

**LimbPower**

**Safeguarding Children and Young People**

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# 1. Introduction

This policy aims to ensure that high quality safe physical activity and sport is available for people with a range of impairments or conditions. In addition, they are delivered in a way that enables maximum enjoyment and participation of disabled children and young people.

It also provides clear guidance to both external and internal stakeholders including LimbPower staff and volunteers. This enables them to be clear of expectations around safe and effective practice as well as the management processes when safeguarding concerns arise.

Many National Governing Bodies (NGBs) of sport, schools and local authorities already have comprehensive policies and procedures in place to cover the welfare and duty of care requirements for children and young people. This policy is intended to supplement and not replace or reproduce those details.

# 2.1 Policy statement

One of LimbPower’s priorities is to ensure that the delivery of the increasing number of participation opportunities are delivered in a safe, enjoyable and protective manner. The aim is to ensure we all promote the welfare of all children, young people and adults at risk and their rights to be protected from harm.

As part of that commitment, LimbPower has developed a comprehensive safeguarding children and young people policy, safeguarding adults at risk policy, procedures and welfare documents. These support all of our staff, managers, volunteers, partners and officials to know what is expected of them in terms of their behaviour. Also, what they should do if they have a safeguarding concern and how any concerns will be managed in line with government expectations, the Law, Local Safeguarding Children Board (LSCB) Local Safeguarding Adults Board (LSAB) requirements.

Any sporting activity or activity promoted, endorsed or run by LimbPower must comply with these policies and procedures and have a safeguarding welfare plan. (Copies of this can be downloaded from the the LimbPower sharepoint site on Microsoft 365)

Safeguarding in all LimbPower activities must maintain three key elements:

* The creation of a culture/environment in which children, young people and adults at risk are valued and their right to be safe is upheld
* The management of risk to minimise circumstances where children, young people and adults at risk may suffer harm
* Work together with other organisations that have a responsibility for safeguarding and the protection of children, young people and adults at risk

The LimbPower Safeguarding policy is based on the following principles:

* The welfare of disabled children, young people and adults at risk is paramount
* All disabled people, whatever their age, ability, culture, gender, language, race, ethnicity, religious belief, nationality, social/economic status and/or sexual identity have the right to protection from abuse
* All disabled people have the right to participate in sporting activities in an enjoyable and safe environment that takes account of their individual support, physical and or social development needs
* All incidents of suspected/alleged poor practice or abuse should be taken seriously, be responded to swiftly and appropriately, and in line with Local Safeguarding Children Board (LSCB), Local Safeguarding Adults Board (LSAB) multi-agency policy and procedures
* Confidentiality will be upheld in line with Data Protection and Human Rights legislation, but not at the expense of safeguarding disabled children and adults who may be at risk.

# 2.2 Who it applies to

This document is for everyone that is involved in the support, planning and/or delivery and support of any delivery of LimbPower sporting activities, sessions or activities that involve children and young people, including volunteers.

# 2.3 Framework for safeguarding

LimbPower requires that all activities with children and young people sit within a framework. This is based on the NSPCC Standards for Safeguarding and Protecting Children in Sport, the NSPCC Safe sport activities, activities and competitions guidance and Sport England Governance requirements. It includes having:

* A safeguarding welfare plan for all activities
* Guidance on prevention and best practice, including safe recruitment and vetting
* Policy, procedures and systems for responding to concerns
* Codes of conduct
* A commitment to equity and diversity
* Training and development
* Access to advice and support

## Designated lead officer role

LimbPower has a lead officer for safeguarding who has the designated responsibility to provide support and guidance on the planning, design and running of any LimbPower associated activities.

LimbPower Lead Officer:

LimbPower advises all organisations involved in participating in their activities to appoint a designated person with responsible for safeguarding. All those appointed should ensure they are familiar with this policy, their own internal safeguarding processes and their Local Authority and Local Safeguarding Children’s Board (LSCB) safeguarding requirements. This includes where to access Children’s Social Care duty points should they be required to do so.

