

PENTATHLON GB SAFEGUARDING & PROTECTING CHILDREN POLICY

**Pentathlon GB recognises the need to promote the welfare and interest of children in all circumstances.
A child is anyone aged under 18 years of age.**

The purpose of the policy is to;

- Ensure that the welfare of children remains the paramount consideration in all aspects of the work across Pentathlon GB.
- Ensure all our workforce understand how to implement good safeguarding practice in their role.
- Ensure everyone connected with Pentathlon GB knows how to respond appropriately when a concern arises.
- Provide clarity around the process and procedures that will be followed when this Policy, or associated codes, rules, or regulations are breached.

Safeguarding children is the action that is taken to promote the welfare of children and protect them from harm (NSPCC 2022). Safeguarding is a collective responsibility. **Everyone involved in Pentathlon GB activities has a duty of care to safeguard and protect children**, both inside and outside our sport.

This policy applies to all staff members of Pentathlon GB, including full time, part time and contracted staff; all members of Pentathlon GB which includes athletes, coaches, club welfare officers, technical officials, tutors and educators, volunteers, and parents.

Safeguarding policy and procedures are mandatory for everyone involved in Pentathlon GB sports. Failure to comply with these policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

Safeguarding education is compulsory for anyone working with children. Pentathlon GB will ensure all those working or volunteering in regulated activity will have access to appropriate education to recognise and respond to signs of abuse, neglect and any other safeguarding concern relating to children and young people.

We will **respond to any safeguarding concerns** transparently, consistently, and fairly. We are committed to ensuring compliance with statutory frameworks, government guidance, codes of conduct and best practice. We will manage any breaches in line with our **Pentathlon GB Safeguarding Procedure and / HR policies** where applicable.

Some children can be particularly vulnerable to abuse, and we will take reasonable steps to protect their welfare, ensuring that everyone has a positive, enjoyable experience in our sport in a safe and inclusive environment.

HOW TO REPORT CONCERNS

IF YOU OR ANYONE IS AT IMMEDIATE RISK OF HARM OR IN NEED OF MEDICAL ATTENTION CALL 999

Don't keep concerns to yourself – if you have a safeguarding concern or worry about a child, even if its outside of sport...

Whether it relates to you OR Something you have seen or heard OR Someone has reported or disclosed to you.

Even if it's a nagging doubt and you are unsure, **REPORT IT**. All pieces of information help build a bigger picture.

IF IN DOUBT PASS IT ON.

REPORTING A CONCERN	CLUB WELFARE OFFICERS/CLUB WELLBEING & PROTECTION OFFICER	EXTERNAL SUPPORT	WHAT TO DO IF IT'S A CONCERN ABOUT WORKFORCE INCLUDING STAFF, COACHES OR VOLUNTEERS
<p>Tell the safeguarding person:</p> <p>Club / Hub – Club Welfare Officer</p> <p>Events – Event Safeguarding Officer</p> <p>Camps / Trips – Safeguarding Officer</p> <p>If you are unable to speak to the safeguarding person or if there may be a conflict of interest, please contact below</p>	<p>If you have a concern that requires PGB Safeguarding to support</p> <p>OR</p> <p>Needs to be referred to a statutory agency Contact Safeguarding & Welfare Lead as soon as possible.</p> <p>If you have made a referral to a statutory agency, please let PGB Safeguarding know within 24 hours.</p>	<p>To contact statutory agencies for urgent advice call,</p> <p>Local Authority Children's Social Care or the Local Authority Designated Officer (search on the internet for your area to get contact details)</p> <p>OR</p> <p>NSPCC Helpline help@nspcc.org.uk or call 0808 800 500 Mon – Fri 10am to 8pm</p> <p>Please inform PGB Safeguarding & Welfare Lead</p>	<p>All concerns about the behaviour of PGB workforce, including coaches and volunteers, must be reported to either the Club Welfare Officer or directly to PGB Safeguarding & Welfare Lead within 24 hours.</p>

**Pentathlon GB Safeguarding & Welfare Lead – Di Murray –Email safeguarding@pentathlongb.org
phone 07553 422288 Visit the [Pentathlon GB website](#) for more information.**

LOOK AFTER YOURSELF - Dealing with concerns and listening to disclosures can be difficult. We encourage you to look after your well-being and mental health. If you need support or to signpost support to others have a look at this [resource](#).

