



BRITISH ROWING

Safeguarding Children and Young People Policy

June 2021

TEAMWORK | OPEN TO ALL | COMMITMENT



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Definitions

Adult at Risk: an adult who has care and support needs; is experiencing, or is at risk of abuse or neglect; and because of their care and support needs cannot protect themselves against actual or potential abuse or neglect.

Child: anyone under the age of eighteen years. Throughout this policy, we will refer to both children and young people as a *child* or *children*.

Child Abuse: physical, sexual, and/or emotional abuse and/or neglect. Note that abuse can take place in person and/or online, by other children and/or adults, including those in positions of trust;

1 Bullying: Bullying is behaviour that is repeated, intends to hurt someone physically or emotionally and can include physical assault, social bullying such as teasing, threatening behaviour, name-calling and cyber-bullying

2 Emotional Abuse: the ongoing emotional maltreatment of a child. It can involve deliberately trying to scare or humiliate a child or isolating or ignoring them and can seriously damage a child's emotional health and development. Children who are emotionally abused are often suffering from another type of abuse at the same time

3 Neglect: the ongoing failure to meet a child's basic needs. A child may be left hungry or dirty, without adequate clothing, shelter, supervision, medical or health care; maybe put in danger or not protected from physical or emotional harm. They may not get the love, care and attention they need from their parents/carers. A child who is neglected will often suffer from other abuse as well. Neglect can cause serious, long-term damage to a child

4 Physical Abuse: deliberately hurting a child including hitting, kicking, burning, slapping or throwing objects at a child, causing injuries such as bruises, broken bones, burns or cuts

5 Sexual Abuse: forcing or persuading a child to take part in sexual activities. It does not have to involve physical contact and it can happen on or off-line. Sometimes the child will not understand that what is happening to them is abuse or understand that it is wrong

Child Safeguarding: proactively promoting safe, inclusive, child-focused environments which keep all children safe from harm. Recognising that some children may be more vulnerable to abuse or neglect, such as children with disabilities or in care; and putting tailored procedures in place to minimise the risk of harm to all children.

Club Welfare Officer (CWO): the designated individual within a British Rowing affiliated club whose responsibilities are currently outlined in section 2.1 of British Rowing's Safeguarding Handbook 1 – the Club Welfare Officer.

Disclosure and Barring Service Check: a disclosure of the relevant criminal records and other relevant information held by the police about an individual who will be working with children and/or adults at risk. This check is administered through the relevant Registered Body and the DBS. British Rowing's criteria for those requiring Disclosure and Barring Service



Checks are set out in section 7 of British Rowing's Safeguarding Handbook I – the Club Welfare Officer.

Disclosure and Barring Service (DBS): formed by the merger of the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA) under the Protection of Freedoms Act 2012. The DBS check carries out searches of a person's criminal record in England and Wales, to check if they're suitable to work with children and adults at risk.

Duty of Care: The duty that rests upon an individual or organisation to ensure that all reasonable steps are taken to ensure the safety of any person involved in an activity for which that individual or organisation is responsible.

Event Welfare Officer: the designated individual within a British Rowing affiliated event whose responsibilities are currently outlined in section 2.4 of British Rowing's Safeguarding Handbook I – the Club Welfare Officer

Grooming: refers to a process by which an individual manipulates those around them – typically (but not only) the child – to provide opportunities for abuse. It can involve communication with a child where there is an intention to commit a sex offence in person and/or online.

Harm: ill-treatment and forms of ill-treatment, causing the impairment or deterioration in physical or mental health and the impairment of physical, intellectual, emotional, social or behavioural development.

Lead Safeguarding Officer (LSO): the designated person appointed by British Rowing whose responsibilities are explained in section 2.2 of British Rowing's Safeguarding Handbook I – the Club Welfare Officer.

Monitoring & Evaluation: a process that helps improve performance and achieve results. Its goal is to improve current and future management of outputs, outcomes and impact.

