



Safeguarding Adults Policy and Procedures

This document combines Goalball UK's safeguarding adults policy, core procedures, and supporting appendices.

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Section 1: Safeguarding Adults Policy

1. Introduction

Goalball is an inclusive sport that can encourage a greater appreciation of the abilities of people with a vision impairment amongst sighted people, as well as providing a sport that is designed with vision impairment in mind which can stimulate an interest in activity and support the development of independent orientation and mobility skills for participants. This has great potential to enhance the health and wellbeing of participants of all ages.

Goalball UK (GUK) recognises that everyone has the right to participate in goalball in a safe environment. We have a duty of care to safeguard everyone involved in goalball from harm, and the needs of adults and others who may be particularly vulnerable must be considered. GUK will promote safety through adherence to the safeguarding adults

policy and procedures adopted by GUK.

Mark Winder

Chief Executive

2. About Goalball UK

GUK is committed to safeguarding adults in line with legislation and national/local guidance. We will deliver our activities in a way that keeps adults safe, promotes wellbeing, and supports an open, zero-tolerance culture where concerns are recognised and reported. This includes harm experienced within our activities and in the wider community.

Accessible formats: This policy and procedures document is available in alternative formats, including large print, audio, and accessible digital versions. To request an alternative format, contact the Goalball UK Lead Safeguarding Officer: Steve.cox@goalballuk.com or 07706 286 584.

3. Key Contacts

Contact	Details
Goalball UK	www.goalballuk.com
GUK Lead Safeguarding Officer	Steve.cox@goalballuk.com 07706 286 584
Ann Craft Trust	www.anncrafttrust.org ann-craft-trust@nottingham.ac.uk 0115 951 5400

Contact	Details
Emergency services	If someone is in immediate danger or urgent medical help is needed, call 999.

4. Abbreviations

- GUK – Goalball UK
- ACT – Ann Craft Trust
- CMG – Case Management Group
- CWO – Club Welfare Officer
- DBS – Disclosure and Barring Service
- SP – Safeguarding Partners
- VI – Visual Impairment
- NGB – National Governing Body
- LSO – Lead Safeguarding Officer
- UK GDPR – UK General Data Protection Regulation
- EDI – Equality, Diversity, and Inclusion
- NSPCC – National Society for the Prevention of Cruelty to Children

5. Policy Statement

GUK believes everyone has the right to live free from abuse or neglect, regardless of background or circumstance. We are committed to a safe, inclusive environment and an open culture where concerns can be raised without fear. Safeguarding is everyone's responsibility. We will respect each person's identity, dignity, and individual needs, and we will work to remove barriers to participation, including barriers linked to disability, sex, gender identity, sexual orientation, and other protected characteristics.

GUK takes a trauma-informed approach to safeguarding. This means recognising that past harm can shape how an adult thinks, feels, and responds, and ensures our safeguarding practice promotes safety, trust, dignity, and choice. It avoids re-traumatization, listens to the adult's experience, and supports them to feel heard, respected and in control.

GUK follows legal and local safeguarding procedures, acting promptly and proportionately to support adults in accordance with safeguarding principles.

6. Purpose

The purpose of this policy and procedures document is to demonstrate the commitment of GUK to safeguarding adults and to ensure that everyone involved in GUK is aware of:

- the legislation, policy, and procedures for safeguarding adults
- their role and responsibility for safeguarding adults

- what to do and who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation

7. Scope

This adult safeguarding policy and associated procedures apply to all individuals involved in goalball under the jurisdiction of GUK, including players, match officials, coaches, administrators, club officials and spectators, and to all concerns about the safety of adults whilst taking part in our organisation and its activities, and in the wider community. This includes concerns relating to abuse or neglect, exploitation, harassment, bullying (including online), and discriminatory behaviour (including sexism/misogyny, racism, homophobia, biphobia, transphobia, and disability hate crime). Discriminatory behaviour includes discrimination related to sex, gender, gender identity, sexual orientation, and gender reassignment.