The LimbPower lead officer for safeguarding is responsible for:

* Disseminating LimbPower safeguarding policy information to relevant organisations
* Providing support to assist them with the management and co-ordination of safeguarding issues.
* Acting as a key point of contact and support when allegations against staff or other safeguarding issues arise
* Signposting and updating organisations to appropriate safeguarding resources and training.

# 2.4 Definitions

Safeguarding children and promoting their welfare means protecting them from maltreatment, preventing loss of their health and development. It also means ensuring that they grow up in circumstances consistent with the provision of safe and effective care.

Children may experience harm in many ways, through physical abuse, sexual abuse and exploitation, emotional harm and neglect. They may also be harmed through bullying (peer abuse, cyber, sexting and internet abuse), poor coaching, teaching practice, or through circumstances in which they are living, such as domestic abuse, parents with mental health or substance abuse issues.

Deaf and disabled children may have additional needs that must be taken into account when planning safe activities as well as potentially facing additional risks. These needs may include:

* access to facilities
* adapted or modified equipment
* coaching practices or aspects of the sport
* provision of trained staff/volunteers to support them.

Further information can be downloaded and purchased on the CPSU website [www.theCPSU.org.uk](http://www.theCPSU.org.uk)

# 2.5 Internal practice

LimbPower is committed to a child and young persons centred approach to safeguarding. At LimbPower we advocate and require all those who are working, volunteering or have contact with children and young people are confident and educated to ensure risk of harm to children and young people is minimal.

Where there are concerns about children and young people’s welfare, those who are working with, volunteering with or have contact with children and young people are aware of the process and appropriate action in reporting and sharing those concerns within LimbPower and in some cases in partnership with other organisations, schools, clubs, and local agencies.

# 2.6 Vulnerability

It is important to recognise that deaf or disabled children and young people can be more vulnerable to all types of abuse than other young non-disabled participants. Reasons for this include:

* increased likelihood of social isolation
* fewer outside contacts than non-disabled children
* dependency on others for practical assistance in daily living, including intimate care
* impaired capacity to resist, avoid or understand abuse
* speech and language communication needs may make it difficult to tell others what is happening
* limited access to someone to disclose information to
* specific vulnerability to bullying

# 2.7 Promoting good practice

When working with children and young people these good practice guidelines are recommended to minimise the risk of abuse:

* Sport should be fun, enjoyable and promote fair play
* Always work in an open environment, e.g. avoid private, unobserved situations and secrets
* Treat all children and young people equally, with respect and dignity
* Put the welfare of all children and young people first before winning or achieving performance goals
* Be an excellent role model including no smoking and drinking alcohol in the company of children and young people
* Offer enthusiastic and constructive feedback rather than negative criticism
* Ensure if any form of manual or physical support is required for a child or young person, it is provided openly, the athlete is informed of what is being done and their consent is obtained
* Involve parents, guardians and carers wherever possible, especially where intimate care is needed
* Proactively engage with parents/ guardians, ensuring they are fully aware of the safeguarding process.
* Provide opportunities for young disabled people to take part in activities alongside their peers or siblings.
* Ensure the people who deliver any activity are supported, confident, aware and capable
* Find out as much information on participants prior to your activity, this allows for you to plan appropriately in advance taking into account any additional requirements, minimising opportunities for poor practice and abuse.
* Good communication is essential:
  + Ask how you can best communicate with the person don’t assume.
  + Find out if they have a carer who might interpret.
  + If they need help moving around (e.g. visually impaired); let the person take hold of your arm rather than vice versa.
  + Don’t shout or overemphasise words or lip movements with people with a hearing impairment;
  + Think about where to stand to optimise light (e.g. so can see your face to lip read or facing the light if visually impaired) and for clarity (e.g. 3-6 feet if deaf)
  + Always speak to the person not to his/her carer or interpreter.
  + Learn to use different communication methods (e.g. finger spelling for those with a hearing impairment); become skilled at using gestures and subtle changes in tone and volume to help get your message across.
  + Be patient and give people time; never finish sentences for them;
  + Don’t pretend you understand if you don’t; ask them to repeat it or use another form of communication.
  + Introduce yourself and tell people necessary information (e.g. visually impaired need to know who’s in the room, what equipment is laid out).
  + Make sure you are clear, precise and simple in your language, treat people according to their chronological age rather than presumed IQ.
  + Break down large blocks of information for those with learning impairments.
* Build balanced relationships based on mutual trust that empower athletes children and young people to share in the decision-making process
* Maintain a professional relationship with children and young people, e.g. it is not appropriate to have an intimate relationship with a child or young person, or to share a room with them unless the specific care needs of the individual dictates otherwise
* Recognise the developmental needs and capacity of children or young people and avoid excessive training or competition and either pushing them against their will or putting undue pressure on them
* Be aware of any pre-existing medical conditions, medicines being taken by participants or existing injuries and treatment required
* Keep a written record of any injury that occurs, along with the details of any treatment given
* Where possible, ensure access to medical advice and/or assistance is available

