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**Manchester Frontrunners Safeguarding Policy**

**1. Background to this Policy**

Everyone who takes part in athletics is entitled to participate in an enjoyable and safe environment. UK Athletics has established and implemented procedures to ensure a safe athletics environment. Best practice in athletics benefits everyone - the sport’s governing bodies, coaches, officials and athletes. Most importantly, it ensures that adults at risk of abuse who choose to participate in athletics have a safe and fun experience. As an affiliated England Athletics running club, Manchester Frontrunners (MFR) is committed to adhering to the England Athletics policy and procedures.

In addition, MFR is a growing club with an increasingly active membership and a diverse programme of events. It is also a predominantly LGBTQ+ athletics club, with an increased risk of potential abuse, both from outside the club, but internally as well.

This policy applies to all club members and visitors at club events; these include training, races, and club socials.

**2. Policy statement**

Manchester Frontrunners believes that no individual should experience violence, fear, abuse or bullying of any kind and we are committed to practise in a way that protects each person. Definitions of abuse include, but are not limited to, physical abuse, emotional abuse, sexual abuse, neglect, and financial abuse. We aim to safeguard welfare regardless of age, disability, gender, ethnicity, gender identity, religion or belief and sexual orientation.

We work alongside the sports governing bodies, but in addition, we work closely with the LGBT Foundation in Manchester when considering policies and procedures relating to LGBTQ+ members.

This policy should be read alongside and is supported by MFR’s Code-of-Conduct Policy, our social media policy, as well as our complaints procedure.

**3. Principles of confidentiality**

Manchester Frontrunners and its members must respect the right to privacy and dignity of any vulnerable adult at all times, and all data and information is covered by GDPR regulations. In all situations, it is assumed that our members are unable to make their own decisions, unless proved they are unable to do so.

The sharing of any information must be strictly on a need-to-know basis as stipulated in the new Data Protection Act 2018. No assurances of absolute confidentiality should be given however, as there may be a need for another member of the committee to assist with the safeguarding of all members, or making members safe.

**4. Vulnerable individuals**

This policy applies to any adult who is 18 years old and over, and

* Who may be in need of help through social care relating to a learning or physical disability, old age, or a mental health issue;
* Who may be unable to take care of themselves or protect themselves from harm, exploitation or abuse.

We recognise that any group of individuals may contain some who are more vulnerable to abuse, but there is a particular recognition of the risks LGBTQ+ people may face to their welfare. In particular, this may include psychological abuse and discriminatory abuse.

The degree of vulnerability may change over time, and club members should inform a committee member of any significant change in their circumstances or wellbeing, either physical or mental, which may impact on their susceptibility to abuse or ability to participate in MFR activities.

**5. Abuse**

Abuse is a violation of an individual’s human and civil rights by any other person or persons. A consensus has emerged identifying the following main different forms of abuse: physical abuse, including hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions; sexual abuse, including rape and sexual assault or sexual acts to which the vulnerable adult has not consented, or could not consent or was pressured into consenting;

* Psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
* Financial or material abuse, including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
* Neglect and acts of omission including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
* Discriminatory abuse including racist, sexist, that based on a person’s disability, and other forms of harassment, slurs or similar treatment.

**6. Alerting**

Everyone reading this document may regard themselves as an alerter. Alerting or raising a concern about abuse means:

* Recognising signs of abuse/ongoing bad practice
* Responding to a disclosure
* Reporting a concern, allegation or disclosure
* Recording initial information
* Working strictly in accordance with anti-discriminatory practice.

As an alerter you are:

* Not being asked to verify or prove that information is true;
* Required to log your concerns and report them to an appropriate person or organisation.

Only the Police have the responsibility to establish whether a criminal offence has been committed.

If you believe there is an immediate and very real danger you should get in contact with the police.

**7. Responses**

MFR is an LGBTQ-friendly running club and recognises its limitations as such. Whenever a safeguarding issue is deemed significant, appropriate external bodies such as the Local Authority Safeguarding Team and the Police will be notified. When a safeguarding issue is deemed to be less serious, the matter will be examined as described in the MFR Code-of-Conduct policy.

In the instance of any risk of abuse, and can or should be dealt with through the club, it should be reported to the Welfare Officer. In 2023/24, this is Michael Bailey, who can be contacted via email at welfare@manchesterfrontrunners.org, through his personal social media channels, via phone (07890 262503), or at any club runs he attends.