8. Commitments

To implement this policy, GUK will ensure that:

1. Everyone involved with GUK is aware of the Safeguarding Adults procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
2. Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with the GUK Safeguarding Adults Policy and Procedures.
3. The wellbeing of those at risk of harm is put first, and the adult is actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.
4. GUK will take a trauma-informed approach to safeguarding adults, promoting safety, trust, dignity, choice, and control.
5. Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
6. Confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
7. GUK acts in accordance with best practice advice, for example from UK Sport, Sport England, Sport Wales, Sport Scotland, Sport Northern Ireland, National Governing Bodies, NSPCC, and Ann Craft Trust.
8. Safeguarding adults is linked to equality, diversity, and inclusion (EDI). GUK will work to remove barriers to participation, use respectful and inclusive language, ensure reporting routes are accessible, and respond to discrimination as a safeguarding and welfare issue where it impacts a person's safety and wellbeing.
9. GUK has clear processes for raising and responding to concerns, complaints, and whistleblowing, and will respond to bullying, harassment and discrimination as safeguarding and welfare issues where they impact an adult's safety and wellbeing.
10. GUK will cooperate with the police and the relevant local authorities in taking action to safeguard an adult.

11. All Board members, staff, officials, and volunteers understand their role and responsibility for safeguarding adults and have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role, including training for those managing cases.
12. Goalball UK requires anyone who holds a position of trust in relation to an adult to maintain appropriate professional boundaries and not misuse their authority, influence or responsibility. Further guidance, including examples of poor practice, misconduct and safeguarding concerns, is provided in Appendix 5: Position of Trust Guidance (Adults).
13. GUK uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the sporting community.
14. Where the legal duty to refer is met, GUK will make a referral to the Disclosure and Barring Service (DBS), or the relevant home nation equivalent, and will share relevant information with statutory agencies as appropriate.
15. This includes circumstances where a person is removed from, leaves, or has their role changed to avoid removal from regulated activity (paid or voluntary) because they pose a risk of harm.
16. When planning activities and events, GUK includes an assessment of, and risk to, the safety of all adults from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
17. Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.
18. This policy, related policies and the Safeguarding Adults Procedures are reviewed at least every two years, and whenever there are changes in relevant legislation and/or government guidance or because of any other significant change or event.

Related Goalball UK policies and procedures are available from the Goalball UK website [policies](#) and [Safeguarding](#) pages.

- Safeguarding and Child Protection Policy
- Anti Bullying Policy
- Social Media Policy
- Equality, Diversity, and Inclusion Policy
- Complaints and Disciplinary Policy and Procedures
- Whistleblowing Policy
- Safe recruitment and selection information
- Risk Management Policy
- Privacy Notice / data protection information

Section 2: Safeguarding Adults Procedures

This section sets out the procedural steps for responding to, reporting, and recording adult safeguarding concerns. Key contact details remain at the front of the document for ease of use.

1. Responding to, reporting, and recording an adult safeguarding concern

If you are worried about an adult's safety or wellbeing, share the concern — even if you are unsure. Adult safeguarding concerns can relate to suspected abuse or neglect, poor practice, bullying or harassment, discrimination, exploitation, domestic abuse, modern slavery, self-neglect, or wider welfare concerns, including mental health, which indicate an adult may be at risk of harm. Concerns about a possible misuse or breach of a position of trust must be reported and managed in accordance with this procedure. See Appendix 5 for examples of conduct that may constitute poor practice, misconduct or a safeguarding concern.

Immediate danger / medical emergency: Call 999. If you believe a serious crime is in progress, or may have been committed, contact the police. When it is safe to do so, inform the LSO or deputy and make a record.

2. Internal reporting routes

- Report the concern as soon as possible to the GUK Lead Safeguarding Officer (LSO) or their deputy.
- If your concern relates to the LSO, or you cannot contact them, report to the Safeguarding Champion or Chief Executive as appropriate.
- If the concern relates to a GUK club activity, also notify the relevant Club Welfare Officer, where appointed, in line with club procedures.
- Where appropriate, GUK will consult and/or refer to statutory agencies, such as Local Authority for Adult Safeguarding, and will cooperate with multi-agency safeguarding processes.

3. Recording concerns

Make a written record as soon as practicable. Include dates/times, what was said or seen, who was present, and any immediate action taken. Keep records factual and objective. Note the adult's views and any consent/capacity considerations. Store and share information on a need-to-know basis only.

GUK will take a person-centred approach (Making Safeguarding Personal), involving the adult throughout the process wherever possible and proportionate, and balancing safety with the adult's rights, wellbeing, and choices.

