Our Policy

Boulder Brighton is committed to ensuring that all children and vulnerable adults who participate in our activities are safe and protected from harm. We will do all within our power to safeguard children and vulnerable adults. This safeguarding policy applies to all members, volunteers, staff, and anyone involved in delivering activities or services related to Boulder Brighton. We are dedicated to promoting a positive and safe environment for everyone involved in climbing activities.

This policy has been developed in line with the British Mountaineering Council's (BMC) safeguarding guidelines, UK safeguarding legislation, and best practice for ensuring the safety and well-being of children and vulnerable adults.

This policy outlines the measures we will take to safeguard and promote the welfare of children and adults at risk, ensuring that they are safe from abuse, neglect, exploitation, and any form of harm while participating in climbing activities at Boulder Brighton.

This policy will be reviewed annually and circulated to all staff as part of their annual staff policies review.
Last reviewed: 01/08/2025

Who to contact in case of a safeguarding concern.

All instances of suspected or alleged abuse of children or vulnerable adults witnessed by Boulder Brighton Staff **must** be reported immediately:

1. To the designated safeguard lead (DSL). This is Alistair Ewen, Safeguarding@boulderbrighton.com
2. In the absence of the DSL to the Director: Tom Bauer, tom@boulderbrighton.com
3. In the absence of either of the above, contact the Single Point of Advice service (SPoA) https://www.eastsussex.gov.uk/children-families/professional-resources/spoa either via phone 01323 464222 or Email webspoa@eastsussex.gov.uk
4. Out of working hours you can contact the Emergency Duty Service on 01273 335905. (Further information about this service is available at https://www.eastsussex.gov.uk/children-families/report-a-concern-child).

What we will do:

In the instance of witnessing harm, abuse or suspected abuse, being told of abuse by a child or vulnerable adult, all Boulder Brighton staff and volunteers MUST:

1.Listen carefully to the child/person who is alleging harm

2. Avoid asking questions except to be clear what the child/person is saying

3. Continue listening for as long as the person/child continues talking

4. Reassure them they are not to blame

5. Do not promise confidentiality.

When the person/chid has finished :

1. Record in as much detail as possible what you have been told.

2. Inform the designated safeguarding lead and share the information gathered.

3. Concerns must be kept confidential and should not be discussed with anyone other than the child protection lead.

- If you are unsure if it is a safeguarding issue message the operations team direct via the staff intranet immediately.

Whistleblowing

If:

- You have used the procedures outlined in this document but feel they have not been acted upon
- The procedures themselves are failing the child
- You are worried that repercussions are likely to arise for you if you raise a concern through the detailed procedure

Then you should contact either the NSPCC whistleblowing advice line on 0800 0280285 or the BMC Safeguarding team. This applies to incidents that happened in the past, are happening now or may happen in the future.

It is important to know that Awareness is the key issue – Listening and observing children and vulnerable adults is of most importance.

For details and reference of all aspects of this policy and the procedures it informs we will use the guidance set out in the following appendices.

Appendices

- **For clarification of what constitutes abuse see Appendix 1.**

- **For a clarification of understanding how to respond when you become aware of abuse see Appendix 2.**

- **For guidance in safeguarding adults including vulnerable adults please see Appendix 3.**

- **For a summary of our procedure please see Appendix 4.**

- **For practical guidance on instructors behaviour see Appendix 5.**

Appendix 1.

What Constitutes Abuse.

For a detailed understanding of what constitutes abuse please refer to the guidance set out by the NSPCC accessible at:

https://learning.nspcc.org.uk/child-abuse-and-neglect

Appendix 2.

For a clarification of understanding how to respond when you become aware of abuse.

This will be done in line with the teaching all staff receive from the NSPCC training: https://learning.nspcc.org.uk/training/child-protection-safeguarding-sport .

For reference on how to respond to concerns of abuse access detailed information via the NSPCC at:

https://learning.nspcc.org.uk/safeguarding-child-protection/managing-allegations-of-abuse

For guidance from the BMC including the full document from which the flow chart offers a simple step by step guide, accessible at page 4, visit:

https://services.thebmc.co.uk/media/files/Safeguarding/230831_Reporting%20concerns%20guidance%20children_v1_0.pdf

Regarding how to respond should the incident involve a vulnerable adult:

https://services.thebmc.co.uk/media/files/Youth%20and%20Equity/230831_Reporting%20concerns%20guidance%20adults_v1_0.pdf

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Appendix 3.

For guidance on safeguarding adults and vulnerable adults:

A vulnerable adult is generally defined as someone over the age of 18 who, due to various factors like age, disability, illness, or mental health issues, may need extra support and protection from harm or exploitation. This vulnerability can stem from an inability to protect themselves or to make informed decisions due to reduced capacity making them more susceptible to abuse, neglect, or other forms of harm.

