Weightlifting Scotland Incidents and Investigations Manager will make a report to the authorities on any allegation, which places a child or vulnerable adult in danger.

Allegations Reporting Procedure

Allegations of possible child and/or vulnerable adult abuse must be reported to:

Child/Vulnerable Adult Protection Officer

Gill Morrogh Bernard

Keepers House, Glen Bruar, Calvine, Perthshire, PH18 5UW Scotland, Tel: 0179 648 3314 Mob: 07712 184 426

Email :

g.morroghbernard@btinternet.com