GUK is committed to developing and maintaining its capability to implement this policy and procedures. To do so, the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults, including Board-level oversight.
- A designated Lead Safeguarding Officer and named deputy to cover absence, with clear reporting routes to the Board Safeguarding Champion.
- All affiliated clubs and partner/host organisations are expected to adopt or align with this Safeguarding Adults Policy and associated procedures.
- Access to relevant legal and professional advice.
- Regular management reports to the Board detailing how adult safeguarding risks and concerns are being addressed.
- Safeguarding adults procedures that deal effectively with concerns of abuse or neglect, including those caused by poor practice.
- A designated Safeguarding Lead/Welfare Officer for events, trips, camps, and competitions, with clear responsibilities and escalation routes.
- A Case Management Group with an appointed Chair and clear Terms of Reference.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Codes of conduct for Board members, staff, coaches, officials, volunteers, members, and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments and, where needed, Welfare/Support Plans that specifically include safeguarding adults.

4. Procedural flowchart and reporting checklist

Flowchart: what to do if you have an adult safeguarding concern

Step	Action
Concern identified	Something you have seen/heard, a disclosure, a third-party report, or a pattern of worrying behaviour.
Immediate danger or urgent medical attention?	YES: call 999. If a serious crime is in progress or may have been committed, contact the police. When safe, inform the LSO and record what happened. NO: Continue below.
Respond	Stay calm. Listen and reassure. Take the concern seriously. Use a calm, respectful, trauma-informed response. Explain that you may need to share information to keep people safe. Avoid leading questions.
Report as soon as possible	Report to the LSO or deputy. If your concern involves the LSO, or you cannot contact them, report to the Safeguarding Champion or Chair/Chief Executive as appropriate. If it relates to club activity, notify the relevant Club Welfare Officer where appointed.
Record	Make a written record as soon as practicable. Distinguish facts, observations, and opinions. Note the adult's views and desired outcomes where possible. Record consent/capacity considerations and reasons for sharing any information without consent.
Next steps	The LSO will inform the Board Safeguarding Champion and/or deputy LSO, as appropriate, to decide the route of investigation, (a) GUK advisory input; (b) GUK-led mediation; or (c) a fully GUK-led process. GUK may consult or refer to statutory agencies and may also manage concerns through internal processes where appropriate.

Checklist: what to include when reporting a concern

- Your name, role, and contact details.
- Name of the adult involved and any preferred communication needs, plus relevant support person/advocate details where appropriate.
- Date, time, and location of the incident/concern.
- What you saw/heard, using the adult's own words where possible.
- Names/contact details of witnesses and what they observed.
- Immediate actions taken, including emergency services, contacted if applicable.
- Any immediate safeguarding/risk management needs such as separation from an alleged person causing harm, safe transport home, or welfare support.
- Consent/capacity considerations and whether the adult knows the concern is being shared.
- Any relevant background/context, only what is necessary.
- Where and when you have recorded/ stored your notes.

Quick guidance: if an adult discloses abuse or neglect.

- **Do:** listen; take them seriously; thank them for telling you; check immediate safety; ask what they want to happen where appropriate; explain next steps; report promptly; record accurately.
- **Do not:** promise confidentiality; investigate; ask lots of questions; confront the alleged person causing harm; delay reporting; share information widely.

Remember to involve the adult concerned throughout the process wherever possible and gain consent for any referrals to social care if the person has capacity.

Section 3: Supporting Information

1. Definition of an adult at risk

In England, the Care Act 2014 defines an adult at risk for safeguarding purposes as a person aged eighteen or over who:

- has needs for care and support, whether or not the local authority is meeting any of those needs.
- is experiencing, or is at risk of, abuse or neglect; and
- as a result of those care and support needs are unable to protect themselves from the risk of, or the experience of, abuse or neglect.

When a Local Authority has reason to believe an adult meets the relevant home nation's definition of an adult at risk, it has a duty to make enquiries to understand the circumstances and determine what support, or safeguarding action may be required.

A sports organisation may also need to take action as part of safeguarding an adult, for example by using internal complaints, disciplinary, or risk-management procedures where appropriate, and by cooperating with statutory agencies.