# 2.8 Practices to be avoided

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable it should be with the full knowledge and consent of someone in charge in the club or the child/young person parents. For example, a child/young person sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child/young person up at the end of a session:

* Avoid spending excessive amounts of time alone with child/young person away from others
* Avoid taking or dropping off child/young person to an activity

# 3. LimbPower activities

All LimbPower activities must have a Safeguarding Welfare Plan (SWP) which sets out the minimum expectations for all participating individuals and organisations.

LimbPower activity organisers should fully incorporate safeguarding throughout the whole of the planning process. All staff and volunteers will be expected to read, understand and implement the requirements set out in the Safeguarding Welfare Plan.

A Safeguarding Welfare Plan aims to:

* minimise the risk to participating athletes and any team/teaching staff or volunteers
* maximise the opportunity for disabled children and young to enjoy themselves and participate to the best of their ability
* clearly identify who is the lead responsible designated person for managing any safeguarding allegations, incidents or complaints and any communication and reporting routes

Although incidents of serious poor practice and abuse do arise during activities, according to the NSPCC (2013) the majority of incidents are lower level concerns. These are often associated with more general practicalities, e.g. confusing arrangements for care, poor refreshments and transport. Nevertheless, they can still have a significant impact on a child. Handover arrangements are a key risk at many activities, especially where it involves a number of schools and colleges.

Participating groups, organisations, teams, clubs or schools should sign an agreement confirming their understanding of and compliance with these safeguarding requirements. The plan will also reflect LimbPower activity organisers’ responsibilities to take immediate action and for ensuring communication (e.g. with the police, school, National Governing Body (NGB) of sport or local authority) should an incident arise.

# 4. Responding to any safeguarding concern

Safeguarding children and young people is the responsibility of everyone and it is never acceptable to ignore it or leave anyone at risk.

All activities must have clear procedures in place. All LimbPower staff and volunteers must be clear and confident when dealing with a safeguarding incident

**Concerns about suspected abuse:**

There are three simple things you need to ensure that any staff, volunteer, helper or teacher knows what to do. These are:

## Take Action:

* Listen carefully
* Take it seriously
* Don’t promise to keep secrets
* Thank who is giving the information and give reassurance that they were right to tell
* Keep questions to a minimum
* Ensure immediate safety of the young person if they require medical attention, and pass on your concerns about abuse to make medical staff aware
* Not to approach alleged abusers or try and sort things out themselves without seeking help and guidance from the designated person

## Tell Someone

* Without delay, report the concern to the safeguarding lead at LimbPower and the equivalent designated safeguarding lead within your activity. If you are not sure who this or the safeguarding lead at an activity is then you should contact the Activity Coordinator.

## Take a Note

* Always take a note of what you have seen or heard and sign and date it. The note should be an accurate record of any details of the allegation, nature of the injury, or any observations. Be clear in it what is fact, opinion or rumour
* Try and collate as much information you have about the child/children and their name, gender, address, ethnicity, first language, and any additional information about their specific impairment, method of communication and the contact details for who they live with so that you can pass this on
* Any other information you have received or been told (time location, dates)
* Any information you have about an alleged abuser or who the complaint is against, their name, role, address, gender and relationship to the child concerned.

