

Patrons: Sharron Davies MBE, Stephanie Millward MBE
Director of Coaching: Graeme Antwhistle

Safeguarding Adults at Risk Policy

1. Introduction

Team Bath AS is committed to creating and maintaining a safe and positive environment to safeguard any Adults at Risk involved in our sport.

Our policy for safeguarding Adults at Risk applies equally to everyone in all Swim England disciplines.

Swim England will encourage and support affiliated organisations, including clubs, counties and regions to adopt and demonstrate their commitment to the principles and practice of safeguarding Adults at risk.

2. Principles

2.1 The guidance given in this policy is based on the following principles:

2.1.1 All Adults at Risk, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.

2.1.2 Team Bath As will seek to ensure that the sport is inclusive and makes reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.

2.1.3 The rights, dignity and worth of all Adults at Risk will always be respected.

2.1.4 Team Bath As recognise that ability and disability can change over time, such that some Adults at Risk may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs.

2.1.5 Team Bath AS recognises that a disabled adult may or may not identify themselves or be identified as an Adult at Risk.

2.1.6 Team Bath AS has a shared responsibility to ensure the safety and wellbeing of all Adults at Risk and will act appropriately and report concerns whether these concerns arise within swimming (e.g. inappropriate behaviour of a coach), or outside (e.g. in the wider community).

2.1.7 All allegations will be taken seriously and responded to quickly in line with the Team Bath AS Safeguarding Adults at Risk Policy.

2.1.8 Team Bath AS recognises the role and responsibilities of the statutory agencies in safeguarding Adults at Risk and is committed to complying with the procedures of the Local Safeguarding Adults Boards.

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3. Definitions

3.1 To assist working through and understanding this policy a number of key definitions need to be explained:

3.1.1 Adult at Risk is a person aged 18 or over who is in need of care and support regardless of whether they are receiving them, and because of those needs are unable to protect themselves against abuse or neglect.

In recent years there has been a marked shift away from using the term 'vulnerable' to describe adults potentially at risk from harm or abuse.

3.1.2 Abuse is a violation of an individual's human and civil rights by another person or persons. See section 5 for further explanations.

3.1.3 Capacity refers to the ability to make a decision at a particular time, for example when under considerable stress. The starting assumption must always be that a person has the capacity to make a decision unless it can be established that they lack capacity (Mental Capacity Act 2005).

4. Types of Abuse

4.1 This is not intended to be an exhaustive list but an illustrative guide as to the sort of issue which could give rise to an adult safeguarding concern.

4.1.1 **Discrimination** – discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act.

4.1.2 **Physical Abuse** – includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

4.1.3 **Sexual Abuse** – including rape and sexual assault or sexual acts to which the Adult at Risk has not consented or was pressured into consenting.

4.1.4 **Financial or Material Abuse** – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

4.1.5 **Neglect** – including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

4.1.6 **Emotional or Psychological Abuse** – this includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

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5. Signs and indicators of Abuse

5.1 Abuse can take place in any context and by all manner of perpetrator. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

5.1.1 Unexplained bruises or injuries – or lack of medical attention when an injury is present.

5.1.2 Person has belongings or money going missing.

5.1.3 Person is not attending / no longer enjoying their sessions.

5.1.4 Someone losing or gaining weight / an unkempt appearance.

5.1.5 A change in the behaviour or confidence of a person.

5.1.6 They may self-harm.

5.1.7 They may have a fear of a particular group or individual.

5.1.8 They may tell you / another person they are being abused – i.e. a disclosure.

6. What to do if you have a concern or someone raises a concern with you.

6.1 You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this.

6.2 If you are concerned someone is in immediate danger, contact the police straight away.

6.3 It is important when considering your concern that you also consider the needs and wishes of the Adult at Risk, taking into account the nature of the issue or concern.

6.4 You can report the concern to your Team Bath AS welfare officer Tess Gibson by emailing welfare@teambathas.co.uk We will provide support and guidance for anyone reporting this type of concern.

7. Other relevant policies – This policy should be read in conjunction with the following policies:

Equality Policy

Code of Ethics

Swim England Judicial Regulations and Regulation 241.16.

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