



Safeguarding Policy

1. Purpose

This policy sets out the Club's commitment to safeguarding and promoting the welfare of all individuals involved, particularly children and vulnerable adults. It establishes clear roles, responsibilities, and procedures for managing safeguarding concerns.

2. Policy Statement

The Isle of Man Veteran Athletes' Club is committed to:

- Providing a safe, inclusive, and respectful environment for all
- Safeguarding the welfare of children and vulnerable adults
- Taking all safeguarding concerns seriously and responding promptly
- Preventing abuse, harm, discrimination, and exploitation
- Working in line with England Athletics safeguarding policies and procedures

Safeguarding is a shared responsibility. All members and volunteers are expected to uphold this commitment.

3. Scope

This policy applies to:

- All members of the club
- Committee members and Officers
- Coaches, officials, and volunteers
- Participants in club activities and events

4. Key Definitions

Child: Any person under the age of 18

Vulnerable Adult: An individual who may require support or protection due to age, disability, illness, or circumstances that increase risk of harm

Note: The club operates as a veteran athletes' club and competitive participation is restricted to individuals aged 17 and over. Safeguarding responsibilities still apply where under 18s are present or involved in any capacity.



5. Roles and Responsibilities

Welfare Officer:

The Welfare Officer is the designated safeguarding lead and is responsible for:

- Receiving and responding to safeguarding concerns
- Acting as the primary point of contact for safeguarding issues
- Reporting concerns to external agencies and/or England Athletics where appropriate

6. Safeguarding Principles

The club will:

- Place the welfare of children and vulnerable adults at the centre of decision-making
- Promote a culture of dignity, respect, and inclusion
- Ensure concerns are handled confidentially and on a need-to-know basis
- Take proportionate and timely action in response to concerns
- Work collaboratively with relevant agencies where required

7. Reporting Safeguarding Concerns

Any safeguarding concern, allegation, or disclosure must be:

- Reported immediately to the Welfare Officer
- Recorded clearly and factually, including dates, times, and details
- Not investigated internally beyond ensuring immediate safety

Where urgent risk is identified, appropriate emergency services should be contacted without delay.

All concerns will be handled in accordance with:

- The club's internal procedures
- England Athletics safeguarding processes

8. Managing Concerns

The club will ensure that:

- All safeguarding concerns are taken seriously and acted upon promptly
- Appropriate referrals are made to statutory agencies or England Athletics where required



- Individuals involved are treated fairly and with respect
- Confidentiality is maintained, subject to safeguarding obligations

Safeguarding matters will take priority over disciplinary processes where necessary.

9. Safer Environment

The club will:

- Promote clear codes of conduct for members and volunteers
- Encourage open communication and reporting of concerns
- Provide safeguarding guidance where appropriate
- Take reasonable steps to minimise risk within club activities and events

10. Links to Other Policies

This policy should be read alongside the following club policies, which collectively support the safe and appropriate running of club activities:

- Grievance and Disciplinary Policy – for managing complaints, misconduct, and appeals
- Inclusion Policy – for ensuring equitable access and participation within the club's eligibility framework
- Health and Safety Policy – for identifying and managing risks associated with club activities and events
- Social Media Policy – for setting expectations on appropriate online behaviour and safeguarding individuals in digital environments
- England Athletics Safeguarding Policies and Procedures – for escalation, reporting, and governing body requirements

11. Breaches of Policy

Failure to comply may result in disciplinary action or referral to external bodies.

12. Monitoring and Review

This policy will be:

- Reviewed periodically to ensure effectiveness and compliance
- Updated in line with changes to legislation, safeguarding guidance, or governing body requirements