# 4.1 What is a safeguarding concern?

A safeguarding concern is something that you see, hear about, or suspect that may put a child or young person at risk. Any children, including disabled children may be at risk, they can come from any background, ethnicity, age, culture, faith, gender and sexuality. Children are often hurt most by those who are trusted with their care or know them well.

Some indicators of concerns in a sporting context could include:

* Observing a child being shouted at or bullied by their teacher/coach
* Another young person telling you about their abuse or that of their friend
* A teacher/volunteer who is building very close relationships with a child that makes you feel uncomfortable
* Seeing or being told about inappropriate or abusive comments or pictures between young people on any social media networks
* A child being chastised for failing to win or performing badly
* Seeing a child with bruises or unexplained injuries that look suspicious
* A child who is regularly arriving without the correct medication, or adapted equipment
* Seeing a child sitting in urine stained clothes or not having their intimate care needs attended to
* The inappropriate behaviour of another volunteer/teacher towards a young person
* A young person who goes missing from an activity
* A young person who is deliberately self-harming (for example cutting themselves, burning their body, taking too many tablets)
* Lack of appropriate supervision by staff, lack of food or water, or provision of warm clothing
* Poorly maintained equipment which is needed for independence, such as wheelchairs
* A child who is injured at an activity and where it is suspected that it is as a result of lack of care or supervision.

This list is not exhaustive but one or more of these concerns should prompt action.

It is not LimbPower’s role to investigate but it is our responsibility to seek help and guidance, as well as pass concerns on to the Local Authority Children Services.

Even perceived low-level concerns can often escalate if not addressed and resolved. Everyone involved in an activity needs to be fully prepared to respond sensibly and appropriately if any such concern arises.

# 4.2 Children and young people

In the activity/activity information packs or other registration material, all participants should have access to information on safeguarding. This should include what they should do if they have are worried about someone’s behaving towards them or about someone they know who is being bullied or abused.

Always include Childline 0800 1111 or [www.childline.org.uk](http://www.childline.org.uk) on literature and ensure they have a named welfare person at an activity that children can ask for.

# 4.3 Confidentiality, information sharing and data protection

Maintaining confidentiality is really important for keeping children and young people safe. Information should only be shared with specific people on a need-to-know basis. The LimbPower Safeguarding lead and/ or Local Authority Designated Officer (LADO) will advise on how this is best handled.

However, the interests of children should be seen as paramount and fears about sharing information should never stop you passing on concerns.

Further information on safe storage of information is available from the NSPCC

<http://www.nspcc.org.uk/Inform/cpsu/resources/briefings/records_retention_and_storage_wdf70153.pdf>

# 4.4 Whistle blowing

Reporting safeguarding concerns, including the management of allegations against LimbPower staff, or volunteers.

All suspicions and allegations of abuse or poor practice must be taken seriously and appropriately reported. It is recognised that strong emotions can be aroused particularly in cases where abuse or poor practice is suspected or where there is loyalty, sometimes misplaced to a colleague. Individuals reporting concerns will be supported by LimbPower.

On receiving information that suggests a safeguarding concern, you should decide if it requires urgent action. If it does the following LimbPower Safeguarding reporting structure should be used

## LimbPower Staff member/Volunteer at any activity:

If the concern is an allegation relating to an adult who is working/volunteering or used to work at any LimbPower activity, then you will still need to follow the LimbPower Safeguarding reporting structure.

The NSPCC Helpline can offer advice if you are not sure what to do

Telephone 0808 800 5000

Text 88858

Email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Online nspcc.org.uk/reportconcern

Textphone/ Webcam (for deaf or hard-of-hearing)18001 0808 800 5000 / SignVideo

# 4.5 Missing children

All activities must have a procedure in place for the management of children who go missing. In order to reduce the likelihood of this happening it is important to make sure that the registration process, arrival, any venue transfer and leaving arrangements are well organised. It is normally acceptable to wait around 20 minutes before calling the police to allow for the young person to be located. All staff must know what the agreed process is for when a child goes missing and the lost children policy should be included in the activity briefing information.