ALLEGATIONS - If you have an allegation made against you as a member of staff or as a volunteer, and you want to talk to someone who is impartial please contact Safeguarding and Welfare lead on safeguarding@pentathlongb.org . We can keep you updated and explain how the investigation process works, as well as signposting for support and advice.

CONFIDENTIALITY - When Pentathlon GB receives a concern, we respond in good faith, taking the matter seriously. We treat information reported to us confidentially and only share when there is a need to, which may be for the safety of others or the prevention or detection of a crime.

COMPLAINTS - If you have any complaint regarding how a concern has been responded to, please contact safeguarding@pentathlongb.org. If you do not wish to use this contact, consider using the Whistleblowing Policy and Procedures. Alternatively contact the NSPCC whistleblowing advice line on 0800 028 0285 or email on help@nspcc.org.uk

This policy, procedures and guidance is relevant to England and Wales and Scotland.

OTHER RELEVANT POLICIES

This policy operates with all Pentathlon GB policies including:

- Safeguarding Regulations
- Whistleblowing Policy
- Complaints and Discipline Policy
- Safeguarding Adults Policy

Visit the website Pentathlongb.org for more information.

This policy should be read alongside the **APPENDICES** contained in this document and **GUIDANCE, PROCEDURES and TEMPLATES**. The policy will be reviewed every 2 years or if the circumstances change; for example, a change in legislation, government guidance or as required by local safeguarding partnerships.

APPENDIX A – RECOGNISING AND RESPONDING TO CONCERNS

RECOGNISING – what a concern is.

- Did the victim tell you they are unhappy about something or someone? Did you witness or observe something that you think is wrong? Has someone told you about this incident?

RESPONDING by assessing the risk to a child or young person.

- Remain calm and non-judgemental
- Thank them for wanting to tell you and you will take it seriously
- Explain you are listening
- Reassure them it is not their fault
- Explain you may have to tell someone, and you cannot keep secrets, to get support for them
- Keep questions to a minimum and do not ask leading questions

RECORDING the concern accurately and securely.

- Write it down in their own words, clarify any misunderstanding of language.
- Time and date when you were informed and by who.
- Include as much information as you can from what you were told, observed.

REFERRING by sharing the information appropriately.

Tell someone, the Club Welfare Officer, the Safeguarding and Welfare Lead or social services or the police.

It is not your responsibility to investigate allegations or if a concern has occurred.

It is your responsibility to pass the information on to the appropriate person. Even if it's a nagging doubt, report it.

Each piece of information creates a big picture- PASS IT ON

APPENDIX B – POSSIBLE SIGNS OF ABUSE

Many of the signs that a child is being abused are the same regardless of the type of abuse. Anyone working with children or young people needs to be able to recognise the signs. These include a child:

- being afraid of particular places or making excuses to avoid particular people
- knowing about or being involved in 'adult issues' which are inappropriate for their age or stage of development, for example alcohol, drugs and/or sexual behaviour
- having angry outbursts or behaving aggressively towards others
- becoming withdrawn or appearing anxious, clingy or depressed
- self-harming or having thoughts about suicide
- showing changes in eating habits or developing eating disorders
- regularly experiencing nightmares or sleep problems
- regularly wetting the bed or soiling their clothes
- running away or regularly going missing from home or care
- not receiving adequate medical attention after injuries.

These signs do not necessarily mean that a child is being abused. There may well be other reasons for changes in a child's behaviour such as a bereavement or relationship problems between parents or carers. If you have any concerns about a child's wellbeing, you should report them following Pentathlon GB's safeguarding and child protection procedures.

For more information use this link to the [NSPCC Spotting signs of abuse](#)

APPENDIX C - LOWER-LEVEL CONCERNS

This may be a concern that is no more than a nagging doubt and the and we support a culture that enables anyone to report any concern, no matter how small and this will be taken seriously.

Lower-level concerns may be poor practice, for example.

- A coach direct messaging a child or young person without a parent copied in.
- A parent posting photos of athletes on the website without consent of the athlete and parent.
- Behaviours by athletes being dismissed as banter not bullying.