Non-Recent Concern: A non-recent Safeguarding concern refers to concerns or disclosures about abuse that may have occurred at some time in the past and may not have previously been reported or investigated. This was previously known as a historic concern.

Persistent Poor Practice: The repetitive nature of poor practice behaviour by individuals in positions of trust that falls below British Rowing's required standard.

Poor Practice: Behaviour of an individual in a position of responsibility that falls below British Rowing's required standard as described in the Code of Conduct. The behaviour may not be immediately dangerous or intentionally harmful to a child, but it is likely to set a poor example.

Position of Trust: an individual, such as a coach, teacher, or club officer who makes decisions for or about a child and can influence the child's thoughts, and/or actions such as building confidence and self-esteem in a child. However, individuals can misuse that position to groom or abuse a child.

Prevent Duty: the duty in the Counterterrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent children and young people from being drawn into terrorism.

Radicalisation: Radicalisation is the action or process of causing someone to adopt radical positions on political or social issues, including terrorism.



Risk Assessment: a procedure to help identify possible sources of danger and take appropriate action to minimise risks considering the age, number and competence of participants. See British Rowing's RowSafe guide for examples.

Safeguarding: in rowing is the process of protecting children and adults at risk from harm by providing a safe space in which to take part in sport and be active. Everyone has a role to play in keeping others safe and people should know what to do if they have any concerns.

Whistleblowing: when an individual, in any capacity, passes on information concerning breaches of code of conduct, instances of poor practice, or any other form of wrongdoing.

Young People: young people are individuals who have not yet had their 18th birthday but are currently in their teenage years.



Section 1: British Rowing Safeguarding and Welfare

1.1 Policy Statement

British Rowing prioritises the safeguarding and protection of all children who participate in, or come into contact with, rowing through our National Governing Body, our clubs and/or coaches.

We are committed to upholding safeguarding best practice and minimising the risk of children being harmed; our safeguarding policies, procedures, training and support promote safe, inclusive, fun and child-centred environments in which all children have a positive and enjoyable experience of rowing.

British Rowing acknowledges that some children are more at risk of abuse, particularly those with protected characteristics, for example, a child with a disability, or of a particular race, religion or belief, ethnic background, sex, sexual orientation, socio-economic background, or those in care. Children who are at risk of feeling or being isolated due to their ability are also considered to be at risk of being more vulnerable. We take reasonable and appropriate steps to safeguard their welfare.

British Rowing recognises that child abuse and poor practice can take place anywhere and that it is everyone's responsibility to report concerns, whether or not abuse may be occurring. We acknowledge that abuse can take place face-to-face and/or online; that it can be non-recent or current; and that perpetrators can be other children or adults, including those in positions of trust. We have policies, procedures, training and support that enable British Rowing, in partnership with our members, clubs and events to prevent, recognise, report and respond to complex safeguarding challenges.

All concerns about a child must be acted upon in line with our safeguarding reporting procedure. Where concerns and disclosures of abuse or poor practice against a child occur, we prioritise the well-being of children and act in accordance with UK legislation and guidance. Poor practice will be taken extremely seriously and viewed as a breach of our safeguarding policies and procedures.

This policy will be reviewed every three years and revised in light of any changes to government legislation, changes to the organisational structure, or information arising from safeguarding cases.

