

Safeguarding Policy

Purpose

Safe Sport International (SSI) is committed to the safeguarding of all people engaged with SSI through our work and takes a zero-tolerance approach to any form of harassment and abuse.

SSI is committed to ensuring that its policy, procedures and practice are in line with international conventions such as the United Nations Convention on the Rights of the Child, The Universal Declaration of Human Rights and accepted good practice such as the International Safeguards for Children in Sport and the International Safeguards for Adults in Sport.

Safe Sport International is a UK based charity and is governed by legislation and UK government guidance concerning safeguarding and protecting children and adults at risk of harm.

Scope

This Policy applies to all “Associates” and “Covered Individuals” which means all persons involved in any capacity in SSI activities. This includes but is not limited to:

- Trustees;
- Advisory Council members;
- Members of committees and working groups; and
- Staff, associates, consultants, and interns.

All “Covered Individuals”, by participating in any capacity in any SSI activity, agree to be bound by this Policy, SSI's code of conduct, and associated procedures as relevant to their role. “Covered individuals” include but is not limited to:

- Sponsors and donors;
- Conference speakers, conference attendees, conference organisers;
- Any person working or volunteering at any event held by or on behalf of SSI;
- Any person participating in any capacity in SSI activities including (without limitation) journalists, advisors and trainers; and
- Any person undertaking a role in any capacity in SSI activities not covered under ‘associate’.

Prevention

It is through prevention activities that SSI takes efforts to reduce the risk of harm coming to an individual due to their association with SSI. SSI commits to the following actions:

- Clearly defining terms to ensure all associates and covered individuals are clear on the expectations for their actions;
- Having safeguarding roles and responsibilities well-defined;
- Implementing a Safer Recruitment procedure ;
- Having a code of conduct identifying expectations of behaviour;
- Providing training for all associates aligned with their role and responsibility; and
- Setting out communications processes for raising and responding to concerns.

Definitions and terms

There are variations in the use of definitions in the realm of safeguarding around the world. SSI draws on the definitions from [The IOC Consensus Statement: harassment and abuse \(non-accidental violence\) in sport \(2016\)](#). More detailed definitions are set out in SSI's Procedures for Responding to Safeguarding Concerns.

Abuse refers to acts of commission or omission that lead to a child or adult experiencing harm.

Harm refers to the negative impact or consequences upon the child or adult of acts of commission or omission.

Child – every human being under the age of 18.

Safeguarding – refers to the actions SSI takes to ensure ALL children and adults are safe from harm when involved in its activities, and the actions sport and other organisations take to ensure the safety and well-being of covered persons under their policies and procedures.

Protection is a set of activities that are required for SPECIFIC children/adults who are at risk of/or are suffering significant harm.

Response – is a set of activities that are undertaken when a safeguarding concern has been reported to or come to the attention of SSI.

Inter-personal violence is the umbrella term which SSI recognises for ‘all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse’ (Article 19 UN CRC). SSI recognise that other organisations prefer ‘non accidental violence’ and the change in definition to ‘Inter-personal violence’ is likely to be incorporated throughout SSI’s documentation following publication of the revised IOC Consensus in 2024.

Gender-based violence – abuse and power over another person based on their gender, gender identity, gender expression, or perceived gender.

Roles and Responsibilities

- The Board of Trustees are responsible for the oversight of safeguarding across SSI and its activities.
- The SSI Safeguarding Lead is accountable for the implementation of the policy and procedures with a semi-annual report to the Trustees. The SSI Safeguarding Lead is also a member of the SSI Case Management Group (CMG).
- The SSI Case Management Group is responsible for the management, monitoring and review of safeguarding concerns which come to the attention of SSI, as set out in its Terms of Reference.
- The Deputy Lead for Safeguarding is a member of the Case Management Group and the designated lead when the Safeguarding Lead is unavailable.
- The Chair of the Case Management Group may be the SSI Safeguarding Lead, Deputy Safeguarding Lead, or an independent expert where the concern relates to SSI staff or trustees.
- Covered Persons are required to uphold the SSI Code of Conduct and Safeguarding Policy and Procedures.

Training

SSI expects the highest standards of behaviour from everyone involved in its activities. SSI will therefore ensure all Covered Persons have access to the SSI Code of Conduct, Safeguarding Policy, Procedures and other documents as they relate to their role and responsibilities.

The policies will be publicly available on the SSI website.

Access to training opportunities will be made available for Covered Persons as required.

Associated Policies, Procedures and Documentation

- Code of Conduct
- Safeguarding Procedures (including Safeguarding Concern Report Form)
- Safeguarding Concern Report
- Safeguarding Case Management Group Terms of Reference
- Privacy Notice
- Complaints Policy
- Safer Recruitment Policy

Policy review

This policy will be reviewed annually by the Trustee Board.

Owner: Anne Tiivas

Document control:

Date	Version	Nature of change(s)
------	---------	---------------------

13 March 2024	DRAFT V.2.1	Updated in line with SSI Procedures update and incorporating external consultant feedback. NB The IOC Consensus has not yet been published. We will need to amend the definition of non-accidental violence to refer to 'inter-personal violence' when received. Text amended in line with new Case Management Group Terms of Reference March 2024
13 June 2024	V2	Approved by SSI Trustees