A lower-level concern may be a well-intentioned mistake or part of a poor culture in the sport. Repeated poor practice may be an indication of abuse. It is important to record lower-level concerns securely as they support a pattern of poor behaviours which need to be managed.

Grooming behaviours often start with the abuser bending the rules and seeing if they can get away with it.

Code of Conduct will support managing lower-level concerns by outlining what is acceptable and what isn't acceptable behaviours.

Even if it's a nagging doubt, report it.

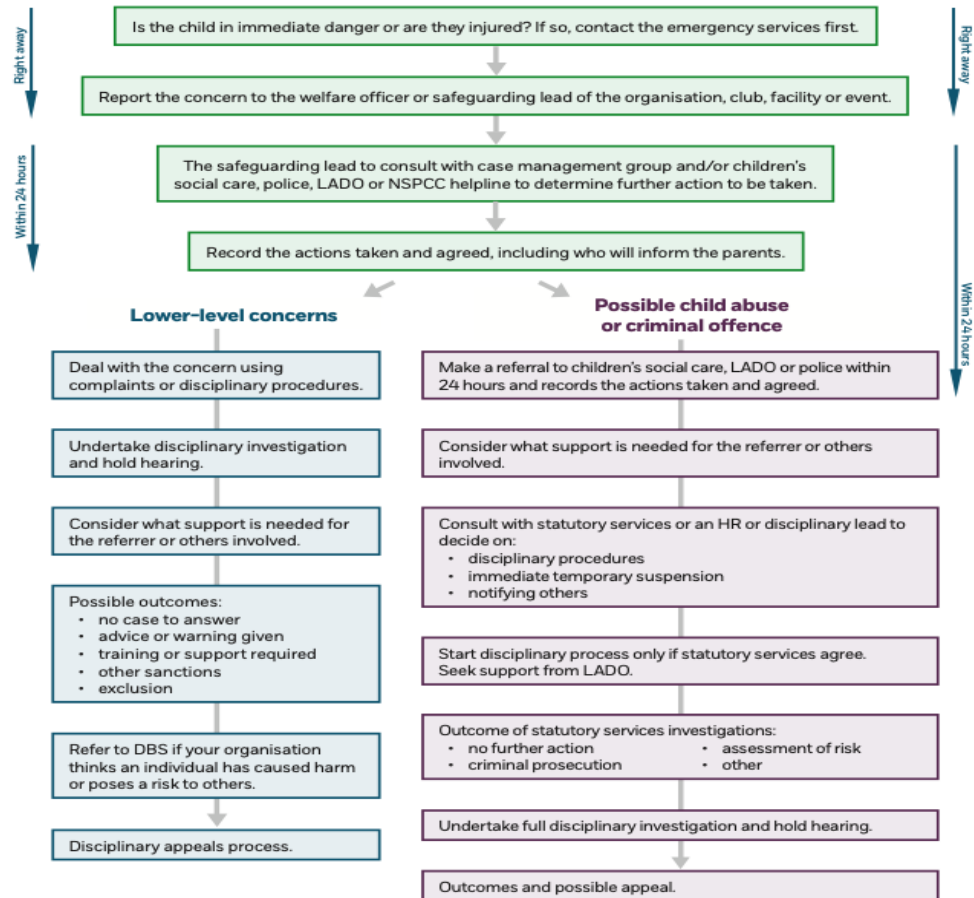
Each piece of information creates a big picture- PASS IT ON

Internal concerns process

Safeguarding reporting procedure

Safeguarding reporting procedure for concerns within your sport

To be used when concerns arise about the behaviour of a member of staff, coach or volunteer within affiliated sports organisation towards a child or children (such as concerns about poor practice or allegations of abuse).