Everyone is responsible for reporting concerns; not acting is not an option



1.2 Our Commitment

- We promote and prioritise the safety and wellbeing of all children who come into contact with rowing. We do this through the development, communication, implementation and upholding of clear, up-to-date safeguarding policies and procedures. Adherence to these is mandatory for everyone involved in rowing.
- We enable everyone to understand their safeguarding roles and responsibilities and be provided with appropriate learning opportunities to recognise, identify and respond to safeguarding concerns and disclosures.
- We have a safely recruited, trained, resourced British Rowing Governance and Welfare team who proactively promote child safeguarding and protection and take appropriate action when concerns and disclosures are made.
- We support clubs to be safe, child-centred environments by mandating that all clubs read, understand and uphold this policy and related policies, procedures and guidance.
- Every club must have a designated Club Welfare Officer. All Club Welfare Officers and those coaches who work with children or young people in every British Rowing club, must have:
 1. a signed-off disclosure and barring service check (either through British Rowing or by the individual's employing school or university)
 2. two positive references
 3. up-to-date safeguarding training, in line with our Safeguarding Training Guidance, which can be found in British Rowing's Safeguarding Handbook 1 – the Club Welfare Officer
- We have up to date safeguarding procedures and guidance, and support and enable clubs to have processes and procedures that support the implementation of this policy, including:
 1. Listening to children – providing opportunities for children to tell us what we are doing well, what risks there are to them and how we can help keep themselves and others safe
 2. Child-centred communication, including using images and language that empowers children face-to-face, online and on social media
 3. Safer recruitment, including DBS checks and procedures to minimise the likelihood of employing and deploying individuals who may pose a risk of harm to children
 4. Ensuring the appropriate handling of confidential information (see British Rowing's Safeguarding Handbook 2 – Handling concerns)



5. Creating and maintaining safe and inclusive environments for all children through the delivery of child-centred activities in clubs and events
6. Continual and ongoing monitoring and evaluation of risk assessments
7. Promoting anti-bullying procedures and enabling clubs to do so
8. Identifying and responding to poor practice
9. Reviewing our safeguarding policies, processes and guidance whenever there are changes in safeguarding legislation or our programmes or procedures that this policy does not cover

It is mandatory for everyone involved in British Rowing governed activities to follow British Rowing's safeguarding policies and procedures, whether or not they are British Rowing members. Failure to comply with our safeguarding policies and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the sport. All concerns and disclosures that indicate illegal action may take place or have taken place, will be reported to external authorities.

This policy is intended to be used alongside the British Rowing Safeguarding Handbooks, which outline how to put this policy into practice.



1.3 Minimum Standards for Safeguarding Children

Everyone in British Rowing, including those involved in British Rowing governed activities *must* meet the minimum requirements for the safeguarding of children:

1. Always prioritise the well-being of all children
2. Be a positive role model and act with integrity. Help to create a safe, inclusive environment for all children, free from poor practice, discrimination and/or bullying
3. Clubs should carry out a risk assessment to decide how many adults are required to safely coach children. In accordance with [CPSU guidelines](#), whatever the recommended ratio of adults to participants is, a minimum of two adults should be available, where one of which holds a current DBS check.¹
4. Always obtain consent from parents/carers and children before taking or publishing any photos, videos or personal information about a child. Please make sure you familiarise yourself with and comply with our 'Photography and Use of Imagery guidance', which can be found in section 1 of British Rowing's Safeguarding Handbook 4 – Safety in the digital world
5. Keep your personal and working/volunteering life separate, including on social media. Avoid face-to-face and online private one-to-one communication with a child. Please ensure to familiarise yourself with our 'Online Safety and Social Media Policy', which can be found in Section 3 of British Rowing's Safeguarding Handbook 4 – Safety in the digital world
6. Where possible, do not be alone with a child, unless in an emergency
7. Do not abuse, neglect, discriminate against or otherwise harm a child or act in a way that may be interpreted as such²
8. Doing nothing is **not** an option: report all concerns and disclosures as soon as possible, as outlined in this policy. If someone is in immediate danger, call the emergency services (999)
9. When in doubt, seek advice: contact your Club Welfare Officer or the Lead Safeguarding Officer at British Rowing

¹ This ensures at least basic cover in the event of something impacting on the availability of one of the adults during the activity, e.g., in the event of one participant requiring the attention of an adult during the activity, following an accident

² It is illegal to have a relationship with someone who is under 18 years old if you are in a position of trust; it is illegal to have a sexual relationship with anyone under the age of 16 whether they give consent or not.



1.4 Responsibility for the Implementation of Safeguarding in British Rowing

British Rowing's Board has overall accountability for British Rowing's safeguarding policies and procedures.

