

Chichester Vulcans Handball Club Safeguarding and Welfare policy

The clubs Welfare Officer (James Chadburn) can be reached on the following email - [Chichester Vulcans Welfare@outlook.com](mailto:Chichester_Vulcans_Welfare@outlook.com)

Chichester Vulcans Handball Club acknowledges the duty of care to safeguard and promote the welfare of children/adults and is committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and England Handball Association requirements.

This policy recognises that the welfare and interests of children/adults are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children/adults:

- have a positive and enjoyable experience of sport at Chichester Vulcans Handball Club in a safe and child centred environment
- are protected from abuse whilst participating in Handball or outside of the activity.

Chichester Vulcans Handball Club acknowledges that some children/adults, including disabled and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Chichester Vulcans Handball Club will

- promote and prioritise the safety and wellbeing of all members
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to any members
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern

- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored – Each member will receive an Incident Report form, more are available upon request. Each form is kept secure and confidential and will be acted upon immediately. These forms can be either, emailed to Chichester_Vulcans_Welfare@outlook.com, or handed to your club welfare officer.
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Chichester Vulcans Handball Team. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

The club observes a Zero Tolerance on **Bullying** of any sort. Forms of bullying recognised are; physical, psychological, verbal, cyber. All WILL NOT BE TOLERATED. If a member is found bullying another member, disciplinary action will be taken by the club's Welfare Officer and Chairman and could result in dismissal from the club.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and England Handball Association.
- as a result of any other significant change or event.

Useful Emails/contacts:

childrens.services@hants.gov.uk

Hampshire County Council - Care Leaver Team - **Address:** Public Service Plaza, Civic Centre Rd, Havant PO9 2AX. **Phone:** 023 9244 1475

Portsmouth City Council Children's Social Care - **Address:** Civic Offices, Guildhall Square, Portsmouth PO1 2BG. **Phone:** 023 9283 9111 - NSPCC - 0808 800 5000 - Police – 111 - 999