

PASS Abu Dhabi - Safeguarding Policy

PASS Abu Dhabi is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.

Policy Aim and Purpose

PASS Abu Dhabi aims to maintain the highest possible standards which meet our social, moral and legal obligations to protect and safeguard the welfare of children, young people and vulnerable adults. Through promotion of this policy, PASS Abu Dhabi will provide its employees with guidance on identifying potential or suspected abuse and raise awareness of preventative measures to protect the interests of all PASS Abu Dhabi staff.

Definition of Safeguarding

Safeguarding can be defined as the protection of children, young people or vulnerable adults from neglect, physical, emotional or sexual abuse. In particular, those children and young people up to the age of 18 who are unable to protect themselves from abuse or vulnerable adults aged 18 or over who are unable take care of themselves, protect themselves from harm or prevent themselves from being exploited.

Types of Abuse

Physical Abuse

Physical abuse is deliberate, physical harm to an individual, or the wilful and neglectful failure to prevent physical harm or suffering. Types of physical abuse are inclusive of but not limited to, hitting, throwing, shaking, burning/scalding, poisoning, drowning and suffocating. This includes physical harm caused by a parent or carer wishing to fabricate or induce the symptoms of illness.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of an individual leading to severe and adverse effects on the individual's emotional state of mind and development. Such examples of emotional abuse can include making an individual feel worthless or unloved, inadequate or unvalued. Symptoms may include limitation of learning or prevention of the individual's participation in normal social interaction. Emotional abuse can also lead to bullying, making the individual feel frightened, in danger or lead to exploitation or corruption of the individual. Domestic violence, adult mental issues and parental substance misuse may also expose an individual to emotional abuse.

Sexual abuse

Sexual abuse involves forcing or enticing a child, young person or vulnerable adult to take part in sexual activities, whether or not they are aware of what is happening. These activities may involve physical contact (including penetrative or non-penetrative acts) or non-contact activities (including but not limited to looking at or involving the individual in the production of

pornographic materials, forcing the individual to watch sexual activities, encouraging sexually inappropriate behavior or making inappropriate sexual remarks).

Neglect

Neglect is the persistent failure to meet an individual's basic physical, emotional and/or psychological needs, which is likely to result in significant harm. Types of neglect may include failure to provide adequate food, clothing, shelter (i.e. exclusion from the home or abandonment), failure to protect the individual from physical harm or danger, failure to provide access to medical care or treatment, or failure to provide adequate supervision (i.e. childminder).

Indicators of abuse

Below are some examples of indicators of abuse, this list is not exhaustive:

Physical Indicators:

- Unexplained Bruising
- Repeated Injuries
- Injuries to the mouth
- Torn or bloodstained clothing
- Burns or scalds
- Bites
- Fractures
- Inconsistent stories or excuses for the injuries

Emotional Indicators:

- Unexplained changes in behaviour
- Difficulty in making friends
- Distrustful towards adults
- Excessive attachment to adults
- Sudden drop in performance
- Changes to attendance patterns
- Inappropriate behaviour or language
- Inappropriate sexual awareness

Our Policy

PASS Abu Dhabi will ensure that:

- All employees have read and understood our policies
- Provide players with access to our policies
- Adopt safeguarding procedures through codes of conduct for employees, players and staff (also including parents and participants)
- Provide a safe environment for players to maximise learning and development.

Protection against false allegations

It is equally important for any PASS Abu Dhabi employees involved with the delivery and assessment of sessions to take steps to ensure that they are not put in a position where an allegation of abuse can be made against them. These steps include:

- Maintaining a register at all times for players
- Following appropriate procedures in the event of lateness or absence of a player
- Maintaining up to date contacts of parents
- Working in an open environment with all areas visible to all players
- Avoiding unnecessary physical contact with players
- Avoiding first aid treatment unless delay could prove life threatening; this must always be carried out by a qualified, responsible First Aid Officer and with another adult present
- Avoiding unaccompanied time with players and/or participants
- Avoiding suggestive remarks or acting inappropriately familiar with players and/or participants
- Reporting potential concerns, allegations or abuse made by players and/or participants to the head coach who in turn should report to the Child Welfare Officer
- Refraining from inviting or allowing players and/or participants to socialize with them outside of the learning environment
- Refraining from providing personal information to players and/or participants (i.e. home address, telephone number).

Making referrals

Should a member of PASS Abu Dhabi staff suspect or have concerns about possible abuse, the concern must be reported to the Child Welfare Officer who will in turn follow internal procedures for reporting the case to any appropriate bodies.

Should suspicion or concern be raised about a member of PASS Abu Dhabi staff, the allegation must be reported immediately to the Child Welfare Officer. Upon receipt of the allegation, the Officer will carry out a thorough investigation.

Who should you raise your concern with?

This will depend on the seriousness and sensitivity of the issues involved and who is suspected of the wrongdoing. You should normally raise concerns with:

- Your head coach
- PASS Abu Dhabi Child Welfare Officer, Seth Amofo on 0566130262 or seth@passabudhabi.com

You may raise your concern by telephone, in person or in writing. The earlier you express your concern, the easier it is to take action. You will need to provide the following information:

- The nature of your concern and why you believe it to be true
- The background and history of the concern (giving relevant dates and details)

Monitoring and Review

This policy and its procedures will be reviewed annually to ensure it remains fit for purpose and reflects the legal obligations for the safeguarding of children, young people and vulnerable adults.