An MFR member can report a potential safeguarding issue to any member of the committee and this will be communicated to the MFR Welfare Officer. At all times, the concern will be treated in confidence with the privacy and dignity of those involved being paramount. Should the safeguarding concern apply to the Welfare Officer, the concern should be reported to one of the Co-Chairs of MFR, who will assume responsibility for addressing it. In this instance, the contacts are Jacqui Phazey-Baines (07971 424922) and Martin Dunn (07708 826704). Both can be contacted at co-chairs@manchesterfrontrunners.org, at any club runs they attend, as well as via their personal social media channels.

**8. Investigation**

The Welfare officer will investigate the situation as soon as is practical and within no later than 7 days of receiving notification. This will consist of an initial examination of the concern and they will, in discussion with at least two other committee members, determine what response in required. If the Welfare officer is not available, responsibility for investigating the concern will be delegated to the Co-Chairs of MFR.

**9. Young people under 18**

The minimum age for membership of MFR is 18. Children and young adults under the age of 18 cannot partake in MFR training sessions, but may, if appropriate, attend club socials when accompanied by an adult member. At all times, a child younger than 16 must remain in the custody of the member who brought them, and this member must act in place of the parent at all times.

**10. General guidance**

All people who hold positions of responsibility within MFR will be subject to enhanced disclosure and barring service vetting; this includes all run leaders and coaches. The co-chairs should also hold DBS.

**11. Useful contacts**

Victim support

<https://www.victimsupport.org.uk>

Citizens Advice

<https://www.adviceguide.org.uk/index.htm>

Samaritans

<https://www.samaritans.org.uk>

LGBT Foundation

72 Sackville St

Manchester

M1 3NJ

0345 3303030

info@lgbt.foundation

Greater Manchester Police

Openshaw Complex

Lawton Street

Openshaw

Manchester

M11 2NS

Contact 999 if an emergency, or 101 in a non-emergency.

Manchester City Council Social Services

0161 234 5001

mcsreply@manchester.gov.uk

Link to England Athletics Safeguarding information and policies:

<https://www.englandathletics.org/clubs--community/club-management/welfare---it-is-everyones-responsibility/guidance-documents-and-resources>

Committee names and email addresses:

Co-chair: Martin Dunn (he/him) co-chairs@manchesterfrontrunners.org

Co-chair: Jacqui-Phazey Baines (she/her) co-chairs@manchesterfrontrunners.org

Welfare Officer: Michael Bailey (he/him) welfare@manchesterfrontrunners.org

Social Secretary: Blair Paterson (he/him) social@manchesterfrontrunners.org

Coaching Officer: Nick Markley-Wallis (he/him) Coach@manchesterfrontrunners.org

Race Secretary: Rachel Kenyon (she/her) race@manchesterfrontrunners.org

Club Secretary/Treasurer: Jono Guildford (he/him) secretary@manchesterfrontrunners.org

Communications Officer: Joe Jarvis (he/him) info@manchesterfrontrunners.org

**Appendix: Definitions of Abuse**

**There are different forms of abuse or neglect:**

 • Physical abuse - being hit or slapped, being given the wrong medication on purpose, being locked in somewhere, tied up or force fed.

 • Sexual abuse - being touched or kissed when it is not wanted, being made to touch or kiss someone else, being made to watch pornography, being raped, getting something (e.g. gifts or money) as a result of performing sexual acts which a person could not or did not consent to.

 • Emotional abuse - being threatened, not being given choices, being bullied, being deliberately left alone for a long time, being tormented

 • Financial abuse - having money or personal property stolen, being tricked out of benefits, someone borrowing money and not paying it back, being bullied into letting other people use credit cards or cheques.

• Neglect - not being given enough to eat or drink, being left in dirty or wet clothes, being given the wrong medication or not being given medication at all, someone not calling a doctor or nurse when help is needed.

 • Discriminatory abuse - ignoring religious beliefs, making comments or jokes about a person's disability, race or sexuality, not providing food to meet dietary requirements.

 • Organisational abuse - repeated instances of poor care or treatment in a service.

 • Domestic abuse - abuse perpetrated by someone who is, or has been, a family member or intimate partner.

• Self-neglect - when a person is unable to look after themselves meaning that their health, wellbeing or safety is affected.

 • Modern slavery - when a person is forced to work for no money, they may be owned or controlled by an employer or moved from different areas or abroad.