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The British Wrestling Safeguarding and Protecting Children and Adults at Risk Policy is adopted by British Wrestling, Wrestling NI, Welsh Wrestling Association and Scottish Wrestling.

As the National Governing Bodies for wrestling, British Wrestling and the Home Nations accept our responsibility to meet our duty of care to all children and adults at risk and to safeguard their welfare.

British Wrestling and the Home Nations consider the safety and wellbeing of everyone as central to its values. All concerns about children or adults at risk must be acted upon and reported immediately. Where there are concerns and disclosures of abuse against children or adults at risk, we will prioritise the wellbeing of the individual and act in accordance with all relevant UK legislation and guidance. Poor practice will be taken extremely seriously and viewed as a breach of our safeguarding policy.

The British Wrestling Safeguarding and Protecting Children and Adults at Risk Policy applies to everyone involved in British Wrestling and Home Nation governed activities, whether or not they are members.

Failure to comply with our Policy will be addressed without delay and where necessary, British Wrestling or the relevant Home Nation will take Safeguarding Disciplinary Action (as defined in the relevant safeguarding procedures and associated guidance) against anyone in breach of this Policy.

British Wrestling and the Home Nations are committed to safeguarding and promoting the welfare of children and adults at risk in our sport. Everyone is entitled to feel safe, be safe and protected from any form of abuse and neglect and have the right to take part in wrestling in a safe, positive and enjoyable environment and to be given the chance to experience the feelings of enjoyment, challenge and achievement that are inherent to our sport. To ensure this, British Wrestling and the Home Nations have developed this policy, which is supported by the safeguarding procedures and associated guidance which all participants are expected to comply with, and everyone in the sport accepts their responsibilities to safeguard children and adults at risk from harm and abuse.

This Policy operates in conjunction with UK legislation governing safeguarding and protecting children and adults at risk. It is also to be read in conjunction with other relevant policies which also provide information and guidance relevant to Safeguarding such as the Code of Conduct, and Anti-bullying Policy.
Guiding Principles

For the purpose of this policy British Wrestling and Home Nations use the following definitions:

A Child is defined as anyone under the 18 years of age.

An Adult at Risk is defined any person aged over 18 years who is, or may be, unable to take care of themself or who is unable to protect themself against significant harm or exploitation by reason of a mental health problem, a disability, a sensory impairment or some other form of illness or disease (or more than one of them).

The following rights are highlighted:

• Everyone has the right to protection from all forms of abuse, neglect, or exploitation.
• Everyone has a right to be treated as an individual
• Everyone has the right to express views on all matters that affect them.

In order to minimise the risk of abuse our policy is built on the following principles:

• The welfare of the individual is paramount and must be prioritised at all times.
• Safeguarding children and adults at risk is everyone’s responsibility, and everyone must act appropriately, and report concerns. Doing nothing is NOT an option and all concerns must be reported. All organisations and individuals involved in wrestling must understand and accept their responsibility to report concerns to the appropriate officer.
British Wrestling and Home Nations Roles and Responsibilities

- Build safe and welcoming wrestling environments and a safeguarding culture where staff, volunteers, children and their families, treat each other with respect and are comfortable about sharing concerns.
- Appoint a Lead Safeguarding/Wellbeing & Protection Officer to provide advice and guidance, a deputy and a lead trustee/board member for safeguarding.
- Promote and prioritise the rights of children and protect them from all forms of abuse, neglect or exploitation.
- Promote and prioritise the British Wrestling Safeguarding and Protecting Children and Adults at Risk Policy and Home Nations procedures.
- Recruit, train, support and supervise staff and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- Require staff, members, affiliated/associated clubs and volunteers to adopt and abide by this policy.
- Ensure robust systems are in place to manage safeguarding concerns or allegations and respond swiftly and appropriately to all complaints and concerns about poor practice or suspected or actual abuse of children and adults at risk in line with this policy and Home Nation procedures.
- Accurately record and safely store confidential information of all complaints, concerns and safeguarding cases.
- Regularly monitor, review and evaluate with partners the implementation of this policy and these procedures.
- Monitor all complaints and concerns about poor practice or suspected or actual abuse to gain a greater insight into the experiences of children and adults at risk in wrestling and continuously improve the support and guidance we develop.
- Ensure all event organisers, permitted events and affiliated clubs implement safeguarding policies, practices and procedures.
- Make sure that children and adults at risk and their families know where to go for help if they have a concern, are informed and consulted and, where appropriate, fully involved in decisions that affect them.
- Provide guidance on appropriate level of training to be undertaken for staff, members, volunteers, coaches and officials.
- Continually develop safeguarding practices, recognising the need to support and develop a network of Club Welfare or Wellbeing & Protection Officers with lead responsibility for safeguarding and protecting children and adults at risk in clubs.
- Support clubs (both affiliated/associated), organisations and members to understand their safeguarding responsibilities through the provision of clear guidance and support.
- Give guidance on appropriate recruitment procedures to assess the suitability of volunteers and staff working with children and adults at risk and support clubs (both affiliated/associated), organisations and members to adopt appropriate safe recruitment checks for roles involving children and adults at risk.
Safeguarding Standards

The following safeguarding standards must always be upheld in the sport of Wrestling.

Everyone in wrestling:
- Must not abuse, neglect, discriminate against, bully or otherwise harm anyone or act in a way that may be interpreted as such.
- Must be a positive role model, act with integrity and help to create a safe, inclusive environment for all, free from poor practice, discrimination and/or bullying.