The full policy can be downloaded from LimbPower’s sharepoint site on Microsoft 365

# 5. Ensuring safe environments and good practice at activities

# 5.1 LimbPower Code of Conduct for all staff/volunteers

All LimbPower Staff/ Volunteers must be made aware of the code and remain vigilant through in ensuring that it is implemented by everyone involved in an activity.

# The full policy can be downloaded from LimbPower’s sharepoint site on Microsoft 365

# 5.2 LimbPower Principles of Participation and Codes of Conduct

The success of the Activity depends on developing a positive and safe environment where everyone is treated with respect and everyone takes responsibility for their own behaviour. Everyone at any activity will be asked to sign up to the activities’ Principles of Participation and Codes of Conduct.

For children these are about:

* fair play
* equality
* inclusiveness and tolerance
* responsibility
* friendship

Breaches of the code of conduct will be dealt with through disciplinary procedures and parents/guardians will be made aware of the possibility that their child could be sent home at their own expense for a serious breach of the code of conduct.  
  
The full policy can be downloaded from LimbPower’s sharepoint site on Microsoft 365)

# 5.3 LimbPower Information for participants, parents/carers

The LimbPower Safeguarding Statement should be provided to all as part of the details about any activity and duty of care and responsibility LimbPower takes to ensure their welfare. It should also be made available in a range of formats, in order that those who need communication support can access all relevant information.

# 5.4 LimbPower Recruitment, selection and training

This section sets out the minimum requirements for recruitment, selection and training of staff/volunteers for all those working at a LimbPower activity.

Those working with children and young people need to have a basic awareness of safeguarding issues and know what to do if they have concerns or if allegations of abuse are made. They need to be aware of the signs and symptoms of abuse and how to respond if a child or young person discloses abuse to them.

Those staff/volunteers with a significant level of direct contact with children and young people and those with a higher level of responsibility for safeguarding will require more in-depth knowledge and training.

# 5.5 LimbPower Recruitment and selection of staff

All staff/volunteer positions must have a clear job description and person specification and have been through an interview process where their attitudes and experience/skills have been tested. They must have provided appropriate references, which have been verified. The person must also have provided proof of identity (e.g. a passport or driving licence) and where they live.

If the role applied for involves frequent or regular contact with or responsibility for children staff will also be required to provide a valid DBS (Disclosure and Barring Service) certificate which will provide details of criminal convictions; this may also include a Barring List check depending on the nature of the role.

# 5.6 LimbPower Self-declaration forms

As an important safeguard, all staff, whether paid or unpaid, must be asked to complete a self-declaration form regarding their suitability to work with children, as part of their application process. Anyone who refuses to do so must be deemed ineligible to work or assist with the LimbPower activity.

# Example form can be downloaded from LimbPower’s sharepoint site on Microsoft 365

# 5.7 LimbPower Safe use of social media and technology

LimbPower is committed to providing sporting activities that are safe, fun and enjoyable. Social media and new technology (e.g. mobile phones, laptops, Facebook, Twitter, other networking sites, blogs, and texts) are part of our daily lives and especially young people’s lives now. They can also generally make a positive contribution to the way we communicate. It is important that everyone involved in a LimbPower activity understands the risks that social media poses. Everyone must take responsibility to ensure that any of its use is done in a responsible way that does not abuse positions of trust, put children at risk, or be in any way inappropriate.

Any reports of misuse will be taken seriously and safeguarding procedures will be followed as necessary.

# 5.8 LimbPower Photography and the media

Unfortunately, in the past there has been evidence that some people have used sporting activities as an opportunity to take inappropriate photographs or film footage of disabled children and adult sports people. With the extensive use of mobile phones with cameras built in, it is almost impossible to monitor use. LimbPower have a photographic and media policy that can be downloaded from LimbPower’s sharepoint site on Microsoft 365 and should be used, promoted and enforced at all LimbPower activities.

