



## Safeguarding Vulnerable Beneficiaries Policy

### Introduction

Grimsby Hockey Club is committed to safeguarding the welfare of all individuals involved in its activities. While the club's general safeguarding policy outlines measures to protect everyone, this policy focuses specifically on vulnerable beneficiaries, including children and vulnerable adults, who may face greater risks of harm. It aims to address their unique needs, additional vulnerabilities, and the tailored measures required to ensure their safety. This policy complements the general safeguarding policy by providing a more detailed framework for protecting these groups.

### 1. Purpose

This policy aims to ensure that Grimsby Hockey Club provides a safe and supportive environment for all beneficiaries, particularly children and vulnerable adults, protecting them from harm, abuse, and exploitation while participating in the club's activities.

### 2. Scope

This policy applies to all trustees, staff, volunteers, members, and any individuals working on behalf of Grimsby Hockey Club who come into contact with vulnerable beneficiaries.

### 3. Definitions

- **Vulnerable Beneficiaries:** Individuals who may be at greater risk of harm due to age, disability, or other factors, including children (under 18 years old) and vulnerable adults.
- **Abuse:** Any action or inaction that causes harm, including physical, emotional, sexual, or financial harm, as well as neglect.

### 4. Principles

- The welfare of vulnerable beneficiaries is paramount.
- All individuals have the right to protection from harm, regardless of age, gender, race, disability, sexual orientation, or religion.
- Safeguarding is everyone's responsibility.
- Concerns should be reported promptly and handled in accordance with this policy.

### 5. Safeguarding Procedures

## **5.1 Recruitment and Training**

- Conduct thorough background checks, including DBS (Disclosure and Barring Service) checks, for all trustees, staff, and volunteers who work directly with vulnerable beneficiaries.
- Provide safeguarding training for all relevant individuals during induction and at regular intervals.

## **5.2 Code of Conduct**

All trustees, staff, and volunteers must:

- Treat vulnerable beneficiaries with respect and dignity.
- Avoid any behavior that could be interpreted as abusive, exploitative, or inappropriate.
- Maintain professional boundaries at all times.

## **5.3 Reporting Concerns**

- Any individual who suspects or becomes aware of harm or abuse must report their concerns immediately to the club's Designated Safeguarding Officer (DSO).
- If the DSO is unavailable or the concern involves the DSO, the matter should be reported to the Chair of Trustees.
- In cases of immediate danger, contact emergency services (999) or the local authority's safeguarding team.

## **5.4 Handling Allegations**

- All allegations will be taken seriously and investigated promptly and confidentially.
- The club will work with relevant authorities, including social services and law enforcement, as necessary.
- Individuals accused of abuse may be suspended from duties during the investigation.

## **6. Record Keeping**

- Maintain accurate and secure records of safeguarding concerns, incidents, and actions taken.
- Records will be retained in compliance with data protection laws and for a minimum of six years.

## **7. Monitoring and Review**

- Regularly review safeguarding policies and practices to ensure they remain effective and in line with legal requirements.
- Incorporate feedback from beneficiaries, staff, and external audits into policy updates.

## **8. Roles and Responsibilities**

- **Trustees:** Ensure the club meets its safeguarding obligations and reviews this policy annually.
- **Designated Safeguarding Officer (DSO):** Act as the primary point of contact for safeguarding concerns and oversee safeguarding practices.
- **Staff and Volunteers:** Adhere to this policy and report any concerns promptly.

## 9. Breach of Policy

Failure to comply with this policy may result in disciplinary action, up to and including dismissal, and may be reported to relevant authorities for further investigation.

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**Approved by:** Grimsby Hockey Committee

**Approval Date:** 01/05/2025

**Next Review Date:** [01/05/2026]