



Worthing Thunder Safeguarding Policy

Date of Policy: 17th September 2025

Next Review Date: 16th September 2026

Club Welfare Officer: Roger Clarke, welfare.worthingthunder@gmail.com

1. Policy Statement

Worthing Thunder and Bears are committed to providing a safe, positive and enjoyable environment for all members, especially children and young people.

We believe that:

- The welfare of children is paramount.
- All children, regardless of age, gender, ethnicity, religion, disability, or sexual orientation, have the right to protection from abuse.
- Safeguarding is everyone's responsibility.

This policy applies to all staff, coaches, volunteers, parents, carers and participants.

2. Legal and Regulatory Framework

This policy is based on and complies with:

- The Children Act 1989 & 2004
- Working Together to Safeguard Children (2018)

- Keeping Children Safe in Education (2023)
- The safeguarding policies of our governing body e.g. Basketball England, BCB Basketball

3. Definitions

- Child / Young Person: Anyone under the age of 18.
- Abuse: Can be physical, emotional, sexual, neglect, bullying (including online and discriminatory abuse).
- Adult at Risk: A person aged 18 or over who has care or support needs and may be unable to protect themselves.

4. Roles and Responsibilities

- Club staff/ Coaches : Ensures safeguarding is embedded in all activities.
- Club Welfare Officer (CWO): First point of contact for safeguarding concerns. Maintains confidentiality and liaises with statutory agencies.
- Coaches & Volunteers: Must follow the policy, complete safeguarding training, and report concerns.
- Parents & Carers: Support safeguarding practices and respect club codes of conduct.

5. Safe Recruitment

To ensure only suitable people work with children, the club will:

- Require enhanced DBS checks for all eligible roles.
- Take up two references before appointments.
- Provide role descriptions for all positions.
- Require induction and safeguarding training for all staff/volunteers.

6. Code of Conduct

All members of the club agree to:

- Put the child's welfare first.
- Treat everyone with respect and dignity.
- Maintain appropriate boundaries (no inappropriate contact or communication).
- Never use physical punishment or abusive language.
- Follow club procedures for transport, photography, and social media.

7. Recognising and Responding to Concerns

Signs of abuse may include:

- Unexplained injuries, fear of adults, withdrawal, changes in behaviour, neglect, or inappropriate knowledge.

If you are worried about a child:

1. Report immediately to the Club Welfare Officer.
2. If the child is at immediate risk of harm, call 999.
3. Record the concern factually, without personal opinion.
4. Do not promise confidentiality – explain that you must share concerns to protect them.

The CWO will decide whether to escalate to Children's Services, Police, or the governing body's safeguarding team.

8. Whistleblowing

All members are encouraged to raise concerns about poor practice or unsafe behaviour, Concerns can be raised directly with the CWO, Club Chair, or through the governing body (for national league players)

9. Training

- All coaches and volunteers must complete approved safeguarding training.
- Refresher training will take place every 3 years.
- The CWO must maintain up-to-date safeguarding qualifications.

10. Confidentiality & Data Protection

- Safeguarding records will be kept securely and only shared on a need-to-know basis.
- The club will comply with the Data Protection Act (2018) and UK GDPR.

11. Monitoring & Review

This policy will be reviewed annually, or sooner if there are:

- Changes in legislation or guidance.
- Lessons learned from safeguarding incidents.
- Feedback from members, parents, or the governing body.

Signed:

Sara Jenner (Secretary)

17/9/2025

R . Clarke (Club Welfare Officer)

17 Sep 2025