



Safeguarding policy – adopted 22.4.26

Purpose

Gala Cricket Club's safeguarding policy applies to all members at all levels of the organisation.

The purpose of the policy is to protect members from harm and to provide information about the safeguarding policy adopted by Gala CC.

This policy complements the club's child protection and wellbeing policy.

Both are particularly important in the regulated activity/work that Gala CC does with children and vulnerable members.

In Scotland this is referred to as regulated work. In this policy this will be referred to as regulated activity/work.

Gala CC has a responsibility to promote the welfare of children and members and to keep them safe.

Gala CC complies with all the legal obligations placed upon it by the Protection of Vulnerable Groups (Scotland) Act 2007 (Scotland).

The policy covers the arrangements for safeguarding issues that arise where children or members are placed at risk, or where they could have been placed at risk.

The policy also sets out the reporting obligations for all members and the procedure that should be followed to report abuse if this occurs to one of the Club's members.

Recruitment process

Advertisements for roles at the Gala CC will specify clearly whether the work involves regulated activity/work together with the basis of that work.

Offers of roles will be made conditional on the receipt of a satisfactory disclosure checks. These will be conducted by Disclosure Scotland.

The check will confirm that the applicant is suitable to carry out the role and has not been barred from performing this work.

If the background check reveals that an applicant is not suitable, the offer will be withdrawn by Gala CC's Trustees and the applicant will not take up the role.

Existing members

Existing members may be required to provide a satisfactory disclosure check where their work becomes a regulated activity/work or Gala CC requires them to start carrying out regulated activity/work. Existing members cannot conduct any regulated activity/work until they have undertaken a satisfactory disclosure check.

The disclosure check will be conducted by Disclosure Scotland.

The check will confirm that the member is suitable to carry out the work and has not been barred from performing this.

If members are unable to provide a satisfactory disclosure check, or refuse to undertake a disclosure check, Gala CC's Trustees will consider the options for redeployment into any available roles that do not involve regulated activity/work.

If existing members become added to the children and adults barred lists by CricketScotland, Gala CC will consider the options for redeployment into any available roles that do not involve regulated activity/work.

All members who are added to the barred lists are required to inform the club's Trustees of their inclusion on the list at the earliest opportunity. A failure to do so may be deemed a disciplinary matter to be dealt with under the disciplinary procedure.

In both cases, if this is not possible, Gala CC may need to consider the rescinding of membership on the basis of the statutory ban imposed by the disclosure.

What is abuse?

Given the risk of abuse to children and members, all members are required to be alert at all times to the possibility of abuse towards children or members.

Abuse may be a single incident or something that occurs over a long period of time. It can take many forms including, but not limited to:

- financial or material abuse
- physical abuse
- emotional/psychological
- neglect and failures to act
- sexual abuse
- threats of abuse or harm
- controlling or intimidating conduct
- self-neglect
- domestic abuse
- poor practices within an organisation providing care
- modern slavery.

The abuse may come from members, relatives, neighbours, social workers, providers of support services etc.

Reporting and investigating abuse

Gala CC will treat all complaints, allegations or suspicions of abuse with the utmost seriousness. Training will be provided, as appropriate, to ensure that members are aware of the warning signs of abuse and the correct reporting procedure to follow if they suspect abuse is, or has, taken place.

Members that suspect abuse is occurring should refer the matter to the child protection and wellbeing officer and Trustees with as much detail as possible.

CWPO and Trustees will need to be informed of the names of the people involved (if known), what type of abuse is or may be occurring, and the dates and times this occurred (if known). An official written report of the alleged act may be requested at this stage as part of the evidence gathering procedure.

Members may be asked to refrain from discussing alleged abuse with fellow members, to avoid the spread of potentially harmful misinformation and to protect the validity of any investigation.

The allegations will be investigated fully and all such reports are taken seriously. The investigation will be conducted in a discrete and timely manner, and will involve the collation of evidence typically derived from witness statements and surveillance footage where possible.

If it is suspected that a criminal act may have been committed, Gala CC will report the situation to the police.

Members suspected of abuse will be suspended pending a full investigation of the complaints. It should be noted that this suspension is not an indication of the member's guilt, but rather a necessity given the circumstances. Gala CC appreciates the impact prolonged suspension can have on a member's

reputation, even when allegations are later found to be incorrect, and does not take the decision to suspend lightly.

Gala CC may be under a duty to disclose allegations of abuse to Disclosure Scotland as appropriate. Gala CC may also consider it necessary to inform the police of allegations under investigation.

Maintaining records

Gala CC will ensure that all details associated with allegation of abuse are recorded clearly and accurately. The records will be maintained securely in line with Gala CC's confidential record keeping procedure.

Disciplinary action

If the investigation reveals that abuse has happened, or is happening, Gala CC will set up a disciplinary hearing for the member concerned. Abuse of members is regarded by Gala CC as an act of gross misconduct and the allegation could result in removal of membership, in line with Gala CC's disciplinary procedure.

Members will have the chance to appeal any disciplinary action that is taken against them.

Duty of disclosure

Gala CC is legally required to send information to Disclosure Scotland if a decision is taken to remove a membership of someone working in regulated activity/work.

Gala CC may also be required to inform Disclosure Scotland if it suspends a member, or a member resigns in suspicious circumstances, as the referral duty criteria may already be met at that stage.

Additional support and guidance

Members who wish for further information on safeguarding are encouraged to contact the CWPO and Club Trustees. Gala CC will endeavour to provide up to date support and guidance to all members when it comes to safeguarding and their duty to protect members from harm.