2. Key points

- There is a legal duty on Local Authorities to provide support to adults at risk.
- Adults at risk are defined in legislation, and the criteria applied differ between each home nation.
- Safeguarding legislation applies to forms of abuse that harm a person's wellbeing.
- The law provides a framework for good practice in safeguarding that makes the overall wellbeing of the adult a priority of any intervention.
- The law in all four home nations emphasises person-centred safeguarding; in England this is often referred to as Making Safeguarding Personal.
- The law provides a framework for making decisions on behalf of adults who cannot make decisions for themselves.
- The law provides a framework for organisations to share information and cooperate to protect adults at risk.

3. Abuse and neglect.

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Safeguarding legislation in each home nation lists categories of abuse differently; however, common types include:

- Physical abuse
- Sexual abuse

- Psychological or emotional abuse
- Neglect
- Financial abuse

Abuse can take place in any relationship and in many contexts, including institutional abuse, domestic abuse, forced marriage, human trafficking, modern slavery, sexual exploitation, county lines, radicalisation, hate crime, mate crime, cyber bullying, and scams. Some of these are named specifically within home nation legislation.

Abuse may involve the misuse of authority, influence or responsibility by someone in a position of trust. See Appendix 5: Position of Trust Guidance (Adults).

Abuse can take place within a sporting context, and the person causing harm might be any other person, for example a member of staff, coach, volunteer, participant, or supporter/fan

Examples of abuse within sport

- Harassment of a participant because of their perceived disability or other protected characteristics, such as race, sex, sexual orientation, gender identity, or gender reassignment.
- Not meeting the needs of a participant, for example, training without a necessary break.
- A coach intentionally striking an athlete.
- One participant controlling another athlete with threats of withdrawal from their partnership.
- An official sending unwanted sexually explicit messages to a participant with learning disabilities.
- A participant threatens another participant with physical harm and persistently blames them for poor performance.

4. Wellbeing principle

The success of sport, in terms of helping people achieve their potential, making the most of existing talent, and attracting new people to sport, relies on putting people — their safety, wellbeing and welfare — at the centre of what sport does.

The concept of wellbeing is threaded throughout UK legislation and is part of the law about how health and social care is provided. Our wellbeing includes our mental and physical health, relationships, connection with communities, and contribution to society. Being able to live free from abuse and neglect is a key element of wellbeing.

Any actions taken to safeguard an adult must take their whole wellbeing into account and be proportionate to the risk of harm.

5. Person-centred safeguarding / Making Safeguarding Personal

Person-centred safeguarding, also known as Making Safeguarding Personal in England, means engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice, and control, as well as improving their quality of life, wellbeing, and safety.

The adult's views, wishes, feelings, and beliefs must be considered when decisions are made about how to support them to be safe. If someone has difficulty making their views and wishes known, they can be supported or represented by an advocate, which might be a safe family member or friend of their choice or a professional advocate.

6. Recording and information sharing

All sports organisations must comply with the Data Protection Act 2018 and UK GDPR. Information about concerns of abuse includes personal data, so it is important to be clear about the grounds for processing and sharing information.

Records relating to safeguarding concerns must be accurate, relevant, and stored confidentially with access only to those with a need to know.

Sharing information with the right people is central to good practice in safeguarding adults. Information sharing must only be with those who need to know. This does not automatically include an adult spouse/partner, adult child, unpaid or paid carer.

Personal information can be shared with the consent of the adult concerned. However, their wishes should be respected unless there are overriding reasons for sharing information, such as risk to the adult or others, possible serious crime, coercion, lack of capacity, legal requirement, or statutory duties in Wales or Northern Ireland.

When information is shared without adult consent, this must be explained to them when it is safe to do so, and any further actions should still include them wherever possible. Decisions to share or not share information must be recorded with reasons.

7. Multi-agency working

Safeguarding adults legislation gives the lead role for adult safeguarding to the Local Authority. However, safeguarding can involve a wide range of organisations. Sports bodies may need to cooperate with the Local Authority and the Police by providing information, attending safeguarding meetings, coordinating internal investigations with external processes, sharing outcomes where appropriate, and helping to provide a safe environment for the adult to continue their sporting activity or role.

Section 4: Appendices

Appendix 1: Example role description: Club Welfare Officer

The designated person within a sports club has primary responsibility for putting in place procedures to safeguard adults at risk.

