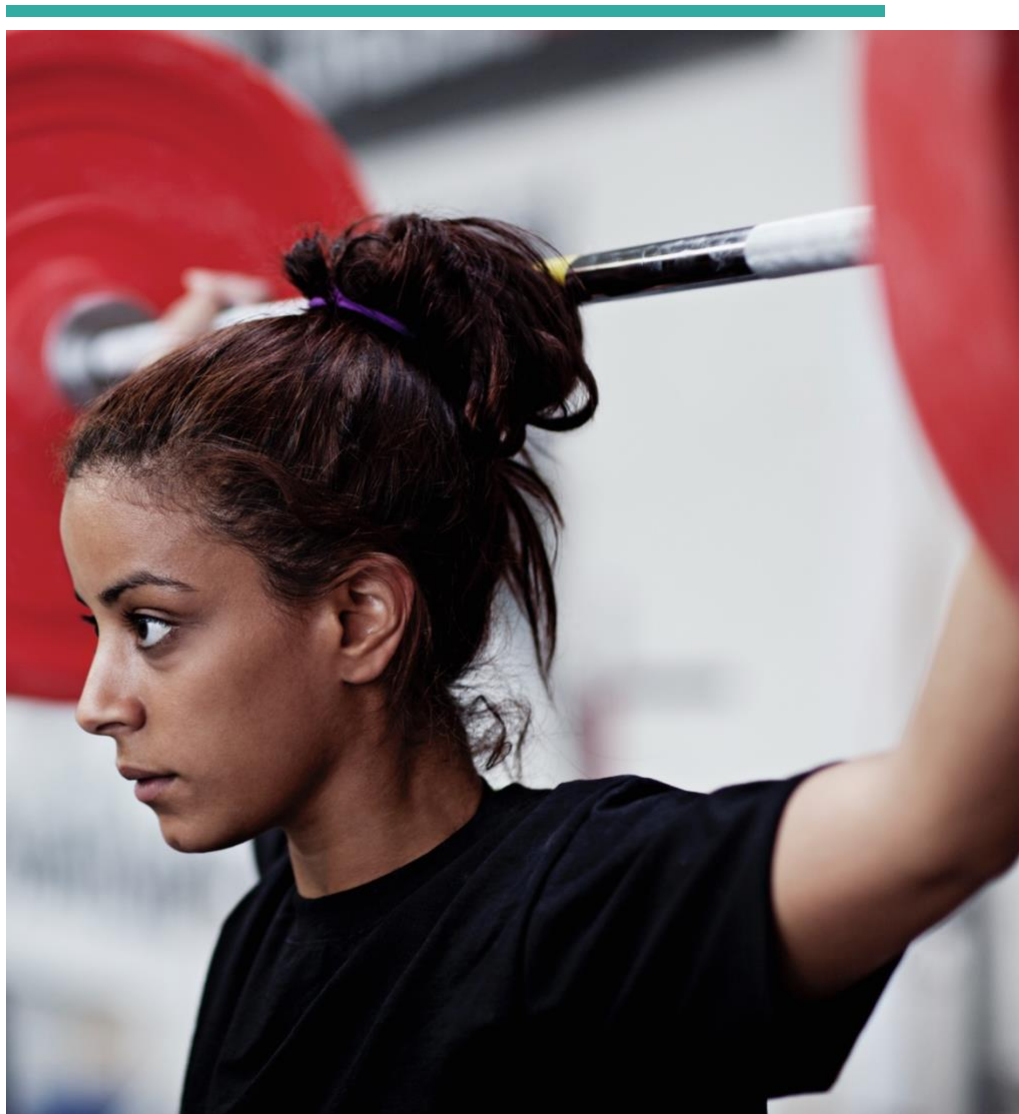


# Safeguarding Annual Report 2023

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Autumn 2023

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Weightlifting Wales



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## Annual Safeguarding Report

September 2023

**The following is an overview of the work WW have carried out in the area of Safeguarding through 2022 and 2023. A brief outline of WW's progress, activity and the collaborative work it has completed in this time.**

Weightlifting Wales is committed to safeguarding people participating in the sport, it is vital that everyone involved in Weightlifting Wales, including coaches, volunteers and staff, are aware of their duty to safeguard the interest of children, young people and adults at risk.

Weightlifting Wales aspires for the sport to be provided in an environment where individuals feel able to raise concerns and where poor practice and inappropriate behaviour can be openly challenged. The National Governing Body is facilitating this by championing the promotion of children's welfare and providing access to advice and training to help support members, coaches, parents, clubs and volunteers to understand their safeguarding, responsibilities.

The development of safeguarding standards, policies and procedures are important to support both Weightlifting Wales and clubs and members, to fulfil their duty to safeguard and promote the welfare of children in their care and ensure a consistent and best practice approach across the sport.