The British Rowing executive, supported by the British Rowing Governance and Welfare team, has overall responsibility for updating and implementing the policy and supporting clubs and individuals to uphold and abide by these policies and procedures. They do so by providing information, guidance, training and case management support, to enable everyone to implement the policies and procedures.



Section 2: Reporting and Responding to Concerns

2.1 Responding to Safeguarding Concerns, Referrals and Disclosures

Referrals and disclosures may arise in a number of ways and may come from a variety of sources, such as children, coaches or parents. All disclosures, referrals and concerns must be responded to in line with this policy. This includes safeguarding concerns, concerns of poor practice and about non-recent abuse, and referrals or disclosures involving deceased individuals.

Everyone in British Rowing governed activity should contact their club's Club Welfare Officer as soon as possible if they witness any form of abuse towards children, or come upon information regarding abuse towards children, or information concerning their safety and wellbeing. If the Club Welfare Officer is not available or is implicated in the concern, then the Lead Safeguarding Officer at British Rowing should be contacted, by emailing iso@britishrowing.org.

Any individual can contact emergency services or make a referral directly to statutory agencies and should do so especially if they are concerned about the immediate risk to the safety or welfare of a child. For further information on reporting concerns, please see British Rowing's Safeguarding Handbook 2 – Handling concerns.

2.2 What to do if a child reports a Safeguarding Concern to you

If a child discloses a safeguarding/poor practice concern to you, you must follow the seven steps below. For more information on these steps, please read Safeguarding Handbook 2 – Handling concerns.

1. Listen carefully to what they're saying;
2. Let them know they've done the right thing by telling you;
3. Tell them it's not their fault;
4. Tell them you'll take them seriously;
5. Don't confront the alleged abuser;
6. Explain what you'll do next, including that you must act on / report what they have said;
7. Report what the child has told you as soon as possible.

No matter your role in rowing, whether you are a Club Welfare Officer, a coach, a parent, carer or guardian, a club member or official or participant in a club or event, you must report all disclosures of abuse, or possible abuse or poor practice, as soon as possible. You must report these concerns immediately to the Club or Event Welfare Officer, who can handle the concerns appropriately. It is vital that all adult and junior rowers, coaches, volunteers, officials and parents



and carers, know how to report any Safeguarding concern they may have. All concerns regarding the welfare of children must be acted on in line with British Rowing's reporting procedure, which can be found in British Rowing's Safeguarding Handbook 2 – Handling concerns.

2.3 Recording and Handling a Safeguarding Concern

Once a referral has been received by the Club Welfare Officer, they must inform British Rowing of the concern within 48 hours of the disclosure. To assist Club Welfare Officers with this request, British Rowing has a '[Report a Concern](#)' button, which allows anyone to fill out a report form that gets sent directly to the Lead Safeguarding Officer. If any individual is unable to access the report form, a written record must be made, which must then be sent to the Lead Safeguarding Officer. This written record must include;

- A factual account of what you have been told, or what you have observed, including the relevant date and time
- Details of those involved, including; ○ The individual whose safety or welfare is of concern; ○ The alleged perpetrator of abuse/poor practice; ○ Any witnesses or third party who raised these concerns
- Any actions that have been taken (e.g. reporting to the police) and the rationale for taking these actions
- The date and time of the referral and to whom the referral was made
- Your details, including your name, mobile phone number and email address

When recording and handling safeguarding concerns, all disclosures, or referrals must be taken seriously, and every effort must be made to ensure that confidentiality is maintained for all individuals concerned. Remember, you have an obligation to report all concerns, so do not promise the individual that you will keep their concerns confidential.

The information regarding the concern must only be shared on a 'need-to-know' basis. Those who need to know are individuals who have specific responsibilities and roles in supporting the welfare of the child, for example, the Lead Safeguarding Officer, Club Welfare Officers, statutory agencies and parents/carers/guardians.