Duties and responsibilities include:

- Working with others within the club to create a positive, inclusive environment within the sport.
- Playing a lead role in developing and establishing the club's approach to safeguarding adults and maintaining and reviewing the club's implementation plan.
- Coordinating dissemination of the safeguarding adults policy, procedures, and resources throughout the club.
- Contributing to ensuring other policies and procedures are consistent with the club's commitment to safeguarding adults.
- Advising the club's training needs and training strategy.
- Receiving reports and managing cases of poor practice and abuse reported to the club, including an appropriate recording system.
- Managing liaison with, and referrals to, GUK, adult social care services, the police, and other external agencies.
- Creating a central point of contact for internal and external individuals and agencies concerned about the safety of adults within the club.
- Representing the club at external meetings related to safeguarding.

Appendix 2: Case Management Groups

Case Management Groups comprise a select number of individuals with identified and relevant skills, knowledge, experience, and/or status within the organisation and include at least one member with safeguarding adult expertise. The group's role and decision-making powers should be embedded within the organisation's governance structure and linked to related organisational functions such as codes of conduct and disciplinary policy and procedures.

The senior management team and the GUK Board should receive regular reports from the Case Management Group summarising the cases that have been addressed and their outcomes, as well as any issues that require action by GUK, such as changes to policy or procedures.

Case Management Groups should have clear terms of reference. They may be standing committees who meet regularly or can be brought together as the need arises.

Case Management Group roles include:

- Ratifying any actions already taken by the Safeguarding Lead Officer.
- Initially, assessing and agreeing with the immediate response to a safeguarding case.
- Identifying the appropriate route for the case, such as internal/disciplinary action alone or referral to statutory agencies plus internal/disciplinary action.
- Deciding the level at which the organisation will deal with the concern.
- Considering the need for a temporary/interim suspension order or recommendation.
- Reviewing the progress of cases.
- Identifying learning from managed cases, monitoring, and evaluating themes, and informing the review and development of relevant policies, procedures, and processes.

Case Management Group membership should include:

- A designated Chair.
- A secretary, often the designated Safeguarding Lead.
- Legal input where needed.
- Co-opted independent safeguarding expertise, for example from another sport or relevant profession such as police or social services.

Appendix 3: Legislation and home nation safeguarding principles.

This appendix contains the fuller legislative and home nation principles detail that was previously in the main body of the policy. The main policy now summarises the key points and uses this appendix for detailed reference.

Safeguarding adults legislation and guidance links

- [England: Legislation relating to safeguarding adults overview for social care \(SCIE\)](#)
- [Scotland: Adult support and protection](#)
- [Scotland: Adult Support and Protection \(Scotland\) Act 2007](#)
- [Wales: Working together to safeguard people](#)
- [Safeguarding Wales](#)
- [Northern Ireland: Adult safeguarding policy key documents](#)
- [Northern Ireland: Safeguarding Vulnerable Groups Order 2007](#)
- [UK Government: Safeguarding policy protecting vulnerable adults](#)
- [Ann Craft Trust constituted group guidance](#)

The following legislation and guidance may apply to safeguarding adults in sport and activity, alongside relevant home nation equivalents:

- Care Act 2014 (England) and home nation equivalents.
- Safeguarding Vulnerable Groups Act 2006 and relevant home nation equivalents, including Disclosure Scotland and AccessNI arrangements.
- Human Rights Act 1998.
- Equality Act 2010 and relevant Northern Ireland legislation.
- Data Protection Act 2018 and UK GDPR.
- Mental Capacity Act 2005 (England and Wales) and relevant home nation equivalents.
- Domestic Abuse Act 2021 and relevant home nation legislation and guidance.
- Serious Crime Act 2015, including controlling or coercive behaviour.
- Modern Slavery Act 2015.
- Anti-social Behaviour, Crime and Policing Act 2014, including forced marriage offences.
- Female Genital Mutilation Act 2003.
- Criminal Justice and Courts Act 2015, including ill-treatment and wilful neglect.
- Sexual Offences Act 2003 and relevant amendments.
- Public Interest Disclosure Act 1998.
- Care and Support Statutory Guidance, especially Chapter 14 in England.
- Making Safeguarding Personal guidance and relevant Local Safeguarding Adults Board procedures.

Principles of adult safeguarding by home nation

England (Care Act 2014)

- Empowerment – people being supported and encouraged to make their own decisions and informed consent.