*Simon Roach – Safeguarding Lead*

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## Facts & Figures

- 259 Current members in Wales
- 84 Current members under the age of 18 years old
- 54 Current members with a Coach / Technical Official / Combined License
- 14 Licensed Clubs
- 14 Current Club Welfare Officers
- 27 current members with a relevant Safeguarding Course in place
- 5 members of staff
- 2 Designated Safeguarding Officers
- 6 Board Members including a Safeguarding Champion

## Compliance

- All coaches who attend WW events are required to have in place a Level 2 Coaching Qualification, an enhanced DBS, a valid BWL Coaching License, and by 31<sup>st</sup> January 2024, the relevant Safeguarding training.
- Technical Officials are required to have in place a valid Technical Official certificate, an enhanced DBS, a valid Technical Official License, and by 31<sup>st</sup> January 2024, the relevant Safeguarding training.
- All Clubs must meet certain criteria to meet the standard of a Licensed Club and are asked to sign a Service Level agreement, outlining specifically, the expectations of a WW Club, in regards to Club commitment to Safeguarding in their facility.
- All Clubs must have in place a Club Welfare Officer who has completed the relevant Safeguarding training.
- All WW staff must have an enhanced DBS in place.

## Case Management

In 2022 a new Safeguarding Group, and later a Case Management Group, were established. The purpose of the Safeguarding Group is to monitor Safeguarding policies and procedures, ensure that WW's practice is up to date and effective and to promote a safe environment in our sport. The Case Management Group are tasked with dealing with matters brought to WW in relation to safeguarding.

### **Safeguarding Group Composition:**

**Safeguarding Group Chair – Joanne Calvino - Director**

**Safeguarding Group Members – Ross Miller - Director, Ceri Wynne - Director, Simon Roach –**

**Strategy & Development Manager & Lead Safeguarding Officer, Hannah Powell – Business Support Officer & Deputy Safeguarding Officer**

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## Case Management Group Composition

### Director

Simon Roach - Strategy & Development Manager & Lead Safeguarding Officer

An independent member

WW also work closely with British Weight Lifting (BWL) on safeguarding matters, due to our joint membership and our partnership with the organization. WW and BWL aim to continue to improve the way we work together to deal with arising issues and to improve preventative measures and the overall culture in the sport.

### Matters dealt with from September 2022-September 2023

Three issues have been dealt with this year. All were investigated according to WW Safeguarding policies and, where relevant with the appropriate statutory authorities.

- One case required action by WW.
- Following a complainant made, an investigation was conducted, no action taken.
- A historical complaint was received, WW's response found that police and LADO had conducted investigations.

### Collaborations

- British Weight Lifting
- Local Authorities (Social services, Lead Designated Safeguarding Officers)
- The NSPCC
- Sport Wales
- The Child Protection in Sport Unit
- The Welsh Sport Association (including the DBS service)
- The Anne Craft Trust
- Legal Advisors
- DBS Advisors

### Training

Staff assigned Safeguarding roles regularly attend Lead Officer Forums hosted by the Child Protection in Sport Unit (CPSU ) to keep up to date with current legislation and best practice in safeguarding in sport.

All board members have undergone specific training in 2023 delivered by the Child Protection in Sport Unit (CPSU) and the Anne Craft Trust. This training was designed to equip the directors with

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an understanding of their responsibilities to safeguard those who participate in the sport of Weightlifting and Para Powerlifting in Wales.

The Designated Lead Safeguarding Officers (DLSO's) have undergone further specific training that has been provided by the CPSU / NSPCC and Anne Craft Trust.

### Safeguarding Standard L2

In September 2022 Weightlifting Wales began working towards achieving the Level 2 Safeguarding Standard. It was noted in the report that WW had completed a great amount of impactful work and that in areas WW were almost ready to push onto Level 3.

Example of key changes and updates made as part of this review:

#### Safeguarding Policy:

The Safeguarding Policy was updated with support from the CPSU to ensure that it aligned with up-to-date legislation. Some of the main areas that have been updated are listed below:

- Weigh-in procedures for under 18's section 5.3.
- Position of Trust Legislation section 2.2.
- The supervision ratios for coaching have been reviewed, please refer to the WW Safeguarding Policy 5.1.
- Updated procedures for official Photographers at WW events.
- Reporting flowcharts linked in appendix.
- Right to communicate outcomes of investigation where it is deemed necessary to do so section 3.5.

Weightlifting Wales tested sections of this policy with club owners/coaches, Technical Officials, and parents, to determine whether the changes were understandable, effective and for any feedback that might improve the communication of such changes.

