



## Safeguarding Policy

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## 1. Policy Statement

Venom Championship Wrestling Limited is fully committed to safeguarding and promoting the welfare of children, young people, and adults at risk. We believe everyone has the right to participate in wrestling in a safe, positive, and enjoyable environment.

We will:

- Prioritise the welfare of children and adults at risk
- Ensure safeguarding practices reflect UK legislation and best practice
- Provide a safe environment free from abuse, bullying, harassment, or discrimination
- Take all concerns and allegations seriously



- Follow safer recruitment procedures

This policy aligns with:

- Children Act 1989 & 2004
  - Working Together to Safeguard Children (HM Government)
  - Safeguarding Vulnerable Groups Act 2006
  - Care Act 2014
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## 2. Scope

This policy applies to:

- Coaches and assistant coaches
- Volunteers
- Committee members
- Officials and referees
- Athletes
- Parents/carers
- Visitors

It covers all wrestling activities including training sessions, competitions, camps, travel, and online communication.

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## 3. Key Definitions

**Child** – Anyone under 18 years old.

**Adult at Risk** – A person aged 18+ who may need care and support and may be unable to protect themselves from abuse or neglect.

**Abuse may include:**

- Physical abuse
- Emotional abuse



- Sexual abuse
  - Neglect
  - Bullying (including cyberbullying)
  - Grooming
  - Financial abuse (for adults at risk)
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## 4. Roles and Responsibilities

### **Welfare Officer (CWO)**

We will appoint a designated Welfare Officer who:

- Is DBS checked
  - Has completed safeguarding training
  - Acts as the first point of contact for concerns
  - Maintains confidential safeguarding records
  - Liaises with the Local Authority Designated Officer (LADO) where required
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### **Coaches and Staff Must:**

- Hold valid DBS clearance (where eligible)
  - Complete safeguarding training
  - Follow the Coaches Code of Conduct
  - Never engage in inappropriate physical or verbal behaviour
  - Avoid being alone with a child unless necessary and appropriate
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## 5. Safer Recruitment

The club will:

- Conduct DBS checks in line with UK regulations



- Obtain references
- Use application and self-disclosure forms
- Provide safeguarding induction

No individual will begin regulated activity without appropriate checks.

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## 6. Code of Conduct

All members must:

- Treat others with respect and dignity
- Use appropriate language
- Avoid favouritism
- Never engage in sexual relationships with under-18s
- Avoid unnecessary physical contact
- Not communicate privately with juniors via personal social media

Parents should:

- Support safe participation
  - Report concerns
  - Respect officials and coaches
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## 7. Responding to Safeguarding Concerns

If a child or adult at risk discloses abuse:

1. Stay calm
2. Listen carefully
3. Do not promise confidentiality
4. Record facts accurately
5. Report immediately to the Club Welfare Officer



If a child is in immediate danger, call **999**.

The Club Welfare Officer will:

- Assess the concern
  - Report to Children's Social Care or Police if required
  - Inform the NGB (e.g., British Wrestling Association)
  - Maintain confidential records
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## 8. Anti-Bullying Statement

Bullying will not be tolerated.

This includes:

- Verbal abuse
- Physical intimidation
- Online harassment
- Exclusion

Reports will be investigated promptly and fairly.

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## 9. Online Safety

- Communication with under-18s must include parents where possible
  - No private messaging between coaches and juniors
  - Official club platforms only
  - Images of children require parental consent
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## 10. Photography and Filming

- Written parental consent required



- No use of personal devices in changing rooms
  - Images stored securely
  - No identifying details published without permission
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## 11. Changing Rooms and Physical Contact

- Supervision must be appropriate
  - Adults should not change with children
  - Physical contact must be appropriate to coaching technique and explained beforehand
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## 12. Transporting Athletes

- Parental consent required
  - Avoid transporting a child alone
  - Ensure appropriate insurance
  - Follow club travel policy
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## 13. Confidentiality and Data Protection

Safeguarding information will be:

- Kept secure
  - Shared only on a need-to-know basis
  - Managed in line with UK GDPR
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## 14. Whistleblowing

Concerns about staff or volunteers can be raised confidentially with:

- The Club Welfare Officer
- The NGB
- Local Authority Designated Officer

No one will be penalised for raising genuine concerns.