

SAFEGUARDING AND WELFARE STRATEGY

2023 - 2026



BRITISH
TRIATHLON



TRIATHLON
ENGLAND



TRIATHLON
SCOTLAND



WELSH
TRIATHLON
CYMRU

britishtriathlon.org



THE AMBITION

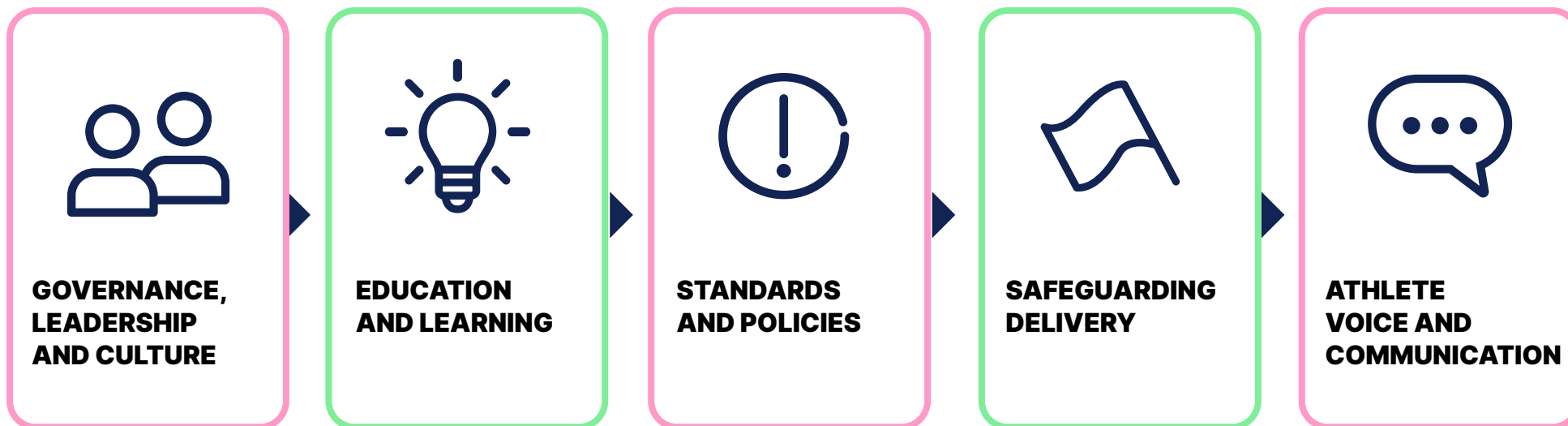
Based on shared values and beliefs, British Triathlon and the Home Nations of Triathlon England, Triathlon Scotland and Welsh Triathlon will engender a supportive, safe and positive environment where everyone has the opportunity to thrive.

Collectively British Triathlon and the Home Nations are firmly committed to resourcing and sustaining continuous improvements to the quality of our safeguarding and welfare provision.

**Be best in class
in safeguarding
and welfare.**

THE STRATEGIC PRIORITIES

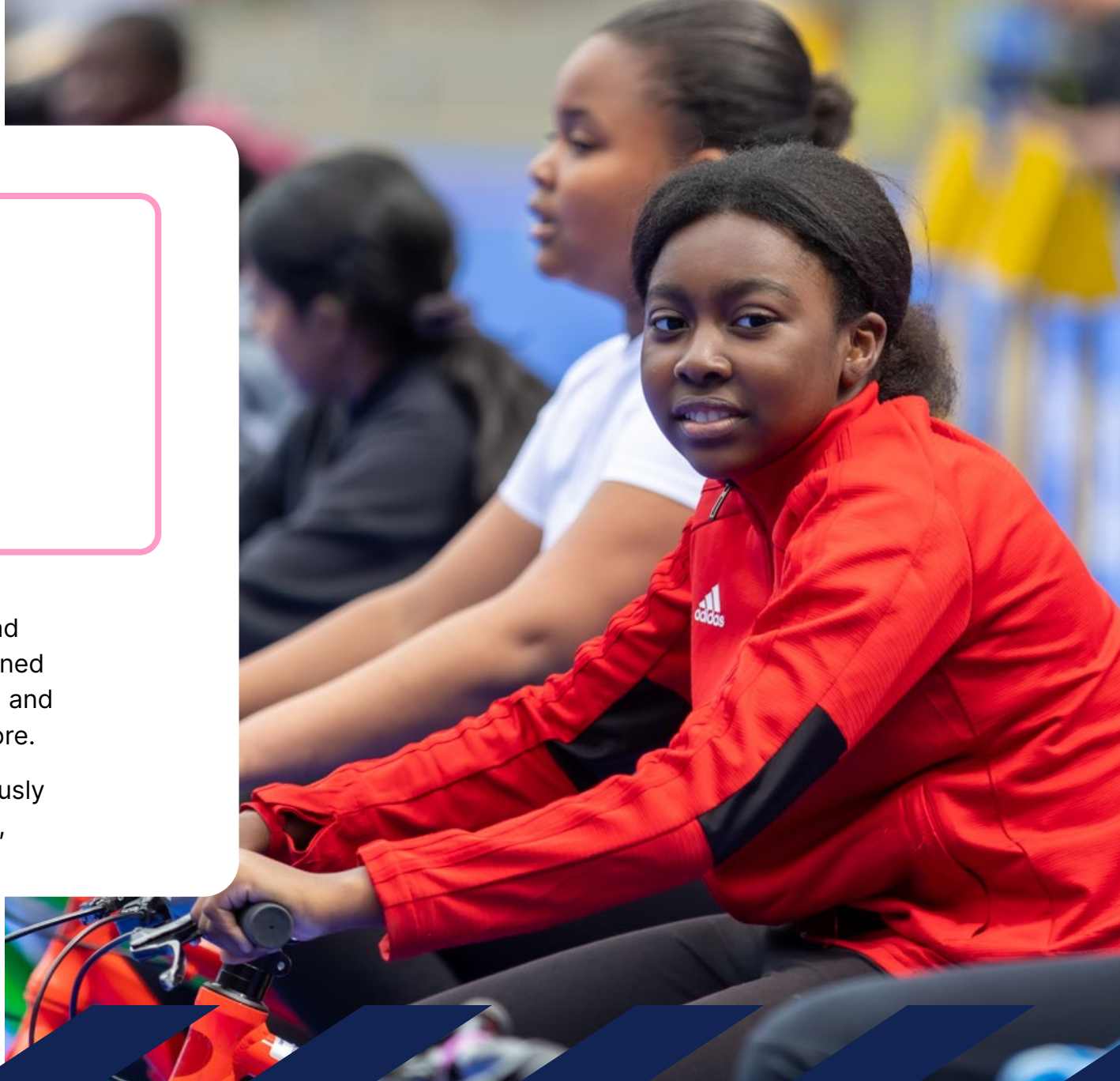
To help us achieve our ambition to be best in class in safeguarding and welfare, we have identified five strategic priorities which are aligned to our vision of “Great experiences through swim, bike, run”.