- Prevention – it is better to act before harm occurs.
- Proportionality – the least intrusive response appropriate to the risk presented.
- Protection – support and representation for those in greatest need.
- Partnership – local solutions through services working with their communities.
- Accountability – accountability and transparency in delivering safeguarding.

Scotland (Adult Support and Protection Act 2007)

- Any intervention should provide benefit to the individual and be the least restrictive option available to meet the purpose of the intervention.
- The wishes and feelings of the adult at risk, past and present.
- The views of other significant individuals with an interest in the adult's wellbeing or property.
- The importance of the adult taking an active part in the process.
- Providing relevant information and support to enable the adult to participate as fully as possible.
- Ensuring the adult is not treated less favourably than another adult in a comparable situation.
- Considering the adult's abilities, background, and characteristics.

Wales (Social Services and Well-being Act 2014)

- Responsibility – safeguarding is everyone's responsibility.
- Wellbeing – actions taken must safeguard the person's wellbeing.
- A person-centred approach – understand what outcomes the adult wishes to achieve and what matters to them.
- Voice and control – support people to be involved in decisions about their lives.
- Language – make an active offer of the Welsh language and use professional interpreters where needed.
- Prevention – it is better to act before harm occurs.

Northern Ireland (Adult Safeguarding Prevention and Protection in Partnership 2015)

- A rights-based approach.
- An empowering approach.
- A person-centred approach.
- A consent-driven approach.
- A collaborative approach.

Appendix 4: Sources of information and support

Further information can be found on the resources page of the Goalball UK Safeguarding website: [Goalball UK useful safeguarding resources](#).

The Ann Craft Trust also maintains a wider directory of organisations and useful contacts for specialist safeguarding advice and signposting: [Ann Craft Trust Directory of Organisations and Useful Contacts](#).

The following organisations may be useful for specialist advice, support, or signposting. Contact details and services may change, so users should check the organisation's website for the most up-to-date information.

Organisation	How they may help	Website / contact
Ann Craft Trust (ACT)	National safeguarding adults charity providing information, guidance, training, and resources, including safeguarding adults in sport and activity.	Website
Goalball UK Safeguarding	Goalball UK policies, reporting routes and safeguarding resources.	Website
Local Authority Adult Safeguarding Team	For concerns about an adult at risk, contact the adult safeguarding team in the relevant local authority area.	Use local/urgent contact route
Emergency Services	If someone is in immediate danger or urgent medical help is needed, call 999.	Use local/urgent contact route
NSPCC Helpline	For adults worried about a child. Telephone: 0808 800 5000.	Website
Samaritans	Emotional support for anyone in distress. Telephone: 116 123.	Website

Organisation	How they may help	Website / contact
National Domestic Abuse Helpline	24-hour support for anyone experiencing domestic abuse in England. Telephone: 0808 2000 247.	Website
Men's Advice Line	Support for male survivors of domestic abuse. Telephone: 0808 801 0327.	Website
Victim Support	Support for people affected by crime. Telephone: 08 08 16 89 111.	Website

Appendix 5: Position of Trust Guidance (Adults)

Statement

Goalball UK has guidance in place that details what constitutes a breach of a position of trust with an adult.

What do we mean by “position of trust” with an adult?

A position of trust exists where a person’s role gives them authority, influence, responsibility, or power in relation to an adult connected with Goalball UK activity. This may arise through coaching, selection, supervision, welfare support, transport, accommodation, access to confidential information, or the provision of personal assistance or care. A power imbalance does not remove the adult’s rights, choices, or autonomy. However, it places an additional responsibility on the person in the trusted role to maintain appropriate boundaries and use their authority responsibly.

This guidance applies to conduct involving any adult who participates in, works in, volunteers in or is otherwise connected with Goalball UK activity. Goalball UK’s safeguarding adults procedures must also be followed where an adult has care and support needs, is experiencing or is at risk of abuse or neglect, and is unable to protect themselves from the abuse, neglect, or risk because of those needs. Whether an adult meets this definition depends on their circumstances at the time. It must not be assumed solely because they are disabled or receive support.

People who may hold a position of trust include, but are not limited to:

- Coaches
- Assistant coaches
- Team managers
- Officials/referees
- Staff
- Volunteers
- Board members when acting in a safeguarding/disciplinary capacity.
- Club Welfare Officers
- Chaperones
- Event safeguarding leads
- Anyone providing personal care/support during Goalball UK activity.

What constitutes a breach of a position of trust?