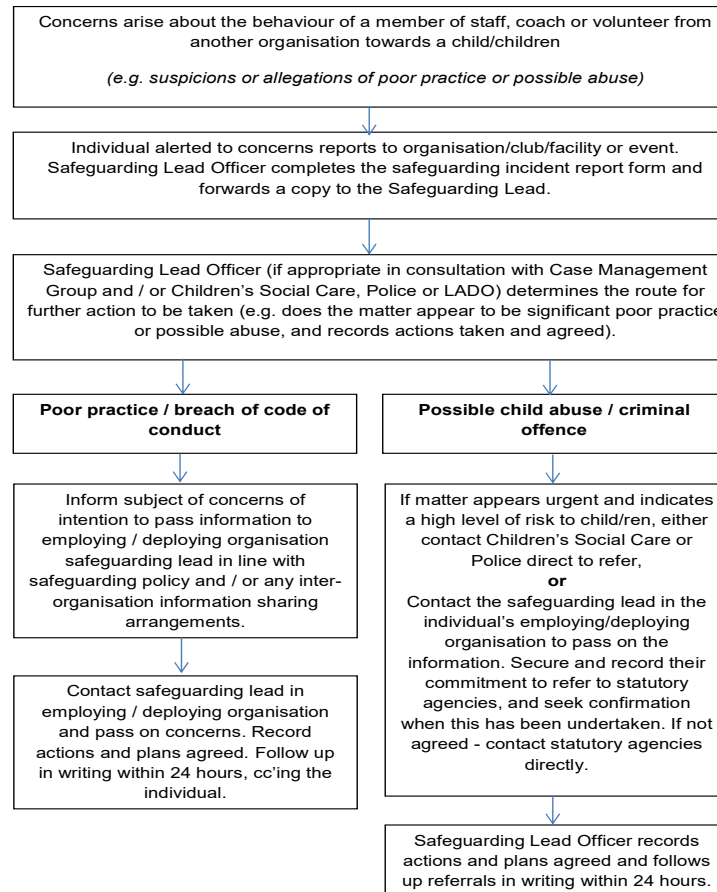
External organisation concern process

CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

2. About the behaviour of another organisation's staff member or volunteer (e.g. allegations reported about an individual working for a partner organisation)



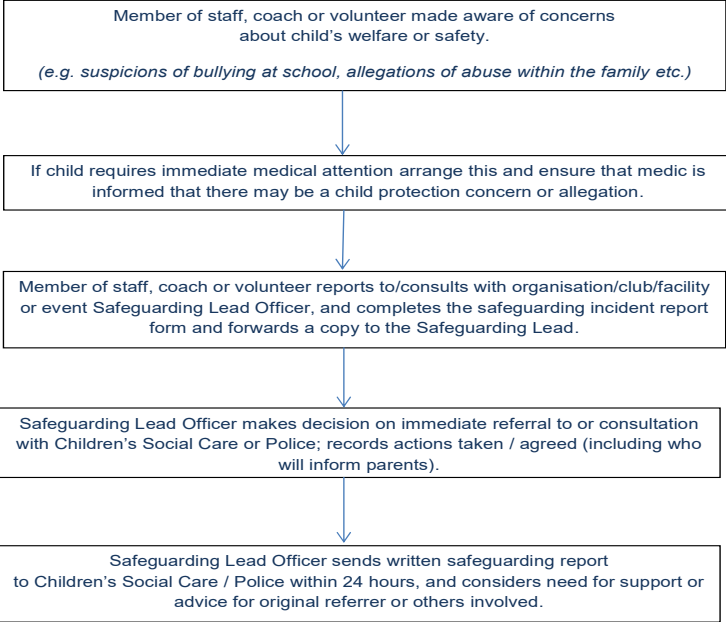
Concern outside of sport process

CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

3. About children and young people arising outside of sport (e.g. at home, school or in the community)



Date policy change approved by Board of Directors	Change occurrence	Version	Date last reviewed	Reviewer	Date for next review	File stored
April 2023	Major updates: Changes and updates to position of trust legislation Minor updates: language changes and updating company names		April 2023	Jamie McDermott	April 2024	SharePoint
April 2023	Major update: clarity on position of trust legislation Minor update: change to contact number for Safeguarding and Welfare Lead Officer	V2.5.4	September 2023	Di Murray	September 2024	SharePoint
10 th June 2024	Major update: policy, guidance and procedures and templates updates	V2.5.5	January 2024	Di Murray	June 2026	SharePoint
11 TH June 2025	Update CPSU flowchart- internal concern	V2.5.6	June 2025	Di Murray	June 2026	Sharepoint