

Pawlett Sports & Playing Field Association 1997

Safeguarding Policy and Procedures

We at The Pawlett Pavilion acknowledge that we have a duty of care to safeguard and promote the welfare of children and vulnerable adults. We recognise that the welfare and interests of children and vulnerable adults are most important in all circumstances and look to ensure that, as stated in The Equality Act 2010, regardless of age, ability, or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, everyone has a positive and enjoyable experience of sport and leisure at The Pavilion.

We acknowledge that some children and vulnerable adults can be particularly vulnerable to abuse and/or neglect, and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy, The Pavilion will:

Promote and prioritise the safety and wellbeing of children and vulnerable adults through our policies and procedures, volunteers, and employees.

Ensure everyone understands their roles and responsibilities in respect of safeguarding and are provided with learning opportunities where appropriate to recognise, identify, and respond to signs of abuse, neglect, and other safeguarding concerns relating to children and vulnerable adults.

Ensure appropriate action is taken in the event of incidents/concerns of abuse or neglect and support will be provided to the individuals who raise or disclose the concern.

Ensure that a confidential, detailed, and accurate record of all safeguarding concerns are maintained and securely stored.

We ensure DBS checks are carried out where it is deemed appropriate for all of our Trustees, Committee, Staff, and Volunteers. Currently, the activities held

by The Pawlett Pavilion itself do not fall under regulated activities requiring DBS. However, clubs and associations using our facilities for teaching or training events may fall under this umbrella and are required to have all necessary DBS in place as part of our hiring agreement.

Identify and train key staff in safeguarding and have a designated safeguarding lead (DSL) to whom any concerns may be addressed. The current DSL is Jon Thorne, Chair of Pawlett Pavilion Management Committee. The DSL may be contacted via the bar staff or by letter using the Pavilion post box.

Safeguarding Children

Pawlett Pavilion does not have a junior membership, and therefore, children are not actively being supervised by staff or volunteers running the Pavilion building. Children are only allowed on site and within the Pavilion building if the following criteria are met:

1. Children are there being supervised by a parent or guardian when on a social visit.
2. Children are being supervised by their sports coach or assisting staff from their sports club when visiting with a sports club not affiliated to the Pavilion. Sports clubs shall have their own safeguarding policy in place.
3. Children are being supervised by their teachers and teaching assistants or any parents agreed by the school or pre-school when attending as part of a pre-school or school group.
4. On no occasion are children allowed into the bar without adult supervision and are never allowed to approach the main bar. If children under the age of 18 wish to buy soft drinks or sweets, they must do so at the serving hatch in the second foyer.

A child is deemed a person under the age of eighteen years, and safeguarding children, protecting them from abuse and/or neglect, is all of our responsibility. If any member, guest, or staff member sees anything which they consider to be

abuse in any form, they should report it to the appropriate authorities and make the designated safeguarding lead aware that there has been an incident, either by reporting it to the staff on duty who will contact the DSL or via a letter.

Some definitions of abuse or neglect might be an event or pattern of abuse or controlling/threatening behaviour or violence. Or where there might be ongoing failure of a caregiver to meet basic essential needs resulting in or risking serious physical or emotional harm.

Appropriate authorities might be, but are not exclusive to, Children's Social Care Teams, The NSPCC, or The Police.

Safeguarding Adults

An adult at risk is a person aged eighteen years or over who is, or may be, in need of community care services by reason of disability, age, or illness; and is, or may be, unable to take care of, or unable to protect himself or herself against abuse or neglect.

Safeguarding adults at risk means protecting them from abuse and/or neglect whilst enabling them to maintain control over their lives and make informed choices without coercion. Whilst we want to keep people safe, we must be mindful that empowering adults at risk means consulting them before acting. Outside organisations should not be contacted without the permission of the person you are trying to protect. If there is reason and consent to contact an outside agency, then Adult Social Care or The Police might be the correct agencies, depending on the situation.

Who does this policy apply to?

This policy is applicable to everyone who attends The Pavilion site, including staff, committee members, volunteers, club members, and visitors.

All staff, committee members, and volunteers will be made familiar with this Safeguarding Policy when they are employed or have their membership renewed so that they may understand their role in relation to safeguarding.

The Pawlett Pavilion Management Committee and Trustees have joint and overall accountability for this Policy and its implementation and take responsibility for updating the Policy in line with legislative and club developments.

If there is a concern about a child or vulnerable adult, the staff or committee member on rota should be informed immediately, and they should contact the DSL as soon as is practical. If there is an immediate risk to a child or vulnerable adult, staff should always call 999.

Once the designated safeguarding lead has received a concern, they will decide on the appropriate action to be taken. Safeguarding of vulnerable adults and children will be dealt with in a confidential manner. Staff will be informed of relevant details only if the designated safeguarding lead feels their having knowledge of a situation will improve their ability to support an individual child and/or family.

Any records will be stored securely in line with current data legislation and guidance.

Trustee, Committee, Staff, and Volunteer support

We recognise the stressful and traumatic nature of safeguarding adults and child protection. We will support staff by providing an opportunity to talk through any anxieties and to seek further support as appropriate.

Breaches of the Safeguarding Policy

Failure to comply with outlined responsibilities may result in disciplinary action leading to possible exclusion from the Club, and/or dismissal/legal action. This could also mean termination of current and future roles within the Club.

Actions taken by Members, guests, parents or carers, staff, volunteers, and/or officials inside The Pavilion or on the outside site of the Club that are seen to contradict this Policy may be considered a violation of this Policy.

Where an appeal is lodged in response to a safeguarding decision made by the Club, the individual should ensure they are aware of our constitution and rules.

Whistleblowing

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity, and accountability. As a club, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

In the context of safeguarding, “whistleblowing” is when someone raises a concern about the well-being of a child or an adult at risk. They may be a player, a volunteer, a coach, member of staff, an official, a parent, or simply a guest. In fact, anyone could feel they need to be a whistleblower and should be able to act without fear of retribution.

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where a child or an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to the designated safeguarding lead or the relevant local authority and/or the police (where appropriate).

It is important to provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:

their name and contact details (unless they wish to remain anonymous).

names of individuals involved.

date, time, and location of incident/circumstance; and

whether any witnesses were present.

Jon Thorne, the Designated Safeguarding Lead, may be contacted via the bar staff or by letter using the post box situated on the wall outside the pavilion approach.