

BWL WELFARE & SAFETY PLAN



FOREWORD

British Weight Lifting (BWL) is committed to promoting the safety and welfare of adults, adults at risk, children and young people engaged in the sport at all levels and ensuring everyone will be treated fairly and equally. BWL do not condone discrimination on the grounds of sex, age, disability, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, pregnancy or maternity or marital or civil partnership, gender reassignment or social status.

We have developed a set of principles and aim to contribute to safeguarding by:

- Applying the principles and practices in [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk)
- Influencing and advocating at a strategic level
- Implementing and demonstrating best safeguarding practices, and passing on this knowledge to all those involved in our sport
- Working with partners to establish and implement safeguarding standards across the sport
- Ensuring that all individuals and organisations that are funded or commissioned to provide services for children and young are effectively addressing safeguarding
- Maximising our influence to promote safeguarding.

The safeguarding policy can be found here [bwl-safeguarding-policy-2022](#)

BWL's strategic vision for 2021-2025 [STRONGER TOGETHER](#) sets out our mission to educate, inspire and create greater opportunities that appeal to a more diverse and inclusive audience resulting in greater levels of activity and a fitter, healthier stronger nation. Progress against our strategy is managed through the BWL (yearly) operational plans which include monitoring of the development of an effective workforce, which includes a commitment to develop employees through effective management, structured reporting systems, training, implementation of fair and consistent policies and the provision of benefits that assist with the health and wellbeing of all staff.

Irrespective of the involvement of statutory agencies (police and children's social care or social services) or the outcome of any criminal proceedings, BWL has a responsibility to apply its own case management systems to reported concerns. In the light of all relevant information, BWL needs to form a view about the risk an individual may pose to children/vulnerable adults, how any risk may be managed and about the individual's suitability for their role within the sport. Case management is the clear and robust process by which BWL will receive, respond to, refer and manage child protection or safeguarding concerns.

The Safeguarding Case Management Group (SCMG) is responsible for ensuring that all allegations, incidents or referrals relating to the safeguarding of children, young people and vulnerable adults are dealt with fairly and equitably within appropriate timescales. This includes the consideration of the results of DBS checks, issues relating to disciplinary matters and codes of conduct being broken. [safeguarding-case-management-and-scmg-terms-of-reference-2023](#)

In addition to the SCMG a new internal Safeguarding Group is being established, the aim of the group is to look across the organisation to provide a holistic view of welfare and safety requirements and support with progress against the annual safeguarding plan which is a requirement of the Child Protection Sports Unit (CPSU).

BOARD WELFARE AND SAFETY LEAD

In alignment with the overarching principle of advocating and influencing at a strategic level, BWL appointed a Board Welfare and Safety lead on 04/08/2023. Please see Annex A for role profile. The BWL Board Welfare and Safety champion, will ensure that the Board collectively have an appropriate understanding of welfare and safety issues relevant to the activities of BWL, challenge Board decisions that affect welfare and safety, act as decision maker for any escalated issues and champion the consideration of issues such as safeguarding, mental health and wellbeing, anti-doping and integrity.

The consideration of welfare and safety matters across BWL's organisation is now a standing agenda item for Board meetings with discussions and decisions recorded using the Board minuting process. To help Board members with their decision-making, welfare and safety training for all Board members has been organised via the Child Protection Sports Unit (CPSU) in collaboration with the Ann Craft Trust. The Safeguarding Case Management Group, Risk Register or Complaints Log will be used to progress and record decision making around any welfare or safeguarding issues that require further investigation or support.

DUTY OF CARE

All Board members have a duty of care towards the welfare and safety of BWL employees, volunteers and members, the appointment of a Welfare and Safety Lead on the Board does not replace that duty of care. In addition, BWL believes that the duty of care extends throughout the organisation with everyone having responsibility to and for each other. This work is championed through the work of the organisation's employees Safeguarding Lead Officer (Sue Ward) and Deputy Safeguarding Lead Officer (Kath Leonard) who will be supported in their role by the newly established Safeguarding Group.

To promote and support the principles, all welfare and safeguarding policies and codes of conduct have been developed in line with the role of each stakeholder and are publicly available via the BWL website [Safeguarding - British Weight Lifting](#).

Codes of conduct

- Code of conduct – Lifter
- Code of conduct – Coach
- Code of conduct – Official
- Code of conduct – Parent
- Code of conduct – Spectator
- Code of conduct – Volunteer

Safeguarding policies

- Safeguarding case management process and terms of reference
- Transportation guidelines and overnight stay guidance
- Managing challenging behaviour
- Anti-bullying policy
- Photography guidance
- Safeguarding children and remote weightlifting coaching
- Staying safe online: a guide for teens and young adults
- Safeguarding adults policy and procedure

British Weightlifting Clubs

- Running a safe club
- Club welfare officer guidance pack
- Social media guidance

Duty of care and policies

- Duty of care and policies
- Duty of care and policies for Northern Ireland

To accompany the policies and codes of conduct, BWL has a mechanism whereby concerns can be reported into the organisation and to support an individual through the process there are guides to assist how to complete a referral.