#### WW Policies:

- Codes of Conducts: a separate code was adopted from British Weight Lifting for each group of people; coaches, lifters, volunteers and staff, parents, and clubs. These have been tested with various members within our community and feedback was used to improve the documents.
- The WW Recruitment Policy has been reviewed and updated.
- A thorough and clear agreement is to be signed by official Photographers working at WW events, referring to the updated procedures and responsibilities.

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- A comprehensive Service Level Agreement for affiliated clubs was put together to emphasise WW's expectations of a Club in terms of its commitment to enforcing safeguarding procedures.

#### **Communication:**

Weightlifting Wales has developed Safeguarding information on the website, expanding from one general page, adding a Parent's Hub, a Young Person's Hub, and a Club Hub. Here, is an accumulation of information and resources gathered from NSPCC, CPSU and Childline, as well as WW specific policies and procedures.

WW have created a social media schedule for Safeguarding, aiming to share information 2-3 times per month, to reinforce our Safeguarding values, to educate parents, lifters, volunteers, and coaches, and to signpost WW followers to useful resources and support.

WW invested in leaflets, posters and banners to place around the venues of its events. This included the Under 18's Weigh-in process, WW Safeguarding contacts, NSPCC guidance on 'Keeping Children Safe in Sport' and a guideline for spectators who wish to take photos/videos at WW events.

WW aim to host an annual forum for all those responsible for safeguarding in our sport, available in the North and South of Wales, attended by WW's Designated Safeguarding Officers, to give information, advice, share resources and to encourage support within this group.

#### **Club Welfare Officers:**

Working together with British Weight Lifting, WW have now updated the licensing conditions to include the requirement that all licensed clubs must have a Club Welfare Officer with safeguarding training in place, confirmed and evidenced on Sport80. WW organised and covered the financial cost for the Club Welfare Officers to undertake the relevant safeguarding training course to support Clubs in meeting this target.

A role description has been created and sent to all Club Welfare Officers to outline their role and responsibilities to their club members. We hope to further improve communication and support to our Club Welfare Officers to ensure they are carrying out the role to the standard expected of them, and that they are supported in their role by WW wherever possible.

#### **Coaches and Technical Officials:**

To support our Coaches and Technical Officials (TO's), WW have organised a Safeguarding course with UK Coaching to be offered on a first-come-first-served basis. The cost of this initial course will be covered by WW. Where interest exceeds the course limit, WW will aim to organise another course.

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Working in partnership with BWL, WW have been able to update the ruling that all TO's and Coaches must undergo this training as part of the license and membership conditions, and all must have this in place by January 2024 to keep their license active; those who do not complete this course by the given date will have their license suspended until they meet these criteria.

#### **Code Of Conducts:**

WW now have separate Codes of Conducts for lifters, parents, coaches and TO's, which have been tested within the membership and feedback was used to improve clarity.

When members sign up to a joint membership with WW, they are agreeing to adhering to our policies and our Codes of Conduct, working with BWL we have ensured this is stated more clearly in the sign-up process. This gives WW the opportunity to directly challenge behavior that is considered unacceptable and to send clear messages about the expectations WW have of those who engage with the sport, and the culture we aim to create.

#### **Record Keeping:**

WW are keeping a confidential Safeguarding Complaints/Disclosure log. This aims to improve record-keeping, increase transparency and accountability, and serves as a resource should repeat concerns arise in the future. WW may use this to review cases to identify any areas that require improvement, more understanding, better procedures, and to inform future practice.

#### **Key Challenges that WW face:**

For a small national governing body, our main challenge is time and resources to deal with matters arising. Safeguarding matters take priority over all else, but this can be time-consuming and can take key staff away from other areas of business.

#### **Overcoming Challenges:**

Safeguarding in sport is rapidly evolving and WW must ensure it stays up to date with these changes and are able to handle matters effectively and confidently. WW aim to ensure that staff and directors are taking available training opportunities and attending relevant conferences and forums to gain insight in the world of safeguarding in sport. Collaboration and learning from other, larger, and more experienced organisations is beneficial to WW. WW have a budget for safeguarding and legal advice to support in this area.

The dedicated Safeguarding Group are tasked with ensuring that WW can manage concerns effectively and are creating and promoting a safe environment, through monitoring and quality assuring safeguarding procedures and policies, and promoting education. The Case Management Group are responsible for dealing with cases that are brought to the NGB's attention.

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**Final Word:**

**We want to support and encourage clubs, coaches, and volunteers to enforce standards as well as to act upon any concerns or disclosures, whilst challenging behavior that goes against the WW Code of Conduct.**

**Bringing others on board in our journey to improve the overall culture in our sport, can provide WW with the confidence that the risk of harm is significantly reduced, and any concerns that do arise are dealt with appropriately, regardless of whether they reach the WW Safeguarding Officers, a volunteer in a club, or a peer.**