GOVERNANCE, LEADERSHIP AND CULTURE

We will ensure that our governance systems and structures are visibly and measurably underpinned by a culture which places safeguarding, mental and physical wellbeing, and athlete welfare at its core.

We will commit additional resource to continuously improve our safeguarding and welfare systems, structures and culture



EDUCATION AND LEARNING

We will ensure our staff, clubs, coaches, parents, technical officials, volunteers and delivery partners have the necessary skills, understanding, and knowledge to deliver fair, safe and inclusive opportunities for all.



STANDARDS AND POLICIES

Our policies and procedures will be clearly laid out and consistently applied.

All environments where triathlon related activity is delivered will be effectively assessed in terms of safeguarding.

Clear standards for all strands of our workforce will be applied and regularly audited.



SAFEGUARDING DELIVERY

We will deliver our safeguarding strategy across all levels of triathlon, and allocate the additional resources necessary to ensure everyone understands their responsibilities and obligations for safeguarding. We will embed a fair, transparent and robust case and complaint management system and process.



ATHLETE VOICE AND COMMUNICATION

We will listen to our triathletes from all sectors of our sport and make it easy for everyone to raise concerns and share views and opinions.

Through our various communication channels we will raise awareness of our systems and approach to safeguarding.

We will promote wellbeing and share best practice.



OUR GOALS

To enable us to achieve our five priorities we have identified the following goals which will improve safeguarding and welfare practices across our sport in a way that delivers our vision of 'Great experiences through swim bike run'.



GOVERNANCE, LEADERSHIP AND CULTURE

- Annually achieve the top grade from the CPSU and the Anne Craft Trust in the standards for safeguarding and protecting children in sport and the Safeguarding Adults Framework and safeguarding bodies within Scotland
- Increase the visibility of safeguarding across the sport from board level through to clubs and with external partners
- Enhance and improve the provision of advocacy for safeguarding at Board and Senior Executive level and within affiliated Club Committees ensuring an appropriate level of provision and structure is in place to respond to complaints and concerns raised by our members and participants
- Establish an expert independent Safeguarding Case Management Group with the remit to provide advice, guidance, and recommendations in relation to concerns and cases of abuse and poor practice



EDUCATION AND LEARNING

- Deliver inclusive and supported education programmes to drive knowledge and understanding of safeguarding practices and promote a positive culture aligned to our values
- Ensure that those working and volunteering across our organisation are trained and empowered to confidently deliver safeguarded best practice and activity across our sport
- Ensure our delivery partners have access to a full range of relevant training and resource to deliver the sport safely for all generations and abilities
- Provide the safeguarding workforce opportunities to share best practice by facilitating networking opportunities



STANDARDS AND POLICIES

- Ensure participants within our sport at all levels of triathlon are safeguarded with clear, accessible policies and procedures which align to legislation and the values within our sport
- Develop and implement safeguarding standards for the triathlon workforce and community and achieve 100% compliance to engender a culture of safe inclusive sport
- Through partnership agreements with swim, bike, run deliverers ensure safeguarding standards are embedded into all activity



SAFEGUARDING DELIVERY

- Affiliated clubs through their committees and trained club welfare officers will drive fully compliant delivery of safeguarded activity
- Have a safeguarded performance pathway to allow our athletes and personnel to thrive
- Safeguarding concerns will be handled consistently and fairly using our policies supported by industry experts to robustly deal with cases of abuse and poor practice
- We will ensure partners who deliver triathlon activity on our behalf in a variety of settings have policies in place to safeguard children and adult participants
- We will measure the impact of the Safeguarding and Welfare Strategy through an annual member return survey to inform improvements to the quality of our safeguarding and welfare provision



ATHLETE VOICE AND COMMUNICATION

- Empower athletes and the triathlon community to raise concerns to enable British Triathlon to respond to, understand and assess the volume and type of concerns arising in triathlon
- Implement, communicate and regularly review clear safeguarding standards, guidance and policies across triathlon to support everyone to know their safeguarding responsibility and role in building a safe culture
- Host forums with clubs, participants, athletes and deliverers, and gather feedback to check on our performance in delivering our safeguarding strategy and create an open culture for different perspectives and opinions
- Hear the views and opinions of athletes at all levels of the sport by encouraging representatives to take an active role in the governance of the sport

Document Name	Safeguarding and Welfare Strategy
Version	1.0
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