



NORWICH ICENI BASEBALL SAFEGUARDING POLICY

Safeguarding Concern

If you are aware or have any concerns in relation to the safeguarding of any of the members of the club, please report this immediately to the Club's nominated Safeguarding Officer (safeguarding@norwichbaseball.co.uk).

Organisation members, staff and volunteers are not expected to be an expert in recognition of a safeguarding concern; however, all adults working, volunteering and participating have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying.

They should also respond to any indication of abuse that may be occurring outside of the organisation setting.

This does not mean that it is your responsibility to decide if a situation is poor practice, abuse or bullying, but it is your responsibility to report your concerns to the Club Appointed Safeguarding Officer.

Policy Statement

All members of the Norwich Icení Baseball Club have a responsibility to safeguard all members who are experiencing, or are at risk of, abuse and neglect.

This organisation is committed to creating and maintaining a safe and positive environment for all people involved in the sport/activity. It accepts its responsibility to assist in the welfare of all people and to safeguard them from poor practice, abuse and bullying.

All individuals within the organisation - players/members/volunteers/coaches/support staff - have a role and responsibility to help ensure the safety and welfare of adults and children.

Norwich Icení Baseball Club acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and BUSK requirements (*Norwich ICENI Baseball Club requirements in relation to the Club Code of Conduct & Club Sports Equity Policy*).

As part of our safeguarding policy, the club will:

- promote and prioritise the safety and wellbeing of all members, especially children and young people
- 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 children and young people

- 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
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

This organisation accepts that we are required to fulfil our duty of care, which means that we must do everything that can be reasonably expected of us to help safeguard and protect adults and children from harm, and to act when we suspect that someone is being harmed, or is at risk of harm.

The organisation also adopts the full policy from BSUK – details to be found here:

<https://www.baseballsoftballuk.com/safeguarding>

What To Do If You Have Concerns About An Adult Member

Recognise both poor practice and more serious abuse

Poor practice issues can easily escalate. Therefore, it is essential for poor practices such as bullying or any other types of abuse no matter how small must be reported and taken seriously.

Poor practices can affect the culture of the Club, we can refer to the Club's Code of Conduct Policy for this. They can easily become acceptable practice over time. So ensure everyone knows who to report to, in this case, the Club-appointed Safeguarding Officer. This person can then decide whether their concerns warrant a safeguarding formal action & decision, or whether the matter can be dealt with discretely between parties involved.

Monitoring a Person's Emotional and Physical Wellbeing

Look for any indicators that suggest a person is at risk of harm, such as changes in behaviour. Take note of these indicators. It is also important to be aware of the different types of harm.

Through monitoring these signs and reviewing them, a safeguarding issue may be identified. Indicators to record include: changes in physical appearance or wellbeing, signs of distress or illness, and noticeable changes such as weight gain or weight loss. Emotional changes to watch out for are things like anti-social behaviour that is less than normal for the person involved.

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 BSUK as a result of any other significant change or event.