# 5.9 Disclosure and Barring Service

The Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) have merged to become the Disclosure and Barring Service (DBS). CRB checks are now called DBS checks.

Employees of statutory agencies are required to be subject to CRB disclosure checks. People who have direct contact with children and young people, who meet the criteria for regulated activity as stated in the DBS rule may be eligible for CRB check. For further information on who the applies to: <https://www.gov.uk/government/publications/dbs-check-eligible-positions-guidance>

If a role within LimbPower requires a DBS check the Designated Safeguarding Lead will ensure this happens.

# 5.10 Disciplinary procedures at activities

At any LimbPower activity there is procedures for disciplinary action and protests in place.

Parents/carers may be asked to remove their child or young person from an activity at their own cost. The child or young person must be sent home if they engage in any illegal behaviour.

The Overall Activity Manager will be responsible for ensuring that disciplinary procedures are in place and are implemented for all their staff/volunteers at the activity. They should reserve the right to investigate and act upon any complaint. The first point of contact will be the activity Safeguarding Officer in the case of child or young person safeguarding related matters.   
  
The full policy can be downloaded from LimbPower’s sharepoint site on Microsoft 365)6.

# 6. Appendices – please see downloads

You can download all LimbPower Safeguarding policies, procedures, examples and supporting information from LimbPower’s sharepoint site on Microsoft 365

7. Supporting Resources  
The following websites all contain excellent support and resources to assist you with your learning and development.

**NSPCC**- for any information on safeguarding, child protection and in sport, sport standards.

www.nspcc.org.uk

**NSPCC Child Protection in Sport Unit (CPSU)**

www.thecpsu.org.uk

**CEOP** – The Child Exploitation and Online Protection (CEOP) Centre is dedicated to eradicating the sexual abuse of children. It specialises in reporting internet abuse and has training and support resources to help you with internet and other safety issues.

www.ceop.police.uk

**Safe Network** – provides free information to any voluntary group, individual or organisation, once you register (it’s free) you can down load a lot of resources to assist you in developing polices or guidance - http://www.safenetwork.org.uk

**NAPAC**-National Association for People Abused in Childhood - provides help and support

<http://www.napac.org.uk>

# 8. Glossary of terms

**Adult at Risk**

The definition of a vulnerable adult is currently set out in No Secrets (2000). The Law Commission review in 2011 suggested a revised definition of an ‘adult at risk’. The steering group fro safeguarding in sport agreed to us the revised definition and have added some sport context for clarity.

When we are speaking of adults at risk we are referring to those who have health or social care needs (irrespective of whether or not those needs are being met by social care) and who are unable to safeguard themselves as a result.

In sport this may look like:

* An elite athlete being groomed for sexual abuse by his or her coach
* A member of a learning disabled sports club being financially exploited by another club member
* A young woman confiding in her coach about forthcoming holiday where she believes she will be married against her will.
* A coach who regularly neglects the individual needs of disabled participants when training.

**Barred**

Refers to people who are barred from the Children or/and Vulnerable Adult workforce. It is an offence to knowingly employ a barred person in Regulated Activity. It is an offence for the applicant to knowingly apply for such work.

**Chaperone**

A person with responsibilities for supervising and supporting a specific child or children at an activity

**Child**

Anyone under the age of 18

**Child Protection**

Action taken to protect individual children identified as

Either suffering, or likely to suffer, significant harm as a result of abuse or neglect as a result of the behaviour of an adult or another young person

**Deaf or disabled participants**

Any young sports person who is deaf and uses signing or other non-verbal methods of communication, or has a physical or sensory impairment, or with a learning disability; and whose needs require assessing and addressing by sports organisers, and who may be additionally vulnerable to abuse

**Designated child protection officer, welfare officer or safeguarding officer**

A person in a club, school or sports organisation with responsibility for ensuring there are policies, procedures, systems and resources in place to promote the welfare and protection of children

**Criminal Record Check**

This is used to be known as a CRB check. In 2012 the Criminal Record Bureau was merged with the Independent Safeguarding Authority (ISA) in 2012 to form the Disclosure Barring Service (DBS), so now CRB checks are called DBS checks.