All affiliated/associated clubs and organisations with children and adults at risk:
- Must provide procedures to safeguard the wellbeing of all participants and protect them from abuse and adopt and implement the British Wrestling Safeguarding & Protecting Children and Adults at Risk Policy.
- Must require staff/volunteers to adopt and abide by the British Wrestling Safeguarding & Protecting Children and Adults at Risk Policy.
- Must recruit, train and supervise their volunteers and employees to adopt best practice to safeguard and protect young people and adults at risk from abuse.
- Must have a trained Club Welfare or Wellbeing & Protection Officer who holds the required criminal record check as described above.

Coaches, volunteers, staff, club officers and workforce:
- Working or volunteering with children in Regulated Activity (as defined in the relevant legislation) must hold the required criminal record check.
- In England and Wales: Disclosure and Barring Service check (DBS) can be obtained through British Wrestling which needs to be renewed every three years. They should be updated as appropriate (for example following a self-disclosure or advice from statutory services around any new convictions).
- In Scotland: Protecting Vulnerable Groups (PVG) Scheme Membership for the relevant organisation which is updated every three years through Scottish Wrestling.
- Must obtain an appropriate safeguarding and protecting children training certificate as defined by British Wrestling when working or volunteering with children.
- When in a position of authority and trust must not engage in sexual relationships with them while an unequal power relationship exists.
- Must ensure physical contact with children and adults at risk must always be intended to meet the needs of the individual and the sport.
- Must adhere to the standards set out in the Code of Conduct relevant to their role. Similarly, children, parents and all participants are expected to follow their respective Codes of Conduct.
Legislation

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England, Scotland, Wales and Northern Ireland.

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<tr>
<th>England</th>
<th>Scotland</th>
<th>Wales</th>
<th>NI</th>
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<tr>
<td>What to do if you’re worried a child is being abused: advice for practitioners (Department for Education, 2015)</td>
<td>Rehabilitation of Offenders Act 1974, the Exclusions and Exceptions (Scotland) Order 2003</td>
<td>Rights of Children and Young Persons (Wales) Measure</td>
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<td>Disclosure Scotland Code of Conduct “Protecting the Vulnerable by Safer Recruitment”</td>
<td>Child and adult protection procedures</td>
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<td>Sexual Offences (amendments) Act 2000</td>
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<td>Human Rights Act 1998</td>
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<td>Data Protection Act 2018</td>
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<td>Criminal Procedure (Scotland) Act 1995</td>
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Contacts
Anyone who is concerned about the wellbeing of a child, adult at risk or has a disclosure of abuse or neglect made to them must report this.

The delivery of safeguarding and protection of children and adults at risk lies with British Wrestling with support from the home nations of Scottish Wrestling, Wrestling NI and Welsh Wrestling. If you have a concern about the safety of a child or adults at risk, training, or guidance you should contact British Wrestling’s Lead Safeguarding Officer and follow the relevant procedure which sets out more detail about how to report concerns.

To report a concern contact

British Wrestling Lead Safeguarding Officer (LSO): 07494162414
safeguarding@britishwrestling.org

Home Nation Leads
Wales: Ian Wiggett – ian.wiggett@welshwrestling.org

Scotland: Marcin Zdrojewski - safeguarding@wrestling.scot

Northern Ireland: Brian Cameron – samuelcameron3838@gmail.com

The NSPCC helpline is a place adults can contact by phone or online to get advice or share their concerns about a child, anonymously if they wish NSPCC Helpline | NSPCC

Contact their trained helpline counsellors 24 hours a day by email or using the online reporting form. You can also call the Helpline Monday to Friday 8am – 10pm or 9am – 6pm at the weekends. 0808 800 5000 help@nspcc.org.uk

NSPCC are available 24 hours a day, 365 days a year. Urgent cases should be referred to the Police and emergency services by calling 999.

Concerns which are not of potential abuse but are about the young person’s wellbeing should also be addressed and reported.
Breaches of this Policy and or Safeguarding Procedures

British Wrestling, Scottish Wrestling, Wrestling NI or Welsh Wrestling will take Safeguarding Disciplinary Action, under the British Wrestling Disciplinary Code, where an organisation / person over whom they have jurisdiction is found to have harmed the safety and/or welfare of a child or adult at risk in wrestling, or whose conduct (whether in wrestling or not) is deemed to pose an actual or potential risk of harm to the safety and/or welfare of everyone in wrestling.

All breaches of this policy will be taken extremely seriously and may result in dismissal, prohibition from attending or participating in British Wrestling, Scottish Wrestling, Wrestling NI or Welsh Wrestling governed activities and/or legal action. Breaches will be managed by the British Wrestling Safeguarding Case Management Group, with representation from each home nation and/or region. British Wrestling may use third party independent bodies, such as Sport Resolutions, if required.
Links to Additional Support

For victims, reporters, friend and family:-

- ChildLine – for young people to access help
- NSPCC – for adults to access help or report a concern
- CPSU – Dealing with a concern
- Young Minds – young people’s wellbeing and mental health
- Club Safeguarding Officers (CSOs)
- MOSAC: providing a safe place for parents and carers
- Lucy Faithful Foundation: the only UK-wide child protection charity dedicated solely to reducing the risk of young people being sexually abused: Tel: 0808 1000 900, Email: help@stopitnow.org.uk
- Child and Adolescent Mental Health Services (CAMHS) are NHS funded services for young people in the mental health arena in the UK
- Bullying UK - bullying in Sport – support/what to do

British Wrestling Safeguarding and Protecting Children and Adults at Risk Policy will be kept under periodic review but not less than once every three years or sooner if there are changes to changes to legislation and good practice.