If you are in doubt record what you have witnessed and contact the DSL. The DSL will respond in line with advice from East Sussex Safeguarding Adults policy accessible at:

https://www.sussexsafeguardingadults.org/access-the-policy-and-procedures/section-3/3-1-legislation-national-guidance-and-toolkits/

Appendix 4

1. Scope of the Policy

This safeguarding policy is designed for the guidance and wellbeing of:

- All children, their families and carers, and vulnerable adults using the services of Boulder Brighton.
- All Boulder Brighton staff, whether in a paid or voluntary capacity, including coaches, instructors, and any other staff who interacts with children or vulnerable adults.
- All activities, events, and trips organized by Boulder Brighton.

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2. Procedures

All Boulder Brighton staff will be familiar with the following:

- Appropriate conduct and behaviour for working with young people and vulnerable adults.
- How to identify signs of abuse.
- How to record allegations of abuse or instances where they witness concerning or abusive behaviour, or signs of abuse.
- How to ensure the safety of young people and vulnerable adults by sharing their concerns with the right person or authority.

Definitions of appropriate conduct is detailed in our Boulder Brighton Conduct Policy. Further standards are detailed as part of the various National Training Qualifications held by staff.

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3. Staff training

Boulder Brighton is committed to achieving and maintaining the highest standards and complying with the most up to date guidance on required staff training. In addition to this and with the aim of maintaining an environment where safeguarding and the welfare of all customers and staff are given due importance we ensure all staff receive appropriate safeguarding training beyond the legal minimal requirements according to their roles and responsibilities as stated:

Job Roles	**Training**	**Schedule**
DSL	Designated Safeguarding Lead training	2yrs
DSL	Welfare officer training	2yrs
All instructors	Child Protection in Sport, NSPCC or Safeguarding Children by BMC	2yrs
All full time staff	Child Protection in Sport, NSPCC or Safeguarding Children by BMC	3yrs

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4. Legal and Regulatory Framework

The safeguarding policy is underpinned by the following:

- **Children Act 1989 and 2004**
- **Safeguarding Vulnerable Groups Act 2006**
- **Protection of Freedoms Act 2012**
- **Working Together to Safeguard Children (2023)**
- **BMC Safeguarding Guidelines**
- **The Human Rights Act 1998**

Our safeguarding policy complies with the standards set out in the above guidance and as described we are committed to training staff and volunteers to ensure the policy is implemented effectively.

5. Record Keeping.

All safeguarding concerns will be recorded and kept in line with all our data protection policy from the date of the incident until the person involved is 25 years old or for 18 years. This will be done on a Google Drive folder with access limited to the DSL and where necessary the IT administrator. In the instance that any incident involves the Managers this will be safely stored independently by the DSL.

6. Safer Recruitment.

Following carefully the procedures for recruitment and selection of staff and volunteers The climbing centre is an open, safe and public place where the risk of abuse is low. References should be taken up prior to the employment of a successful candidate, and verified by a telephone call where appropriate. All successful candidates, including volunteers, who will be responsible for and alone in the centre with children and young people (instructors in sole charge of a group), must be subject to Enhanced Disclosure through checks by the Disclosure and Barring Service (DBS). No unsupervised access to children is to be allowed until references have been reviewed and results from the DBS are obtained. Advice should be sought prior to recruiting someone with a criminal record or record of other offences. New members of staff or volunteers must undergo a comprehensive induction which covers the Safeguarding Policy and Procedures.

Appendix 5

Instructor Practical Guidelines

To be read and discussed on instructor induction. Induction sheet completed to show this.

Bullying or Harassment: We expect our youth to climb in an environment that is free from any bullying, harassment or discrimination. It is important that you promote an environment where any form of bullying or harassment is unacceptable. Report and encourage youth participants to report if they are made to feel uncomfortable by actions, words or any incidents that occur.

Professional Behaviour: Whilst it is important to make a young person feel at ease, avoid being over familiar and maintain a professional instructor/client relationship at all times.

Environment: Where possible, avoid being on your own in an isolated or closed environment with a young person or make sure that others know of the situation.

Travel: If a young person will be travelling alone with an adult make sure that there is a known destination and check-in time with a third party. It is a good idea to make a mobile phone (or equivalent) available to the youth in such situations.

Physical Contact: There may be occasions when physical contact is unavoidable (e.g. when you are guiding them in carrying out a technical operation) but these should be kept to a minimum. Always explain the context and seek the consent of the student.

Disclosure: Occasionally young people may disclose confidential information at work that gives rise to serious concern for their physical or emotional safety. In such situations you must share this concern with the Safeguarding officer.

Contact: When outside of instructed sessions it is necessary for instructors to get in touch with young people this should never be done via direct messaging, only in group messages that include at lease one more member of BB staff. Instructors should not have any direct contact, 1:1, on social medial. Instructors should also keep social media contact to a minimum and only within the context of the professional relationship.