**Disclosure Barring Service (see above CRB)**

Service established in December 2012 (England, Wales and Northern Ireland) to combine the services provided previously by the Criminal Records Bureau

(CRB) and ISA

**Disclosure Certificate**

The term used to describe the document provided by the DBS and issued to the applicant and Registered Body when a DBS check has been completed.

**Local authority designated officer (LADO) – England**

LADOs work within children’s services and should be alerted to all cases in which it is alleged that a person who works with children (in a paid, unpaid, volunteer, casual, agency or self-employed capacity) has behaved in a way that has harmed, or may have harmed, a child; possibly committed a criminal offence against children; related to or behaved towards a child or children in a way that indicates s/he is unsuitable to work with children. The LADO will support the organisation with advice and guidance from the initial phase of a concern arising to the conclusion of the case, whether or not a police

Investigation continues. The LADO helps coordinate information-sharing with the right people and will also monitor and track any investigation, with the aim to resolve it as quickly as possible.

**LimbPower**

Limb Power was launched in November 2009 to engage amputees and individuals with limb impairments in physical activity, sport and the arts to improve quality of life and to aid lifelong rehabilitation.

In July 2014 LimbPower became a National Disability Sports Organisation, sitting alongside WheelPower, Cerebral Palsy Sport (CP Sport), Dwarf Sport, British Blind Sport (BBS), UK Deaf Sport, [Mencap Sport](http://www.mencap.org.uk/sport)and [Special Olympics Great Britain (SOGB)](http://www.sogb.org.uk/). Through this association and our work with the English Federation of Disability Sport and Sport England LimbPower help amputees and people with limb impairment reach their sporting potential. LimbPower also run arts based activities including confidence workshops and a photography club.

**Multi Agency Safeguarding Hub (MASH)**

The Multi Agency Safeguarding Hub (MASH) provides triage and multi-agency assessment of safeguarding concerns in respect of vulnerable children and adults. It brings together professionals from a range of agencies into an integrated multi-agency team.

**Parent or guardian**

The person with parental responsibility for the child.

**Poor practice**

Behaviour that contravenes the code of conduct for the activity or of the organisation.

**Safeguarding**

Safeguarding children and promoting their welfare means protecting them from maltreatment, preventing impairment of their health and development, and ensuring that they grow up in circumstances consistent with the provision of safe and effective care.

**Safeguarding Welfare Plan (SWP)**

All EFDS activities must have a Safeguarding Welfare Plan (SWP) which sets out the minimum expectations for all participating individuals and organisations about all aspects of keeping children safe at an Activity, including the policies and practices that will operate throughout the Activity

**Safeguarding Activity Manager**

Person appointed by LimbPower responsible for organising and running each National Activity. Overall responsibility for ensuring the Safeguarding Welfare Plan is developed and implemented in line with at least minimum standards outlined in this plan.

**Safeguarding Activity Officer**

Person appointed by LimbPower with responsibility for implementation of the welfare plan at each activity and co-ordination of welfare issues as they arise at the activity.

**Sport Manager, or National Governing Body Co-ordinator**

NGB co-ordinator is responsible for the development and co-ordination of the sport specific programme. Responsible for identifying regional NGB co-ordinators.

**Umbrella Body**

An Umbrella Body is a Registered Body that provides access to the DBS to other non-registered organisations.

**Vetting and Barring Service (VBS)**

A record of convictions held on the Police National Computer for individuals convicted of crimes. The parts of the Criminal Record released on the Disclosure will depend on the type of Disclosure applied for.

**Volunteer**

Volunteer to be ‘a person who performs any activity which involves spending time, unpaid (except for travelling and other approved out-of-pocket expenses), doing something which aims to benefit someone (individuals or groups) other than or in addition to close relatives’.