2.4 Recording and Handling Poor Practice

If Club Welfare Officers witness, or are told about, an individual(s) at their club who has committed an instance of poor practice, or who regularly commits instances of poor practice, they are responsible for reporting this to the Lead Safeguarding Officer, via the '[Report a Concern](#)' button on the British Rowing Website.



We want to ensure that clubs are still able to handle instances or allegations of poor practice in an independent manner. Therefore, while British Rowing will support the club's handling of instances or allegations of poor practice at their club, we do not expect clubs to wait for a response from the LSO before taking appropriate action.

As the National Governing Body, we want to ensure that every instance of poor practice at clubs is reported to us, allowing us to take a proactive approach to improve our current safeguarding practice and to offer support and help where required.

The Lead Safeguarding Officer will triage all instances of poor practice that Club Welfare Officers report and either:

- confirm that British Rowing is satisfied with the actions that the club has already taken, or is planning to take;
- confirm that British Rowing wants to investigate the instance(s) or allegation(s) further as these may be a Safeguarding Concern

For more details on the reporting process for Poor Practice that we expect from clubs and Club Welfare Officers, please see British Rowing's Safeguarding Handbook 2 – Handling concerns.

2.5 Non-Recent Concerns

British Rowing takes all Safeguarding concerns very seriously, including concerns that are non-recent. As non-recent concerns typically involve people over the age of 18, we have included all the necessary information in our Safeguarding Adult at Risk Policy, which you can find here. If you are aware of anyone who has suffered non-recent abuse, or you have a concern about them or an individual you know, you can report these concerns using the British Rowing [Report a Concern](#) button.

If you have found out that a family member, or someone you know, suffered non-recent abuse as a child, some organisations may be able to help and support you with issues arising from such concerns. There is also an excellent resource provided by [the Football Association](#), where we would encourage you to read their guidance note, 'Finding out that a family member was abused'.

2.6 Whistleblowing

British Rowing's Whistleblowing policy highlights our stance on protecting and supporting whistleblowers. Where you are concerned that good practice has not been adhered to, you should:



- Contact the British Rowing Governance and Welfare team
- If the team does not resolve your concern, or your concern is about a member of the team, please follow the [British Rowing Disciplinary and Grievance procedure](#), which outlines our formal complaints process.
- Alternatively, you can contact the NSPCC Whistleblowing Advice Line on 0800 028 0285, or email help@nspcc.org.uk

For more information, please see the [British Rowing Whistleblowing Policy](#).

2.7 British Rowing's involvement in Safeguarding Complaints

British Rowing's Lead Safeguarding Officer will get involved in an enquiry and/or investigation which exceeds the scope of a Club Welfare Officer, especially relating to a breach of; this policy, the Code of Conduct and/or the Safeguarding Adult at Risk Policy.

Please see appendix 2 of British Rowing's Safeguarding Handbook 2 – Handling concerns, for more information on how to report poor practice and safeguarding concerns. This handbook also sets out the procedures to be followed by British Rowing where it becomes involved in a safeguarding complaint. This procedure provides a comprehensive, fair and equitable process for any enquiry into any concerns or referrals and applies to all individuals involved in regulated rowing activity.

Section 3: Safeguarding for Clubs

Every club which is affiliated with British Rowing must comply with the requirements of this policy, which includes having the policies and procedures set out below in place at their club. Support on how to ensure this is done correctly is set out in the [British Rowing Safeguarding Handbooks](#). Additional support is available from the Governance and Welfare team who can be reached by emailing lso@britishrowing.org.

3.1 Safeguarding Policy

Your club must adopt and implement the British Rowing Safeguarding Children and Young People (this policy), which is based on up to date statutory government guidance. It is important for the club to publicise this policy and its associated procedures, so that all club members are aware of it, including details of where they can go for further support.

It is also important to publicise to children how the policy can help them, and what their rights are in rowing, as well as making sure they know who their Club Welfare Officer is. To do this,



you may want to consider using the Safeguarding Leaflet for Junior Rowers, or [the Club Welfare Officer template poster pack](#).