A breach occurs when a person uses, or attempts to use, their role to cross professional boundaries, exploit a power imbalance, or harm, control or pressure an adult. The following are examples of conduct that may constitute poor practice, misconduct, or a safeguarding concern, depending on the circumstances. Concerns will be assessed and managed in accordance with Goalball UK’s safeguarding, disciplinary, and case-management procedures.

- **Sexualised behaviour or relationships:** using a position of trust to initiate, pursue or maintain sexual activity or a sexual or intimate relationship; making sexualised comments

or innuendo; sending sexually explicit messages; pressuring an adult; or allowing the person's role, authority or influence to compromise freely given consent. Any actual or proposed relationship that creates a conflict of interest or undermines professional boundaries must be disclosed and managed in accordance with Goalball UK's relevant policies.

- **Grooming or manipulation:** creating an inappropriate emotional dependency; isolating an adult from their peers or support networks; offering special treatment in return for compliance; making threats about selection, playing time or roles; or asking the adult to keep the relationship or communications secret.
- **Inappropriate one-to-one contact:** arranging unnecessary private meetings, lifts, visits to hotel rooms or communications outside agreed channels; repeatedly contacting an adult late at night; or insisting on being alone with an adult in a closed or isolated space.
- **Misuse of physical contact or care:** unnecessary or prolonged physical contact; providing personal care without a clear need or the adult's consent; ignoring agreed support plans; or failing to respect the adult's dignity and privacy.
- **Financial or material exploitation:** borrowing money from, requesting loans, or soliciting gifts from an adult where the trusted relationship could influence their decision; selling services or entering into personal financial arrangements for personal benefit; or using confidential information for financial or material gain.
- **Abuse of information or confidentiality:** sharing private information, such as information about disability, physical or mental health, or safeguarding history, with anyone who does not need it to carry out their role; or using that information to control or embarrass an adult.
- **Bullying, harassment, or discriminatory abuse:** behaviour that targets a protected characteristic, such as disability, sex, race, sexual orientation, gender reassignment, age, religion, or belief, and affects an adult's safety, dignity, or access to the sport.
- **Retaliation or obstruction:** victimising or treating someone unfairly because they raised a concern; discouraging or preventing reporting; interfering with a safeguarding, disciplinary, or statutory investigation; or pressuring someone to change or withdraw their account.

Expected boundaries and good practice (all roles)

- Keep relationships professional and transparent. Avoid favouritism or private "special" relationships with participants.
- Use official communication channels wherever possible. Where personal contact is necessary, for example to meet an accessibility need, ensure that it is appropriate, time-limited, and capable of being recorded.
- Avoid being alone with an adult in a private space. Use open or observable environments and, where practical, follow a two-adult or buddy approach.
- Maintain clear consent and dignity in any physical support. Only provide assistance that is necessary, agreed and consented to.
- Do not borrow money from, lend money to solicit gifts from, or enter into personal financial arrangements with an adult where the trusted relationship could influence the decision. Any gifts, hospitality, expenses, or legitimate payments must be transparent and handled in accordance with Goalball UK's relevant policies.

If you are worried about a breach

Report and record concerns as soon as possible in accordance with Goalball UK's safeguarding adults procedures, including concerns about poor practice that may not meet the statutory safeguarding threshold. If anyone is in immediate danger or needs urgent medical attention, call 999. Report concerns to the Goalball UK Lead Safeguarding Officer, a Club Welfare Officer or the Goalball UK Independent CareLine, using the contact details and reporting form on the Goalball UK safeguarding webpage. If the concern involves the Lead Safeguarding Officer, or they cannot be contacted, follow the alternative escalation route in Goalball UK's safeguarding adults procedures. The Lead Safeguarding Officer, or the person handling the concern through that alternative route, will consider the adult's views and desired outcomes, explain the available options, seek consent before making a referral to statutory agencies where appropriate, and keep the adult informed and involved. Information may need to be shared without consent where there is an immediate risk of serious harm, a risk to another person, a suspected serious crime, or another lawful requirement to act. Staff and volunteers must listen, make an accurate record, and report the concern, but they must not investigate or interview anyone involved. Outcomes may include safeguarding measures, removal or suspension from a role, disciplinary action, a referral to the local authority or police, and a referral to the Disclosure and Barring Service where the legal referral conditions are met.