

## THE BRITISH ATHLETES COMMISSION (BAC) CHILD PROTECTION PROCEDURE FOR RESPONDING TO CONCERNS

Concerns about a person's behavior and/or concern that a child is experiencing or at risk of experiencing abuse and/or mistreatment.

Consult with BAC head of safeguarding to determine what the concerns are regarding and the appropriate next steps to take. Complete incident report form

Poor Practice / Breach of conduct

Consider threshold for LADO referral

Concern dealt with as misconduct issues using NGB complaints/disciplinary procedure as appropriate (In consultation with LADO if referral made)

Disciplinary processed followed with a clear outcome. (consideration of referral to DBS if appropriate)

Disciplinary appeals process

Child Abuse / Criminal Offence

Share information with partner agencies: Children's Services, Police and LADO. All referrals to be followed up in writing within 24 hours

If **immediate** actions need to be taken to ensure the safety of a child contact: Ambulance/Police 999 And/or Children's Services

In consultation with statutory agencies and LADO the BAC LSO should consult/refer to HR/disciplinary leads within the Sport to initiate any immediate actions that need to be taken.

Disciplinary process may be delayed pending the outcome of any statutory agency process. This should be overseen and supported by the LADO.

Children's Services and/or Police agree next steps and actions required to complete appropriate assessments / investigations.

Following consultation with external agencies and relevant organizations there are a variety of possible outcomes:

- Criminal enquiry (could lead to further criminal proceedings)
- Safeguarding Assessment and Support plan put into place
- Disciplinary Measures in line with policies and procedures
- Case management group to decide on the management of any remaining concerns
- No further action

PLEASE NOTE: Anyone undertaking roles on behalf of the BAC including all BAC staff, ambassadors, volunteers or members (when acting on behalf of the BAC), are encouraged to consult with the BAC LSO or if not available the BAC DSO/COO if they are unsure about the level of their concern about a child, or about inappropriate behaviour towards a child. If there is any uncertainty as to whether a referral is appropriate, or it is not possible to contact the BAC LSO, DSO or COO, the NSPCC 24-hour helpline: 0808 800 5000 or the local CSC/SS should be contacted as they will be able to offer advice on what action should be taken.