We strongly encourage you to signpost children to British Rowing's [Young person's guide to understanding our safeguarding policy](#).

3.2 Code of Conduct

The British Rowing Code of Conduct applies to all those participating in rowing, supporting a participant in rowing, and individuals working or volunteering with British Rowing or an affiliated Club or Event.

How club members behave reflects on your club, therefore, it is important to have clear standards of expected behaviour for your members and anyone using your club. When implementing a Code of Conduct for your club, make sure that;

- British Rowing's Code of Conduct is signed by all members (adult and junior), club officials, volunteers, parents, carers and guardians;
- junior members, parents, carers or guardians also sign the Code of Conduct, to accept responsibility to behave in accordance with the Code;
- if a member or non-member's behaviour, such as a parent, carer or guardian, does not reach the expected standards of the Code, there are clear procedures in place to avoid disputes escalating, to allow for suspension or expulsion if necessary;

3.3 Media and Photography Guidance

British Rowing recognises that taking pictures and videos are an important part of sport and act as a valuable coaching aid. We are committed to doing our best to ensure that any imagery used within rowing promotes our sport in the best light.

As a club, you must ensure photographic practices are carefully monitored to allow the club or British Rowing, to act in cases where inappropriate imagery is circulated and to deter anyone with undesirable intentions.

The safety of the child is always paramount, and to ensure this, British Rowing has created the Photography and Use of Imagery policy, to help clubs create safe and secure environments where children can train, compete and socialise. All British Rowing affiliated clubs and events must comply with the guidelines listed in our Photography and Use of Imagery policy, which can be found in section I of British Rowing's Safeguarding Handbook 4 – Safety in the digital world.



3.4 Safer Recruitment

British Rowing's Safer Recruitment guidance details how clubs can ensure they are making their recruitment process as safe as possible. It is important to remember, that whilst all the steps detailed in the safer recruitment guidance help to prevent those who wish to harm children from being employed by your club, they do not guarantee that an individual is safe to work with children. Remember, when recruiting individuals to your club, it is always best practice to be as vigilant as possible.

For details on what steps your club must comply with, please see section 4 of British Rowing's Safeguarding Handbook 1 – the Club Welfare Officer.

3.5 Anti-Bullying

British Rowing is committed to providing a caring, friendly and safe environment for all our members, as they have the right to participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in rowing and will not be tolerated.

All reports of bullying must be taken seriously and investigated properly. If bullying does occur, all members must be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows, or suspects, that bullying is taking place must report this to the Club Welfare Officer as soon as possible.

Any club affiliated with British Rowing must have an anti-bullying policy in place to ensure that all members, rowers, coaches, volunteers and parents of junior rowers;

- understand what bullying is;
- be aware of British Rowing's, and the Club's, procedure for handling bullying;
- know who to report any concerns or allegations of bullying to;
- know how to handle and address any incidents of bullying at your club

For guidance on implementing your own anti-bullying policy, clubs are encouraged to refer to [British Rowing's Anti-bullying policy](#), where a model policy for clubs can be found in the appendix of said policy.

3.6 Training for Regulated Activity

All individuals in regulated activity with children must have undergone the appropriate safeguarding training and that training is kept up to date, to reflect any changes in government legislation or best practice.



All coaches and Club Welfare Officers must comply with the requirements for education and training, which are set out in section 6 of British Rowing's Safeguarding Handbook I – the Club Welfare Officer. Please also see section 6 for a list of training providers endorsed by British Rowing, for both Club Welfare Officers and coaches, as well as a reminder of what constitutes regulated activity.

3.7 Young person's guide to understanding our safeguarding policy

British Rowing recognises that this policy can, in some places, contain lots of information that may be difficult to digest for children and young people. Therefore, we would like to invite any child to read the [Young person's guide to understanding our safeguarding policy](#).

