

Cardiff City Korfball Club

Safeguarding Policy

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Policy Statement

Cardiff City Korfball Club (hereafter to be referred to as 'the Club') is committed to protecting all participants and spectators from harassment and abuse in all club activities. This policy provides detailed guidance to ensure a safe and respectful environment.

Purpose

This policy sets out the Club's commitment to protecting all individuals involved in club activities from harassment, abuse and discrimination and to ensure a safe and respectful environment for everyone.

Scope

This policy applies to:

- All Club events and activities, including those organised on an informal basis.
- All events organised by other clubs or governing bodies (WKA, England Korfball, IKF etc.) where Club members are participating.
- Club members outside the scope of these events where they are representing the Club, formally or otherwise.
- All participants in the events previously mentioned, including players, coaches, referees, volunteers and spectators.
- Alleged incidents of harassment and abuse, whether occurring during an event or in the broader context of Club activities.

Definitions:

- **Participants:** Includes players, coaches, referees, volunteers and spectators.
- **Events:** Refers to any events within the scope of this policy, whether organised by the Club or other bodies.
- **Harassment and Abuse:** Encompasses psychological abuse, physical abuse, sexual harassment, and neglect. These are not mutually exclusive and can occur in any combination.
- **Psychological Abuse:** Acts such as confinement, isolation, verbal assault, humiliation, or intimidation.
- **Physical Abuse:** Deliberate acts like punching, kicking, or forced physical activity causing injury or trauma.
- **Sexual Harassment:** Unwelcome verbal or physical conduct of a sexual nature, including coercion or manipulation.
- **Neglect:** Failure to provide appropriate care, resulting in harm or creating imminent danger.
- **Racism:** Discrimination based on race, colour, descent, or ethnic origin.
- **Discrimination:** Unfair treatment based on any protected characteristic as described in the Equality Act (2010).

Implementation

The Club will:

- Make all safeguarding and related policies accessible to all participants.
- Ensure the Club has a designated Wellbeing Officer responsible for safeguarding.
- Where the designated Wellbeing Officer is unable to deal with any issues, ensure that any Committee Member or Coach who is approached about a safeguarding issue is familiar with the required process for dealing with these issues.

- Promptly escalate any issues where required; for internal issues within the club, this will be done in line with our Disciplinary Policy, and for external issues, issues will be escalated to relevant governing bodies and/or other clubs involved. In addition, where appropriate, issues will be reported to the police.
- Ensure that all issues are treated as sensitive and confidential.
- Ensure that any Club volunteers working with children or vulnerable adults have undergone Disclosure and Barring Service (DBS) checks.
- Review the Safeguarding policy, and all other relevant policies, on an annual basis to ensure they continue to be fit for purpose.

Reporting procedures

Any individual within the club may report harassment or abuse through the mechanisms described in the Club's Disciplinary Procedure. In addition, any reports relating to a safeguarding issue reported to any club volunteer (coaches and committee members) will be escalated as required.

Confidentiality

All reports on safeguarding issues are considered confidential.

Disclosure of confidential information is permitted if:

- Non-disclosure may cause harm
- The information relates to a potential criminal act

Public disclosure of disciplinary decisions can be made by the Club where this is considered necessary, however the details of the victim will be anonymised unless consent is provided.

Accountability and Monitoring

- The Club's Committee is responsible for overseeing the implementation of this policy.
- An annual review will be conducted to assess progress and make updates.

Review and Updates

This policy will be reviewed annually or sooner if there are changes in legislation, best practice, or internal governance needs.

Declaration

The Club embraces our role in building a sport that is open and welcoming for everyone and we are committed to nurturing a safe and respectful environment for all, and to ensuring all participants are supported and protected.