

SAFEGUARDING AND WELFARE ROLES AND RESPONSIBILITIES WITHIN TRIATHLON



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SAFEGUARDING AND WELFARE COMMITTEE

- Brings together NGB Board Leads, Executive Leads, Head of Integrity and Home Nation Lead Safeguarding Officers to produce a strategy with a consistent approach to safeguarding and welfare across the UK
- Track progress as a whole and crucially link boards, executive and staff responsible for implementation



LEAD SAFEGUARDING OFFICERS

- Produce and deliver action plans to drive continuous improvement and review progress
- Provide expert knowledge and guidance to staff, partners and volunteers within the sport
- Be the primary contact to receive and handle concerns raised from any source connected to the sport
- Oversee case management processes from initial concern to implementing risk management measures
- Embed safeguarding culture through their actions, advice and guidance

BOARD LEADS



- To provide strategic leadership for all welfare and safeguarding components of relevant National Governing Body (NGB) strategy and joint Safeguarding and Welfare Strategy
- 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
- Ensure resources to support improvements in wellbeing and welfare are available

EXEC LEADS

**DIRECTOR OF PERFORMANCE
/ DIRECTOR OF DEVELOPMENT**

- Drive the safeguarding strategy and ensure safeguarding needs are prioritised across all areas of the organisation
- Provide organisational leadership, approve action plans and drive departmental development of safeguarding and welfare standards

HEAD OF INTEGRITY / INTEGRITY MANAGER

- Responsible for producing strategic development plans and ensuring a whole organisation approach
- Ensure the organisation meets industry standards for safeguarding
- Regularly report on progress to Executive Leads, the Safeguarding and Welfare Committee, and Boards

INDEPENDENT CASE MANAGEMENT PANEL

- Independently consider and be responsible for ensuring that cases related to the safeguarding of children and adults are dealt with fairly and equitably, in line with British Triathlons Safeguarding Disciplinary Policy.

STAFF

- Be adequately trained to recognise, respond, record and refer concerns which are witnessed, shared or arise whilst they are carry out their role



GOVERNANCE LEADERSHIP AND CULTURE



STANDARDS AND POLICIES

SAFEGUARDING AND WELFARE ROLES AND RESPONSIBILITIES WITHIN TRIATHLON

PERFORMANCE CENTRE WELFARE LEAD

- Support performance centre leads to develop a safe culture for athletes to thrive
- Hear concerns of athletes and record and refer all concerns to Lead Safeguarding Officers
- Signpost to welfare services to support athletes and athlete support personnel needs

TALENT PATHWAY LEAD WELFARE OFFICER

- Be the first point of contact for safeguarding for youth and junior athletes in the pathway
- Ensure the safeguarding and welfare practices and procedures of the entire England, Scotland and Wales Programmes (Academies and National) are fit for purpose and regularly reviewed
- Track and record qualifications such that all staff and volunteers working within the pathway have valid and up-to-date training/qualifications at all times

REGIONAL ACADEMY WELFARE OFFICERS

- Support regional academy leads to develop a safe culture for athletes to thrive
- Hear concerns of athletes and refer all concerns to Lead Safeguarding Officers
- Listen to athletes and parents regarding general wellbeing and sport participation matters



CLUB WELFARE OFFICERS

- Act as the first point of contact for individuals who have queries or concerns regarding safeguarding
- Keep records to ensure that all club personnel who work with children / young people have received appropriate safeguarding and welfare training
- Facilitate the process of DBS / PVG checks when required
- Receive, record and refer to the relevant National Lead Safeguarding Officer any concerns that are expressed to them.
- Ensure that the club has safeguarding and child protection policy and procedures, and that they are followed and accessible to all

EVENT SAFEGUARDING LEADS

- Ensure that all welfare procedures and protocols are in place at the start of and maintained throughout an event, as well as deal appropriately with any safeguarding issues that arise

COACHES / TECHNICAL OFFICIALS

- Be adequately trained to recognise, respond, record and refer concerns which are witnessed, shared or arise whilst they are carry out their role

ATHLETE SUPPORT PERSONNEL / EVENT VOLUNTEERS

- Act in support of the safety and welfare of all engaged in the sport of triathlon and report any concerns

ATHLETES / PARTICIPANTS / SPECTATORS / PARENTS

- Be aware of the impact of their own conduct and be empowered to report concerns



SAFEGUARDING DELIVERY



EDUCATION AND LEARNING



ATHLETE VOICE AND COMMUNICATION