3.8 Coaching Ratios

Safeguarding best practice dictates that qualified adults must always be present when children are participating in rowing and rowing-related activities, such as land training. The number of adult's present depends on a multitude of different factors, some of which include;

- the age, gender or behaviour of the children involved in the activity;
- any additional supervision or support needs the children may require;
- the type of activity, and the equipment required

All clubs and coaches must carry out a risk assessment which is reviewed for each session to ensure they are assessing any additional factors that may affect the number of required coaches. This assessment should include the number of people required to supervise the activity and should take account of the remainder of this section.

Coaches working with children should ensure that they do not work in isolation, therefore there should be at least two adults available when coaching children and young people, in accordance with [CPSU guidelines](#). This is to protect both the child, as well as the coach, especially so that, in case of an accident or injury there is always someone available to supervise the remaining children.

3.9 Additional Vulnerability

British Rowing is committed to ensuring diversity and inclusion in our rowing landscape and recognise the additional safeguarding needs and vulnerability of certain groups of children. We recognise that everyone in rowing, including children, has the right to participate in a friendly and



safe environment. To address this, we have safeguarding guidance for clubs to follow when working with any of the below groups of children;

- Deaf and Disabled Children
- Talented/ Elite Children
- Children from Ethnically Diverse backgrounds
- LGBTQ+ Children
- Children from disadvantaged groups, including travellers

The guidance can be found, in the [British Rowing Inclusive Club Guide](#).



Section 4: Useful Contacts for Clubs and Individuals

Please see the below contact details for various Safeguarding organisations and bodies, if you wish to seek further advice and guidance on areas of safeguarding.

- Ann Craft Trust (ACT)

The Ann Craft Trust is a leading authority in safeguarding adults and young people at risk. The trust wants to help create a world where people live safely, free from the risk of abuse. Website: www.anncrafttrust.org. Call: 0115 951 5400

- Childline

Childline is a free, private and confidential service where you can be you. It exists to help anyone under 19 in the UK with any issue they're going through. Website: www.childline.org.uk Call: 0800 1111

- Local Authority Designated Officer (LADO)

The LADO is the person who should be notified when it has been alleged that someone who works with children has; behaved in a way that has harmed, or may harm a child, or possibly committed a criminal offence against a child. Each county will have its own LADO, or team of LADOs, therefore, contact details will differ based on which county you're in. You can find out which county you're in, here: <https://www.gov.uk/find-local-council>

- MIND

MIND provide advice and support to empower anyone experiencing a mental health problem. MIND campaign to improve services, raise awareness and promote understanding. Website: <https://www.mind.org.uk/need-urgent-help/using-this-tool> Call: 0300 123 3393

- The Child Protection in Sport Unit (CPSU)

The CPSU is a partnership between the NSPCC, Sport England, Sport Northern Island and Sport Wales. In Scotland, there is a similar partnership between Children 1st and Sport Scotland. Email: cpsu@nspcc.org.uk. Website: www.thecpus.org.uk

- The Child Exploitation and Online Protection Centre (CEOP)

CEOP works with safeguarding and child protection partners across the UK and overseas. It protects children from harm online and offline with a focus on child sexual exploitation and online protection issues. Website: www.ceop.police.uk/safety-centre. Reporting: www.ceop.police.uk/Safety-Centre/Should-I-make-a-report-to-CEOP-YP

- The National Association for People Abused in Childhood (NAPAC)



NAPAC offers support to adult survivors of all types of childhood abuse, including physical, sexual emotional abuse or neglect. Website: <https://napac.org.uk/what-napac-does/> Call: 0808 801 3331

- The National Society for the Prevention of Cruelty to Children (NSPCC)
24-hour free and confidential telephone helpline that provides counselling, information and advice to anyone concerned about a child at risk of ill-treatment or abuse. Telephone: 0808 800 5000 Email: help@nspcc.org.uk. Website: www.nspcc.org.uk. For those with hearing difficulties, there is a text phone number: 0800 056 0566.