Report a concern

- Report concerns outside the sport
- Reporting concerns within the sport
- Responding to concerns from a young person
- Safeguarding disciplinary guidelines and process
- Whistleblowing policy

All policies and procedures can be accessed via the safeguarding area of the website [Safeguarding - British Weight Lifting](#) and ongoing support is delivered to staff, members and volunteers through group and personal training opportunities including partnerships with relevant organisations such as the Child Protection in Sport Unit.

STAKEHOLDER WELFARE AND SAFETY REQUIREMENTS

BWL acknowledges that the roles key stakeholders perform on their behalf can have a wide-reaching impact across the organisation, members and to the public. We provide our stakeholders with guidance that details their welfare and safety obligations and to ensure compliance we are implementing accountability through mandatory welfare and safety training attributed to the coach licensing scheme.

The BWL affiliated club scheme is reserved for those clubs who want to be an officially recognised weightlifting club which can organise a BWL recognised competition. The requirement for a welfare and safeguarding officer is compulsory along with a valid Disclosure & Barring Service (DBS) check. Full list of requirements can be found here [Become an affiliated Club or Gym - British Weight Lifting](#)

All Coaches and Technical Officials working under the BWL banner are required to maintain a valid licence. This includes anyone who is a Technical Official or coaches at a BWL affiliated club or officiates at a BWL licensed competition or event. Included within the Licence is the requirement for a DBS check and proof of BWL accredited coaching qualifications. The BWL Coach and Technical Official Licences, allows us to regulate the standards of coaching and officiating, maintaining a high level of coaching and officiating within our sport.

BWL recognises the incredibly important role volunteers play in sport. We value the contribution of every single volunteer that can dedicate their spare time to help deliver our competitions, events and other initiatives. To support our volunteers we have produced a guidance document that clearly communicates the expectations of the role and how to achieve them [guidance-for-volunteers](#)

FUTURE COMMITMENTS

To ensure that we keep abreast of best practice and benefit from professional knowledge in this area BWL are partnered with organisations focussed on the requirements of welfare and safety of others. These include [Sport - LimeCulture](#) and [NSPCC Child Protection in Sport Unit | CPSU \(thecpsu.org.uk\)](#)

BWL are committed to ensuring that the principle of everyone having responsibility to and for each other is embedded within all levels of the organisation and promoted throughout our stakeholders.

| July 23- July 24 | Long term aim July 24 – July 25 |
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| Implement a compulsory Safeguarding Training Course into the licence scheme for all BWL Coaches. | Safeguarding training included in compulsory continuous development training for BWL Coaches and affiliated Clubs. |
| Implement Safeguarding Training Course for all BWL Board members. To be delivered in Jan 2024 | Review website resources to ensure welfare and safety guidance and policies are easily found. |
| Develop a Club Affiliation Guidance Pack for all newly affiliated BWL Clubs, with a requirement for acknowledgment of understanding the welfare and safety policies. | Engage with BWL staff paid and unpaid to ascertain any outstanding welfare and training needs. Review feedback from engagement and implement a training schedule to fill gaps in training assessment. |
| BWL Safeguarding Welfare Lead to complete official safeguarding qualification with LimeCulture and cascade learning throughout the organisation. | Increase the number of welfare and safety officers at all BWL competitions. |
| Utilise BWL staff meetings to instigate conversations around health and wellbeing, sharing learning and signposting to relevant organisations. | BWL staff feel confident when discussing health and wellbeing issues and can signpost others to relevant resources |

Annex A

Welfare and Safety Board Lead Role Profile

The role of the Welfare and Safety Board Lead is to provide a focus at Board level and to support the Board in ensuring that it has appropriate oversight of, and meets its responsibilities towards, the welfare and safety of BWL employees, volunteers, and members. The welfare and safety lead will help to ensure that welfare and safety matters are factored into decisions, be the main contact on the Board for welfare and safety matters and will be supported by the safeguarding lead who manage day-to-day issues, with training provided as appropriate.

Main responsibilities of the role include but are not limited to.

- Support the development of a welfare and safety culture within the Board and assist in embedding throughout the organisation by visible advocacy with internal and external stakeholders.
- Lead, check and challenge on Board discussions that relate to welfare and safety matters.
- Ensure that reporting to the Board on welfare and safety issues, including reporting on patterns and trends and performance, is appropriate and sufficient to enable the Board to make informed decisions.
- Act as a link between the executives who have responsibility for welfare and safety (e.g. the safeguarding lead) and the Board, providing non-executive support to executive staff on welfare and safety issues.
- Support the organisation to maintain appropriate welfare and safety standards for members and other people (this will include employees, participants and volunteers, and other individuals which the organisation interacts with).
- Develop personal knowledge and skills in relation to welfare and safety to support other Board members in developing their own knowledge and skills.

All Board members have a duty of care towards the welfare & safety of BWL employees, volunteers and members, the appointment of a welfare & safety lead on the Board does not replace that duty of care. In addition, BWL believe that the duty of care extends throughout the organisation with everyone having responsibility to and for each other, this is championed through the work of the organisation's non-board member Safeguarding Lead.

To promote and support the principles all welfare and safeguarding, policies and codes of conduct have been developed in line with the role of each stakeholder and are publicly available via the BWL website [Safeguarding - British Weight Lifting](#).