



RGU SPORT Safeguarding Policy

This policy document outlines the processes which RGU SPORT currently operate in relation to safeguarding. Please note this policy is not finalised and is yet to be approved.

SAFEGAUARDING POLICY

Policy Statement

RGU SPORT is committed to ensuring that every child, young person and vulnerable adult who takes part in programmed activity, which is organised and delivered by RGU SPORT, can participate in an enjoyable and safe environment, which promotes inclusion and protects them from harm, poor practice, exploitation, bullying and abuse.

RGU SPORT values a rights-based approach and our safeguarding policy takes into account the National Guidance for Child Protection in Scotland 2021 and the principles of “Getting it Right For Every Child” (GIRFEC) and we recognise the general principals of the UN Convention on the Rights of the Child (UNCRC). Staff, contractors, and volunteers will work together to embrace difference and diversity, and respect the rights of children, young people and vulnerable adults.

Within The Children and Young People (Scotland) Act 2014 – a child is defined as anyone who has not reached the age of 18. The Robert Gordon University define a child as a person under minimum school leaving age, therefore for the purposes of this policy a child is defined as anyone under the age of 16. The University define a young person as a person between minimum school leaving age and 18 years, excluding matriculated students, therefore this policy will adopt this definition. Those over the age of 16 who do not have the ability to understand and provide consent in their decision making must identify a proxy who can act on their behalf and make this known to RGU SPORT. As defined by the Scottish Government, a vulnerable adult is a person aged 16 or over who is unable to safeguard their own wellbeing, property, rights or other interests. The person is at risk of harm and that may be because they are affected by disability, mental disorder, illness, physical or mental infirmity they are therefore more vulnerable to being harmed than adults who are not so affected.

Key Principles

This policy is based on these key principles:

- All children, young people and vulnerable adults, regardless of their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm, poor practice, exploitation, bullying and abuse.
- Children, young people, and vulnerable adults have the right to express views on all matters which affect them, should they wish to do so.
- Safeguarding and child protection is everyone’s responsibility.
- The required standards of health, safety, welfare and protection are maintained.
- Working in partnership with children, young people, vulnerable adults, and their parents/carers is essential for the promotion of an inclusive programme and safe enjoyable environment.

Roles & Responsibilities

RGU SPORT, will promote mental, social, and physical health and wellbeing of children, young people, and vulnerable adults' by:

- Providing safe opportunities to take part in sport and physical activity
- Promoting the rights, wishes and feelings of children, young people, and vulnerable adults.
- Ensuring our programmes take into consideration a child, young person or vulnerable adult's age and stage of development.

RGU SPORT will assess and mitigate risk towards children, young people, and vulnerable adults in the following ways:

- Appointing a trained Safeguarding Officer.
- Promoting, implementing, and training staff in appropriate procedures, guidance, and support to safeguard the wellbeing of children, young people and vulnerable adults and protect them from abuse.
- By adopting best practice from industry, SportScotland and National Governing Bodies (NGB's), where appropriate.
- Carry out appropriate vetting on colleagues, contractors and volunteers based on their responsibilities.
- Ensure that colleagues, contractors and volunteers adhere to Robert Gordon University's Dignity Policy.
- Provide a suitable programme of training which gives colleagues, contractors and volunteers who work with children, young people and vulnerable adults the opportunity to attend the following workshops:
 - Safeguarding & Protecting Children Workshop
 - In Safe Hands Workshops
 - WPO Networking Sessions
 - Child Wellbeing & Protection in Sport (CWPS): Board and Committee Members Training (SportScotland)
 - Ann Craft Trust Training
- Regularly monitor and evaluate the implementation of this policy and any relevant procedures.

Reporting Concerns

RGU SPORT recognise that a child, young person and vulnerable adult's wellbeing, protection and safeguarding is everyone's responsibility. Any breach of RGU SPORT's Safeguarding policy, including any form of unacceptable behaviour, harassment or abuse of children, young people and vulnerable adults must be reported.

Should a child, young person or vulnerable adult report or should colleagues, contractors, or volunteers at RGU SPORT have a concern about a child, young person, or vulnerable adults' welfare, it is their responsibility to:

- Reassure the person making the report they have done the right thing in raising a concern, as seen in Appendix A.
- Listen openly without judgement, as seen in Appendix A.
- Record anything that is said, as seen in Appendix A.
- Report it to the Safeguarding Officer at RGU SPORT. Where the Safeguarding Officer is not available, please report to the Head of

Sport. In the absence of the Safeguarding Officer and Head of Sport please call social services, colleagues and contractors will follow their Child Wellbeing and Protection in Sport training and will prioritise the persons immediate safety.

RGU SPORT Safeguarding Officer will:

- Investigate any allegations of misconduct or abuse of children, young people, and vulnerable adults in line with this Policy, as per the process outlined in Appendix B.
- Maintain confidential records of all complaints, concerns, and sanctions against individuals and the organisation.
- In cases where there is suspected abuse or where a child's safety is at risk, they may contact any of the following statutory agencies immediately:
 - Local Police Child Protection Team, in emergencies may dial 999
 - Local Authority Social Services
 - University Student Life Department
 - Samaritans

Appendix A – SportScotland Responding to a Disclosure

Responding to A Disclosure

DO	DON'T
<ul style="list-style-type: none"> • Stay calm • Find somewhere comfortable • Let the child speak • Listen • Reassure the child they are not at fault • Emphasise they were right to tell you • Take what they are saying seriously • Try to allay any fears the child has • Gather the facts • Explain what you will do next • Tell the child who you will share info with and why • Thank the child for telling you • Make a written record ASAP – use the child’s own word 	<ul style="list-style-type: none"> • Panic – Your first response is vital • Show shock or distaste • Probe for information • Make assumptions or speculate • Assume they have/can/will tell someone else • Ask leading or intrusive questions • Approach the alleged perpetrator • Assume it was unpleasant • Keep information to yourself which could help the child – think jigsaw • Make promises you can’t keep!!! EG to secrets / confidentiality

Appendix B – Safeguarding Officer (SO) Investigation of Allegations of Misconduct

